Nonprofit Compensation Report

22nd edition | 2022



Candid.

Foreword

Every year, millions of nonprofits spend trillions of dollars around the world. Candid finds out where that money comes from, where it goes, and why it matters. Through research, collaboration, and training, Candid connects people who want to change the world to the resources they need to do it. Our data tools on nonprofits, foundations, and grants are the most comprehensive in the world. Find out more at candid.org.

Candid has information on more than 1.9 million active U.S. nonprofit organizations. Visitors can access free and fee-based products to get the nonprofit data they need. This new edition of Candid's 2022 *Nonprofit Compensation Report*, composed of data from close to 88,000 nonprofit organizations is a trusted source to benchmark and research nonprofit executive compensation.

© 2022 by Candid
All rights reserved. No part of this report may be reproduced in any form without written permission of Candid.

Candid
32 Old Slip 24th Floor
New York, NY 10005 USA
candid.org

Author's letter

Candid's 2022 *Nonprofit Compensation Report*, the 22nd in our annual series, is derived from information on more than 140,000 individual positions at 88,000 tax-exempt organizations. The executive summary presents findings based not only on this report but also on data for previous years.

Our report remains the only large-scale analysis of its kind, based entirely on data reported to the IRS. It also continues to be the most comprehensive nonprofit compensation study available.

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

Nonprofits must demonstrate to oversight agencies, grantmakers of all types (government, corporations, and private foundations), and individual donors that the salaries and benefits they offer are justified. They must document their compensation practices and be prepared to help their supporters understand why these practices are appropriate. Candid's 2022 *Nonprofit Compensation Report* is a valuable tool for achieving these goals.

In the year ahead, Candid will be laying out plans for the 2023 edition. Feedback and comments are very much welcome. Please email your thoughts to products@candid.org.

Executive summary: Highlights and insights from Candid's *2022 Nonprofit Compensation Report*

Candid's *2022 Nonprofit Compensation Report* reviews key employee compensation based on 140,947 observations from 87,529 Forms 990 and 990-EZ filed by 501(c) organizations with the IRS for fiscal year 2020. The report remains the only large-scale analysis of its kind based entirely on data reported to the IRS. It also continues to be the most comprehensive nonprofit compensation study available.

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

Trends over time

This year's report found that most of the trends we observed in 2019 continued in 2020.

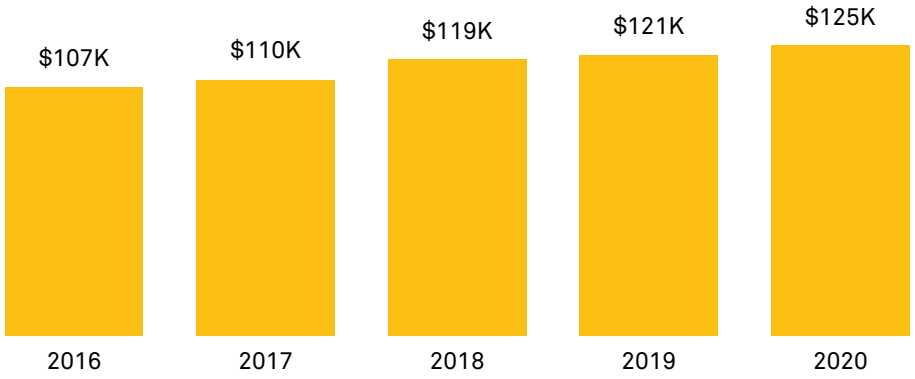
Highlighted below are some of those trends.

Insights

Median executive compensation has grown steadily over the last five years.

Executive compensation refers to all 14 job categories tracked in the report.

Median executive compensation, 2016–2020



Dollar figures are not adjusted for inflation.

Variation in compensation

Compensation is determined by many factors, including the mission of an organization, its size, and location.

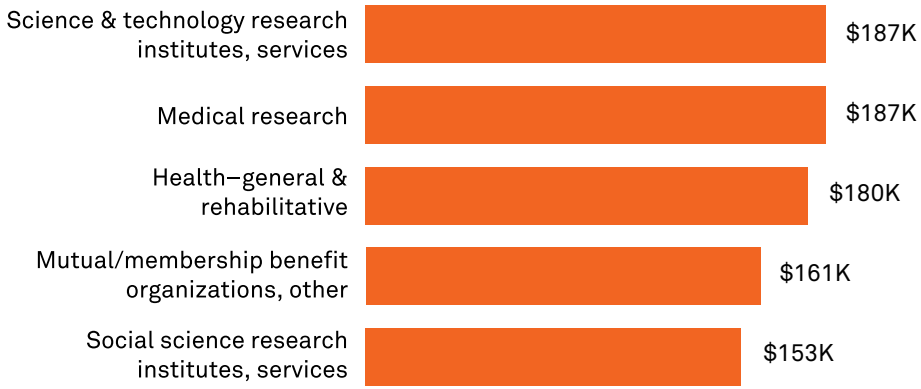
Compensation by program area for 501(c)(3) organizations

Science, medical research, and health organizations have the highest overall median executive compensation, while religious institutions, animal-related organizations, and the arts continue to have some of the lowest overall executive compensation.

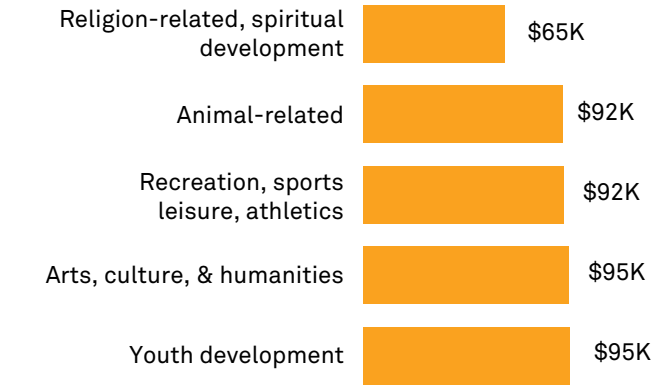
Insights

Science and technology research institutes have the highest overall median executive compensation, while religious institutions continue to have the lowest.

Five program areas with highest median executive compensation, 2020



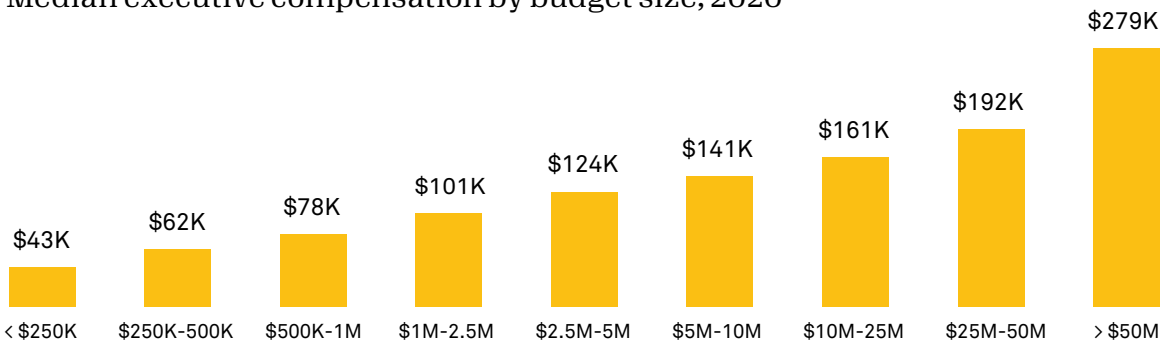
Five program areas with lowest median executive compensation, 2020



Compensation by budget size for 501(c)(3) organizations

The biggest differences in executive compensation are between the $25M–$50M budget size and the over $50 million band (a difference of $87K or 46%), followed by the less than $250K budget size and $250K–$500K band (a difference of roughly $20K or 46%).

Median executive compensation by budget size, 2020

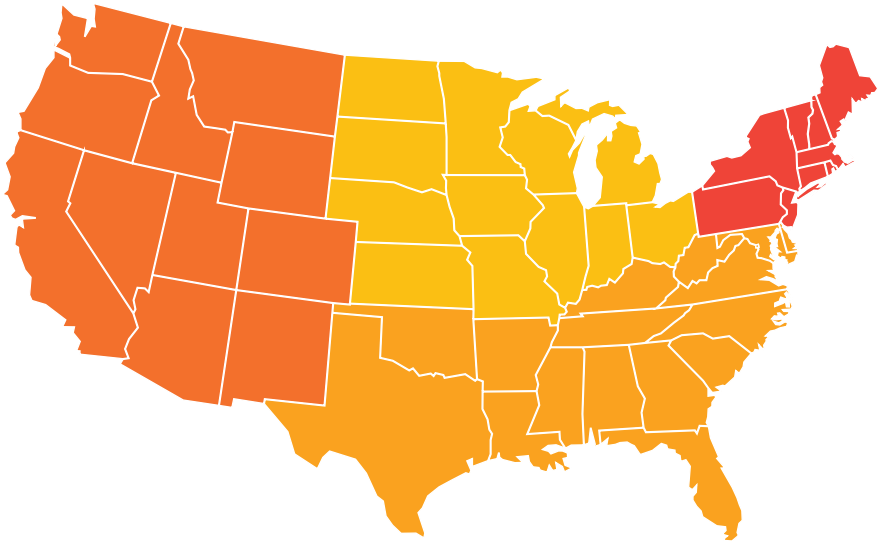


Compensation by region and by state

This year's executive summary also includes observations on compensation by U.S. region. 501(c)(3) organizations in the Northeast have higher median executive compensation compared to other regions.

Median executive compensation by region, 2020*

Northeast	$139K
West	$118K
South	$116K
Midwest	$110K



Dollar figures are not adjusted for cost of living.

*Regions are based on the U.S. Census Bureau's designation.

Note: Region is only one of several factors that account for differences in compensation. The full report looks at compensation on the state and MSA level broken out by budget size, gender, and program areas.

Insights

501(c)(3) organizations in the Northeast have higher median executive compensation compared to all other regions.

Insights

The District of Columbia has the highest median executive compensation, followed by New York and Massachusetts.

Top five states with highest median executive compensation, 2020



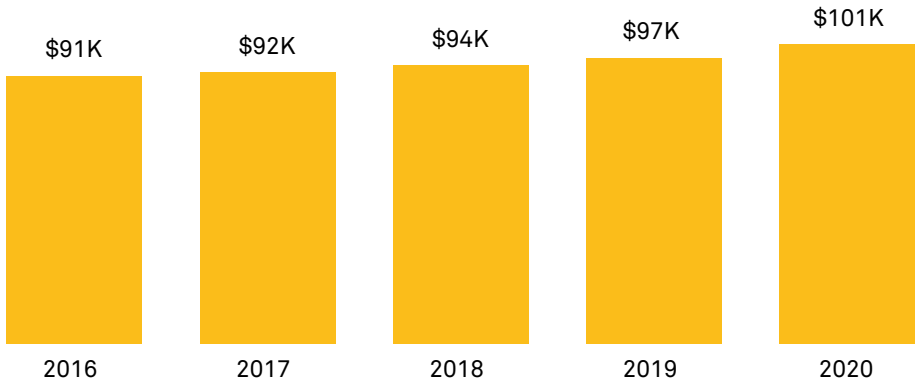
Dollar figures are not adjusted for cost of living.

CEO compensation

Insights

Median CEO compensation has gradually increased over the last five years.

Median CEO compensation, 2016–2020

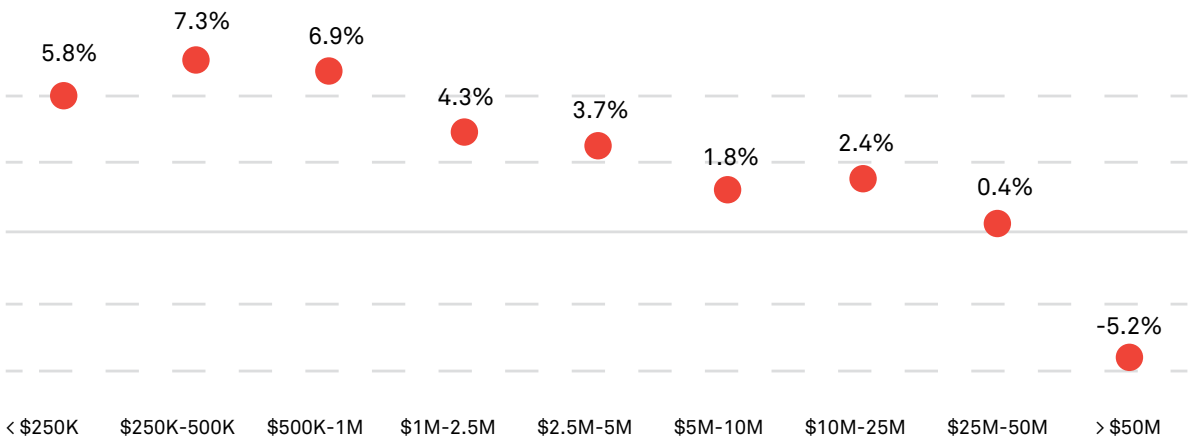


Dollar figures are not adjusted for inflation.

Insights

Median compensation for CEOs increased or held steady for all but the highest budget band (>$50M).

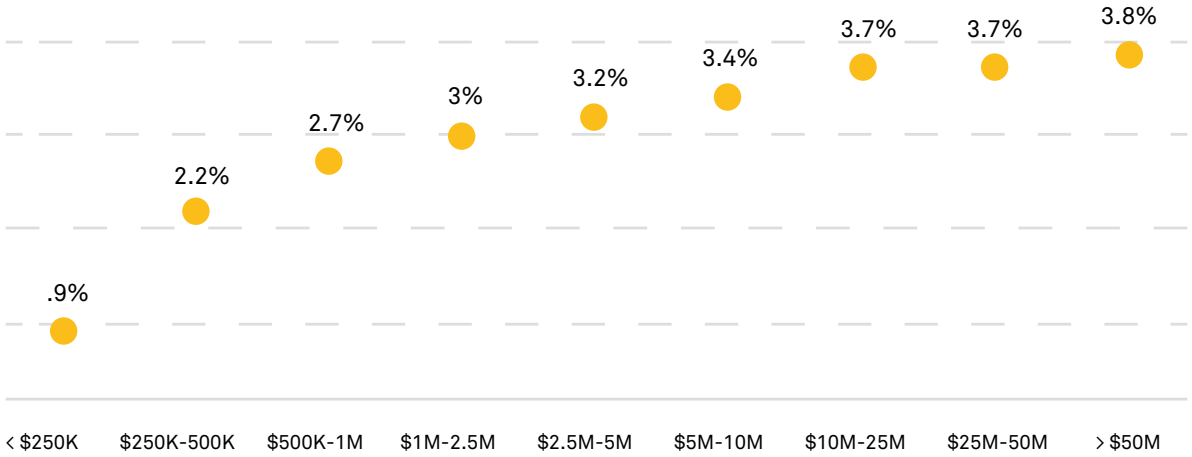
Annualized change in CEO median compensation from 2019 to 2020



Incumbent CEO

The median increase in compensation of incumbent CEOs was higher for larger organizations.

Median increase in incumbent CEO compensation from 2019 to 2020



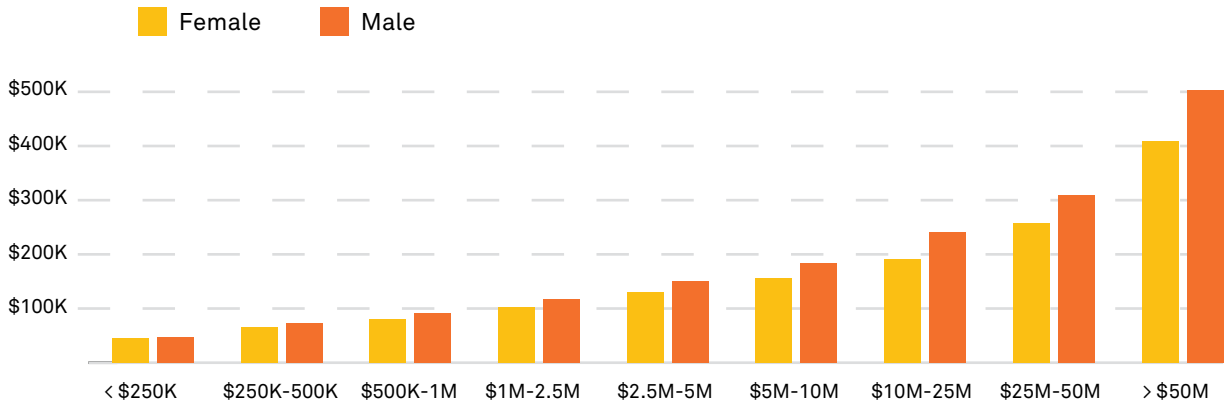
Compensation by gender

There are still significant differences between the compensation of men and women. The median compensation of female CEOs was lower than that of male CEOs at organizations of all sizes.

Median compensation of CEOs by gender, 2020

Insights

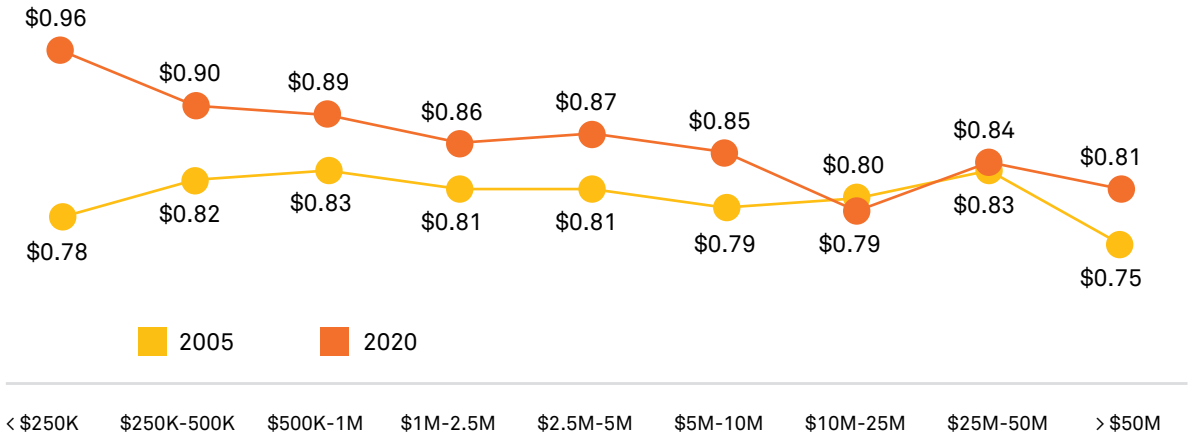
There remains a pay gap in CEO compensation by gender. The pay gap is narrower for organizations with a smaller budget size.



Amount female CEOs make for each dollar male CEOs make, 2005 vs. 2020

Insights

The gender gap is (slowly) declining, with all but one budget band showing a decrease in pay gap since 2005.



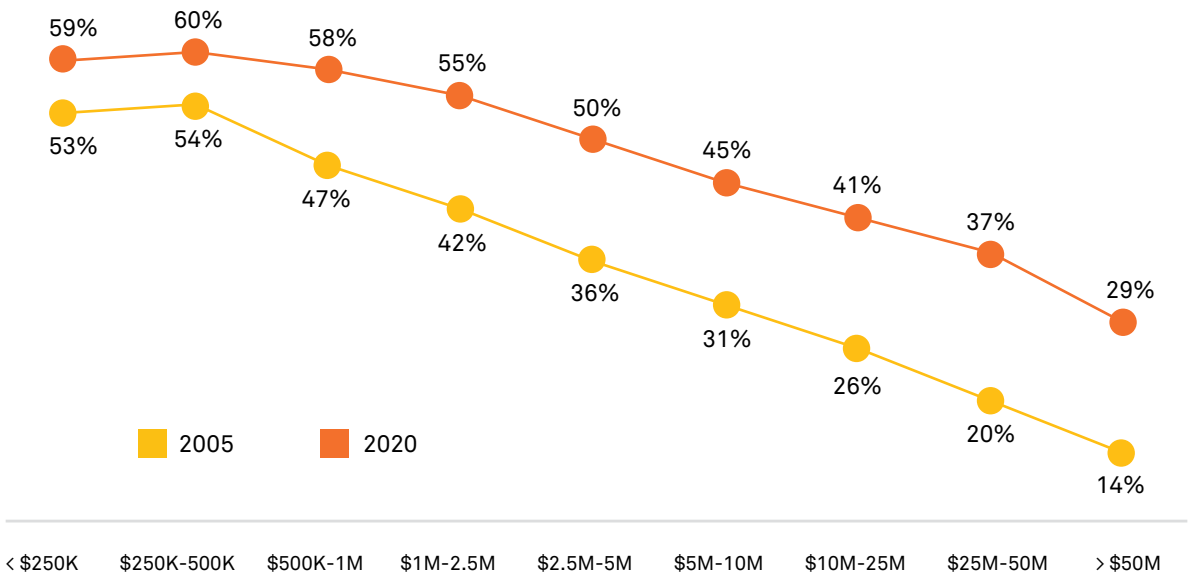
Leadership by gender

From 2005 to 2020, the percentage of female CEOs has grown in all budget groups; however, their representation declines as organization size increases.

Insights

Women represent the majority of CEOs at smaller organizations.

Percentage of women CEOs, 2005 vs. 2020



Nonprofit Compensation Report Methodology

Candid's 2022 *Nonprofit Compensation Report* draws exclusively from data reported on Forms 990 and 990-EZ. These are information returns filed annually with the Internal Revenue Service (IRS) by most tax-exempt organizations. The 990 is used by organizations with annual revenues of $200,000 or more, and the 990-EZ is used by organizations with annual revenues of $200,000 or less and EOY assets of less than $500,000. Organizations are instructed to supply compensation information for all officers, directors, trustees (no minimum compensation threshold), and up to 20 key employees who earn at least $150,000. Additionally, information is provided for certain other employees who earn at least $100,000. Private foundations, which are organizations that file the 990-PF, are not included in the report.

The report considers 140,947 observations from 87,529 forms filed with the Internal Revenue Service by section 501(c) nonprofits for fiscal year 2020. Statistics are reported on total compensation; for the purposes of this report, total compensation is defined as the sum of Form 990, Part VII, Line 1a, Columns D, E, and F, or Form 990-EZ, Part IV, Columns C, D, and E, and Part VI, Columns C, D, and E. Individuals with total compensation of less than $15,000 were not included in order to make the cleansing and processing of the data more manageable. The vast majority of the filings examined for this report, 95%, were 990s; only 5% were EZs.

Candid's 2022 *Nonprofit Compensation Report* also reports statistics on annual changes in total compensation. Because these statistics are driven by direct comparison with 2019 data for individuals who held the same positions at the same organizations, this data is less rich. It includes 85,461 observations from 57,289 organizations.

Job categories

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

Job category	Examples of titles included in the category
CEO/Executive Director (80,231)	CEO
	Executive Director
	President
Top administrative position (6,192)	Administrative Director
	Chief Administrative Officer
	Finance and Administration Director
	General Manager
	Vice President of Administration
Top business position (3,213)	Business Affairs Director
	Business Development Director
	Business Manager
	Chief Business Development Officer
	Sales Director
Top development position (4,481)	Advancement Director
	Chief Development Officer
	Major Gifts Officer
Top education/training position (2,700)	Academic Vice President/Provost
	Chief Learning Officer
	Dean of Academic Affairs
	Director of Educational Services
	Vice President of Human Resources and Training
Top facilities position (1,097)	Director of Facilities
	Director of Plant/Grounds Services
	Vice President of Facilities Operations
	Vice President of Facilities Management
Top financial position (20,093)	Assistant Treasurer and CFO
	Associate Vice President of Finance
	CFO
	Senior Vice President of Finance and Administration
Top HR position (2,621)	Human Resources Director
	Vice President of Human Resources
	Vice President of Human Resources and Training

Job category	Examples of titles included in the category
Top legal position (1,634)	Chief Legal Counsel
	General Counsel
	Legal Affairs Vice President
	Legal Affairs Officer
Top marketing position (1,642)	Chief Marketing and Brand Officer
	Director of Marketing
	Director of Marketing and Communications
Top operations position (8,997)	Chief Operations Officer
	COO
	Operations Director
Top program position (3,023)	Program Coordinator
	Program Director
	Executive Director of Programs
	Vice President of Programs
Top public relations/communications position (1,989)	Director of Communications
	Director of Marketing and Communications
	Director of Public Relations
Top technology position (3,034)	Chief Information Officer
	Chief Technology Officer
	Director of Information Systems
	Vice President of Information Technology

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

Gender

In the tables where the data is split out by gender, gender has been assigned using data from the Social Security Administration. The Social Security Administration provides separate annual files containing name, sex, and number of individuals born in the United States with a Social Security number. Names with five or more occurrences are listed. The data set used to assign gender in this report was limited to data from 1930 to 2000, with the assumption that individuals listed on organizations' IRS filings would be between the ages of 20 and 90. The number of occurrences for each name for each sex during

this period was totaled and the percentage of time a given name was assigned a specific gender was calculated. For example, the name Mary was given to females in 99.6% of observations and to males in 0.4%. Only names with 20 or more total occurrences and a male/female percentage greater than 70% were used to assign gender in this report. Individuals listed on the tax filings with names that were not included in the Social Security Administration data set or with male/female percentages less than 70% were assigned an unknown gender.

Output display

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

In cases where there are few observations, the median is likely to be the most reliable statistic. Still, this report does not use sampling but draws instead from every fiscal year 2020 Forms 990 and 990-EZ available to the author on August 1, 2022, on which compensation information was reported and could be codified. In most categories where the number of observations is small, it is because the number of such organizations in the entire population is as small or almost as small.

In general, the report is not useful for comparisons across categories, especially when the number of observations is small. For example, in the $250K–$500K budget group, the median salary for the top legal position is $101,082, versus $67,411 for CEOs. The CEO median, however, is based on 10,998 organizations, whereas that for the top legal position is based on only 18 organizations, and the CEO is more highly compensated (or is also in the top legal position) in eight of those 18.

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

Organization budget size

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

Four groups:

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

Nine groups:

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

Geography

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

Metropolitan statistical area (MSA)

Data is displayed only for MSAs for which sufficient data is available, a total of 258. The level of detail available varies greatly, with larger MSAs having more information available than smaller ones. The following MSAs have 500 or more observations:

- Albany-Schenectady-Troy,NY
- Atlanta, GA
- Austin-SanMarcos,TX
- Baltimore,MD
- Boston, MA
- Buffalo-Niagara Falls, NY
- Charlotte-Gastonia-Rock Hill, NC-SC
- Chicago, IL
- Cincinnati, OH-KY-IN
- Cleveland, OH
- Columbus, OH
- Dallas-Fort Worth, TX
- Denver-Boulder, CO
- Detroit, MI
- Fort Worth, TX
- Grand Rapids-Muskegon-Holland, MI
- Greensboro-Winston-Salem-High Point, NC
- Hartford, CT
- Houston, TX
- Indianapolis, IN
- Kansas City, MO-KS
- Los Angeles-Long Beach, CA
- Louisville, KY-IN

- Madison, WI
- Memphis, TN-AR-MS
- Miami, FL
- Milwaukee, WI
- Minneapolis-St. Paul, MN-WI
- Nashville, TN
- Nassau-Suffolk, NY
- New Orleans, LA
- New York, NY-NJ
- Newark, NJ
- Norfolk-Virginia Beach-Newport News, VA-NC
- Oakland, CA
- Oklahoma City, OK
- Orange County, CA
- Orlando, FL
- Philadelphia, PA-NJ
- Phoenix-Mesa, AZ
- Pittsburgh, PA
- Portland, OR-WA
- Providence-Fall River-Warwick, RI-MA
- Raleigh-Durham-Chapel Hill, NC
- Richmond-Petersburg, VA
- Riverside-San Bernardino-Ontario, CA
- Rochester, NY
- Sacramento, CA
- San Antonio, TX
- San Diego, CA
- San Francisco-Oakland, CA
- San Jose, CA
- Seattle-Everett, WA
- St. Louis, MO-IL
- Tampa-St. Petersburg-Clearwater, FL
- Washington, DC-MD-VA
- West Palm Beach-Boca Raton, FL

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

Organization type

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

Section 501(c)(3) organizations are classified using the National Taxonomy of Exempt Entities (NTEE), a hierarchical system developed by the National Center for Charitable Statistics (NCCS) and used to group nonprofit organizations. Some 74,576 filings fall into this category.

The report uses three levels of hierarchy for 501(c)(3)s: NTEE major group (general), NTEE decile group (more specific), and NTEE centile group (most specific). For example, the Museum of Modern Art belongs to the NTEE major group "Arts, culture, & humanities"; the NTEE decile group "Museums"; and the NTEE centile group "Art museums." More information about the NTEE system, including definitions, is available at the NCCS website. Note: N.E.C. below means "not elsewhere classified."

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

Nonprofit organizations that fall outside the 501(c)(3) category are listed by their IRS subsections in the Other subsections portions of the report. Of the 87,529 filings in this report, 12,953 fall into this category.

All organizations compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less							
CEO/Executive Director	13,397	$49,174	$21,200	$30,600	$45,350	$61,797	$81,134
Top Administrative Position	373	$35,492	$18,214	$23,636	$31,275	$43,834	$56,229
Top Business Position	63	$55,424	$19,648	$29,157	$47,250	$75,715	$100,227
Top Development Position	50	$38,605	$20,276	$22,964	$33,069	$45,172	$61,299
Top Education Position	40	$48,161	$21,176	$26,877	$35,968	$57,961	$105,443
Top Facilities Position	19	$35,011		$20,500	$31,449	$42,800	
Top Finance Position	771	$41,172	$18,000	$23,407	$34,000	$48,912	$70,227
Top Legal Position	14	$54,328		$31,182	$44,769	$81,296	
Top Marketing Position	11	$41,540		$23,264	$30,575	$48,719	
Top Operations Position	224	$39,544	$18,190	$23,449	$35,767	$48,946	$67,068
Top PR/Communications Position	21	$35,040	$25,743	$28,312	$32,407	$41,700	$51,000
Top Program Position	293	$38,560	$20,216	$27,085	$36,230	$46,200	$58,929
Top Technology Position	9	$28,181			$20,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10,998	$74,037	$35,971	$50,186	$67,411	$89,615	$118,274
Top Administrative Position	334	$50,943	$22,400	$31,218	$43,844	$58,050	$77,272
Top Business Position	143	$92,865	$32,185	$52,883	$85,014	$127,940	$158,555
Top Development Position	34	$54,736	$27,209	$33,832	$48,314	$65,714	$92,371
Top Education Position	85	$74,692	$26,925	$36,307	$71,000	$98,107	$136,431
Top Facilities Position	13	$34,310		$20,042	$35,341	$43,200	
Top Finance Position	763	$56,821	$21,195	$31,200	$48,060	$70,877	$101,960
Top Human Resources Position	5	$42,672			$40,509		
Top Legal Position	18	$98,360		$75,031	$101,082	$117,493	
Top Marketing Position	13	$57,396		$39,745	$55,492	$60,979	
Top Operations Position	234	$59,588	$29,660	$40,704	$52,817	$70,589	$92,476
Top PR/Communications Position	17	$38,178		$29,423	$36,000	$41,933	

All organizations compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $250 thousand and $500 thousand							
Top Program Position	179	$53,063	$26,275	$36,700	$48,180	$66,160	$81,864
Top Technology Position	10	$107,547		$59,040	$78,534	$171,236	
Between $500 thousand and $1 million							
CEO/Executive Director	12,220	$94,248	$46,919	$63,474	$84,478	$112,500	$153,908
Top Administrative Position	409	$65,187	$29,167	$40,500	$56,178	$79,819	$112,367
Top Business Position	288	$120,711	$45,327	$78,600	$117,649	$155,743	$195,966
Top Development Position	68	$85,468	$39,379	$51,489	$71,574	$118,727	$144,117
Top Education Position	103	$107,945	$37,872	$59,719	$103,241	$148,915	$178,410
Top Facilities Position	27	$60,113	$22,120	$40,989	$66,000	$73,177	$83,663
Top Finance Position	1,018	$81,669	$28,971	$43,914	$68,770	$103,527	$151,905
Top Human Resources Position	6	$44,927			$48,337		
Top Legal Position	31	$123,070	$63,207	$86,813	$122,355	$152,065	$185,811
Top Marketing Position	18	$89,819		$51,269	$91,932	$119,151	
Top Operations Position	349	$79,207	$38,331	$51,792	$68,995	$103,500	$132,680
Top PR/Communications Position	27	$80,499	$37,195	$54,756	$64,118	$116,915	$125,477
Top Program Position	144	$78,595	$39,718	$51,883	$68,876	$99,002	$123,256
Top Technology Position	22	$73,847	$18,320	$38,330	$62,300	$106,537	$135,435
Between $1 million and $2.5 million							
CEO/Executive Director	15,096	$123,579	$62,502	$81,304	$107,524	$147,397	$201,844
Top Administrative Position	739	$99,207	$43,439	$64,667	$93,842	$126,427	$161,116
Top Business Position	512	$140,988	$52,320	$82,184	$130,635	$185,734	$237,760
Top Development Position	249	$121,474	$64,867	$101,079	$120,007	$139,238	$167,680
Top Education Position	208	$127,082	$57,595	$90,406	$128,658	$160,676	$193,868
Top Facilities Position	33	$96,871	$50,786	$65,956	$106,294	$116,360	$147,184

All organizations compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million							
Top Finance Position	2,218	$99,680	$41,316	$60,231	$84,808	$126,171	$172,040
Top Human Resources Position	58	$95,928	$46,275	$62,768	$84,713	$127,590	$152,079
Top Legal Position	110	$151,813	$100,845	$116,555	$143,148	$171,258	$218,176
Top Marketing Position	57	$138,375	$88,955	$108,568	$130,760	$161,993	$191,210
Top Operations Position	844	$110,639	$54,804	$74,073	$103,005	$135,449	$172,279
Top PR/Communications Position	105	$128,779	$79,250	$116,226	$131,600	$147,575	$162,925
Top Program Position	252	$112,803	$50,542	$71,298	$115,748	$141,361	$178,022
Top Technology Position	114	$139,935	$71,740	$117,010	$137,576	$164,610	$198,482
Between $2.5 million and $5 million							
CEO/Executive Director	9,290	$161,366	$82,107	$105,992	$138,319	$188,832	$263,293
Top Administrative Position	833	$133,387	$72,058	$95,429	$124,374	$162,165	$208,358
Top Business Position	470	$153,311	$65,191	$95,371	$131,176	$198,777	$269,666
Top Development Position	515	$132,861	$84,724	$111,687	$128,261	$152,080	$178,764
Top Education Position	223	$145,763	$89,749	$113,203	$134,412	$168,531	$213,401
Top Facilities Position	109	$145,651	$103,122	$118,115	$136,767	$164,229	$209,808
Top Finance Position	2,806	$117,431	$58,199	$79,521	$105,685	$139,129	$187,404
Top Human Resources Position	128	$127,410	$77,130	$103,982	$122,532	$149,734	$170,554
Top Legal Position	159	$183,819	$113,188	$131,627	$172,021	$212,777	$269,514
Top Marketing Position	143	$145,570	$104,411	$116,306	$136,267	$163,372	$197,369
Top Operations Position	1,146	$136,025	$73,748	$98,490	$124,858	$160,681	$207,140
Top PR/Communications Position	243	$144,371	$107,574	$118,977	$136,637	$161,284	$195,901
Top Program Position	383	$134,413	$87,990	$113,477	$127,871	$156,843	$183,436
Top Technology Position	171	$164,023	$105,507	$121,610	$139,878	$169,747	$220,869
Between $5 million and $10 million							

All organizations compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	7,300	$197,176	$98,333	$127,922	$170,765	$231,269	$319,453
Top Administrative Position	988	$170,292	$98,862	$118,840	$149,462	$203,502	$270,782
Top Business Position	486	$164,459	$84,242	$119,188	$144,810	$194,807	$252,437
Top Development Position	717	$145,842	$106,715	$119,103	$137,680	$166,691	$205,813
Top Education Position	333	$151,893	$101,707	$118,097	$143,845	$178,114	$220,428
Top Facilities Position	236	$178,481	$117,999	$131,526	$167,262	$215,446	$256,379
Top Finance Position	3,512	$134,313	$70,753	$95,497	$121,937	$156,332	$204,115
Top Human Resources Position	258	$134,317	$77,978	$108,338	$129,069	$153,323	$186,392
Top Legal Position	184	$202,727	$124,094	$144,391	$175,026	$230,521	$289,081
Top Marketing Position	250	$153,609	$108,031	$122,323	$145,788	$176,599	$211,181
Top Operations Position	1,486	$155,822	$91,738	$112,523	$139,341	$180,385	$235,759
Top PR/Communications Position	360	$155,792	$112,164	$126,988	$144,740	$176,320	$203,524
Top Program Position	438	$142,866	$103,415	$115,875	$136,067	$160,727	$193,245
Top Technology Position	369	$158,718	$111,074	$125,060	$143,618	$173,971	$220,829
Between $10 million and $25 million							
CEO/Executive Director	6,214	$261,349	$123,887	$159,738	$218,058	$308,423	$436,016
Top Administrative Position	1,018	$192,841	$107,904	$129,520	$163,423	$221,528	$331,295
Top Business Position	548	$180,124	$109,943	$128,518	$157,555	$212,762	$283,175
Top Development Position	1,158	$162,327	$112,475	$127,666	$152,595	$185,009	$225,420
Top Education Position	539	$162,305	$111,003	$127,442	$151,510	$186,281	$231,949
Top Facilities Position	267	$172,429	$110,069	$123,927	$149,936	$203,067	$280,713
Top Finance Position	4,157	$161,956	$88,986	$114,775	$145,905	$190,405	$243,889
Top Human Resources Position	675	$149,042	$101,676	$117,803	$138,621	$169,190	$212,891
Top Legal Position	254	$236,268	$128,367	$158,802	$201,367	$252,394	$361,248
Top Marketing Position	418	$171,646	$115,899	$132,951	$156,446	$198,050	$242,967
Top Operations Position	2,004	$180,580	$106,044	$127,816	$159,943	$206,490	$273,760

All organizations compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
Top PR/Communications Position	434	$180,900	$118,874	$134,579	$163,914	$211,175	$264,681
Top Program Position	604	$159,175	$112,025	$124,340	$146,045	$180,789	$225,046
Top Technology Position	707	$169,489	$113,965	$128,328	$150,419	$186,776	$246,606
Between $25 million and $50 million							
CEO/Executive Director	2,744	$352,931	$155,807	$206,882	$286,883	$418,058	$590,536
Top Administrative Position	577	$202,476	$112,590	$138,525	$174,560	$234,106	$308,097
Top Business Position	272	$207,371	$124,230	$147,586	$187,812	$245,173	$310,742
Top Development Position	709	$196,472	$125,359	$147,401	$182,351	$234,399	$287,805
Top Education Position	403	$172,530	$118,126	$134,979	$159,755	$193,758	$247,964
Top Facilities Position	166	$173,563	$118,133	$135,222	$161,289	$186,330	$224,036
Top Finance Position	2,212	$203,234	$113,784	$141,222	$182,688	$237,987	$310,586
Top Human Resources Position	611	$174,753	$115,863	$132,099	$155,355	$190,333	$243,045
Top Legal Position	192	$274,304	$141,361	$180,003	$228,881	$288,206	$409,616
Top Marketing Position	313	$185,794	$119,938	$138,494	$171,000	$214,546	$254,199
Top Operations Position	1,182	$218,206	$127,102	$156,053	$194,483	$253,212	$323,675
Top PR/Communications Position	292	$200,285	$124,028	$144,726	$180,556	$228,365	$285,942
Top Program Position	345	$177,642	$122,514	$137,383	$161,758	$197,957	$252,091
Top Technology Position	568	$192,867	$118,934	$137,878	$168,976	$212,430	$261,705
Greater than $50 million							
CEO/Executive Director	2,972	$691,568	$218,981	$321,170	$475,650	$760,576	$1,236,435
Top Administrative Position	921	$286,224	$137,550	$176,434	$230,361	$339,824	$467,186
Top Business Position	431	$289,908	$150,197	$177,441	$238,032	$335,385	$482,411
Top Development Position	981	$292,871	$150,450	$188,009	$245,243	$328,715	$460,736
Top Education Position	766	$325,146	$158,385	$193,267	$252,373	$353,755	$515,620

All organizations compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $50 million							
Top Facilities Position	227	$266,806	$149,207	$174,582	$230,741	$309,997	$421,428
Top Finance Position	2,636	$355,663	$145,465	$194,372	$266,017	$393,183	$601,148
Top Human Resources Position	878	$297,636	$143,434	$178,183	$234,280	$331,782	$506,768
Top Legal Position	672	$406,144	$176,902	$223,769	$313,438	$487,199	$708,388
Top Marketing Position	419	$265,532	$141,041	$172,587	$231,341	$315,128	$422,559
Top Operations Position	1,528	$395,501	$163,379	$206,306	$289,910	$430,771	$669,602
Top PR/Communications Position	490	$265,637	$137,493	$174,276	$229,074	$316,390	$438,776
Top Program Position	385	$255,967	$135,937	$168,225	$223,451	$291,154	$393,519
Top Technology Position	1,064	$302,628	$145,176	$178,787	$230,913	$334,738	$513,827

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less								
CEO/Executive Director								
	F	7,495	$47,666	$21,250	$30,713	$45,000	$60,000	$76,021
	M	5,191	$51,699	$21,078	$30,951	$47,100	$65,964	$87,500
	U	711	$46,634	$21,062	$27,655	$42,488	$59,020	$78,624
Top Administrative Position								
	F	226	$36,124	$19,003	$24,083	$32,169	$44,959	$58,670
	M	132	$34,855	$17,914	$22,865	$31,078	$43,630	$55,000
	U	15	$31,584		$24,710	$28,318	$36,623	
Top Business Position								
	F	29	$38,354	$18,680	$21,000	$31,900	$47,250	$56,928
	M	33	$70,791	$28,484	$46,750	$73,392	$95,930	$110,542
Top Development Position								
	F	33	$37,929	$19,679	$21,539	$30,000	$43,387	$69,000
	M	14	$40,977		$33,072	$42,413	$46,347	
Top Education Position								
	F	20	$47,106	$18,826	$27,627	$35,337	$48,556	$77,069
	M	16	$55,241		$27,468	$39,190	$71,750	
Top Facilities Position								
	M	18	$35,453		$19,850	$31,807	$46,000	
Top Finance Position								
	F	425	$38,909	$18,540	$23,129	$31,871	$46,983	$63,428
	M	298	$44,876	$17,519	$23,741	$37,002	$55,608	$82,563
	U	48	$38,204	$18,111	$22,749	$33,818	$45,185	$60,410

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less								
Top Legal Position								
	F	7	$58,540			$48,000		
	M	6	$48,469			$33,213		
Top Marketing Position								
	F	9	$45,848			$34,200		
Top Operations Position								
	F	139	$36,703	$17,530	$21,649	$34,070	$45,919	$58,758
	M	79	$44,562	$21,383	$25,193	$37,349	$58,904	$74,350
	U	6	$39,301			$41,011		
Top PR/Communications Position								
	F	18	$35,634		$28,245	$32,462	$44,175	
Top Program Position								
	F	206	$38,836	$19,993	$27,142	$36,441	$46,152	$60,078
	M	68	$36,650	$21,396	$27,625	$34,888	$44,806	$51,488
	U	19	$42,392		$26,775	$37,245	$49,510	
Top Technology Position								
	M	7	$30,903			$23,126		
Between $250 thousand and $500 thousand								
CEO/Executive Director								
	F	6,321	$70,323	$35,642	$49,280	$65,000	$85,000	$108,900
	M	4,136	$80,204	$36,328	$52,550	$72,356	$97,511	$132,607
	U	541	$70,286	$33,949	$48,943	$64,125	$85,764	$114,196

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $250 thousand and $500 thousand								
Top Administrative Position								
	F	192	$48,754	$24,054	$32,338	$44,638	$56,800	$72,763
	M	129	$53,729	$19,390	$30,038	$40,300	$62,000	$82,367
	U	13	$55,618		$33,675	$45,000	$67,000	
Top Business Position								
	F	29	$50,907	$20,794	$32,617	$41,626	$59,972	$85,667
	M	112	$103,641	$41,205	$67,758	$98,440	$134,953	$160,911
Top Development Position								
	F	20	$57,524	$28,685	$38,061	$46,505	$67,822	$97,000
	M	12	$52,106		$33,438	$49,514	$59,310	
Top Education Position								
	F	42	$50,099	$23,720	$30,733	$45,652	$64,700	$91,388
	M	40	$103,271	$64,969	$79,676	$98,369	$134,359	$154,648
Top Facilities Position								
	F	8	$32,066			$32,231		
Top Finance Position								
	F	418	$50,554	$21,098	$30,942	$45,134	$62,078	$83,780
	M	305	$65,660	$22,153	$33,268	$55,038	$86,807	$123,334
	U	40	$54,923	$20,878	$36,075	$50,525	$69,125	$93,273
Top Legal Position								
	F	7	$108,757			$113,028		
	M	10	$88,967		$53,229	$81,377	$111,800	
Top Marketing Position								
	F	11	$59,685		$41,411	$55,492	$64,559	

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $250 thousand and $500 thousand								
Top Operations Position								
	F	133	$60,346	$30,880	$39,970	$52,789	$69,600	$94,124
	M	90	$58,181	$26,535	$39,600	$50,568	$74,706	$90,342
	U	11	$61,933		$54,546	$58,673	$68,130	
Top PR/Communications Position								
	F	10	$36,972		$28,871	$34,998	$41,787	
	M	5	$41,582			$40,010		
Top Program Position								
	F	125	$52,791	$26,833	$37,000	$48,506	$66,194	$78,363
	M	47	$53,541	$26,154	$34,450	$46,184	$67,063	$85,062
	U	7	$54,700			$53,568		
Top Technology Position								
	M	7	$131,285			$136,842		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	6,782	$87,331	$46,598	$61,570	$80,541	$104,167	$135,037
	M	4,908	$104,414	$47,104	$67,386	$90,961	$128,437	$179,654
	U	530	$88,620	$48,000	$61,848	$80,921	$104,357	$142,770
Top Administrative Position								
	F	217	$58,862	$32,157	$40,210	$53,237	$72,755	$93,102
	M	169	$73,544	$27,794	$44,200	$65,226	$93,593	$130,750
	U	23	$63,466	$22,160	$39,397	$50,813	$71,265	$121,822

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million								
Top Business Position								
	F	39	$63,072	$27,102	$35,967	$52,142	$68,855	$115,620
	M	241	$130,040	$67,708	$90,242	$125,490	$162,829	$201,565
	U	8	$120,664			$129,541		
Top Development Position								
	F	51	$86,693	$42,000	$54,353	$75,426	$116,651	$142,061
	M	16	$79,667		$40,899	$64,746	$124,220	
Top Education Position								
	F	29	$67,558	$29,806	$38,713	$60,000	$82,274	$117,694
	M	69	$123,405	$47,478	$82,971	$121,997	$162,549	$188,294
	U	5	$128,854			$150,460		
Top Facilities Position								
	F	9	$61,320			$69,100		
	M	16	$58,168		$35,417	$64,245	$72,800	
Top Finance Position								
	F	493	$62,956	$27,154	$37,905	$56,840	$78,433	$105,168
	M	474	$102,275	$34,275	$56,550	$89,461	$135,847	$184,085
	U	51	$71,036	$28,200	$39,184	$64,385	$85,127	$127,333
Top Legal Position								
	F	13	$113,804		$103,596	$118,098	$134,551	
	M	14	$122,591		$81,613	$120,159	$157,180	
Top Marketing Position								
	F	12	$95,157		$52,439	$94,008	$121,938	
	M	6	$79,144			$78,950		

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million								
Top Operations Position								
	F	222	$76,881	$37,932	$50,035	$67,738	$98,805	$128,845
	M	108	$84,936	$39,518	$55,731	$79,108	$113,985	$140,741
	U	19	$73,823		$51,803	$66,926	$88,463	
Top PR/Communications Position								
	F	18	$76,761		$46,402	$61,512	$116,315	
	M	9	$87,975			$65,837		
Top Program Position								
	F	91	$66,549	$39,340	$48,106	$60,632	$83,034	$105,504
	M	44	$95,066	$48,665	$63,483	$81,906	$116,632	$150,671
	U	9	$119,863			$115,333		
Top Technology Position								
	F	5	$85,988			$67,167		
	M	14	$73,791		$39,076	$62,300	$106,537	
Between $1 million and $2.5 million								
CEO/Executive Director								
	F	7,877	$113,199	$61,120	$78,125	$101,350	$134,295	$179,306
	M	6,568	$136,540	$65,275	$87,267	$117,802	$164,384	$226,339
	U	651	$118,397	$56,176	$77,787	$104,177	$147,593	$193,689
Top Administrative Position								
	F	361	$91,195	$42,240	$60,619	$82,627	$116,056	$147,904
	M	335	$109,344	$51,647	$71,677	$103,052	$138,207	$175,218
	U	43	$87,489	$36,593	$52,347	$83,743	$114,776	$144,413

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million								
Top Business Position								
	F	127	$87,404	$37,351	$51,323	$67,797	$112,528	$169,469
	M	371	$160,471	$75,070	$108,736	$153,554	$197,956	$252,117
	U	14	$110,781		$61,762	$100,633	$138,164	
Top Development Position								
	F	152	$118,252	$63,739	$99,555	$118,364	$133,846	$162,659
	M	82	$130,082	$73,296	$107,321	$126,233	$152,143	$184,037
	U	15	$107,065		$79,528	$113,896	$129,322	
Top Education Position								
	F	85	$111,160	$55,326	$75,000	$112,893	$139,850	$164,417
	M	116	$140,285	$68,423	$106,995	$140,651	$171,829	$206,563
	U	7	$101,627			$79,393		
Top Facilities Position								
	F	6	$87,807			$104,792		
	M	27	$98,885	$51,558	$68,003	$107,055	$119,650	$151,867
Top Finance Position								
	F	1,144	$84,218	$40,335	$55,603	$74,613	$103,885	$138,781
	M	971	$118,428	$43,212	$69,153	$104,851	$153,825	$204,498
	U	103	$94,670	$36,000	$56,298	$80,192	$128,168	$170,839
Top Human Resources Position								
	F	47	$94,781	$45,359	$57,001	$80,694	$127,269	$157,797
	M	9	$101,149			$89,936		
Top Legal Position								
	F	49	$133,194	$76,279	$108,166	$132,428	$158,873	$178,821
	M	61	$166,768	$110,000	$120,878	$151,932	$194,490	$242,214

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million								
Top Marketing Position								
	F	34	$128,561	$66,501	$103,953	$122,931	$144,983	$169,471
	M	20	$153,241	$106,028	$120,909	$145,137	$188,163	$204,136
Top Operations Position								
	F	473	$109,602	$57,564	$76,845	$102,991	$132,300	$163,613
	M	330	$112,021	$48,808	$72,241	$103,671	$139,899	$182,300
	U	41	$111,481	$59,250	$70,010	$102,196	$148,340	$180,128
Top PR/Communications Position								
	F	67	$118,555	$64,262	$108,029	$126,956	$137,225	$156,094
	M	35	$146,497	$116,758	$125,687	$135,831	$158,104	$205,074
Top Program Position								
	F	166	$109,860	$49,538	$70,626	$112,485	$138,083	$163,888
	M	78	$122,421	$55,437	$86,095	$121,295	$155,260	$184,582
	U	8	$80,083			$70,960		
Top Technology Position								
	F	22	$121,886	$65,540	$106,930	$126,989	$139,739	$157,532
	M	82	$140,479	$72,096	$121,518	$139,061	$165,309	$196,010
	U	10	$175,181		$136,518	$186,160	$208,343	
Between $2.5 million and $5 million								
CEO/Executive Director								
	F	4,465	$146,133	$78,928	$100,174	$129,774	$169,995	$229,648
	M	4,438	$177,372	$87,495	$112,661	$150,001	$207,955	$293,179
	U	387	$153,558	$74,625	$97,629	$130,419	$189,610	$256,095

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million								
Top Administrative Position								
	F	379	$119,798	$64,524	$85,794	$112,648	$140,895	$177,350
	M	429	$144,983	$80,484	$105,564	$136,297	$179,492	$224,520
	U	25	$140,407	$55,919	$101,097	$122,152	$162,165	$250,554
Top Business Position								
	F	182	$119,348	$56,893	$74,843	$110,793	$137,955	$194,245
	M	269	$178,848	$79,644	$119,272	$158,052	$225,486	$293,674
	U	19	$117,087		$59,943	$106,515	$136,148	
Top Development Position								
	F	345	$131,960	$89,764	$111,869	$127,464	$147,365	$176,118
	M	155	$135,232	$83,456	$112,275	$132,059	$158,061	$182,449
	U	15	$129,099		$106,468	$124,289	$155,551	
Top Education Position								
	F	117	$130,496	$87,551	$112,154	$131,338	$146,389	$177,385
	M	99	$163,953	$90,350	$114,288	$144,405	$201,423	$266,016
	U	7	$143,677			$136,611		
Top Facilities Position								
	F	11	$122,762		$75,525	$118,115	$135,436	
	M	96	$148,364	$107,855	$122,520	$139,970	$164,978	$210,571
Top Finance Position								
	F	1,491	$105,405	$56,822	$76,172	$98,690	$126,355	$158,718
	M	1,189	$132,605	$61,429	$86,214	$116,008	$158,591	$224,852
	U	126	$116,565	$60,129	$79,404	$109,208	$139,455	$175,941

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million								
Top Human Resources Position								
	F	89	$121,395	$73,264	$104,173	$120,868	$144,715	$166,125
	M	33	$149,191	$96,334	$117,980	$141,157	$159,637	$203,304
	U	6	$96,823			$86,667		
Top Legal Position								
	F	69	$175,357	$112,612	$128,167	$157,780	$205,706	$262,196
	M	85	$189,670	$113,861	$134,504	$172,436	$215,026	$275,053
	U	5	$201,123			$210,527		
Top Marketing Position								
	F	89	$142,621	$104,473	$119,796	$137,451	$158,886	$187,110
	M	45	$152,180	$109,566	$118,514	$133,681	$176,922	$203,596
	U	9	$141,679			$124,682		
Top Operations Position								
	F	635	$133,810	$76,441	$99,900	$123,432	$153,678	$199,649
	M	459	$140,130	$68,419	$97,095	$126,763	$169,170	$225,834
	U	52	$126,830	$68,489	$88,046	$125,830	$165,502	$179,350
Top PR/Communications Position								
	F	148	$139,077	$108,146	$118,662	$136,405	$152,385	$177,749
	M	89	$152,367	$107,639	$121,028	$136,637	$174,423	$214,742
	U	6	$156,326			$148,708		
Top Program Position								
	F	232	$129,231	$79,811	$110,146	$126,220	$148,257	$171,664
	M	128	$143,486	$103,087	$118,744	$135,725	$166,702	$198,123
	U	23	$136,187	$83,959	$110,213	$131,219	$158,982	$176,918

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million								
Top Technology Position								
	F	31	$137,980	$102,009	$115,326	$133,530	$153,494	$173,938
	M	132	$165,117	$108,606	$122,085	$142,704	$172,456	$228,928
	U	8	$246,894			$142,829		
Between $5 million and $10 million								
CEO/Executive Director								
	F	3,159	$178,865	$96,116	$121,353	$156,021	$210,350	$282,302
	M	3,833	$213,196	$100,751	$135,119	$182,722	$252,412	$346,704
	U	308	$185,608	$94,502	$128,202	$167,383	$221,864	$288,950
Top Administrative Position								
	F	409	$144,748	$94,038	$113,434	$134,898	$166,143	$213,710
	M	540	$191,907	$101,010	$127,510	$176,242	$238,265	$299,362
	U	39	$138,896	$83,945	$114,455	$136,254	$164,102	$187,014
Top Business Position								
	F	224	$133,528	$72,390	$108,754	$128,612	$155,670	$189,351
	M	245	$193,732	$114,875	$134,146	$173,779	$223,984	$301,314
	U	17	$150,145		$55,786	$120,184	$204,340	
Top Development Position								
	F	457	$141,647	$106,356	$115,745	$134,587	$160,646	$193,330
	M	217	$153,731	$107,152	$124,737	$146,090	$173,261	$213,717
	U	43	$150,611	$113,906	$120,549	$149,838	$173,015	$212,571

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million								
Top Education Position								
	F	170	$148,877	$105,836	$118,012	$142,359	$169,822	$208,658
	M	144	$156,111	$88,357	$120,565	$147,970	$186,288	$233,777
	U	19	$146,909		$115,021	$130,700	$172,690	
Top Facilities Position								
	F	7	$150,789			$130,638		
	M	222	$179,780	$117,937	$132,137	$169,512	$217,532	$262,326
	U	7	$164,979			$162,574		
Top Finance Position								
	F	1,834	$123,454	$68,946	$90,837	$115,133	$145,541	$185,138
	M	1,489	$148,125	$75,100	$102,825	$130,204	$170,459	$233,070
	U	189	$130,871	$68,440	$93,953	$127,260	$152,688	$188,574
Top Human Resources Position								
	F	188	$130,330	$80,257	$108,173	$126,532	$149,722	$182,335
	M	58	$151,765	$70,081	$111,995	$140,993	$169,888	$224,750
	U	12	$112,435		$92,310	$114,066	$134,524	
Top Legal Position								
	F	74	$193,953	$120,655	$136,635	$173,465	$211,008	$263,726
	M	97	$208,703	$127,334	$146,112	$175,281	$238,657	$306,915
	U	13	$208,082		$162,095	$197,884	$232,990	
Top Marketing Position								
	F	154	$149,842	$107,561	$121,472	$145,108	$173,805	$208,752
	M	80	$162,554	$114,880	$130,150	$153,392	$192,358	$216,365
	U	16	$145,137		$116,083	$130,443	$157,048	

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million								
Top Operations Position								
	F	797	$149,088	$88,254	$107,965	$134,664	$173,172	$221,665
	M	601	$165,674	$99,572	$117,044	$147,158	$187,538	$252,698
	U	88	$149,525	$95,107	$118,806	$141,950	$174,024	$220,726
Top PR/Communications Position								
	F	230	$153,122	$111,600	$125,906	$143,708	$171,022	$194,879
	M	115	$162,647	$112,722	$129,947	$149,659	$188,785	$232,339
	U	15	$144,176		$128,273	$139,699	$173,702	
Top Program Position								
	F	270	$140,039	$102,870	$114,468	$134,025	$158,207	$187,579
	M	147	$149,284	$105,596	$123,351	$141,957	$171,377	$202,159
	U	21	$134,288	$103,254	$114,149	$133,389	$142,428	$155,978
Top Technology Position								
	F	72	$144,512	$110,331	$124,280	$137,317	$156,604	$186,536
	M	268	$162,876	$111,898	$125,886	$146,282	$177,972	$223,391
	U	29	$155,558	$106,752	$124,695	$144,900	$180,649	$203,351
Between $10 million and $25 million								
CEO/Executive Director								
	F	2,467	$224,128	$115,168	$145,021	$191,282	$264,033	$366,728
	M	3,495	$288,812	$132,929	$173,967	$240,987	$342,239	$475,729
	U	252	$244,854	$119,894	$157,756	$205,491	$286,395	$392,339

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million								
Top Administrative Position								
	F	478	$161,982	$102,457	$122,844	$148,097	$184,538	$232,522
	M	494	$222,279	$112,050	$138,184	$184,709	$274,640	$388,058
	U	46	$197,367	$110,750	$127,909	$167,759	$200,026	$262,667
Top Business Position								
	F	274	$167,686	$107,953	$121,612	$148,585	$196,617	$242,514
	M	258	$192,381	$112,850	$134,722	$175,475	$230,219	$296,305
	U	16	$195,499		$138,701	$164,119	$190,406	
Top Development Position								
	F	752	$160,222	$113,851	$128,563	$154,067	$183,517	$215,280
	M	340	$165,382	$109,852	$126,331	$151,740	$187,823	$246,735
	U	66	$170,569	$113,623	$124,570	$147,983	$176,426	$218,902
Top Education Position								
	F	313	$157,292	$111,275	$126,361	$149,000	$178,879	$224,968
	M	195	$169,711	$110,806	$130,588	$157,519	$201,860	$246,579
	U	31	$166,328	$108,559	$125,649	$151,025	$195,710	$218,220
Top Facilities Position								
	F	22	$139,485	$93,459	$122,059	$137,076	$156,524	$177,008
	M	238	$176,824	$110,622	$126,036	$150,947	$213,453	$283,830
	U	7	$126,521			$121,829		
Top Finance Position								
	F	2,070	$152,746	$87,297	$110,586	$138,133	$178,720	$226,790
	M	1,863	$172,836	$92,346	$119,977	$153,861	$202,637	$265,385
	U	224	$156,581	$86,821	$112,861	$148,290	$186,752	$245,329

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million								
Top Human Resources Position								
	F	520	$148,134	$100,232	$116,177	$135,697	$168,294	$212,621
	M	124	$153,942	$107,484	$121,048	$147,336	$177,670	$220,752
	U	31	$144,657	$93,608	$123,315	$146,942	$160,026	$189,267
Top Legal Position								
	F	112	$208,705	$120,751	$152,052	$184,768	$228,029	$330,373
	M	128	$255,282	$136,872	$168,688	$207,879	$283,474	$408,708
	U	14	$282,940		$189,608	$226,104	$241,839	
Top Marketing Position								
	F	268	$167,889	$115,464	$130,433	$155,317	$190,029	$231,693
	M	131	$181,003	$121,269	$136,461	$161,246	$219,299	$260,150
	U	19	$160,131		$136,341	$150,336	$178,936	
Top Operations Position								
	F	943	$169,505	$104,018	$122,408	$153,013	$192,522	$246,742
	M	959	$193,584	$109,750	$134,887	$169,903	$222,669	$294,713
	U	102	$160,715	$104,243	$120,908	$148,100	$174,355	$243,550
Top PR/Communications Position								
	F	245	$173,584	$116,351	$131,547	$158,621	$196,598	$255,923
	M	164	$194,646	$124,807	$142,097	$182,201	$225,026	$278,276
	U	25	$162,427	$114,786	$132,765	$144,952	$183,523	$241,290
Top Program Position								
	F	351	$152,071	$110,673	$121,882	$141,776	$175,000	$210,840
	M	221	$171,875	$115,131	$130,944	$151,689	$196,892	$253,550
	U	32	$149,393	$114,678	$124,054	$137,364	$165,258	$202,060

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million								
Top Technology Position								
	F	117	$159,500	$104,611	$123,284	$144,679	$177,658	$221,958
	M	550	$171,534	$115,272	$130,133	$150,519	$189,117	$247,806
	U	40	$170,597	$118,084	$136,389	$167,686	$184,158	$213,952
Between $25 million and $50 million								
CEO/Executive Director								
	F	970	$302,744	$140,807	$191,668	$257,319	$363,345	$513,727
	M	1,669	$380,893	$168,826	$226,747	$307,680	$447,318	$636,030
	U	105	$372,099	$160,093	$210,320	$296,484	$393,157	$527,151
Top Administrative Position								
	F	258	$186,453	$112,315	$132,623	$164,191	$210,031	$277,135
	M	292	$217,506	$112,850	$145,063	$187,681	$251,215	$330,969
	U	27	$193,045	$116,070	$128,722	$170,636	$224,893	$300,345
Top Business Position								
	F	127	$193,125	$120,970	$136,847	$179,071	$243,616	$288,304
	M	134	$218,167	$127,236	$158,516	$194,029	$244,148	$319,714
	U	11	$240,328		$158,738	$177,377	$328,317	
Top Development Position								
	F	405	$196,496	$126,402	$147,767	$180,619	$231,670	$287,923
	M	271	$196,508	$122,555	$146,122	$184,167	$235,272	$292,481
	U	33	$195,876	$131,015	$149,953	$183,477	$224,386	$259,725

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $25 million and $50 million								
Top Education Position								
	F	207	$170,306	$122,151	$135,559	$159,346	$185,862	$236,931
	M	174	$173,822	$115,828	$132,849	$160,559	$198,335	$247,139
	U	22	$183,237	$125,782	$152,389	$167,525	$204,669	$268,758
Top Facilities Position								
	F	31	$172,006	$120,564	$133,270	$161,753	$187,876	$233,363
	M	128	$174,831	$118,404	$136,445	$161,343	$186,908	$218,609
	U	7	$157,272			$149,737		
Top Finance Position								
	F	932	$188,311	$107,710	$135,123	$173,259	$221,787	$275,614
	M	1,173	$215,312	$119,859	$148,138	$191,244	$250,470	$331,015
	U	107	$200,815	$112,207	$134,500	$175,310	$235,211	$307,287
Top Human Resources Position								
	F	449	$164,466	$114,925	$130,142	$153,873	$185,000	$233,592
	M	129	$211,784	$121,689	$138,347	$168,172	$210,597	$273,886
	U	33	$169,967	$118,351	$137,385	$168,277	$189,832	$231,859
Top Legal Position								
	F	91	$275,330	$148,393	$179,129	$226,051	$274,221	$380,359
	M	92	$276,264	$141,361	$186,561	$236,536	$294,653	$440,242
	U	9	$243,890			$209,268		
Top Marketing Position								
	F	203	$182,049	$121,759	$138,734	$169,196	$209,247	$243,435
	M	100	$196,346	$118,863	$138,347	$176,237	$228,550	$295,214
	U	10	$156,298		$139,576	$150,334	$167,775	

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $25 million and $50 million								
Top Operations Position								
	F	528	$209,887	$121,441	$150,120	$187,873	$242,293	$310,064
	M	604	$226,562	$135,164	$159,799	$200,901	$260,140	$336,800
	U	50	$205,105	$128,493	$152,415	$177,012	$258,782	$308,360
Top PR/Communications Position								
	F	160	$191,740	$124,368	$141,808	$175,392	$220,120	$274,805
	M	115	$215,041	$120,741	$150,993	$187,833	$245,810	$338,776
	U	17	$180,888		$146,653	$168,841	$206,131	
Top Program Position								
	F	188	$172,040	$119,131	$135,108	$158,472	$192,319	$236,330
	M	138	$189,059	$125,682	$142,091	$178,187	$216,696	$271,990
	U	19	$150,152		$137,199	$151,249	$157,268	
Top Technology Position								
	F	101	$185,874	$119,187	$135,187	$169,773	$205,124	$243,737
	M	437	$193,685	$118,480	$137,922	$166,950	$213,787	$267,789
	U	30	$204,489	$135,640	$156,343	$187,331	$209,702	$305,624
Greater than $50 million								
CEO/Executive Director								
	F	831	$588,134	$195,750	$285,613	$408,442	$653,790	$981,469
	M	2,003	$734,656	$239,047	$340,196	$502,409	$815,943	$1,300,636
	U	138	$689,019	$187,851	$333,453	$512,773	$793,166	$1,310,036

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $50 million								
Top Administrative Position								
	F	378	$259,576	$131,719	$168,539	$213,836	$301,283	$411,733
	M	495	$310,120	$148,804	$190,026	$254,119	$364,565	$503,753
	U	48	$249,660	$137,527	$163,342	$208,404	$295,852	$406,500
Top Business Position								
	F	157	$285,417	$148,567	$176,762	$232,621	$332,403	$474,352
	M	257	$290,332	$152,290	$179,315	$238,628	$336,345	$460,471
	U	17	$324,960		$175,502	$223,861	$444,828	
Top Development Position								
	F	477	$283,235	$146,455	$182,101	$239,836	$316,993	$419,127
	M	462	$303,925	$157,665	$192,562	$251,556	$345,687	$492,178
	U	42	$280,713	$145,142	$186,125	$218,174	$280,180	$402,108
Top Education Position								
	F	314	$266,052	$154,573	$182,696	$231,394	$310,473	$396,001
	M	398	$366,001	$162,636	$203,956	$268,285	$406,109	$610,538
	U	54	$367,647	$170,841	$202,566	$277,401	$458,275	$555,522
Top Facilities Position								
	F	27	$277,128	$145,175	$184,954	$234,161	$309,326	$417,944
	M	187	$261,567	$151,217	$173,715	$223,599	$304,371	$411,956
	U	13	$320,719		$216,736	$282,524	$389,025	
Top Finance Position								
	F	903	$291,936	$139,062	$177,808	$231,250	$327,616	$489,790
	M	1,587	$392,314	$153,331	$207,141	$287,014	$423,568	$678,935
	U	146	$351,415	$151,232	$200,455	$278,413	$429,607	$547,862

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $50 million								
Top Human Resources Position								
	F	574	$280,386	$137,415	$175,292	$222,534	$310,154	$449,287
	M	252	$336,910	$148,258	$197,909	$263,175	$381,808	$593,410
	U	52	$297,716	$150,865	$167,642	$231,085	$333,420	$526,539
Top Legal Position								
	F	305	$403,199	$173,865	$219,779	$305,001	$469,766	$711,827
	M	329	$411,949	$183,503	$234,605	$328,484	$502,482	$708,611
	U	38	$379,522	$145,806	$228,272	$322,582	$466,418	$640,423
Top Marketing Position								
	F	233	$257,999	$141,523	$173,326	$227,845	$303,736	$399,889
	M	170	$277,963	$140,070	$172,392	$236,379	$332,759	$448,314
	U	16	$243,151		$172,766	$207,478	$242,416	
Top Operations Position								
	F	592	$368,917	$157,096	$200,181	$282,630	$420,926	$605,400
	M	856	$411,500	$167,104	$211,540	$299,083	$434,107	$690,258
	U	80	$421,021	$172,776	$210,511	$292,861	$460,745	$772,386
Top PR/Communications Position								
	F	260	$256,904	$133,515	$170,878	$225,526	$305,888	$411,401
	M	208	$279,667	$140,652	$183,883	$237,439	$335,286	$510,636
	U	22	$236,207	$157,014	$164,356	$204,636	$244,741	$364,974
Top Program Position								
	F	197	$240,628	$129,669	$164,242	$216,849	$271,185	$368,444
	M	164	$270,520	$148,924	$172,278	$233,275	$305,586	$464,658
	U	24	$282,437	$140,596	$177,863	$212,411	$324,715	$386,407

All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $50 million								
Top Technology Position								
	F	177	$280,134	$136,576	$178,648	$218,656	$299,619	$497,266
	M	815	$304,901	$146,840	$179,536	$232,635	$339,245	$513,280
	U	72	$332,202	$149,868	$176,131	$251,099	$359,473	$518,564

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related							
$500 thousand or less							
CEO/Executive Director	399	$48,984	$21,527	$31,872	$43,160	$60,670	$83,040
Top Finance Position	37	$36,455	$18,420	$22,960	$30,623	$41,280	$66,222
Top Operations Position	18	$37,419		$29,522	$36,800	$43,083	
Top Program Position	5	$40,221			$40,500		
Between $500 thousand and $1 million							
CEO/Executive Director	228	$71,899	$35,886	$53,281	$69,419	$88,088	$102,488
Top Finance Position	13	$61,565		$28,800	$69,481	$75,500	
Top Operations Position	8	$65,807			$63,742		
Between $1 million and $5 million							
CEO/Executive Director	392	$102,654	$51,644	$73,018	$96,310	$126,313	$155,900
Top Administrative Position	8	$66,373			$71,172		
Top Development Position	13	$120,373		$108,185	$119,578	$126,026	
Top Finance Position	47	$88,379	$38,469	$54,381	$87,142	$121,757	$146,468
Top Operations Position	21	$88,767	$41,936	$54,099	$93,163	$122,643	$134,492
Top Program Position	6	$162,763			$162,112		
Greater than $5 million							
CEO/Executive Director	156	$279,358	$135,122	$168,510	$227,058	$344,777	$460,840
Top Administrative Position	17	$167,228		$141,969	$155,566	$183,716	
Top Business Position	13	$178,289		$128,158	$168,697	$181,111	
Top Development Position	69	$178,084	$119,127	$125,463	$157,145	$195,118	$246,842
Top Education Position	9	$138,429			$134,991		
Top Facilities Position	5	$170,683			$155,149		
Top Finance Position	112	$162,268	$99,693	$117,916	$147,478	$189,316	$239,842
Top Human Resources Position	32	$164,645	$119,499	$128,613	$155,738	$184,702	$211,232
Top Legal Position	11	$246,577		$150,443	$200,814	$291,293	
Top Marketing Position	25	$194,139	$123,795	$133,221	$151,473	$223,447	$247,577

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related							
Greater than $5 million							
Top Operations Position	72	$197,804	$116,278	$141,825	$164,455	$213,182	$300,615
Top PR/Communications Position	24	$185,822	$122,353	$130,316	$164,996	$190,287	$240,267
Top Program Position	15	$154,259		$133,360	$147,116	$161,353	
Top Technology Position	16	$180,346		$133,420	$165,537	$210,265	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	3,186	$51,678	$23,572	$33,025	$48,121	$65,000	$83,145
Top Administrative Position	79	$44,050	$21,110	$26,510	$41,160	$55,000	$71,454
Top Business Position	16	$37,260		$29,978	$35,315	$40,245	
Top Development Position	13	$52,627		$27,000	$47,916	$58,524	
Top Education Position	13	$38,949		$27,824	$37,686	$41,972	
Top Finance Position	119	$43,765	$20,387	$26,596	$37,440	$52,294	$66,390
Top Operations Position	50	$43,472	$21,950	$31,017	$44,138	$52,862	$61,975
Top Program Position	39	$40,010	$18,194	$32,221	$37,377	$44,542	$65,060
Between $500 thousand and $1 million							
CEO/Executive Director	1,351	$83,714	$47,127	$61,898	$79,734	$98,518	$124,949
Top Administrative Position	37	$65,339	$28,683	$45,041	$59,316	$76,967	$112,717
Top Business Position	7	$41,299			$40,250		
Top Development Position	10	$68,923		$40,057	$67,106	$98,716	
Top Education Position	6	$39,931			$36,046		
Top Finance Position	44	$70,869	$32,802	$48,000	$60,944	$90,312	$130,779
Top Operations Position	34	$64,541	$38,513	$42,587	$60,602	$71,384	$117,324
Top Program Position	8	$109,015			$65,589		
Top Technology Position	7	$44,617			$37,187		

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	1,896	$134,307	$69,420	$91,823	$122,379	$159,989	$210,280
Top Administrative Position	86	$106,416	$53,188	$69,713	$102,103	$126,924	$176,112
Top Business Position	27	$90,789	$41,796	$57,007	$72,336	$119,221	$161,943
Top Development Position	91	$125,810	$88,717	$111,642	$123,144	$141,570	$166,072
Top Education Position	20	$102,607	$41,270	$65,820	$104,323	$128,766	$168,506
Top Finance Position	285	$97,553	$53,693	$70,000	$88,485	$117,319	$143,097
Top Human Resources Position	9	$103,044			$87,994		
Top Legal Position	5	$196,393			$158,873		
Top Marketing Position	18	$114,146		$102,496	$113,519	$128,278	
Top Operations Position	115	$118,909	$67,819	$89,179	$112,382	$140,304	$173,119
Top PR/Communications Position	24	$135,770	$83,911	$114,714	$129,914	$155,087	$202,704
Top Program Position	36	$122,780	$81,515	$103,548	$123,736	$139,813	$160,948
Top Technology Position	9	$120,096			$123,665		
Greater than $5 million							
CEO/Executive Director	768	$343,181	$148,878	$197,137	$271,812	$412,709	$606,643
Top Administrative Position	157	$186,390	$111,885	$128,932	$160,931	$216,233	$291,353
Top Business Position	80	$209,459	$121,435	$138,245	$185,204	$241,459	$329,056
Top Development Position	386	$194,032	$118,271	$135,973	$169,634	$224,314	$304,878
Top Education Position	106	$186,141	$115,493	$131,176	$156,908	$206,360	$293,021
Top Facilities Position	44	$172,483	$116,884	$125,003	$146,248	$170,564	$244,469
Top Finance Position	547	$188,749	$98,451	$124,054	$158,015	$222,123	$308,526
Top Human Resources Position	77	$185,650	$114,846	$133,633	$157,573	$207,126	$254,936
Top Legal Position	48	$319,562	$186,206	$209,042	$292,567	$373,831	$527,123
Top Marketing Position	182	$180,614	$117,078	$134,792	$167,092	$212,948	$246,070
Top Operations Position	273	$213,968	$121,276	$145,424	$181,814	$246,208	$347,420
Top PR/Communications Position	130	$186,713	$118,799	$134,594	$167,452	$213,290	$265,902

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities							
Greater than $5 million							
Top Program Position	104	$191,061	$118,499	$139,543	$167,799	$220,826	$280,748
Top Technology Position	127	$175,293	$118,274	$131,637	$153,643	$195,558	$261,792
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	356	$62,430	$27,704	$42,174	$57,250	$75,304	$98,107
Top Administrative Position	6	$27,032			$26,569		
Top Finance Position	19	$55,184		$30,875	$45,167	$66,104	
Top Operations Position	7	$44,888			$44,800		
Top Program Position	7	$39,745			$34,210		
Between $500 thousand and $1 million							
CEO/Executive Director	200	$102,670	$58,204	$77,295	$97,067	$120,001	$147,586
Top Finance Position	6	$60,434			$56,728		
Top Legal Position	5	$110,419			$110,000		
Between $1 million and $5 million							
CEO/Executive Director	321	$138,274	$79,979	$98,882	$123,058	$165,762	$209,408
Top Administrative Position	12	$117,252		$99,276	$125,624	$130,683	
Top Development Position	18	$131,868		$115,952	$130,879	$146,945	
Top Finance Position	47	$114,522	$63,887	$82,440	$116,056	$138,067	$159,163
Top Legal Position	53	$157,623	$108,522	$123,201	$151,817	$182,438	$219,187
Top Operations Position	38	$116,169	$70,034	$98,878	$118,502	$136,644	$159,592
Top PR/Communications Position	16	$129,825		$116,316	$129,146	$141,278	
Top Program Position	18	$126,584		$109,129	$122,226	$149,690	
Top Technology Position	5	$153,187			$148,225		
Greater than $5 million							

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy							
CEO/Executive Director	139	$257,111	$126,393	$170,724	$239,243	$297,693	$402,982
Top Administrative Position	21	$173,847	$120,205	$129,720	$160,214	$207,832	$226,000
Top Business Position	11	$188,371		$149,272	$172,579	$214,907	
Top Development Position	52	$185,631	$129,615	$149,234	$169,874	$196,281	$259,874
Top Education Position	15	$195,123		$154,832	$185,325	$233,527	
Top Finance Position	92	$181,256	$105,426	$134,463	$163,728	$197,167	$242,840
Top Human Resources Position	17	$176,901		$150,346	$162,211	$189,267	
Top Legal Position	60	$217,686	$123,854	$156,090	$206,530	$241,545	$298,346
Top Marketing Position	8	$203,314			$191,278		
Top Operations Position	50	$218,289	$126,954	$158,413	$189,878	$236,463	$343,779
Top PR/Communications Position	31	$188,628	$140,394	$157,875	$173,163	$195,950	$237,180
Top Program Position	32	$177,982	$108,085	$133,487	$175,456	$210,420	$238,763
Top Technology Position	11	$162,985		$120,107	$155,847	$189,144	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	1,029	$64,606	$26,744	$42,000	$60,000	$81,600	$104,066
Top Administrative Position	11	$45,087		$26,442	$33,091	$57,105	
Top Finance Position	23	$45,226	$22,192	$26,426	$44,000	$57,275	$77,585
Top Operations Position	22	$61,300	$25,604	$31,981	$46,800	$77,343	$103,688
Top Program Position	26	$39,234	$20,598	$24,000	$33,406	$47,560	$71,610
Between $500 thousand and $1 million							
CEO/Executive Director	492	$99,407	$52,503	$69,584	$89,999	$118,563	$159,314
Top Administrative Position	8	$61,671			$51,075		
Top Finance Position	21	$83,389	$36,000	$49,100	$60,408	$90,552	$176,326
Top Operations Position	9	$94,110			$99,000		

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	848	$147,079	$73,963	$94,298	$126,949	$180,063	$240,304
Top Administrative Position	26	$127,211	$69,794	$88,296	$132,460	$157,257	$179,812
Top Business Position	27	$132,782	$92,456	$110,710	$119,538	$141,902	$174,593
Top Development Position	25	$123,332	$95,621	$108,537	$120,648	$146,993	$158,107
Top Education Position	6	$121,858			$119,417		
Top Finance Position	162	$108,031	$48,343	$73,207	$103,165	$136,628	$167,646
Top Human Resources Position	6	$113,924			$112,337		
Top Legal Position	7	$164,242			$182,890		
Top Marketing Position	9	$137,382			$133,431		
Top Operations Position	91	$130,475	$71,058	$102,071	$126,729	$149,206	$192,114
Top PR/Communications Position	13	$132,192		$119,695	$130,186	$142,138	
Top Program Position	28	$137,553	$97,503	$114,711	$141,641	$159,041	$183,519
Top Technology Position	10	$157,592		$120,020	$147,175	$194,203	
Greater than $5 million							
CEO/Executive Director	386	$257,572	$97,004	$120,529	$189,870	$308,210	$457,540
Top Administrative Position	41	$157,064	$97,551	$118,759	$138,011	$179,817	$253,243
Top Business Position	45	$217,755	$127,780	$151,693	$180,165	$236,830	$305,323
Top Development Position	33	$170,278	$112,452	$132,327	$162,639	$208,677	$241,834
Top Education Position	11	$182,301		$133,296	$151,457	$205,953	
Top Facilities Position	7	$142,562			$128,315		
Top Finance Position	223	$173,707	$70,980	$95,885	$139,615	$192,695	$276,932
Top Human Resources Position	42	$166,410	$89,327	$129,268	$158,327	$183,876	$237,298
Top Legal Position	20	$325,158	$179,419	$208,775	$242,620	$325,847	$416,665
Top Marketing Position	26	$190,174	$137,687	$150,463	$167,831	$209,480	$246,153
Top Operations Position	108	$207,044	$109,692	$130,222	$169,884	$226,469	$309,388
Top PR/Communications Position	32	$174,132	$123,759	$134,503	$157,864	$200,817	$247,987

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building							
Greater than $5 million							
Top Program Position	54	$160,582	$108,778	$121,634	$152,937	$188,040	$225,503
Top Technology Position	47	$208,695	$123,805	$135,335	$161,995	$230,052	$277,543
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	461	$61,519	$30,000	$43,240	$57,000	$76,996	$95,823
Top Finance Position	12	$48,271		$24,235	$47,689	$55,203	
Top Legal Position	15	$70,527		$39,407	$70,520	$95,902	
Top Operations Position	8	$76,469			$65,480		
Top Program Position	16	$42,729		$30,257	$42,731	$51,361	
Between $500 thousand and $1 million							
CEO/Executive Director	239	$92,118	$58,427	$68,898	$84,255	$107,545	$133,623
Top Finance Position	10	$70,180		$46,003	$75,585	$84,300	
Top Legal Position	7	$116,978			$122,355		
Top Operations Position	5	$76,496			$58,179		
Between $1 million and $5 million							
CEO/Executive Director	413	$127,535	$69,828	$89,400	$113,180	$150,989	$201,085
Top Administrative Position	19	$118,219		$84,964	$112,320	$146,893	
Top Business Position	6	$119,281			$137,904		
Top Development Position	9	$123,391			$127,869		
Top Finance Position	72	$100,849	$61,086	$71,834	$90,235	$113,944	$142,096
Top Legal Position	46	$154,402	$92,112	$113,188	$150,966	$178,715	$216,443
Top Operations Position	27	$129,907	$88,301	$109,099	$130,684	$150,129	$166,440
Top PR/Communications Position	5	$140,884			$135,805		
Top Program Position	10	$115,567		$70,536	$114,671	$161,370	

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related							
Between $1 million and $5 million							
Top Technology Position	5	$146,538			$135,658		
Greater than $5 million							
CEO/Executive Director	162	$204,464	$128,896	$150,081	$180,660	$230,446	$312,140
Top Administrative Position	19	$151,436		$115,361	$154,969	$172,905	
Top Development Position	23	$159,753	$117,354	$127,529	$151,295	$193,515	$213,494
Top Education Position	6	$164,244			$167,370		
Top Finance Position	101	$139,970	$85,444	$109,742	$124,684	$175,747	$206,614
Top Human Resources Position	11	$155,998		$147,446	$158,578	$177,420	
Top Legal Position	75	$170,054	$124,547	$139,045	$162,095	$199,318	$222,496
Top Operations Position	38	$163,693	$91,045	$117,198	$148,111	$210,123	$224,274
Top PR/Communications Position	7	$166,841			$186,255		
Top Program Position	16	$171,867		$152,503	$167,375	$197,211	
Top Technology Position	8	$168,567			$157,972		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	442	$62,536	$26,024	$41,866	$59,096	$76,976	$100,307
Top Administrative Position	10	$37,243		$30,068	$34,687	$40,362	
Top Finance Position	23	$50,614	$24,260	$30,500	$54,999	$65,075	$71,594
Top Operations Position	9	$58,853			$62,308		
Top Program Position	6	$58,808			$51,941		
Between $500 thousand and $1 million							
CEO/Executive Director	206	$102,684	$45,636	$73,211	$94,622	$125,634	$159,880
Top Finance Position	7	$106,184			$105,272		
Top Operations Position	6	$74,186			$61,752		

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	424	$153,121	$78,954	$99,494	$132,631	$177,223	$256,367
Top Administrative Position	12	$130,487		$99,999	$128,385	$163,860	
Top Business Position	6	$142,363			$145,242		
Top Development Position	29	$137,685	$104,802	$118,047	$128,439	$158,173	$204,899
Top Education Position	9	$137,662			$132,198		
Top Finance Position	79	$124,653	$49,584	$72,786	$104,654	$131,483	$197,257
Top Marketing Position	5	$148,449			$145,646		
Top Operations Position	38	$143,830	$82,780	$106,993	$136,998	$167,232	$199,506
Top PR/Communications Position	12	$169,693		$121,627	$147,038	$218,534	
Top Program Position	19	$121,976		$110,126	$122,616	$136,890	
Top Technology Position	6	$110,509			$110,652		
Greater than $5 million							
CEO/Executive Director	259	$387,509	$129,037	$174,864	$258,888	$443,977	$765,300
Top Administrative Position	28	$190,849	$99,743	$122,061	$192,936	$217,530	$304,641
Top Business Position	25	$205,283	$132,740	$147,606	$185,359	$253,211	$279,499
Top Development Position	64	$209,858	$127,872	$140,929	$183,329	$243,919	$346,881
Top Education Position	26	$231,798	$143,924	$147,106	$170,575	$206,658	$317,513
Top Facilities Position	7	$166,557			$160,317		
Top Finance Position	162	$238,680	$101,119	$128,226	$178,563	$262,900	$432,285
Top Human Resources Position	34	$208,986	$110,875	$133,299	$184,596	$262,525	$293,142
Top Legal Position	18	$290,736		$171,995	$290,665	$380,256	
Top Marketing Position	27	$206,750	$112,357	$156,713	$199,830	$241,905	$277,647
Top Operations Position	108	$237,953	$118,179	$143,268	$190,381	$278,413	$373,772
Top PR/Communications Position	35	$191,470	$115,680	$144,358	$173,626	$231,646	$271,078
Top Program Position	45	$189,677	$126,176	$134,077	$177,911	$204,412	$246,269
Top Technology Position	43	$213,257	$122,050	$162,947	$209,443	$243,881	$330,117

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	2,315	$59,530	$24,372	$36,023	$53,729	$75,272	$100,269
Top Administrative Position	92	$42,091	$20,626	$26,128	$36,330	$46,766	$65,877
Top Business Position	13	$45,024		$21,000	$35,224	$64,102	
Top Development Position	9	$58,887			$43,387		
Top Education Position	42	$47,313	$21,680	$30,108	$37,290	$62,625	$83,731
Top Finance Position	178	$44,386	$19,084	$25,890	$39,922	$54,600	$77,609
Top Operations Position	54	$48,302	$21,391	$34,305	$41,220	$53,691	$88,514
Top Program Position	60	$45,170	$21,614	$27,831	$36,977	$51,043	$81,627
Between $500 thousand and $1 million							
CEO/Executive Director	1,401	$87,335	$41,251	$58,673	$79,477	$106,108	$142,349
Top Administrative Position	83	$60,560	$35,092	$42,484	$55,534	$72,635	$96,822
Top Business Position	18	$52,206		$38,248	$46,945	$53,685	
Top Development Position	11	$95,592		$61,531	$106,750	$126,327	
Top Education Position	29	$91,807	$37,358	$54,696	$82,971	$117,171	$159,053
Top Finance Position	108	$62,846	$22,643	$33,377	$46,749	$79,625	$123,078
Top Operations Position	48	$85,443	$38,615	$49,469	$72,839	$116,979	$145,951
Top Program Position	23	$79,292	$31,783	$53,982	$76,533	$103,354	$123,321
Between $1 million and $5 million							
CEO/Executive Director	3,958	$131,828	$64,506	$85,811	$117,015	$159,684	$213,936
Top Administrative Position	277	$97,241	$48,755	$63,915	$87,972	$117,624	$166,201
Top Business Position	168	$88,835	$40,455	$57,404	$79,100	$113,222	$135,284
Top Development Position	130	$120,372	$63,298	$107,194	$121,598	$138,754	$164,189
Top Education Position	158	$124,890	$63,212	$90,826	$116,009	$147,401	$187,398
Top Facilities Position	5	$97,388			$107,055		
Top Finance Position	625	$95,505	$42,791	$60,000	$87,821	$120,000	$151,286
Top Human Resources Position	34	$125,452	$71,288	$108,655	$126,502	$144,522	$164,876

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities							
Between $1 million and $5 million							
Top Legal Position	7	$229,415			$217,170		
Top Marketing Position	19	$125,198		$106,398	$120,417	$147,117	
Top Operations Position	281	$124,390	$60,585	$89,873	$117,214	$146,480	$185,995
Top PR/Communications Position	40	$131,758	$104,302	$112,743	$126,599	$152,120	$175,993
Top Program Position	104	$136,252	$91,696	$116,224	$127,685	$163,713	$190,557
Top Technology Position	50	$132,612	$70,695	$114,258	$130,644	$146,342	$187,751
Greater than $5 million							
CEO/Executive Director	4,604	$320,076	$115,302	$153,686	$229,219	$372,371	$579,548
Top Administrative Position	1,093	$203,608	$107,506	$131,908	$172,702	$227,259	$335,395
Top Business Position	501	$176,935	$84,566	$116,625	$151,949	$205,014	$277,441
Top Development Position	1,319	$219,441	$120,476	$144,540	$184,272	$250,874	$335,897
Top Education Position	1,424	$229,812	$117,137	$141,567	$180,267	$249,655	$365,158
Top Facilities Position	220	$196,625	$119,061	$140,053	$168,218	$210,329	$310,464
Top Finance Position	2,681	$213,310	$91,704	$127,333	$174,547	$244,550	$349,320
Top Human Resources Position	420	$191,781	$110,096	$133,899	$164,343	$222,857	$312,258
Top Legal Position	284	$337,796	$148,499	$195,598	$281,001	$365,635	$593,838
Top Marketing Position	273	$202,669	$118,485	$137,206	$177,013	$237,299	$324,217
Top Operations Position	1,055	$220,751	$109,062	$133,063	$174,575	$240,204	$330,975
Top PR/Communications Position	397	$209,200	$119,534	$140,866	$179,425	$247,309	$335,326
Top Program Position	297	$180,369	$117,386	$133,812	$156,805	$202,427	$265,532
Top Technology Position	702	$219,226	$116,586	$138,738	$172,635	$228,055	$319,726
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	186	$58,716	$23,000	$36,325	$55,335	$78,624	$98,044

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related							
$500 thousand or less							
Top Education Position	15	$98,476		$81,086	$98,107	$117,281	
Top Finance Position	13	$53,605		$24,578	$31,795	$87,385	
Top Program Position	7	$57,511			$58,571		
Between $500 thousand and $1 million							
CEO/Executive Director	135	$90,097	$51,861	$63,369	$81,624	$103,824	$140,276
Top Administrative Position	7	$84,484			$72,630		
Top Education Position	25	$143,880	$74,600	$116,228	$147,369	$176,659	$213,367
Top Finance Position	13	$63,646		$42,993	$55,940	$60,115	
Between $1 million and $5 million							
CEO/Executive Director	425	$119,722	$67,581	$87,193	$110,091	$140,633	$182,355
Top Administrative Position	27	$148,513	$82,523	$109,111	$133,286	$195,218	$233,983
Top Business Position	9	$95,578			$98,174		
Top Development Position	5	$118,184			$136,716		
Top Education Position	61	$179,413	$105,486	$144,580	$171,005	$219,361	$265,349
Top Finance Position	104	$100,919	$56,076	$73,752	$95,257	$116,701	$142,040
Top Human Resources Position	6	$108,947			$103,243		
Top Operations Position	26	$108,436	$50,182	$83,608	$109,809	$131,959	$159,786
Top Program Position	13	$115,418		$71,495	$103,664	$132,886	
Greater than $5 million							
CEO/Executive Director	315	$212,448	$103,724	$131,795	$175,798	$252,588	$370,730
Top Administrative Position	41	$176,098	$104,373	$125,664	$159,065	$216,327	$258,387
Top Business Position	27	$160,967	$105,258	$125,355	$152,779	$196,094	$232,208
Top Development Position	19	$138,986		$122,003	$131,810	$161,118	
Top Education Position	29	$220,477	$150,267	$198,479	$233,817	$252,335	$276,208
Top Facilities Position	12	$204,454		$166,299	$202,077	$226,367	
Top Finance Position	191	$149,528	$89,750	$106,783	$137,386	$175,462	$241,722

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related							
Greater than $5 million							
Top Human Resources Position	52	$167,478	$106,105	$118,920	$153,877	$215,798	$246,187
Top Legal Position	6	$235,737			$232,989		
Top Marketing Position	11	$189,126		$149,854	$174,542	$210,427	
Top Operations Position	98	$172,961	$108,059	$123,642	$163,025	$202,176	$273,428
Top PR/Communications Position	17	$156,477		$144,915	$158,094	$167,347	
Top Program Position	30	$169,386	$112,553	$130,648	$161,818	$185,308	$238,783
Top Technology Position	38	$168,351	$114,703	$124,881	$159,333	$202,743	$224,430
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	731	$64,214	$30,000	$45,882	$61,000	$77,222	$97,599
Top Administrative Position	6	$47,599			$51,037		
Top Finance Position	21	$62,775	$19,710	$26,981	$50,000	$66,130	$135,000
Top Operations Position	14	$53,569		$25,192	$50,160	$73,338	
Top Program Position	11	$44,956		$36,930	$46,202	$50,438	
Between $500 thousand and $1 million							
CEO/Executive Director	385	$93,959	$58,133	$72,411	$89,612	$112,789	$138,187
Top Finance Position	17	$77,568		$67,114	$75,358	$85,424	
Top Operations Position	11	$73,071		$56,132	$61,500	$78,496	
Top Program Position	6	$75,434			$66,739		
Between $1 million and $5 million							
CEO/Executive Director	643	$143,379	$77,251	$99,540	$130,641	$174,860	$221,120
Top Administrative Position	27	$113,706	$42,867	$85,754	$112,933	$148,246	$168,083
Top Business Position	7	$150,684			$140,171		
Top Development Position	42	$137,664	$106,598	$116,865	$133,315	$164,995	$175,998

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
Top Education Position	7	$130,398			$121,087		
Top Finance Position	109	$110,778	$60,391	$79,026	$102,854	$132,782	$171,313
Top Legal Position	12	$146,855		$119,704	$134,959	$144,572	
Top Marketing Position	5	$132,758			$120,902		
Top Operations Position	56	$119,433	$60,482	$89,974	$120,821	$148,575	$171,241
Top PR/Communications Position	20	$141,599	$111,678	$120,375	$133,925	$144,160	$168,212
Top Program Position	31	$131,150	$92,545	$115,765	$131,653	$146,800	$157,649
Top Technology Position	9	$157,897			$157,386		
Greater than $5 million							
CEO/Executive Director	205	$277,588	$116,467	$163,376	$233,937	$326,465	$485,933
Top Administrative Position	18	$169,875		$122,161	$153,986	$202,545	
Top Business Position	17	$192,111		$138,557	$164,248	$219,744	
Top Development Position	81	$207,024	$126,789	$146,888	$175,810	$242,768	$358,662
Top Education Position	6	$143,895			$144,639		
Top Facilities Position	7	$150,160			$135,472		
Top Finance Position	127	$185,983	$102,204	$124,244	$162,466	$219,820	$297,270
Top Human Resources Position	16	$211,142		$148,201	$167,465	$293,969	
Top Legal Position	36	$246,567	$129,004	$170,394	$225,727	$306,251	$401,665
Top Marketing Position	23	$240,793	$132,333	$154,191	$222,271	$299,524	$392,139
Top Operations Position	68	$205,735	$117,436	$152,609	$187,614	$236,643	$319,131
Top PR/Communications Position	40	$209,597	$126,304	$143,395	$173,063	$250,023	$331,318
Top Program Position	46	$202,626	$129,123	$138,264	$173,144	$229,843	$293,505
Top Technology Position	18	$197,749		$151,027	$181,445	$199,017	

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	325	$52,584	$23,267	$35,420	$49,912	$64,904	$83,522
Top Administrative Position	8	$27,464			$21,341		
Top Finance Position	16	$45,330		$29,898	$37,735	$62,053	
Top Operations Position	16	$36,674		$19,351	$33,075	$49,850	
Top Program Position	11	$41,094		$29,342	$36,865	$50,727	
Between $500 thousand and $1 million							
CEO/Executive Director	162	$69,168	$32,775	$51,728	$67,464	$83,090	$107,841
Top Finance Position	11	$46,034		$24,353	$49,951	$64,263	
Between $1 million and $5 million							
CEO/Executive Director	285	$99,100	$49,618	$70,892	$89,200	$118,973	$154,052
Top Administrative Position	8	$103,600			$106,855		
Top Development Position	5	$112,458			$122,380		
Top Finance Position	26	$86,860	$40,356	$56,517	$79,233	$117,286	$131,189
Top Operations Position	20	$119,193	$48,134	$77,741	$111,142	$130,809	$157,344
Top Program Position	5	$87,876			$49,975		
Greater than $5 million							
CEO/Executive Director	280	$176,910	$82,998	$108,910	$143,453	$205,429	$324,566
Top Administrative Position	15	$168,163		$93,402	$118,872	$193,742	
Top Business Position	11	$188,932		$142,278	$183,652	$238,536	
Top Development Position	68	$177,456	$113,764	$127,230	$147,029	$192,723	$254,134
Top Finance Position	114	$142,185	$83,455	$99,753	$128,614	$165,856	$211,118
Top Human Resources Position	23	$158,336	$112,209	$125,288	$146,997	$166,702	$234,697
Top Marketing Position	12	$193,560		$126,311	$162,869	$234,736	
Top Operations Position	81	$154,953	$99,831	$114,731	$148,153	$181,187	$223,129
Top PR/Communications Position	20	$173,065	$105,016	$111,224	$136,796	$215,886	$280,085
Top Program Position	31	$161,828	$113,412	$125,147	$148,302	$183,531	$212,537

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition							
Greater than $5 million							
Top Technology Position	14	$173,945		$126,179	$153,056	$212,320	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	797	$63,681	$24,573	$39,281	$56,680	$79,015	$104,381
Top Administrative Position	16	$76,262		$33,306	$46,211	$89,015	
Top Development Position	6	$27,988			$25,669		
Top Finance Position	41	$58,602	$21,050	$34,977	$46,311	$70,000	$88,390
Top Operations Position	15	$46,368		$37,046	$42,500	$55,407	
Top Program Position	18	$56,868		$31,181	$51,129	$76,837	
Between $500 thousand and $1 million							
CEO/Executive Director	482	$96,576	$49,496	$67,088	$90,000	$116,231	$153,105
Top Administrative Position	12	$52,448		$35,408	$45,015	$54,055	
Top Finance Position	36	$89,907	$24,507	$35,097	$73,318	$112,004	$194,507
Top Operations Position	30	$83,584	$41,070	$55,950	$71,802	$108,641	$142,505
Between $1 million and $5 million							
CEO/Executive Director	1,165	$150,098	$68,042	$92,988	$126,034	$178,412	$251,710
Top Administrative Position	102	$102,129	$49,261	$73,820	$98,677	$118,881	$149,918
Top Business Position	25	$132,449	$57,507	$65,205	$114,577	$176,121	$247,144
Top Development Position	66	$155,246	$72,707	$114,110	$134,880	$182,192	$228,181
Top Education Position	12	$156,463		$131,080	$137,895	$165,563	
Top Finance Position	254	$116,444	$49,956	$69,993	$99,221	$135,241	$211,862
Top Human Resources Position	16	$131,832		$100,999	$116,251	$154,543	
Top Legal Position	5	$152,230			$154,748		
Top Marketing Position	8	$178,436			$149,512		

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative							
Between $1 million and $5 million							
Top Operations Position	144	$135,113	$74,338	$93,352	$117,232	$149,335	$206,974
Top PR/Communications Position	10	$141,354		$128,265	$131,861	$139,239	
Top Program Position	45	$134,079	$102,772	$118,753	$128,805	$141,021	$191,925
Top Technology Position	26	$150,437	$100,070	$121,294	$139,938	$161,297	$176,042
Greater than $5 million							
CEO/Executive Director	2,656	$497,144	$137,610	$187,680	$282,293	$497,516	$968,660
Top Administrative Position	497	$230,685	$105,326	$135,127	$174,404	$240,524	$377,280
Top Business Position	195	$265,750	$115,028	$134,747	$209,454	$303,225	$447,488
Top Development Position	262	$266,668	$125,118	$145,819	$192,290	$280,607	$414,381
Top Education Position	73	$365,181	$119,835	$152,128	$236,857	$446,085	$566,919
Top Facilities Position	84	$294,111	$121,456	$156,462	$235,638	$381,700	$504,319
Top Finance Position	2,027	$291,232	$97,426	$129,233	$182,178	$308,806	$598,139
Top Human Resources Position	504	$322,504	$117,931	$149,878	$227,804	$372,265	$602,524
Top Legal Position	206	$536,574	$175,031	$269,031	$404,372	$677,661	$950,099
Top Marketing Position	126	$246,903	$118,840	$140,890	$196,407	$293,312	$417,743
Top Operations Position	1,245	$335,066	$114,919	$155,959	$219,047	$365,463	$608,319
Top PR/Communications Position	136	$247,187	$122,704	$146,565	$190,952	$295,201	$477,015
Top Program Position	145	$243,933	$114,652	$143,475	$186,427	$291,064	$395,324
Top Technology Position	469	$333,243	$125,647	$158,456	$240,292	$385,263	$650,841
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	618	$58,952	$27,315	$40,013	$53,406	$71,970	$92,360
Top Administrative Position	12	$49,387		$29,588	$45,459	$57,490	
Top Finance Position	32	$74,431	$20,187	$30,331	$50,320	$98,679	$167,858

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter							
$500 thousand or less							
Top Operations Position	9	$78,278			$57,464		
Top Program Position	17	$39,366		$32,604	$41,028	$46,600	
Between $500 thousand and $1 million							
CEO/Executive Director	494	$77,229	$43,492	$57,106	$72,295	$89,995	$117,325
Top Administrative Position	14	$59,487		$37,484	$53,025	$71,797	
Top Finance Position	22	$70,123	$42,899	$50,045	$60,264	$82,744	$107,533
Top Operations Position	8	$61,489			$50,119		
Top Program Position	7	$63,863			$61,044		
Between $1 million and $5 million							
CEO/Executive Director	1,075	$114,916	$64,687	$79,410	$101,061	$136,520	$177,272
Top Administrative Position	61	$99,227	$65,689	$79,670	$94,556	$117,287	$140,435
Top Business Position	10	$117,705		$76,588	$125,298	$130,384	
Top Development Position	27	$118,658	$72,142	$101,843	$114,610	$153,617	$164,873
Top Facilities Position	7	$123,821			$129,563		
Top Finance Position	206	$100,029	$51,010	$67,386	$90,873	$126,984	$153,374
Top Human Resources Position	8	$112,211			$116,348		
Top Marketing Position	5	$144,012			$159,370		
Top Operations Position	91	$115,063	$60,000	$76,814	$101,160	$147,010	$177,978
Top Program Position	24	$112,672	$65,498	$68,645	$112,078	$152,154	$165,618
Greater than $5 million							
CEO/Executive Director	535	$222,176	$109,290	$137,156	$187,639	$261,342	$351,994
Top Administrative Position	86	$140,008	$102,200	$112,389	$134,758	$160,787	$199,942
Top Business Position	38	$164,689	$120,487	$131,700	$145,749	$189,071	$245,290
Top Development Position	83	$170,202	$113,162	$124,060	$149,359	$195,815	$246,460
Top Education Position	8	$150,217			$141,525		
Top Facilities Position	42	$148,809	$113,631	$120,242	$131,606	$152,412	$234,787

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter							
Greater than $5 million							
Top Finance Position	302	$161,221	$87,361	$110,486	$146,427	$196,613	$249,813
Top Human Resources Position	72	$164,124	$109,853	$126,250	$146,542	$177,193	$240,666
Top Legal Position	18	$247,807		$156,842	$216,898	$284,752	
Top Marketing Position	30	$159,296	$116,965	$129,476	$147,620	$164,815	$217,133
Top Operations Position	147	$189,572	$99,945	$119,493	$157,271	$224,116	$322,407
Top PR/Communications Position	24	$149,377	$105,648	$129,221	$134,892	$150,001	$183,162
Top Program Position	42	$151,289	$111,593	$118,806	$135,550	$171,038	$209,252
Top Technology Position	35	$172,954	$133,531	$140,114	$150,693	$197,116	$239,530
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	3,208	$54,210	$25,070	$36,591	$51,000	$66,310	$85,706
Top Administrative Position	78	$38,646	$21,852	$27,942	$37,043	$47,436	$56,843
Top Business Position	6	$28,557			$17,686		
Top Development Position	13	$31,712		$22,000	$27,060	$41,500	
Top Education Position	6	$54,311			$48,427		
Top Finance Position	150	$42,137	$20,000	$27,452	$35,355	$49,445	$64,321
Top Operations Position	51	$48,491	$22,850	$31,541	$47,040	$60,007	$74,279
Top PR/Communications Position	6	$32,771			$34,717		
Top Program Position	100	$42,427	$20,020	$28,298	$38,629	$51,471	$69,785
Between $500 thousand and $1 million							
CEO/Executive Director	1,965	$76,702	$43,018	$56,045	$71,464	$91,600	$113,764
Top Administrative Position	43	$55,611	$29,500	$40,230	$46,156	$67,984	$87,803
Top Business Position	5	$45,217			$34,505		
Top Development Position	9	$80,977			$63,333		

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other							
Between $500 thousand and $1 million							
Top Finance Position	109	$60,793	$27,460	$36,364	$56,650	$76,169	$96,201
Top Operations Position	52	$65,162	$32,937	$42,380	$59,982	$73,911	$121,489
Top Program Position	29	$64,612	$40,470	$48,104	$56,840	$75,672	$88,218
Between $1 million and $5 million							
CEO/Executive Director	4,563	$109,989	$62,603	$79,490	$100,948	$129,890	$164,327
Top Administrative Position	145	$93,887	$44,414	$64,509	$89,611	$117,631	$147,661
Top Business Position	50	$90,402	$38,427	$51,476	$65,144	$94,463	$132,123
Top Development Position	92	$121,377	$67,746	$103,837	$119,525	$135,472	$162,658
Top Education Position	17	$117,630		$90,500	$122,182	$138,210	
Top Facilities Position	10	$105,031		$76,926	$112,254	$126,287	
Top Finance Position	842	$86,285	$45,034	$59,997	$78,108	$101,112	$129,519
Top Human Resources Position	33	$99,170	$46,677	$59,806	$80,682	$126,310	$174,818
Top Legal Position	15	$128,561		$108,475	$116,090	$155,655	
Top Marketing Position	12	$144,166		$111,348	$127,894	$181,942	
Top Operations Position	261	$104,647	$57,720	$70,406	$96,600	$118,800	$159,667
Top PR/Communications Position	11	$106,864		$75,335	$120,128	$138,340	
Top Program Position	93	$99,572	$51,175	$67,212	$92,514	$121,117	$152,262
Top Technology Position	21	$182,837	$105,507	$113,217	$134,116	$164,037	$210,851
Greater than $5 million							
CEO/Executive Director	3,793	$206,670	$102,320	$132,300	$176,698	$242,151	$343,516
Top Administrative Position	350	$151,367	$98,965	$116,638	$138,870	$171,803	$210,047
Top Business Position	167	$165,228	$111,175	$125,294	$151,550	$190,130	$244,007
Top Development Position	505	$153,747	$105,601	$119,964	$140,990	$176,059	$221,378
Top Education Position	82	$148,128	$108,988	$119,038	$134,851	$166,289	$202,884
Top Facilities Position	98	$150,959	$106,428	$120,324	$140,162	$175,843	$208,513
Top Finance Position	2,419	$143,972	$76,878	$101,301	$129,315	$174,318	$227,740

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other							
Greater than $5 million							
Top Human Resources Position	529	$150,894	$104,444	$120,490	$141,881	$172,016	$218,751
Top Legal Position	96	$206,327	$122,255	$151,775	$193,229	$232,387	$346,667
Top Marketing Position	190	$162,858	$111,143	$130,098	$149,660	$182,726	$217,390
Top Operations Position	1,058	$173,566	$103,858	$122,001	$155,205	$199,531	$265,676
Top PR/Communications Position	131	$162,529	$107,997	$127,081	$144,876	$194,455	$241,096
Top Program Position	439	$148,861	$103,881	$117,151	$137,107	$169,646	$211,852
Top Technology Position	314	$161,757	$114,339	$128,842	$150,685	$185,178	$226,478
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	380	$56,169	$22,508	$32,373	$50,365	$71,180	$92,269
Top Finance Position	18	$53,198		$30,471	$54,817	$70,549	
Top Operations Position	15	$43,280		$31,802	$38,176	$56,349	
Between $500 thousand and $1 million							
CEO/Executive Director	156	$108,179	$46,917	$69,536	$94,850	$138,062	$183,587
Top Finance Position	12	$62,834		$38,125	$44,803	$94,420	
Between $1 million and $5 million							
CEO/Executive Director	235	$160,269	$69,880	$100,505	$137,000	$190,201	$277,827
Top Administrative Position	16	$164,254		$109,726	$133,242	$180,331	
Top Development Position	19	$152,152		$113,266	$129,619	$194,145	
Top Finance Position	55	$112,519	$53,590	$68,726	$112,793	$135,009	$169,193
Top Operations Position	35	$122,783	$37,727	$81,698	$124,425	$158,978	$201,351
Top PR/Communications Position	6	$130,990			$133,139		
Top Program Position	18	$137,808		$118,034	$126,070	$154,609	
Greater than $5 million							

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security							
CEO/Executive Director	166	$318,556	$116,418	$175,956	$269,069	$398,764	$561,338
Top Administrative Position	26	$200,890	$115,254	$134,978	$180,326	$227,326	$311,695
Top Business Position	24	$187,828	$132,546	$147,890	$160,793	$242,021	$253,389
Top Development Position	56	$206,586	$125,905	$146,234	$186,903	$261,569	$296,115
Top Education Position	12	$235,698		$192,372	$244,315	$277,692	
Top Finance Position	117	$205,968	$108,248	$142,940	$199,991	$259,073	$311,621
Top Human Resources Position	34	$227,359	$144,453	$164,056	$199,997	$271,370	$365,790
Top Legal Position	18	$242,400		$190,538	$236,930	$287,870	
Top Marketing Position	20	$231,484	$132,094	$172,377	$208,598	$270,264	$357,932
Top Operations Position	64	$226,750	$124,689	$146,774	$200,166	$285,590	$382,860
Top PR/Communications Position	32	$189,015	$117,081	$135,402	$186,758	$213,036	$271,045
Top Program Position	63	$225,776	$146,303	$180,755	$215,718	$267,788	$307,685
Top Technology Position	46	$213,183	$130,315	$158,884	$202,619	$244,456	$311,572
Medical research							
$500 thousand or less							
CEO/Executive Director	72	$76,166	$28,830	$48,987	$75,000	$98,874	$124,957
Top Finance Position	6	$56,146			$66,479		
Between $500 thousand and $1 million							
CEO/Executive Director	44	$137,298	$77,122	$89,299	$129,788	$165,401	$213,462
Between $1 million and $5 million							
CEO/Executive Director	99	$189,502	$84,273	$121,199	$166,673	$244,790	$316,088
Top Development Position	9	$141,737			$150,000		
Top Finance Position	20	$155,456	$69,743	$111,882	$152,017	$176,471	$285,391
Top Operations Position	10	$189,604		$155,035	$168,177	$192,179	
Top PR/Communications Position	5	$130,085			$125,294		

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research							
Between $1 million and $5 million							
Top Program Position	7	$137,521			$151,641		
Greater than $5 million							
CEO/Executive Director	122	$478,159	$166,757	$226,536	$388,063	$626,099	$876,661
Top Administrative Position	17	$275,127		$166,680	$222,627	$325,658	
Top Business Position	21	$289,165	$128,607	$137,752	$215,080	$378,451	$514,160
Top Development Position	41	$269,442	$148,409	$173,242	$250,739	$322,708	$387,306
Top Education Position	5	$340,418			$259,542		
Top Finance Position	88	$256,127	$116,118	$165,823	$217,173	$331,322	$426,342
Top Human Resources Position	20	$285,915	$158,587	$170,880	$213,064	$317,473	$403,664
Top Legal Position	17	$370,800		$247,276	$353,955	$412,856	
Top Marketing Position	13	$235,458		$160,046	$186,421	$219,564	
Top Operations Position	52	$307,728	$146,423	$180,670	$280,974	$385,923	$574,143
Top PR/Communications Position	35	$244,901	$129,976	$162,284	$216,959	$291,965	$418,104
Top Program Position	20	$246,248	$144,228	$174,675	$222,825	$294,225	$368,603
Top Technology Position	28	$233,465	$151,127	$163,495	$182,463	$260,644	$351,249
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	674	$57,043	$25,600	$37,358	$53,488	$70,074	$91,560
Top Administrative Position	19	$43,843		$32,956	$39,000	$58,135	
Top Finance Position	41	$41,558	$20,012	$22,916	$38,420	$55,643	$70,000
Top Operations Position	14	$39,693		$30,657	$40,780	$49,144	
Top Program Position	19	$43,472		$24,425	$39,942	$51,373	
Between $500 thousand and $1 million							
CEO/Executive Director	408	$86,948	$49,722	$65,589	$82,345	$102,809	$123,510

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention							
Between $500 thousand and $1 million							
Top Administrative Position	12	$47,246		$34,815	$48,885	$57,615	
Top Finance Position	29	$55,631	$26,996	$38,425	$56,707	$73,689	$78,294
Top Operations Position	12	$68,867		$57,570	$65,456	$83,936	
Between $1 million and $5 million							
CEO/Executive Director	892	$118,669	$68,233	$86,907	$110,194	$138,092	$173,000
Top Administrative Position	21	$106,765	$69,748	$73,502	$101,097	$140,140	$158,000
Top Business Position	15	$85,058		$57,021	$69,700	$96,599	
Top Development Position	15	$121,870		$102,679	$121,540	$134,699	
Top Education Position	7	$111,452			$122,602		
Top Finance Position	182	$93,077	$48,718	$67,854	$88,046	$113,297	$141,831
Top Human Resources Position	10	$101,343		$74,625	$98,733	$134,355	
Top Operations Position	76	$108,635	$65,241	$81,007	$102,247	$128,370	$158,455
Top Program Position	23	$121,802	$55,702	$95,364	$118,836	$150,600	$172,537
Greater than $5 million							
CEO/Executive Director	1,021	$223,214	$114,393	$143,415	$186,916	$260,929	$358,731
Top Administrative Position	76	$174,472	$108,797	$124,770	$145,755	$200,342	$262,059
Top Business Position	25	$155,796	$92,893	$108,515	$135,907	$183,050	$253,668
Top Development Position	67	$164,751	$111,217	$126,473	$148,683	$178,771	$215,834
Top Education Position	27	$159,055	$113,982	$121,836	$144,464	$158,098	$254,313
Top Facilities Position	12	$148,166		$107,059	$142,199	$154,460	
Top Finance Position	671	$148,043	$82,687	$100,764	$129,465	$172,644	$234,781
Top Human Resources Position	134	$151,824	$93,593	$121,946	$139,821	$177,455	$212,924
Top Legal Position	21	$193,093	$135,316	$141,798	$194,166	$229,670	$281,812
Top Marketing Position	20	$167,026	$117,971	$129,394	$156,629	$202,146	$232,085
Top Operations Position	353	$171,008	$99,564	$119,975	$154,088	$195,854	$254,815
Top PR/Communications Position	31	$179,557	$135,321	$151,209	$170,504	$202,898	$230,751

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention							
Greater than $5 million							
Top Program Position	101	$154,344	$111,571	$122,350	$141,979	$169,194	$215,582
Top Technology Position	96	$160,404	$114,848	$126,544	$143,032	$190,020	$248,913
Mutual/membership benefit organizations, other							
$500 thousand or less							
CEO/Executive Director	37	$73,796	$43,421	$51,000	$72,692	$86,000	$120,263
Between $500 thousand and $1 million							
CEO/Executive Director	17	$133,647		$89,997	$140,513	$156,236	
Between $1 million and $5 million							
CEO/Executive Director	40	$154,612	$74,342	$91,284	$141,475	$177,525	$236,116
Top Finance Position	8	$103,250			$96,202		
Top Operations Position	7	$116,556			$120,914		
Greater than $5 million							
CEO/Executive Director	25	$470,625	$173,818	$285,475	$431,934	$651,491	$718,642
Top Administrative Position	6	$176,737			$173,250		
Top Business Position	7	$230,315			$252,218		
Top Education Position	5	$199,156			$171,389		
Top Finance Position	17	$252,403		$187,987	$224,861	$252,477	
Top Human Resources Position	7	$280,583			$287,384		
Top Legal Position	5	$335,927			$270,416		
Top Marketing Position	5	$238,712			$230,651		
Top Operations Position	13	$273,991		$159,787	$223,140	$364,777	
Top PR/Communications Position	5	$291,231			$250,248		
Top Program Position	6	$218,575			$209,429		

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/membership benefit organizations, other							
Greater than $5 million							
Top Technology Position	11	$210,684		$177,532	$202,412	$240,692	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	463	$60,153	$25,596	$40,488	$55,000	$73,514	$100,139
Top Administrative Position	6	$43,421			$45,751		
Top Finance Position	15	$53,241		$35,508	$49,956	$74,869	
Top Operations Position	7	$52,396			$51,840		
Top Program Position	8	$59,167			$47,013		
Between $500 thousand and $1 million							
CEO/Executive Director	256	$91,453	$50,043	$65,866	$82,354	$112,151	$149,224
Top Finance Position	15	$49,825		$31,338	$42,419	$57,609	
Top Operations Position	6	$86,633			$77,107		
Between $1 million and $5 million							
CEO/Executive Director	637	$138,351	$72,645	$93,524	$119,775	$159,275	$218,017
Top Administrative Position	17	$100,856		$80,040	$93,801	$122,370	
Top Development Position	20	$134,129	$99,515	$119,481	$133,451	$159,137	$176,905
Top Finance Position	129	$95,948	$55,932	$68,363	$85,504	$114,592	$149,927
Top Human Resources Position	5	$102,124			$80,694		
Top Operations Position	47	$125,587	$52,930	$72,375	$104,957	$139,953	$219,621
Top PR/Communications Position	8	$129,576			$122,179		
Top Program Position	21	$134,124	$73,290	$108,860	$126,051	$155,920	$216,924
Top Technology Position	6	$373,275			$140,892		
Greater than $5 million							

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	435	$284,902	$135,431	$178,784	$228,487	$326,727	$471,674
Top Administrative Position	40	$207,200	$122,120	$150,823	$196,092	$240,321	$307,930
Top Business Position	28	$209,924	$129,062	$145,905	$190,304	$240,829	$260,734
Top Development Position	145	$186,890	$115,692	$131,089	$165,224	$220,329	$283,958
Top Education Position	19	$185,177		$145,182	$181,179	$216,156	
Top Finance Position	289	$179,821	$95,737	$118,365	$152,126	$203,506	$290,940
Top Human Resources Position	33	$178,292	$116,415	$143,285	$174,405	$203,721	$245,690
Top Legal Position	21	$228,252	$145,566	$187,621	$202,727	$238,657	$367,113
Top Marketing Position	56	$174,146	$120,966	$133,374	$158,108	$204,556	$228,385
Top Operations Position	126	$200,769	$103,304	$131,205	$162,918	$244,010	$297,919
Top PR/Communications Position	63	$188,375	$117,112	$129,038	$168,996	$225,091	$251,554
Top Program Position	50	$177,163	$115,048	$134,864	$153,915	$185,937	$253,371
Top Technology Position	48	$194,796	$124,553	$146,522	$179,221	$211,194	$266,908
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	103	$64,770	$25,578	$36,888	$60,000	$80,027	$102,566
Top Finance Position	7	$42,504			$30,037		
Between $500 thousand and $1 million							
CEO/Executive Director	52	$90,364	$49,407	$61,224	$89,952	$103,001	$123,784
Top Finance Position	11	$58,922		$35,763	$46,602	$59,361	
Top Operations Position	5	$79,539			$80,778		
Between $1 million and $5 million							
CEO/Executive Director	83	$139,329	$70,573	$87,066	$124,341	$175,180	$221,721
Top Administrative Position	8	$62,569			$58,597		

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief							
Between $1 million and $5 million							
Top Finance Position	27	$75,556	$30,083	$43,817	$74,039	$103,177	$125,528
Top Operations Position	13	$112,956		$89,273	$106,716	$151,214	
Greater than $5 million							
CEO/Executive Director	32	$317,974	$110,091	$185,100	$237,813	$386,841	$625,614
Top Administrative Position	6	$188,076			$156,919		
Top Development Position	9	$187,968			$159,670		
Top Finance Position	17	$209,852		$106,538	$195,138	$254,355	
Top Human Resources Position	6	$219,817			$236,824		
Top Marketing Position	7	$220,830			$207,534		
Top Operations Position	13	$223,727		$135,878	$155,288	$269,364	
Top Program Position	6	$183,890			$185,735		
Top Technology Position	8	$178,573			$193,071		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	396	$70,650	$26,375	$44,873	$65,250	$87,298	$114,482
Top Finance Position	17	$71,680		$37,200	$48,800	$102,014	
Top Operations Position	14	$50,084		$28,405	$39,578	$59,873	
Top Program Position	6	$42,654			$42,683		
Between $500 thousand and $1 million							
CEO/Executive Director	205	$107,311	$52,517	$72,456	$99,144	$133,851	$167,423
Top Finance Position	9	$107,374			$89,500		
Top Operations Position	9	$73,199			$67,596		
Between $1 million and $5 million							

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	313	$170,842	$76,046	$105,209	$148,708	$213,633	$292,175
Top Administrative Position	16	$146,584		$103,370	$126,461	$194,439	
Top Business Position	5	$133,556			$123,536		
Top Development Position	25	$130,553	$108,249	$115,778	$126,045	$139,238	$170,662
Top Education Position	7	$167,405			$160,564		
Top Finance Position	66	$136,633	$59,066	$87,138	$115,818	$153,528	$214,914
Top Legal Position	6	$148,975			$132,741		
Top Marketing Position	5	$115,221			$117,559		
Top Operations Position	45	$135,114	$79,327	$103,201	$127,041	$146,557	$205,125
Top PR/Communications Position	18	$116,418		$92,197	$129,704	$139,132	
Top Program Position	21	$166,321	$122,885	$131,219	$152,714	$176,812	$230,000
Greater than $5 million							
CEO/Executive Director	226	$333,166	$116,652	$169,037	$253,157	$404,314	$621,013
Top Administrative Position	25	$236,270	$125,715	$161,371	$220,873	$257,591	$345,626
Top Business Position	35	$197,130	$113,104	$135,311	$194,951	$234,361	$291,797
Top Development Position	47	$232,257	$123,230	$147,398	$201,317	$286,358	$333,638
Top Education Position	18	$220,378		$147,564	$198,756	$248,203	
Top Facilities Position	7	$187,062			$154,738		
Top Finance Position	148	$223,776	$98,470	$142,099	$186,572	$248,830	$381,023
Top Human Resources Position	31	$256,105	$124,139	$138,674	$194,206	$297,265	$370,155
Top Legal Position	40	$336,049	$168,509	$197,719	$242,798	$388,035	$625,228
Top Marketing Position	29	$227,350	$144,196	$158,800	$204,656	$241,375	$311,570
Top Operations Position	96	$277,331	$124,110	$152,438	$202,983	$274,739	$512,155
Top PR/Communications Position	50	$233,897	$134,763	$153,222	$193,417	$241,323	$366,444
Top Program Position	39	$201,288	$120,638	$150,468	$180,878	$230,483	$300,485
Top Technology Position	49	$239,590	$127,675	$159,111	$198,753	$246,274	$390,712

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	693	$54,903	$21,610	$34,000	$50,187	$70,520	$88,115
Top Administrative Position	22	$42,134	$25,689	$31,813	$42,375	$50,169	$53,035
Top Finance Position	49	$34,858	$16,547	$24,055	$32,036	$40,000	$53,242
Top Operations Position	19	$38,033		$26,375	$38,142	$46,667	
Top Program Position	33	$42,707	$23,390	$30,035	$38,417	$49,792	$64,125
Between $500 thousand and $1 million							
CEO/Executive Director	329	$90,139	$46,968	$64,800	$83,943	$108,001	$141,271
Top Administrative Position	9	$77,901			$63,085		
Top Finance Position	29	$63,014	$23,214	$32,280	$52,912	$78,500	$95,517
Top Operations Position	8	$58,052			$66,151		
Top Program Position	13	$75,409		$62,500	$72,516	$82,561	
Between $1 million and $5 million							
CEO/Executive Director	529	$138,766	$69,173	$92,500	$120,600	$162,647	$231,412
Top Administrative Position	35	$100,992	$43,715	$69,359	$96,059	$120,043	$166,812
Top Business Position	13	$86,827		$54,261	$80,255	$101,561	
Top Development Position	13	$139,443		$114,938	$122,998	$154,908	
Top Education Position	7	$137,587			$124,247		
Top Finance Position	89	$92,520	$40,863	$60,000	$87,885	$115,777	$155,016
Top Operations Position	47	$116,934	$58,964	$84,621	$114,926	$136,155	$193,653
Top Program Position	12	$103,299		$61,640	$117,658	$126,384	
Top Technology Position	17	$116,933		$100,227	$126,633	$138,815	
Greater than $5 million							
CEO/Executive Director	174	$419,042	$144,061	$194,557	$287,447	$417,744	$769,454
Top Administrative Position	20	$192,893	$104,829	$130,811	$166,913	$216,949	$345,529
Top Business Position	27	$220,205	$130,972	$150,679	$201,915	$268,740	$295,270
Top Development Position	22	$182,519	$113,048	$131,554	$151,675	$219,549	$278,379

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics							
Greater than $5 million							
Top Finance Position	110	$205,112	$95,384	$128,281	$159,227	$231,739	$355,786
Top Human Resources Position	13	$193,527		$121,610	$126,383	$171,842	
Top Legal Position	16	$281,056		$162,723	$264,925	$334,529	
Top Marketing Position	35	$208,568	$112,857	$142,436	$182,989	$251,315	$307,662
Top Operations Position	61	$207,197	$107,965	$123,985	$168,878	$231,789	$355,342
Top PR/Communications Position	25	$212,064	$130,855	$153,493	$203,727	$229,797	$352,086
Top Program Position	19	$172,219		$130,132	$161,106	$197,665	
Top Technology Position	20	$199,560	$118,307	$133,693	$168,592	$222,668	$353,701
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	2,393	$55,144	$21,000	$30,800	$49,000	$71,895	$96,000
Top Administrative Position	48	$37,669	$17,976	$25,647	$33,376	$46,317	$57,567
Top Finance Position	178	$40,094	$17,885	$22,498	$35,613	$48,242	$70,615
Top Operations Position	45	$50,256	$22,499	$30,411	$45,000	$66,498	$83,386
Top PR/Communications Position	5	$40,884			$36,616		
Top Program Position	17	$45,057		$31,998	$41,774	$52,604	
Between $500 thousand and $1 million							
CEO/Executive Director	460	$87,669	$35,474	$56,398	$78,985	$106,412	$145,102
Top Administrative Position	18	$51,180		$30,235	$40,992	$74,056	
Top Finance Position	54	$55,977	$21,833	$31,253	$44,301	$73,466	$105,126
Top Operations Position	14	$75,758		$61,438	$73,624	$92,538	
Between $1 million and $5 million							
CEO/Executive Director	554	$119,866	$52,131	$74,850	$106,134	$147,635	$206,146
Top Administrative Position	35	$85,451	$35,757	$58,491	$86,114	$100,575	$113,912

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development							
Between $1 million and $5 million							
Top Business Position	15	$89,785		$61,789	$71,189	$112,045	
Top Development Position	29	$120,364	$71,168	$92,127	$118,648	$137,922	$155,969
Top Education Position	7	$80,129			$66,403		
Top Finance Position	130	$86,650	$33,036	$58,707	$80,391	$112,027	$139,114
Top Human Resources Position	7	$124,410			$129,313		
Top Operations Position	53	$104,934	$45,061	$66,779	$97,328	$136,250	$167,665
Top PR/Communications Position	5	$145,513			$131,935		
Top Program Position	14	$117,788		$106,136	$119,463	$133,669	
Greater than $5 million							
CEO/Executive Director	213	$207,262	$98,602	$127,898	$180,899	$256,039	$323,478
Top Administrative Position	25	$132,672	$69,765	$109,896	$140,104	$152,572	$186,492
Top Business Position	20	$185,048	$117,894	$128,296	$152,761	$238,533	$284,744
Top Development Position	46	$152,509	$95,828	$116,350	$153,604	$182,128	$209,232
Top Education Position	9	$170,532			$173,907		
Top Finance Position	126	$145,603	$75,639	$98,540	$130,428	$181,913	$233,128
Top Human Resources Position	21	$136,521	$85,100	$123,935	$136,129	$162,049	$180,434
Top Legal Position	10	$194,001		$151,939	$184,561	$245,276	
Top Marketing Position	17	$159,151		$135,885	$159,870	$193,851	
Top Operations Position	75	$177,799	$87,271	$119,856	$148,229	$202,855	$284,362
Top PR/Communications Position	14	$154,364		$95,884	$137,763	$182,396	
Top Program Position	19	$166,724		$129,802	$142,731	$193,935	
Top Technology Position	31	$164,851	$121,778	$129,512	$153,750	$176,700	$224,507

501(c)(3) organizations compensation national by NTEE major group & budget size

Science & technology research institutes, services

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$500 thousand or less							
CEO/Executive Director	71	$77,325	$30,000	$45,223	$72,000	$100,666	$129,620
Top Finance Position	5	$53,718			$60,000		
Between $500 thousand and $1 million							
CEO/Executive Director	51	$123,529	$53,250	$68,704	$117,294	$166,149	$211,000
Top Finance Position	6	$95,725			$84,903		
Between $1 million and $5 million							
CEO/Executive Director	120	$193,449	$84,192	$137,424	$177,638	$228,096	$330,076
Top Administrative Position	9	$135,345			$136,940		
Top Business Position	6	$121,799			$122,236		
Top Finance Position	31	$132,405	$71,138	$108,362	$139,914	$152,629	$168,377
Top Operations Position	19	$139,642		$101,558	$113,258	$174,663	
Top PR/Communications Position	7	$154,723			$154,057		
Top Program Position	9	$124,041			$117,713		
Top Technology Position	5	$157,127			$172,138		
Greater than $5 million							
CEO/Executive Director	122	$483,552	$197,158	$304,542	$386,092	$540,759	$736,345
Top Administrative Position	20	$235,717	$125,250	$157,827	$186,420	$257,560	$326,462
Top Business Position	28	$234,993	$146,511	$166,632	$193,628	$259,661	$295,600
Top Development Position	22	$235,102	$135,524	$176,531	$217,499	$277,013	$334,175
Top Education Position	17	$212,854		$149,023	$175,369	$198,012	
Top Facilities Position	10	$186,396		$142,152	$166,871	$219,051	
Top Finance Position	94	$267,573	$135,095	$163,137	$223,093	$296,428	$480,767
Top Human Resources Position	16	$202,394		$167,958	$193,966	$215,034	
Top Legal Position	17	$451,542		$268,362	$330,835	$518,317	
Top Marketing Position	12	$289,171		$135,774	$188,736	$271,525	
Top Operations Position	60	$345,411	$154,945	$174,247	$256,710	$361,880	$523,158

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services							
Greater than $5 million							
Top PR/Communications Position	19	$267,605		$161,426	$193,991	$281,190	
Top Program Position	27	$287,358	$138,615	$156,970	$217,752	$298,643	$523,175
Top Technology Position	47	$245,501	$155,519	$181,710	$217,587	$267,590	$366,208
Social science research institutes, services							
$500 thousand or less							
CEO/Executive Director	46	$66,643	$25,749	$37,722	$55,150	$91,653	$107,936
Top Finance Position	6	$67,215			$62,585		
Between $500 thousand and $1 million							
CEO/Executive Director	21	$142,821	$40,301	$105,400	$133,611	$191,808	$242,400
Between $1 million and $5 million							
CEO/Executive Director	68	$170,829	$80,731	$98,964	$143,685	$212,407	$298,729
Top Finance Position	14	$133,373		$111,570	$126,262	$139,475	
Top Operations Position	9	$160,428			$171,038		
Top Program Position	6	$130,928			$127,789		
Greater than $5 million							
CEO/Executive Director	40	$393,696	$126,001	$216,688	$306,095	$462,593	$830,409
Top Administrative Position	6	$210,184			$221,194		
Top Finance Position	22	$230,517	$131,497	$169,371	$210,740	$251,042	$300,608
Top Operations Position	17	$216,295		$169,903	$178,930	$245,407	
Top PR/Communications Position	11	$215,938		$177,152	$190,994	$244,636	
Top Program Position	13	$189,459		$122,076	$200,820	$237,050	
Top Technology Position	12	$234,311		$156,122	$165,293	$289,147	

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
$500 thousand or less							
CEO/Executive Director	149	$58,177	$24,408	$38,772	$54,391	$70,005	$91,226
Top Finance Position	7	$45,897			$37,987		
Top Program Position	5	$39,983			$37,282		
Between $500 thousand and $1 million							
CEO/Executive Director	55	$101,669	$34,348	$68,373	$83,026	$97,267	$166,231
Between $1 million and $5 million							
CEO/Executive Director	107	$141,367	$65,660	$90,232	$122,853	$169,264	$228,866
Top Finance Position	19	$110,824		$67,025	$86,913	$142,765	
Top Operations Position	8	$156,753			$154,652		
Greater than $5 million							
CEO/Executive Director	40	$265,476	$118,114	$149,885	$220,071	$350,118	$409,702
Top Administrative Position	6	$172,776			$154,513		
Top Development Position	7	$164,394			$152,168		
Top Finance Position	25	$182,214	$76,039	$94,377	$178,522	$211,758	$290,960
Top Human Resources Position	5	$198,042			$163,517		
Top Operations Position	11	$199,091		$133,457	$196,270	$214,120	
Top Technology Position	6	$272,179			$167,708		
Youth development							
$500 thousand or less							
CEO/Executive Director	1,113	$57,609	$26,598	$39,550	$54,919	$71,783	$87,224
Top Administrative Position	16	$43,541		$30,900	$38,295	$47,268	
Top Development Position	8	$50,154			$47,651		
Top Finance Position	40	$46,131	$19,944	$29,572	$42,275	$55,981	$64,840

501(c)(3) organizations compensation national by NTEE major group & budget size

Youth development

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$500 thousand or less							
Top Operations Position	24	$51,007	$26,170	$29,182	$54,440	$70,580	$75,636
Top Program Position	48	$43,739	$24,863	$30,554	$41,000	$52,377	$68,387
Between $500 thousand and $1 million							
CEO/Executive Director	567	$88,041	$50,906	$66,120	$82,637	$105,000	$131,574
Top Administrative Position	7	$54,097			$53,018		
Top Development Position	5	$75,470			$70,472		
Top Finance Position	19	$60,476		$45,456	$56,912	$69,343	
Top Operations Position	20	$88,392	$57,781	$68,072	$72,564	$113,619	$135,540
Top Program Position	13	$68,102		$41,416	$64,213	$79,500	
Between $1 million and $5 million							
CEO/Executive Director	1,000	$132,800	$74,959	$95,131	$121,329	$157,879	$203,687
Top Administrative Position	20	$99,764	$63,454	$69,684	$94,630	$120,728	$143,946
Top Business Position	7	$91,855			$79,687		
Top Development Position	54	$117,909	$65,179	$85,145	$123,749	$141,714	$162,179
Top Finance Position	172	$95,629	$57,348	$70,889	$90,122	$115,409	$140,705
Top Marketing Position	6	$107,292			$117,130		
Top Operations Position	98	$104,291	$64,591	$78,731	$100,462	$124,540	$149,131
Top PR/Communications Position	8	$127,622			$129,933		
Top Program Position	29	$102,395	$40,991	$73,878	$104,851	$124,798	$149,616
Greater than $5 million							
CEO/Executive Director	319	$236,661	$128,247	$152,283	$201,017	$274,658	$395,330
Top Administrative Position	25	$165,458	$116,383	$137,467	$151,195	$200,789	$239,080
Top Business Position	14	$185,675		$137,474	$165,702	$215,309	
Top Development Position	83	$168,535	$110,215	$120,196	$150,051	$185,822	$246,479
Top Education Position	14	$168,776		$137,040	$161,281	$191,304	
Top Finance Position	189	$148,418	$81,938	$108,586	$131,442	$169,187	$225,697

501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development							
Greater than $5 million							
Top Human Resources Position	40	$146,784	$88,816	$111,968	$140,382	$162,291	$192,778
Top Legal Position	5	$234,271			$200,879		
Top Marketing Position	24	$162,000	$109,336	$128,260	$143,469	$184,299	$215,236
Top Operations Position	126	$167,042	$100,519	$119,145	$147,931	$184,896	$256,173
Top PR/Communications Position	18	$197,065		$125,948	$169,820	$210,159	
Top Program Position	46	$146,724	$113,088	$119,918	$142,282	$157,028	$184,077
Top Technology Position	29	$156,402	$108,917	$125,529	$135,275	$178,555	$237,018

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related								
$500 thousand or less								
CEO/Executive Director								
	F	311	$47,019	$21,000	$30,150	$41,600	$59,900	$78,923
	M	75	$57,129	$29,190	$38,298	$51,000	$70,379	$91,800
	U	13	$48,996		$37,440	$47,293	$50,600	
Top Finance Position								
	F	21	$33,210	$19,695	$24,000	$30,576	$38,196	$47,500
	M	14	$42,213		$22,524	$38,240	$57,155	
Top Operations Position								
	F	16	$37,110		$30,150	$36,800	$41,250	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	166	$69,093	$36,000	$53,144	$65,764	$83,428	$96,604
	M	53	$82,586	$36,523	$60,000	$79,834	$94,194	$126,889
	U	9	$60,729			$63,000		
Top Finance Position								
	F	9	$51,241			$55,192		
Top Operations Position								
	F	7	$64,990			$60,000		
Between $1 million and $5 million								
CEO/Executive Director								
	F	271	$98,845	$50,762	$72,065	$93,273	$121,376	$146,888
	M	110	$111,252	$58,401	$80,356	$108,443	$143,120	$169,035
	U	11	$110,514		$75,864	$86,948	$150,300	
Top Administrative Position								
	F	8	$66,373			$71,172		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related								
Between $1 million and $5 million								
Top Development Position								
	F	8	$103,799			$111,892		
	M	5	$146,891			$126,145		
Top Finance Position								
	F	29	$86,218	$39,838	$56,250	$87,142	$112,112	$127,563
	M	15	$81,826		$47,843	$70,302	$117,369	
Top Operations Position								
	F	15	$92,494		$58,204	$93,163	$122,753	
	M	5	$75,719			$65,000		
Greater than $5 million								
CEO/Executive Director								
	F	61	$242,614	$134,164	$153,574	$197,779	$275,806	$382,010
	M	90	$300,447	$143,374	$170,674	$252,190	$364,625	$501,397
	U	5	$348,025			$377,086		
Top Administrative Position								
	F	8	$157,321			$147,211		
	M	9	$176,035			$167,140		
Top Business Position								
	F	8	$169,782			$140,261		
	M	5	$191,900			$178,953		
Top Development Position								
	F	55	$171,764	$117,488	$125,070	$156,154	$193,769	$216,673
	M	14	$202,913		$145,833	$177,546	$228,328	
Top Education Position								
	F	5	$130,760			$134,991		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related								
Greater than $5 million								
Top Finance Position								
	F	58	$156,127	$78,770	$109,021	$143,951	$180,109	$216,992
	M	51	$172,042	$112,025	$125,891	$151,680	$200,616	$251,203
Top Human Resources Position								
	F	25	$150,787	$116,960	$125,382	$139,143	$169,599	$190,525
Top Legal Position								
	F	8	$216,030			$182,884		
Top Marketing Position								
	F	17	$166,817		$125,326	$150,505	$223,447	
	M	8	$252,198			$164,811		
Top Operations Position								
	F	31	$182,654	$98,511	$120,744	$156,442	$202,035	$302,559
	M	38	$213,897	$131,438	$145,958	$187,073	$220,102	$304,662
Top PR/Communications Position								
	F	15	$177,098		$133,598	$162,130	$185,488	
	M	9	$200,361			$170,465		
Top Program Position								
	F	9	$154,626			$147,116		
	M	5	$153,024			$134,064		
Top Technology Position								
	F	7	$162,775			$169,768		
	M	7	$178,666			$161,306		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
$500 thousand or less								
CEO/Executive Director								
	F	1,913	$50,937	$24,009	$33,233	$47,889	$63,960	$80,989
	M	1,104	$53,934	$22,500	$33,597	$50,000	$68,245	$86,509
	U	169	$45,325	$21,514	$29,746	$43,800	$56,000	$70,348
Top Administrative Position								
	F	43	$40,939	$20,670	$24,475	$37,800	$54,007	$67,427
	M	30	$50,311	$22,440	$37,375	$49,597	$60,675	$77,541
	U	6	$35,034			$35,580		
Top Business Position								
	F	13	$37,573		$30,800	$33,500	$39,375	
Top Development Position								
	F	7	$46,645			$43,412		
	M	5	$57,874			$47,916		
Top Education Position								
	F	8	$39,500			$35,843		
Top Finance Position								
	F	64	$42,205	$19,021	$24,870	$34,344	$52,219	$68,888
	M	45	$45,661	$24,240	$30,000	$38,328	$52,000	$62,514
	U	10	$45,215		$26,416	$41,330	$50,642	
Top Operations Position								
	F	31	$42,661	$21,500	$30,496	$43,200	$49,254	$61,917
	M	18	$44,387		$32,017	$44,152	$57,077	
Top Program Position								
	F	22	$39,404	$17,511	$32,507	$39,375	$44,674	$58,322
	M	14	$40,981		$32,267	$36,776	$40,717	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	731	$81,608	$46,231	$60,223	$78,142	$95,952	$120,539
	M	557	$86,571	$47,808	$63,600	$80,863	$101,122	$130,762
	U	63	$82,888	$50,523	$60,759	$80,000	$94,822	$127,417
Top Administrative Position								
	F	16	$55,363		$44,781	$52,006	$63,620	
	M	19	$76,427		$57,113	$70,064	$96,194	
Top Business Position								
	M	5	$45,193			$40,250		
Top Development Position								
	F	7	$72,058			$67,373		
Top Finance Position								
	F	22	$63,842	$32,441	$37,045	$58,156	$80,593	$99,801
	M	17	$86,732		$57,826	$81,350	$130,731	
	U	5	$47,853			$51,440		
Top Operations Position								
	F	19	$57,735		$42,592	$57,640	$66,056	
	M	11	$74,905		$41,542	$63,683	$106,607	
Top Technology Position								
	M	6	$45,093			$36,459		
Between $1 million and $5 million								
CEO/Executive Director								
	F	903	$127,425	$67,860	$90,001	$119,465	$154,608	$198,972
	M	911	$142,123	$72,477	$94,051	$125,000	$169,450	$224,531
	U	82	$123,258	$60,445	$77,119	$107,294	$157,142	$205,236

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Between $1 million and $5 million								
Top Administrative Position								
	F	43	$92,798	$48,250	$64,626	$96,622	$119,686	$131,461
	M	39	$123,467	$59,385	$78,136	$108,342	$154,883	$203,473
Top Business Position								
	F	18	$88,792		$61,954	$66,979	$104,255	
	M	9	$94,782			$92,700		
Top Development Position								
	F	58	$124,253	$85,286	$111,771	$122,955	$141,414	$167,235
	M	27	$130,081	$106,460	$113,622	$129,477	$142,981	$159,078
	U	6	$121,632			$110,208		
Top Education Position								
	F	14	$96,609		$70,487	$102,426	$116,407	
	M	6	$116,603			$141,597		
Top Finance Position								
	F	155	$94,903	$52,402	$70,000	$85,652	$114,292	$143,097
	M	112	$101,312	$54,599	$71,658	$95,938	$123,893	$149,832
	U	18	$96,977		$73,892	$98,783	$116,798	
Top Human Resources Position								
	F	7	$104,509			$84,969		
Top Marketing Position								
	F	11	$106,249		$98,831	$103,047	$115,021	
	M	6	$126,868			$129,932		
Top Operations Position								
	F	59	$119,522	$67,134	$93,004	$116,230	$132,996	$174,823
	M	52	$117,912	$69,919	$80,440	$105,817	$141,126	$165,454

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Between $1 million and $5 million								
Top PR/Communications Position								
	F	16	$123,632		$112,881	$116,838	$139,698	
	M	7	$150,522			$147,575		
Top Program Position								
	F	25	$120,488	$85,896	$111,001	$122,141	$135,611	$155,023
	M	9	$131,494			$138,613		
Top Technology Position								
	M	9	$120,096			$123,665		
Greater than $5 million								
CEO/Executive Director								
	F	273	$322,712	$148,973	$203,212	$271,174	$382,948	$517,316
	M	455	$360,505	$150,940	$195,840	$275,611	$435,286	$654,261
	U	40	$285,827	$139,635	$175,392	$241,807	$344,376	$440,631
Top Administrative Position								
	F	82	$182,309	$112,446	$126,919	$156,273	$209,606	$286,259
	M	66	$195,756	$116,535	$136,029	$179,591	$223,774	$291,468
	U	9	$154,889			$133,015		
Top Business Position								
	F	47	$190,090	$119,102	$130,407	$167,254	$219,852	$283,392
	M	32	$239,064	$133,322	$154,010	$207,874	$281,781	$367,999
Top Development Position								
	F	268	$193,950	$119,305	$135,576	$168,901	$223,783	$308,096
	M	97	$195,675	$116,031	$137,625	$174,574	$230,038	$304,641
	U	21	$187,488	$118,040	$149,838	$168,399	$224,386	$243,180

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Greater than $5 million								
Top Education Position								
	F	66	$165,465	$110,735	$128,384	$144,276	$183,216	$223,784
	M	32	$226,060	$127,365	$143,162	$197,705	$264,576	$356,268
	U	8	$197,042			$191,963		
Top Facilities Position								
	M	38	$165,192	$115,151	$123,469	$138,058	$163,020	$238,279
Top Finance Position								
	F	283	$165,811	$93,279	$116,266	$145,924	$197,189	$275,488
	M	232	$216,743	$113,451	$135,269	$174,788	$256,698	$361,342
	U	32	$188,643	$124,305	$129,706	$177,383	$225,701	$301,033
Top Human Resources Position								
	F	56	$184,707	$112,963	$130,408	$155,445	$206,665	$255,256
	M	14	$194,443		$142,924	$178,874	$223,327	
	U	7	$175,602			$167,645		
Top Legal Position								
	F	30	$327,111	$186,228	$208,499	$292,567	$409,805	$532,524
	M	16	$296,604		$226,255	$274,436	$311,256	
Top Marketing Position								
	F	108	$187,193	$121,471	$143,629	$178,161	$215,301	$251,754
	M	65	$172,875	$112,212	$127,262	$150,000	$199,106	$252,315
	U	9	$157,550			$148,775		
Top Operations Position								
	F	105	$207,836	$110,690	$143,750	$179,594	$244,835	$342,057
	M	154	$220,631	$122,733	$145,994	$183,724	$250,587	$354,612
	U	14	$186,657		$139,309	$169,242	$226,173	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Greater than $5 million								
Top PR/Communications Position								
	F	78	$184,572	$118,332	$134,594	$166,248	$219,376	$266,028
	M	44	$191,472	$121,538	$138,574	$170,375	$208,946	$235,516
	U	8	$181,417			$148,680		
Top Program Position								
	F	50	$178,200	$117,773	$134,733	$160,712	$207,372	$260,297
	M	52	$205,311	$125,711	$141,436	$178,411	$228,572	$294,001
Top Technology Position								
	F	13	$165,096		$137,808	$164,193	$171,355	
	M	109	$177,816	$117,661	$131,265	$151,177	$198,468	$262,978
	U	5	$146,810			$163,804		
Civil rights, social action, advocacy								
$500 thousand or less								
CEO/Executive Director								
	F	234	$59,304	$26,097	$41,345	$52,959	$70,701	$93,961
	M	96	$70,106	$34,591	$49,249	$63,933	$86,314	$108,506
	U	26	$62,219	$27,000	$40,522	$60,191	$75,486	$85,500
Top Administrative Position								
	F	6	$27,032			$26,569		
Top Finance Position								
	F	10	$58,123		$20,981	$33,990	$86,269	
	M	6	$46,935			$46,400		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy								
$500 thousand or less								
Top Program Position								
	F	6	$37,963			$32,033		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	127	$99,840	$58,005	$77,333	$94,470	$118,762	$141,017
	M	63	$109,950	$62,946	$78,198	$104,411	$123,588	$181,582
	U	10	$92,740		$75,997	$91,755	$111,337	
Top Finance Position								
	F	5	$66,271			$58,189		
Between $1 million and $5 million								
CEO/Executive Director								
	F	194	$132,113	$79,894	$98,594	$122,211	$154,219	$199,638
	M	109	$153,284	$83,942	$103,956	$129,383	$178,880	$227,080
	U	18	$113,794		$88,448	$102,332	$124,294	
Top Administrative Position								
	F	8	$112,325			$121,285		
Top Development Position								
	F	13	$130,801		$114,148	$129,998	$145,086	
	M	5	$134,643			$131,759		
Top Finance Position								
	F	31	$116,794	$65,462	$82,440	$117,619	$154,051	$159,831
	M	14	$111,151		$87,549	$114,439	$124,118	
Top Legal Position								
	F	24	$145,455	$106,623	$113,744	$141,121	$159,968	$192,945
	M	28	$166,163	$120,000	$132,103	$160,421	$193,813	$223,539

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy								
Between $1 million and $5 million								
Top Operations Position								
	F	26	$122,602	$75,107	$109,219	$121,353	$143,039	$163,866
	M	8	$109,921			$123,471		
Top PR/Communications Position								
	F	10	$139,687		$126,887	$139,859	$146,897	
	M	5	$121,265			$122,164		
Top Program Position								
	F	10	$126,216		$108,118	$119,744	$130,152	
	M	7	$122,936			$121,473		
Greater than $5 million								
CEO/Executive Director								
	F	79	$253,058	$119,499	$173,823	$239,250	$313,354	$402,982
	M	48	$273,976	$135,105	$166,444	$234,895	$295,475	$413,314
	U	12	$216,334		$173,143	$191,377	$255,410	
Top Administrative Position								
	F	13	$176,132		$145,272	$165,158	$207,832	
	M	6	$164,010			$140,033		
Top Business Position								
	F	9	$191,275			$172,579		
Top Development Position								
	F	34	$175,714	$130,063	$147,550	$164,587	$186,476	$212,286
	M	11	$224,432		$166,586	$184,393	$288,146	
	U	7	$172,828			$179,088		
Top Education Position								
	F	9	$168,147			$160,699		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy								
Greater than $5 million								
	M	5	$251,535			$243,461		
Top Finance Position								
	F	46	$161,521	$103,746	$125,695	$159,870	$191,731	$207,034
	M	36	$205,176	$125,325	$144,292	$167,378	$198,258	$354,613
	U	10	$185,926		$143,642	$170,182	$232,203	
Top Human Resources Position								
	F	10	$158,948		$141,779	$161,789	$163,078	
	M	5	$201,250			$154,833		
Top Legal Position								
	F	23	$191,652	$121,232	$161,126	$186,688	$220,966	$237,879
	M	30	$239,482	$127,300	$150,080	$228,448	$277,787	$363,481
	U	7	$209,814			$219,743		
Top Marketing Position								
	F	8	$203,314			$191,278		
Top Operations Position								
	F	32	$202,383	$120,103	$146,129	$178,061	$230,167	$305,383
	M	15	$252,381		$182,203	$196,453	$232,881	
Top PR/Communications Position								
	F	20	$180,218	$140,014	$153,682	$170,042	$179,997	$241,899
	M	9	$207,542			$193,671		
Top Program Position								
	F	15	$172,624		$128,083	$160,304	$213,372	
	M	15	$184,648		$146,025	$176,657	$219,932	
Top Technology Position								
	M	6	$152,694			$136,738		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building								
$500 thousand or less								
CEO/Executive Director								
	F	607	$61,995	$26,835	$41,050	$57,467	$78,326	$98,419
	M	382	$69,074	$27,073	$43,885	$62,206	$86,207	$114,091
	U	40	$61,553	$25,910	$33,638	$60,653	$77,450	$101,846
Top Administrative Position								
	F	9	$47,182			$33,091		
Top Finance Position								
	F	14	$45,231		$25,080	$39,817	$60,972	
	M	7	$47,308			$48,539		
Top Operations Position								
	F	14	$67,906		$38,819	$55,852	$81,147	
	M	7	$47,371			$31,200		
Top Program Position								
	F	18	$39,625		$23,608	$33,838	$50,301	
	M	7	$36,976			$31,531		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	277	$94,231	$50,938	$65,210	$87,807	$110,812	$149,947
	M	193	$107,263	$59,424	$73,832	$95,036	$125,527	$182,924
	U	22	$95,670	$46,400	$70,870	$84,028	$130,813	$146,395
Top Administrative Position								
	F	6	$60,419			$48,074		
Top Finance Position								
	F	13	$75,908		$49,100	$55,533	$78,566	
	M	8	$95,547			$62,808		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building								
Between $500 thousand and $1 million								
Top Operations Position								
	F	7	$97,046			$108,149		
Between $1 million and $5 million								
CEO/Executive Director								
	F	418	$136,905	$73,418	$90,073	$117,617	$163,644	$225,749
	M	389	$159,704	$77,821	$104,186	$139,831	$197,845	$261,985
	U	41	$131,020	$67,776	$85,596	$115,000	$166,667	$224,355
Top Administrative Position								
	F	14	$133,261		$114,422	$134,947	$161,953	
	M	9	$137,104			$139,129		
Top Business Position								
	F	13	$127,421		$105,853	$116,906	$134,357	
	M	12	$136,965		$115,048	$134,248	$155,321	
Top Development Position								
	F	17	$129,130		$113,553	$128,261	$152,204	
	M	7	$120,051			$117,175		
Top Finance Position								
	F	88	$105,744	$56,943	$70,393	$94,790	$125,688	$167,122
	M	61	$113,229	$48,474	$79,817	$108,400	$139,088	$160,078
	U	13	$99,123		$42,704	$106,215	$141,034	
Top Human Resources Position								
	F	6	$113,924			$112,337		
Top Marketing Position								
	F	5	$142,467			$142,912		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building								
Between $1 million and $5 million								
Top Operations Position								
	F	47	$134,531	$83,030	$105,696	$128,525	$162,961	$195,903
	M	40	$128,473	$63,990	$95,430	$130,948	$148,507	$183,183
Top PR/Communications Position								
	F	9	$130,175			$127,518		
Top Program Position								
	F	17	$132,013		$105,381	$130,382	$151,358	
	M	9	$139,952			$140,553		
Top Technology Position								
	M	10	$157,592		$120,020	$147,175	$194,203	
Greater than $5 million								
CEO/Executive Director								
	F	160	$196,653	$86,877	$110,681	$160,976	$235,274	$384,279
	M	213	$300,699	$98,974	$136,821	$228,571	$343,789	$502,189
	U	13	$300,717		$123,290	$201,000	$401,816	
Top Administrative Position								
	F	23	$152,065	$95,781	$109,709	$134,417	$161,248	$247,974
	M	17	$164,798		$127,121	$150,803	$188,977	
Top Business Position								
	F	16	$233,933		$132,129	$167,346	$209,814	
	M	29	$208,829	$139,467	$167,278	$190,456	$249,617	$292,424
Top Development Position								
	F	20	$163,885	$110,505	$127,956	$152,805	$186,039	$238,644
	M	11	$179,835		$151,412	$166,982	$210,069	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

Community improvement, capacity building

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $5 million								
Top Education Position								
	M	7	$211,288			$188,244		
Top Facilities Position								
	M	5	$160,014			$146,793		
Top Finance Position								
	F	104	$141,006	$65,601	$82,183	$125,665	$181,206	$254,041
	M	97	$189,776	$89,878	$115,417	$156,994	$205,891	$299,283
	U	22	$257,446	$66,363	$97,557	$149,485	$188,200	$305,280
Top Human Resources Position								
	F	32	$158,230	$72,903	$128,703	$157,832	$182,488	$228,718
	M	8	$205,093			$197,895		
Top Legal Position								
	F	6	$248,450			$250,819		
	M	13	$351,856		$213,499	$241,563	$314,974	
Top Marketing Position								
	F	13	$170,994		$160,708	$165,968	$188,585	
	M	10	$217,674		$150,463	$167,854	$247,338	
Top Operations Position								
	F	53	$187,052	$99,731	$123,926	$170,422	$226,416	$284,469
	M	46	$199,532	$114,325	$145,757	$184,985	$225,592	$310,150
	U	9	$363,167			$158,055		
Top PR/Communications Position								
	F	16	$159,569		$138,290	$154,662	$173,361	
	M	15	$186,718		$129,281	$184,823	$237,066	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building								
Greater than $5 million								
Top Program Position								
	F	34	$154,563	$106,584	$114,854	$149,092	$182,132	$220,954
	M	18	$170,408		$132,965	$155,206	$210,793	
Top Technology Position								
	F	5	$202,153			$135,759		
	M	38	$177,982	$114,422	$137,187	$162,768	$223,261	$244,329
Crime, legal-related								
$500 thousand or less								
CEO/Executive Director								
	F	323	$61,818	$30,388	$44,976	$57,000	$76,323	$95,835
	M	119	$60,814	$26,670	$37,784	$58,638	$79,922	$93,108
	U	19	$60,846		$49,423	$56,991	$73,065	
Top Finance Position								
	F	6	$36,368			$33,646		
	M	5	$61,670			$51,585		
Top Legal Position								
	F	5	$70,753			$62,166		
	M	9	$64,960			$70,520		
Top Program Position								
	F	10	$47,319		$41,563	$46,286	$53,718	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	163	$89,386	$58,090	$68,132	$82,124	$108,339	$129,806

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related								
Between $500 thousand and $1 million								
	M	63	$100,167	$58,654	$71,145	$91,550	$107,545	$143,247
	U	13	$87,365		$74,808	$86,192	$94,771	
Top Finance Position								
	F	9	$64,449			$75,019		
Between $1 million and $5 million								
CEO/Executive Director								
	F	238	$120,797	$69,409	$87,569	$110,959	$141,467	$186,465
	M	161	$137,686	$72,000	$91,064	$117,898	$167,558	$218,292
	U	14	$125,353		$100,116	$134,378	$151,454	
Top Administrative Position								
	F	10	$113,255		$69,463	$117,314	$148,282	
	M	8	$125,161			$111,651		
Top Development Position								
	M	5	$119,098			$140,360		
Top Finance Position								
	F	43	$93,842	$57,402	$70,644	$90,098	$110,289	$126,257
	M	25	$115,721	$66,138	$77,116	$103,169	$128,606	$161,677
Top Legal Position								
	F	19	$143,773		$104,827	$168,935	$180,390	
	M	27	$161,882	$107,945	$115,834	$147,326	$171,535	$231,526
Top Operations Position								
	F	19	$127,212		$108,137	$128,167	$137,478	
	M	7	$131,105			$144,392		
Top Program Position								
	F	5	$86,466			$72,868		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related								
Greater than $5 million								
CEO/Executive Director								
	F	81	$197,040	$122,322	$144,280	$178,060	$229,399	$285,598
	M	76	$213,239	$140,024	$154,808	$185,554	$232,993	$336,490
	U	5	$191,359			$164,072		
Top Administrative Position								
	F	10	$140,893		$114,838	$135,210	$166,767	
	M	8	$163,035			$162,626		
Top Development Position								
	F	14	$146,079		$120,918	$135,392	$163,949	
	M	9	$181,023			$169,782		
Top Finance Position								
	F	56	$131,129	$81,201	$106,179	$120,581	$164,894	$193,171
	M	39	$149,456	$92,255	$111,969	$147,517	$189,807	$211,878
	U	6	$160,822			$159,726		
Top Human Resources Position								
	F	6	$161,693			$160,147		
Top Legal Position								
	F	36	$170,746	$122,758	$139,144	$165,409	$195,489	$218,200
	M	33	$168,477	$123,544	$138,293	$153,163	$202,326	$218,769
	U	6	$174,570			$160,411		
Top Operations Position								
	F	22	$172,383	$110,270	$127,590	$152,909	$219,569	$222,323
	M	15	$153,811		$103,542	$138,102	$188,107	
Top Program Position								
	F	7	$176,539			$171,663		
	M	9	$168,233			$167,349		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related								
Greater than $5 million								
Top Technology Position								
	M	7	$169,111			$151,181		
Diseases, disorders, medical disciplines								
$500 thousand or less								
CEO/Executive Director								
	F	318	$62,356	$26,297	$40,877	$59,241	$77,493	$100,000
	M	102	$62,737	$25,100	$42,171	$58,165	$75,000	$102,307
	U	22	$64,201	$41,049	$46,866	$64,521	$83,507	$94,683
Top Administrative Position								
	F	8	$39,239			$34,687		
Top Finance Position								
	F	16	$48,056		$29,000	$49,463	$62,351	
	M	7	$56,459			$64,500		
Top Operations Position								
	F	5	$54,071			$62,308		
Top Program Position								
	F	6	$58,808			$51,941		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	129	$93,901	$43,502	$69,375	$90,328	$114,321	$142,326
	M	66	$118,544	$50,343	$79,318	$103,702	$156,822	$200,274
	U	11	$110,522		$90,887	$108,250	$127,352	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines								
Between $1 million and $5 million								
CEO/Executive Director								
	F	254	$143,103	$80,066	$98,521	$129,470	$170,988	$231,262
	M	148	$173,525	$79,870	$103,578	$142,835	$197,736	$291,255
	U	22	$131,511	$61,122	$78,504	$102,084	$158,757	$271,268
Top Administrative Position								
	F	7	$148,509			$160,508		
	M	5	$105,257			$98,309		
Top Development Position								
	F	20	$138,983	$110,301	$118,073	$127,766	$159,276	$204,516
	M	9	$134,800			$128,703		
Top Education Position								
	F	7	$134,708			$132,198		
Top Finance Position								
	F	46	$107,628	$61,855	$75,667	$104,189	$128,988	$171,277
	M	27	$151,448	$26,499	$53,725	$105,088	$143,136	$350,061
	U	6	$134,597			$125,255		
Top Operations Position								
	F	27	$127,170	$81,080	$102,612	$131,226	$153,513	$172,310
	M	7	$176,944			$118,536		
Top PR/Communications Position								
	F	7	$154,660			$143,355		
Top Program Position								
	F	14	$125,773		$110,095	$122,490	$142,567	
	M	5	$111,347			$126,346		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines								
Greater than $5 million								
CEO/Executive Director								
	F	113	$299,043	$121,975	$162,021	$233,943	$350,201	$523,215
	M	135	$455,419	$131,151	$180,606	$283,080	$542,213	$1,005,759
	U	11	$462,849		$240,232	$331,969	$651,344	
Top Administrative Position								
	F	18	$184,872		$119,650	$178,860	$243,940	
	M	9	$200,245			$190,484		
Top Business Position								
	F	13	$184,668		$134,643	$147,606	$176,457	
	M	12	$227,615		$198,078	$221,377	$254,606	
Top Development Position								
	F	38	$206,122	$127,882	$138,466	$193,417	$233,850	$287,624
	M	21	$229,792	$117,431	$137,271	$200,750	$313,781	$372,655
	U	5	$154,536			$150,412		
Top Education Position								
	F	16	$187,808		$151,336	$170,575	$187,575	
	M	10	$302,182		$144,990	$183,625	$244,406	
Top Facilities Position								
	M	5	$170,886			$160,317		
Top Finance Position								
	F	72	$204,040	$98,523	$120,243	$163,550	$217,450	$357,859
	M	75	$290,333	$112,280	$145,050	$204,995	$326,259	$507,915
	U	15	$146,686		$111,558	$143,783	$165,866	
Top Human Resources Position								
	F	28	$215,117	$114,651	$133,736	$184,596	$268,975	$302,412

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines								
Greater than $5 million								
Top Legal Position								
	F	9	$236,309			$223,136		
	M	7	$361,445			$373,288		
Top Marketing Position								
	F	21	$201,029	$111,286	$149,482	$184,978	$234,778	$269,953
	M	6	$226,773			$226,758		
Top Operations Position								
	F	62	$232,954	$111,719	$137,824	$178,239	$260,357	$362,415
	M	39	$257,252	$128,283	$160,002	$224,842	$313,088	$418,418
	U	7	$174,702			$156,642		
Top PR/Communications Position								
	F	27	$181,946	$112,357	$136,554	$157,030	$215,850	$252,291
	M	8	$223,611			$198,035		
Top Program Position								
	F	31	$177,826	$131,039	$133,742	$174,994	$188,351	$226,094
	M	13	$213,982		$147,442	$183,298	$249,727	
Top Technology Position								
	F	6	$129,013			$113,984		
	M	34	$227,428	$143,698	$174,700	$219,638	$244,377	$335,913
Educational institutions & related activities								
$500 thousand or less								
CEO/Executive Director								
	F	1,526	$56,710	$24,000	$35,498	$51,333	$72,129	$93,750

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

Educational institutions & related activities

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$500 thousand or less								
	M	647	$66,591	$26,280	$39,000	$59,763	$83,590	$114,725
	U	142	$57,664	$21,187	$30,945	$53,551	$74,456	$99,898
Top Administrative Position								
	F	72	$39,249	$20,626	$25,969	$36,157	$45,227	$62,509
	M	17	$54,244		$26,400	$37,385	$50,347	
Top Business Position								
	F	8	$32,490			$25,500		
	M	5	$65,079			$64,200		
Top Development Position								
	F	6	$70,507			$56,694		
Top Education Position								
	F	31	$47,824	$23,970	$32,396	$39,240	$59,612	$71,000
	M	8	$53,270			$48,542		
Top Finance Position								
	F	124	$43,414	$19,183	$27,030	$39,716	$52,879	$70,000
	M	42	$47,879	$18,131	$25,477	$39,922	$64,375	$80,366
	U	12	$42,211		$20,875	$41,212	$48,223	
Top Operations Position								
	F	32	$47,845	$20,607	$34,768	$41,220	$52,558	$81,492
	M	20	$48,639	$23,420	$34,318	$43,175	$56,051	$87,694
Top Program Position								
	F	47	$45,024	$21,397	$27,752	$37,554	$51,806	$79,060
	M	9	$39,223			$29,716		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	900	$82,767	$41,373	$57,328	$75,000	$101,008	$132,468
	M	432	$96,702	$41,049	$61,193	$86,428	$124,074	$166,773
	U	69	$88,277	$45,950	$65,363	$82,177	$98,980	$139,622
Top Administrative Position								
	F	48	$61,558	$36,129	$44,542	$55,663	$72,519	$96,706
	M	30	$58,448	$29,727	$42,652	$54,838	$64,250	$91,589
	U	5	$63,660			$57,750		
Top Business Position								
	F	12	$45,016		$36,917	$48,576	$52,958	
	M	6	$66,585			$43,448		
Top Development Position								
	F	8	$81,930			$85,875		
Top Education Position								
	F	14	$68,679		$40,863	$59,719	$93,171	
	M	14	$114,301		$80,780	$109,736	$155,091	
Top Finance Position								
	F	71	$50,489	$21,671	$32,046	$42,375	$58,074	$95,815
	M	28	$87,211	$28,646	$43,313	$73,176	$103,865	$166,120
	U	9	$84,532			$76,866		
Top Operations Position								
	F	32	$77,807	$45,100	$49,469	$67,493	$106,138	$135,385
	M	14	$102,753		$59,125	$104,127	$148,891	
Top Program Position								
	F	15	$61,715		$45,824	$62,339	$81,357	
	M	5	$118,363			$116,139		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Between $1 million and $5 million								
CEO/Executive Director								
	F	2,147	$122,179	$62,796	$81,017	$110,229	$148,085	$195,933
	M	1,623	$145,356	$68,850	$92,947	$127,197	$174,921	$235,282
	U	188	$125,230	$55,796	$82,913	$113,784	$153,362	$204,347
Top Administrative Position								
	F	144	$94,848	$45,622	$58,755	$86,239	$114,855	$165,285
	M	118	$99,807	$51,458	$67,924	$87,677	$119,911	$173,052
	U	15	$100,028		$77,964	$105,006	$120,394	
Top Business Position								
	F	107	$88,719	$38,778	$57,271	$80,537	$113,445	$131,815
	M	50	$93,748	$42,190	$62,696	$75,853	$122,301	$143,691
	U	11	$67,635		$57,195	$61,800	$71,632	
Top Development Position								
	F	87	$124,559	$68,507	$108,721	$127,911	$141,411	$168,589
	M	37	$111,468	$45,575	$86,187	$117,461	$136,604	$162,348
	U	6	$114,569			$116,864		
Top Education Position								
	F	90	$116,982	$60,876	$90,823	$115,500	$138,243	$170,654
	M	64	$137,569	$66,981	$91,821	$117,314	$160,917	$228,811
Top Finance Position								
	F	363	$90,175	$41,662	$56,834	$82,484	$115,589	$139,595
	M	233	$103,556	$44,012	$64,865	$96,011	$124,403	$175,462
	U	29	$97,545	$45,436	$66,532	$103,845	$121,115	$150,429
Top Human Resources Position								
	F	21	$114,943	$60,669	$107,425	$125,847	$136,782	$144,879
	M	12	$147,185		$122,370	$144,321	$157,714	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Between $1 million and $5 million								
Top Marketing Position								
	F	14	$118,598		$104,417	$119,298	$141,410	
	M	5	$143,679			$129,039		
Top Operations Position								
	F	166	$117,666	$61,417	$85,466	$115,951	$142,332	$167,137
	M	104	$135,563	$61,429	$96,320	$120,555	$160,578	$222,226
	U	11	$120,227		$88,102	$106,573	$140,300	
Top PR/Communications Position								
	F	29	$125,810	$97,373	$105,654	$126,423	$142,292	$169,258
	M	10	$150,727		$117,043	$148,083	$178,602	
Top Program Position								
	F	71	$133,376	$94,569	$116,012	$124,822	$155,577	$180,164
	M	28	$146,096	$96,896	$118,319	$134,410	$177,174	$198,340
	U	5	$121,969			$127,689		
Top Technology Position								
	F	9	$120,416			$131,502		
	M	38	$133,721	$95,140	$115,641	$128,206	$146,845	$189,289
Greater than $5 million								
CEO/Executive Director								
	F	1,712	$264,506	$109,712	$139,695	$196,542	$300,560	$495,217
	M	2,671	$357,464	$121,558	$169,233	$260,000	$416,160	$638,435
	U	221	$298,670	$115,720	$153,730	$218,322	$333,637	$521,485
Top Administrative Position								
	F	489	$189,671	$109,072	$129,963	$166,143	$214,868	$307,621
	M	549	$217,659	$106,266	$136,230	$177,857	$246,004	$364,143

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Greater than $5 million								
	U	55	$187,262	$98,197	$123,815	$164,061	$208,404	$303,304
Top Business Position								
	F	230	$152,893	$74,224	$108,602	$136,007	$180,238	$243,093
	M	241	$202,578	$103,887	$137,382	$173,112	$224,115	$336,345
	U	30	$155,267	$55,432	$106,088	$139,452	$176,054	$274,130
Top Development Position								
	F	676	$206,297	$120,276	$143,237	$178,324	$236,630	$306,426
	M	571	$237,915	$121,191	$148,120	$198,967	$281,692	$389,733
	U	72	$196,344	$119,707	$137,342	$161,076	$213,896	$260,843
Top Education Position								
	F	658	$200,206	$115,108	$139,957	$170,490	$226,184	$309,320
	M	670	$254,385	$118,279	$142,814	$188,502	$270,793	$427,320
	U	96	$261,227	$122,041	$150,657	$190,620	$280,853	$457,064
Top Facilities Position								
	F	18	$234,082		$137,953	$161,011	$219,934	
	M	195	$192,007	$119,421	$141,054	$168,757	$208,983	$297,394
	U	7	$228,968			$149,737		
Top Finance Position								
	F	1,138	$182,658	$87,223	$117,847	$156,492	$218,100	$301,448
	M	1,392	$241,563	$98,675	$137,371	$192,489	$274,693	$381,564
	U	151	$183,866	$89,406	$128,238	$163,174	$214,540	$313,216
Top Human Resources Position								
	F	286	$184,129	$110,058	$130,198	$159,490	$212,250	$284,694
	M	115	$208,604	$111,878	$145,707	$180,638	$255,344	$339,755
	U	19	$205,129		$140,259	$200,832	$242,985	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

Educational institutions & related activities

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $5 million								
Top Legal Position								
	F	135	$352,073	$138,484	$185,684	$254,065	$363,651	$650,709
	M	131	$322,358	$164,319	$204,441	$287,145	$363,873	$550,000
	U	18	$343,073		$233,578	$322,582	$437,814	
Top Marketing Position								
	F	143	$198,614	$118,485	$136,583	$174,335	$231,131	$302,307
	M	116	$211,073	$117,091	$137,292	$185,751	$243,836	$329,660
	U	14	$174,461		$139,527	$158,975	$177,472	
Top Operations Position								
	F	453	$200,301	$107,145	$127,098	$168,563	$229,916	$302,170
	M	540	$240,777	$112,306	$137,268	$182,459	$245,003	$350,717
	U	62	$195,760	$108,354	$125,110	$161,753	$225,585	$326,858
Top PR/Communications Position								
	F	210	$202,748	$118,564	$135,994	$167,035	$251,543	$334,574
	M	163	$225,008	$124,972	$150,088	$200,562	$256,619	$343,835
	U	24	$158,294	$121,530	$131,314	$152,864	$175,878	$197,102
Top Program Position								
	F	171	$173,311	$115,465	$125,758	$150,112	$194,647	$246,206
	M	106	$193,225	$126,264	$143,618	$169,155	$220,962	$288,379
	U	20	$172,581	$130,485	$136,619	$154,748	$181,017	$214,481
Top Technology Position								
	F	127	$207,302	$113,654	$132,782	$168,674	$209,529	$296,687
	M	534	$219,950	$117,778	$139,047	$172,536	$231,673	$318,697
	U	41	$246,727	$116,378	$140,804	$179,973	$253,787	$349,162

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related								
$500 thousand or less								
CEO/Executive Director								
	F	109	$57,083	$21,984	$35,969	$52,464	$78,237	$91,120
	M	66	$62,219	$24,000	$39,119	$60,398	$82,034	$101,850
	U	11	$53,882		$43,730	$55,125	$66,611	
Top Education Position								
	M	14	$101,847		$82,339	$98,369	$121,074	
Top Finance Position								
	F	6	$40,022			$28,765		
	M	6	$59,053			$33,494		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	79	$86,058	$51,144	$62,666	$81,569	$96,914	$136,077
	M	54	$96,142	$52,859	$65,000	$82,733	$117,188	$147,518
Top Administrative Position								
	M	5	$97,249			$105,920		
Top Education Position								
	M	23	$145,104	$80,877	$117,129	$147,369	$176,589	$215,374
Top Finance Position								
	F	6	$54,213			$55,415		
	M	7	$71,731			$60,056		
Between $1 million and $5 million								
CEO/Executive Director								
	F	238	$113,834	$64,656	$83,410	$105,099	$130,452	$171,465
	M	169	$127,421	$74,019	$93,459	$114,177	$145,327	$191,446
	U	18	$125,280		$77,678	$104,809	$164,907	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related								
Between $1 million and $5 million								
Top Administrative Position								
	F	6	$97,295			$97,327		
	M	20	$168,890	$114,951	$125,847	$149,595	$219,070	$246,580
Top Business Position								
	M	5	$80,446			$87,713		
Top Education Position								
	M	56	$181,067	$105,186	$144,544	$171,596	$220,953	$265,840
Top Finance Position								
	F	60	$89,374	$54,308	$67,770	$88,855	$110,378	$126,625
	M	37	$118,544	$66,336	$86,556	$109,435	$137,649	$174,616
	U	7	$106,720			$111,095		
Top Operations Position								
	F	16	$102,979		$85,845	$104,726	$115,100	
	M	7	$112,207			$131,690		
Top Program Position								
	F	10	$113,072		$70,841	$108,961	$130,864	
Greater than $5 million								
CEO/Executive Director								
	F	120	$188,225	$96,860	$119,507	$167,719	$222,392	$308,567
	M	178	$229,091	$109,430	$140,146	$180,771	$277,853	$403,666
	U	17	$209,180		$150,355	$200,597	$261,048	
Top Administrative Position								
	F	19	$162,071		$126,669	$148,708	$214,564	
	M	20	$192,977	$110,256	$144,682	$176,333	$245,505	$299,362

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related								
Greater than $5 million								
Top Business Position								
	F	7	$119,514			$122,437		
	M	19	$175,948		$134,109	$174,731	$203,308	
Top Development Position								
	F	12	$131,935		$114,665	$127,189	$144,942	
Top Education Position								
	M	24	$225,587	$162,503	$207,690	$240,830	$264,169	$277,882
Top Facilities Position								
	M	11	$207,906		$174,023	$209,792	$233,073	
Top Finance Position								
	F	100	$141,033	$83,813	$97,938	$120,812	$162,555	$240,927
	M	77	$160,916	$101,027	$115,917	$147,319	$193,764	$243,258
	U	14	$147,573		$119,961	$150,384	$182,994	
Top Human Resources Position								
	F	34	$159,348	$99,963	$114,039	$142,995	$204,451	$245,030
	M	13	$177,628		$135,236	$152,345	$214,556	
	U	5	$196,365			$189,832		
Top Marketing Position								
	F	6	$197,611			$170,922		
	M	5	$178,944			$174,542		
Top Operations Position								
	F	46	$169,330	$108,685	$120,740	$163,025	$195,493	$246,854
	M	46	$180,981	$112,530	$130,305	$174,512	$208,598	$292,651
	U	6	$139,306			$129,638		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related								
Greater than $5 million								
Top PR/Communications Position								
	F	11	$156,335		$144,029	$153,432	$161,095	
Top Program Position								
	F	20	$159,946	$110,729	$127,345	$158,967	$185,061	$238,783
	M	10	$188,266		$148,622	$163,591	$187,207	
Top Technology Position								
	M	29	$163,091	$113,611	$125,516	$156,636	$194,470	$221,052
	U	5	$209,419			$201,533		
Environmental quality, protection, & beautification								
$500 thousand or less								
CEO/Executive Director								
	F	401	$61,376	$29,615	$45,000	$59,740	$74,445	$93,724
	M	298	$68,070	$29,918	$47,732	$65,000	$80,000	$105,316
	U	32	$63,880	$35,115	$46,484	$57,875	$73,183	$90,076
Top Finance Position								
	F	12	$54,993		$26,236	$48,632	$61,608	
	M	9	$73,151			$55,335		
Top Operations Position								
	F	6	$49,983			$50,160		
	M	8	$56,257			$50,500		
Top Program Position								
	F	9	$44,439			$46,202		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	194	$89,856	$59,338	$72,449	$87,899	$104,878	$128,538
	M	177	$97,699	$53,940	$72,393	$94,500	$116,619	$143,742
	U	14	$103,527		$75,608	$91,593	$121,985	
Top Finance Position								
	F	16	$76,229		$67,006	$74,172	$82,856	
Top Operations Position								
	F	10	$74,230		$55,399	$62,520	$79,898	
Top Program Position								
	F	6	$75,434			$66,739		
Between $1 million and $5 million								
CEO/Executive Director								
	F	260	$134,727	$73,577	$92,214	$122,933	$160,268	$206,576
	M	358	$149,064	$78,364	$106,237	$134,941	$178,792	$233,411
	U	25	$151,963	$86,395	$109,446	$154,139	$185,605	$222,238
Top Administrative Position								
	F	14	$105,179		$76,085	$106,939	$137,581	
	M	13	$122,889		$101,250	$136,838	$148,707	
Top Business Position								
	F	5	$154,056			$117,300		
Top Development Position								
	F	30	$135,881	$107,411	$116,381	$131,024	$142,396	$176,179
	M	8	$138,140			$142,681		
Top Finance Position								
	F	63	$102,577	$56,915	$78,545	$100,241	$125,588	$141,019

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification								
Between $1 million and $5 million								
	M	43	$120,111	$63,656	$84,683	$113,312	$140,679	$197,073
Top Legal Position								
	M	10	$149,816		$120,888	$134,959	$142,353	
Top Operations Position								
	F	31	$119,789	$74,352	$93,074	$114,636	$140,556	$171,928
	M	20	$113,914	$47,123	$78,685	$128,068	$149,041	$157,691
	U	5	$139,301			$151,334		
Top PR/Communications Position								
	F	13	$130,869		$119,862	$130,220	$143,229	
	M	7	$161,526			$142,014		
Top Program Position								
	F	17	$133,725		$112,579	$126,274	$151,513	
	M	14	$128,024		$120,676	$134,408	$142,327	
Top Technology Position								
	M	8	$156,180			$155,293		
Greater than $5 million								
CEO/Executive Director								
	F	59	$228,730	$98,060	$121,761	$192,672	$276,820	$463,297
	M	141	$298,291	$140,616	$175,320	$254,600	$352,276	$486,684
	U	5	$270,284			$150,000		
Top Administrative Position								
	F	7	$162,321			$138,663		
	M	9	$186,669			$164,980		
Top Business Position								
	F	9	$195,519			$159,684		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification								
Greater than $5 million								
	M	8	$188,277			$169,604		
Top Development Position								
	F	51	$211,293	$126,789	$144,428	$181,287	$260,427	$358,662
	M	26	$202,782	$126,059	$144,216	$157,806	$216,537	$338,670
Top Facilities Position								
	M	5	$162,534			$168,815		
Top Finance Position								
	F	65	$157,613	$90,292	$120,350	$152,076	$181,036	$243,780
	M	55	$215,632	$118,007	$148,489	$177,450	$257,732	$343,161
	U	7	$216,449			$176,662		
Top Human Resources Position								
	F	12	$191,145		$136,819	$157,554	$223,509	
Top Legal Position								
	F	10	$223,323		$144,359	$188,248	$240,964	
	M	24	$238,122	$144,398	$170,394	$225,727	$285,767	$382,832
Top Marketing Position								
	F	12	$204,703		$151,261	$184,029	$239,604	
	M	10	$293,136		$220,382	$262,311	$389,971	
Top Operations Position								
	F	31	$180,989	$129,196	$153,932	$177,163	$204,981	$235,094
	M	31	$223,884	$111,242	$157,058	$207,427	$289,078	$353,919
	U	6	$239,820			$227,702		
Top PR/Communications Position								
	F	21	$202,778	$120,144	$142,403	$176,132	$221,229	$323,596
	M	18	$220,838		$149,175	$187,997	$275,712	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification								
Greater than $5 million								
Top Program Position								
	F	14	$211,762		$164,283	$175,994	$219,333	
	M	31	$195,613	$128,839	$135,300	$167,620	$239,544	$291,154
Top Technology Position								
	M	13	$200,114		$173,088	$184,631	$199,494	
Food, agriculture, & nutrition								
$500 thousand or less								
CEO/Executive Director								
	F	210	$51,475	$23,965	$36,000	$49,078	$63,726	$80,289
	M	102	$55,838	$19,507	$34,404	$52,757	$70,171	$94,891
	U	13	$44,975		$30,000	$47,000	$53,741	
Top Administrative Position								
	F	7	$29,128			$21,667		
Top Finance Position								
	F	5	$38,578			$29,592		
	M	9	$46,798			$39,600		
Top Operations Position								
	F	10	$32,832		$19,116	$27,010	$48,214	
	M	6	$43,077			$40,565		
Top Program Position								
	F	9	$41,785			$36,865		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	106	$69,329	$33,732	$52,515	$65,200	$81,063	$106,177
	M	44	$68,724	$30,316	$49,046	$68,718	$83,330	$105,877
	U	12	$69,370		$47,800	$62,663	$86,543	
Top Finance Position								
	F	7	$46,894			$49,951		
Between $1 million and $5 million								
CEO/Executive Director								
	F	185	$94,776	$52,072	$69,600	$85,000	$112,500	$141,722
	M	89	$109,427	$44,903	$71,594	$102,241	$134,580	$185,302
	U	11	$88,274		$75,959	$83,455	$99,905	
Top Administrative Position								
	M	5	$103,479			$104,564		
Top Development Position								
	F	5	$112,458			$122,380		
Top Finance Position								
	F	18	$80,278		$55,692	$85,643	$107,230	
	M	8	$101,668			$73,762		
Top Operations Position								
	F	9	$135,013			$113,452		
	M	11	$106,249		$74,451	$108,831	$137,467	
Greater than $5 million								
CEO/Executive Director								
	F	144	$163,777	$82,747	$105,436	$137,420	$182,644	$299,838
	M	125	$184,362	$83,211	$117,189	$150,832	$218,773	$337,788

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition								
Greater than $5 million								
	U	11	$264,155		$145,170	$201,851	$275,114	
Top Administrative Position								
	F	8	$132,269			$117,037		
	M	7	$209,185			$156,088		
Top Business Position								
	F	8	$181,117			$178,146		
Top Development Position								
	F	46	$165,240	$113,336	$127,588	$146,962	$189,838	$230,913
	M	18	$181,708		$133,591	$161,048	$227,882	
Top Finance Position								
	F	54	$141,071	$85,123	$102,180	$134,931	$167,686	$210,709
	M	56	$143,985	$82,699	$98,370	$123,411	$164,076	$218,800
Top Human Resources Position								
	F	16	$151,044		$126,184	$138,063	$166,494	
	M	5	$188,990			$149,917		
Top Marketing Position								
	F	11	$198,781		$123,647	$165,980	$243,537	
Top Operations Position								
	F	34	$152,263	$91,575	$107,944	$120,942	$183,849	$262,112
	M	45	$155,116	$105,567	$134,754	$150,489	$175,358	$221,528
Top PR/Communications Position								
	F	13	$168,993		$109,188	$129,780	$212,537	
	M	7	$180,627			$137,476		
Top Program Position								
	F	20	$162,965	$108,394	$120,131	$141,594	$178,531	$217,841

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition								
Greater than $5 million								
	M	8	$152,108			$152,326		
Top Technology Position								
	M	9	$172,407			$169,433		
Health—general & rehabilitative								
$500 thousand or less								
CEO/Executive Director								
	F	560	$60,941	$24,268	$38,792	$56,037	$76,654	$98,746
	M	189	$72,384	$27,144	$41,969	$60,320	$90,544	$118,886
	U	48	$61,387	$25,869	$35,399	$51,879	$71,532	$110,254
Top Administrative Position								
	F	6	$76,499			$38,528		
	M	8	$74,991			$51,189		
Top Development Position								
	F	5	$28,074			$23,780		
Top Finance Position								
	F	23	$63,225	$22,565	$36,728	$53,200	$70,250	$86,515
	M	18	$52,695		$28,343	$40,601	$57,120	
Top Operations Position								
	F	10	$44,646		$29,124	$42,019	$55,584	
	M	5	$49,813			$46,647		
Top Program Position								
	F	16	$59,874		$33,967	$58,242	$80,182	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	328	$93,176	$53,986	$67,462	$88,656	$109,357	$140,986
	M	137	$105,040	$39,367	$67,660	$92,500	$141,390	$179,062
	U	17	$93,964		$59,000	$85,000	$116,865	
Top Administrative Position								
	F	9	$43,405			$44,533		
Top Finance Position								
	F	20	$63,839	$23,048	$28,181	$48,759	$82,085	$114,063
	M	15	$125,271		$65,850	$90,400	$165,329	
Top Operations Position								
	F	19	$81,824		$62,573	$72,008	$94,439	
	M	8	$93,691			$93,494		
Between $1 million and $5 million								
CEO/Executive Director								
	F	689	$142,492	$68,764	$92,000	$120,607	$166,304	$229,521
	M	414	$163,204	$68,581	$95,295	$131,679	$194,411	$287,022
	U	62	$147,118	$62,378	$95,457	$126,888	$195,094	$246,099
Top Administrative Position								
	F	67	$102,921	$62,324	$74,836	$92,566	$119,878	$146,995
	M	31	$103,978	$41,943	$83,633	$100,000	$118,868	$151,529
Top Business Position								
	F	16	$120,960		$63,692	$106,036	$157,542	
	M	8	$163,835			$137,415		
Top Development Position								
	F	41	$156,519	$69,932	$112,602	$134,743	$171,222	$295,799

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

Health—general & rehabilitative

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $5 million								
	M	22	$155,990	$88,868	$123,927	$150,067	$185,457	$210,439
Top Education Position								
	F	9	$143,515			$138,390		
Top Finance Position								
	F	150	$98,071	$46,830	$65,234	$90,002	$117,903	$154,039
	M	91	$147,070	$60,000	$81,676	$114,857	$181,377	$256,316
	U	13	$114,058		$89,475	$109,092	$144,848	
Top Human Resources Position								
	F	12	$114,652		$89,674	$108,566	$128,126	
Top Marketing Position								
	F	5	$207,292			$166,535		
Top Operations Position								
	F	98	$139,643	$81,693	$99,593	$118,758	$144,738	$207,998
	M	39	$128,712	$66,673	$81,724	$113,815	$162,276	$214,954
	U	7	$107,356			$125,408		
Top PR/Communications Position								
	F	6	$133,158			$131,861		
Top Program Position								
	F	30	$125,952	$94,826	$116,268	$129,379	$139,402	$163,119
	M	12	$159,028		$126,501	$137,056	$199,320	
Top Technology Position								
	F	5	$160,541			$160,269		
	M	21	$148,031	$100,030	$120,620	$136,564	$156,034	$169,548

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative								
Greater than $5 million								
CEO/Executive Director								
	F	1,094	$370,850	$125,311	$164,807	$228,735	$355,915	$611,424
	M	1,454	$592,602	$156,137	$212,762	$333,401	$624,024	$1,188,577
	U	108	$491,309	$148,021	$197,156	$294,800	$568,281	$1,012,438
Top Administrative Position								
	F	254	$207,698	$102,401	$129,439	$162,873	$224,174	$324,871
	M	216	$255,489	$108,535	$140,791	$188,192	$271,505	$446,187
	U	27	$248,502	$120,483	$141,991	$183,707	$308,781	$558,747
Top Business Position								
	F	96	$229,048	$108,311	$123,518	$189,727	$252,341	$388,387
	M	90	$294,424	$129,491	$173,892	$219,224	$321,443	$464,429
	U	9	$370,505			$359,237		
Top Development Position								
	F	161	$250,134	$121,275	$140,327	$180,383	$263,831	$388,430
	M	87	$283,645	$129,373	$157,185	$213,691	$296,351	$408,510
	U	14	$351,308		$189,388	$276,139	$395,808	
Top Education Position								
	F	39	$215,817	$119,677	$139,520	$173,190	$257,209	$376,923
	M	28	$569,415	$122,541	$231,886	$441,876	$558,005	$1,186,461
	U	6	$382,961			$367,227		
Top Facilities Position								
	F	15	$221,860		$150,814	$209,987	$289,663	
	M	62	$307,349	$130,271	$159,194	$237,234	$393,413	$510,001
	U	7	$331,687			$379,258		
Top Finance Position								
	F	883	$220,595	$89,985	$117,110	$157,585	$227,623	$393,833

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative								
Greater than $5 million								
	M	1,054	$349,136	$106,217	$143,339	$208,790	$376,974	$723,220
	U	90	$306,125	$95,933	$137,942	$217,397	$432,375	$548,997
Top Human Resources Position								
	F	335	$286,923	$115,946	$144,755	$208,348	$315,670	$516,478
	M	141	$410,236	$129,823	$183,780	$287,976	$463,383	$757,463
	U	28	$306,422	$127,724	$164,112	$209,981	$309,449	$528,733
Top Legal Position								
	F	97	$517,623	$175,738	$259,437	$363,409	$594,955	$949,967
	M	102	$548,659	$195,073	$298,183	$445,483	$697,763	$907,760
	U	7	$623,066			$592,720		
Top Marketing Position								
	F	91	$232,175	$117,568	$141,148	$194,016	$261,047	$402,075
	M	31	$302,088	$128,921	$151,063	$256,412	$348,827	$529,844
Top Operations Position								
	F	625	$293,747	$107,312	$139,292	$198,592	$308,582	$523,069
	M	562	$379,029	$130,942	$171,865	$256,825	$406,497	$708,065
	U	58	$354,319	$111,034	$146,926	$227,608	$348,723	$773,488
Top PR/Communications Position								
	F	91	$222,623	$122,273	$141,533	$175,191	$258,018	$400,617
	M	41	$305,223	$127,584	$180,311	$253,854	$422,860	$515,072
Top Program Position								
	F	85	$210,046	$114,340	$132,822	$170,026	$260,254	$357,451
	M	51	$290,092	$130,514	$153,916	$231,195	$324,604	$533,747
	U	9	$302,410			$224,206		
Top Technology Position								
	F	86	$296,908	$117,782	$149,384	$207,170	$341,499	$581,616

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative								
Greater than $5 million								
	M	359	$340,847	$126,026	$158,146	$243,013	$388,295	$705,292
	U	24	$349,700	$151,435	$181,230	$299,135	$481,547	$515,099
Housing, shelter								
$500 thousand or less								
CEO/Executive Director								
	F	376	$58,173	$26,683	$40,554	$53,203	$70,630	$87,830
	M	220	$60,166	$28,311	$37,796	$54,107	$74,461	$100,093
	U	22	$60,136	$30,587	$45,082	$51,802	$77,683	$92,728
Top Administrative Position								
	F	10	$40,456		$29,498	$41,750	$50,240	
Top Finance Position								
	F	19	$69,677		$32,450	$47,317	$74,222	
	M	12	$82,424		$28,263	$53,357	$123,647	
Top Operations Position								
	F	8	$83,528			$60,820		
Top Program Position								
	F	13	$41,441		$39,160	$42,750	$46,600	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	290	$74,675	$44,475	$57,501	$72,820	$87,652	$107,044
	M	177	$80,647	$42,892	$57,331	$72,102	$94,340	$132,889
	U	27	$82,250	$45,639	$51,156	$70,505	$95,213	$130,829

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter								
Between $500 thousand and $1 million								
Top Administrative Position								
	F	13	$61,298		$38,422	$53,775	$73,500	
Top Finance Position								
	F	15	$58,244		$47,275	$52,906	$68,414	
Top Operations Position								
	F	6	$58,664			$50,119		
Between $1 million and $5 million								
CEO/Executive Director								
	F	611	$113,651	$63,859	$79,246	$99,497	$133,359	$170,271
	M	432	$117,635	$65,834	$79,987	$104,064	$141,097	$183,756
	U	32	$102,351	$57,022	$75,312	$103,567	$123,510	$162,973
Top Administrative Position								
	F	35	$102,269	$68,943	$80,919	$94,556	$123,728	$140,349
	M	26	$95,131	$48,625	$73,934	$93,108	$108,116	$137,426
Top Business Position								
	F	9	$106,604			$125,187		
Top Development Position								
	F	19	$115,540		$106,228	$114,610	$120,607	
	M	7	$133,587			$148,501		
Top Finance Position								
	F	125	$93,512	$43,861	$62,246	$85,816	$118,491	$146,442
	M	70	$110,134	$64,369	$73,739	$108,568	$138,875	$162,868
	U	11	$109,772		$69,387	$76,902	$134,665	
Top Human Resources Position								
	F	8	$112,211			$116,348		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter								
Between $1 million and $5 million								
Top Marketing Position								
	F	5	$144,012			$159,370		
Top Operations Position								
	F	54	$102,253	$55,870	$73,977	$96,378	$117,761	$161,603
	M	32	$137,410	$68,624	$80,990	$125,099	$175,837	$226,111
	U	5	$110,379			$96,388		
Top Program Position								
	F	15	$101,975		$67,087	$90,817	$133,976	
	M	7	$152,879			$160,777		
Greater than $5 million								
CEO/Executive Director								
	F	244	$203,789	$105,835	$130,433	$182,883	$242,249	$332,492
	M	262	$244,074	$116,437	$149,707	$191,624	$276,056	$400,082
	U	29	$179,045	$97,522	$117,500	$149,931	$201,325	$308,850
Top Administrative Position								
	F	46	$134,032	$101,732	$112,889	$129,015	$145,521	$193,904
	M	35	$146,565	$102,795	$112,196	$141,784	$163,861	$201,070
	U	5	$149,092			$162,593		
Top Business Position								
	F	28	$153,860	$120,032	$126,781	$141,784	$165,109	$199,327
	M	9	$194,538			$156,527		
Top Development Position								
	F	54	$151,990	$112,877	$120,427	$145,210	$180,577	$200,060
	M	26	$207,596	$114,655	$131,981	$175,209	$246,124	$382,500

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter								
Greater than $5 million								
Top Education Position								
	F	7	$154,027			$142,777		
Top Facilities Position								
	F	12	$176,733		$139,605	$154,798	$196,308	
	M	29	$137,179	$112,974	$118,709	$128,066	$142,144	$168,450
Top Finance Position								
	F	150	$145,858	$77,428	$103,011	$136,009	$178,151	$220,377
	M	138	$178,967	$102,153	$125,228	$163,934	$217,420	$274,443
	U	14	$150,908		$118,152	$142,221	$171,425	
Top Human Resources Position								
	F	60	$164,884	$109,675	$127,378	$145,139	$178,341	$241,725
	M	10	$165,045		$124,907	$157,722	$171,237	
Top Legal Position								
	F	6	$244,854			$232,929		
	M	12	$249,284		$159,555	$205,895	$312,565	
Top Marketing Position								
	F	24	$148,040	$114,973	$127,622	$137,409	$161,114	$193,368
	M	5	$212,022			$208,639		
Top Operations Position								
	F	65	$175,769	$94,556	$112,200	$150,710	$188,674	$258,603
	M	75	$200,610	$103,121	$124,919	$179,262	$238,422	$356,305
	U	7	$199,489			$132,705		
Top PR/Communications Position								
	F	15	$150,481		$121,556	$132,713	$143,770	
	M	8	$146,186			$135,706		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter								
Greater than $5 million								
Top Program Position								
	F	30	$154,535	$112,869	$122,042	$135,550	$171,038	$211,995
	M	8	$141,712			$128,628		
Top Technology Position								
	F	9	$178,467			$147,682		
	M	22	$171,020	$132,129	$137,967	$151,536	$195,144	$245,639
Human services—multipurpose & other								
$500 thousand or less								
CEO/Executive Director								
	F	2,218	$52,957	$25,000	$36,336	$50,000	$64,877	$82,328
	M	812	$58,030	$26,053	$38,117	$54,000	$72,475	$94,293
	U	178	$52,402	$25,988	$37,420	$50,000	$61,671	$84,864
Top Administrative Position								
	F	60	$37,849	$20,289	$27,058	$37,043	$47,530	$55,416
	M	17	$42,239		$31,272	$38,775	$47,166	
Top Development Position								
	F	7	$27,655			$27,060		
Top Finance Position								
	F	109	$40,773	$20,000	$27,830	$34,675	$49,209	$63,352
	M	28	$46,756	$19,889	$25,100	$36,300	$55,156	$88,752
	U	13	$43,619		$30,354	$43,333	$47,656	
Top Operations Position								
	F	33	$40,459	$19,818	$30,000	$37,300	$52,000	$59,598

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
$500 thousand or less								
	M	14	$64,367		$40,000	$69,484	$80,885	
Top Program Position								
	F	80	$41,515	$19,370	$26,964	$37,940	$51,291	$69,617
	M	14	$40,665		$29,471	$39,039	$47,195	
	U	6	$58,698			$51,760		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	1,392	$74,564	$43,930	$55,687	$70,574	$89,297	$109,697
	M	477	$83,757	$39,638	$58,229	$76,417	$97,500	$132,760
	U	96	$72,655	$41,128	$56,027	$72,355	$89,344	$99,840
Top Administrative Position								
	F	31	$55,750	$32,700	$40,918	$46,100	$67,310	$82,015
	M	9	$53,737			$44,742		
Top Development Position								
	F	6	$74,920			$58,917		
Top Finance Position								
	F	86	$57,460	$27,662	$36,065	$54,742	$72,377	$90,422
	M	20	$74,895	$25,329	$51,125	$74,675	$88,663	$128,350
Top Operations Position								
	F	34	$64,788	$33,216	$41,306	$56,252	$73,097	$117,180
	M	15	$65,602		$44,771	$63,322	$78,675	
Top Program Position								
	F	23	$62,127	$39,961	$44,921	$53,207	$73,157	$90,477
	M	5	$75,459			$76,972		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Between $1 million and $5 million								
CEO/Executive Director								
	F	2,890	$105,966	$62,151	$78,052	$98,293	$125,313	$157,221
	M	1,475	$118,116	$64,265	$83,425	$106,620	$137,267	$179,178
	U	198	$108,176	$58,582	$77,754	$102,760	$127,616	$160,219
Top Administrative Position								
	F	102	$89,364	$45,061	$62,728	$85,017	$111,467	$138,497
	M	32	$108,701	$66,044	$79,348	$115,144	$132,588	$146,103
	U	11	$92,731		$54,427	$73,764	$110,668	
Top Business Position								
	F	37	$90,981	$32,327	$49,953	$62,282	$92,372	$148,323
	M	10	$97,015		$76,648	$82,633	$118,890	
Top Development Position								
	F	63	$112,157	$66,980	$103,019	$118,157	$130,769	$148,570
	M	27	$146,134	$85,197	$114,318	$129,007	$158,408	$207,866
Top Education Position								
	F	11	$104,634		$75,036	$111,921	$132,501	
Top Facilities Position								
	M	9	$108,263			$113,408		
Top Finance Position								
	F	522	$81,448	$45,034	$58,653	$75,800	$97,380	$116,342
	M	278	$94,508	$45,903	$61,879	$87,861	$110,158	$150,948
	U	42	$91,959	$44,427	$57,743	$74,133	$98,673	$123,323
Top Human Resources Position								
	F	25	$101,974	$42,810	$56,271	$75,656	$131,513	$189,789
	M	6	$87,414			$85,206		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Between $1 million and $5 million								
Top Legal Position								
	F	12	$123,268		$107,037	$112,417	$146,432	
Top Marketing Position								
	F	6	$131,664			$124,520		
	M	5	$166,632			$176,922		
Top Operations Position								
	F	156	$105,562	$60,505	$75,675	$98,642	$119,752	$142,972
	M	93	$105,962	$57,308	$66,203	$94,655	$116,093	$179,395
	U	12	$82,567		$45,616	$70,373	$89,454	
Top PR/Communications Position								
	F	9	$98,531			$113,214		
Top Program Position								
	F	67	$95,964	$49,204	$66,414	$92,514	$121,099	$145,548
	M	21	$115,899	$63,767	$80,332	$104,237	$121,117	$197,103
	U	5	$79,347			$66,024		
Top Technology Position								
	F	7	$136,832			$134,116		
	M	11	$145,344		$114,045	$126,653	$158,988	
Greater than $5 million								
CEO/Executive Director								
	F	1,784	$185,751	$98,998	$124,130	$161,671	$214,398	$301,754
	M	1,868	$227,764	$109,415	$145,406	$196,676	$275,679	$380,327
	U	141	$191,899	$91,570	$125,000	$169,915	$232,124	$316,223
Top Administrative Position								
	F	211	$145,378	$94,721	$113,727	$136,998	$164,940	$195,711

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Greater than $5 million								
	M	119	$158,716	$99,669	$122,261	$147,576	$180,749	$214,841
	U	20	$170,822	$101,887	$116,558	$164,947	$222,300	$251,618
Top Business Position								
	F	90	$167,219	$112,266	$127,182	$152,044	$186,956	$233,259
	M	74	$162,877	$110,922	$122,942	$147,322	$194,049	$244,095
Top Development Position								
	F	323	$146,636	$104,478	$118,441	$135,982	$170,029	$208,803
	M	159	$167,866	$106,415	$124,949	$152,220	$199,927	$243,067
	U	23	$156,005	$116,619	$126,930	$139,708	$188,013	$212,111
Top Education Position								
	F	59	$150,251	$109,406	$122,281	$137,197	$169,395	$193,190
	M	19	$146,584		$116,909	$132,245	$167,629	
Top Facilities Position								
	F	11	$167,207		$133,727	$143,064	$194,189	
	M	83	$148,709	$106,221	$118,898	$139,182	$167,718	$206,311
Top Finance Position								
	F	1,264	$133,937	$73,496	$96,852	$122,421	$160,532	$207,529
	M	1,033	$155,888	$82,441	$107,513	$138,413	$187,586	$248,733
	U	122	$147,038	$79,381	$102,507	$133,287	$176,443	$225,455
Top Human Resources Position								
	F	395	$147,629	$102,555	$118,113	$138,931	$170,540	$210,819
	M	111	$163,466	$111,115	$129,309	$147,776	$196,899	$234,990
	U	23	$146,287	$118,470	$128,990	$150,620	$156,299	$171,656
Top Legal Position								
	F	46	$208,656	$136,061	$157,324	$189,823	$230,736	$322,316
	M	43	$201,639	$100,236	$143,253	$190,000	$225,844	$361,635

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Greater than $5 million								
	U	7	$219,816			$231,389		
Top Marketing Position								
	F	137	$163,075	$110,865	$128,913	$149,326	$183,345	$213,484
	M	48	$162,172	$113,355	$134,620	$149,422	$177,674	$229,338
	U	5	$163,526			$150,219		
Top Operations Position								
	F	562	$162,549	$95,676	$118,843	$145,868	$190,066	$253,530
	M	437	$185,450	$108,148	$127,623	$163,167	$211,459	$279,759
	U	59	$190,489	$107,007	$134,410	$167,046	$209,532	$311,467
Top PR/Communications Position								
	F	90	$167,550	$110,899	$128,212	$148,868	$201,806	$242,523
	M	34	$149,703	$109,627	$125,212	$133,704	$161,953	$232,897
	U	7	$160,278			$160,904		
Top Program Position								
	F	273	$144,056	$102,525	$114,222	$135,168	$161,758	$204,059
	M	138	$162,287	$107,041	$125,315	$150,301	$183,382	$220,510
	U	28	$129,540	$106,919	$119,524	$129,562	$151,023	$156,295
Top Technology Position								
	F	67	$163,625	$115,729	$129,220	$151,291	$194,001	$220,079
	M	225	$161,049	$113,618	$128,793	$149,059	$182,967	$228,828
	U	22	$163,318	$122,974	$133,172	$160,489	$177,208	$218,517

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security								
$500 thousand or less								
CEO/Executive Director								
	F	146	$57,766	$22,490	$35,683	$54,378	$71,183	$88,291
	M	194	$53,434	$21,856	$30,000	$47,110	$70,716	$89,780
	U	40	$63,604	$30,000	$38,242	$54,800	$78,850	$112,253
Top Finance Position								
	F	13	$48,095		$30,228	$51,162	$64,350	
Top Operations Position								
	F	9	$41,156			$38,058		
	M	5	$52,761			$50,000		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	63	$102,383	$46,266	$71,977	$99,708	$127,573	$161,944
	M	82	$112,436	$42,800	$65,477	$94,275	$151,379	$195,328
	U	11	$109,640		$68,366	$95,833	$133,973	
Top Finance Position								
	F	6	$55,796			$43,500		
Between $1 million and $5 million								
CEO/Executive Director								
	F	91	$134,710	$68,883	$95,000	$134,824	$172,190	$209,221
	M	120	$185,543	$72,878	$105,031	$152,028	$238,414	$307,795
	U	24	$130,808	$63,875	$89,881	$124,566	$152,873	$187,915
Top Administrative Position								
	F	6	$108,139			$131,068		
	M	8	$190,880			$123,726		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security								
Between $1 million and $5 million								
Top Development Position								
	F	16	$153,381		$111,505	$137,560	$194,030	
Top Finance Position								
	F	26	$107,222	$59,375	$79,129	$113,598	$132,191	$145,435
	M	24	$118,000	$37,434	$61,272	$108,694	$144,791	$209,737
	U	5	$113,751			$133,584		
Top Operations Position								
	F	15	$143,193		$113,916	$132,300	$172,198	
	M	16	$101,253		$56,576	$109,027	$139,348	
Top Program Position								
	F	10	$131,770		$118,034	$122,776	$134,680	
	M	8	$145,355			$153,415		
Greater than $5 million								
CEO/Executive Director								
	F	48	$299,407	$132,626	$179,895	$261,078	$371,673	$492,882
	M	107	$332,750	$111,933	$176,982	$289,424	$409,246	$575,816
	U	11	$264,038		$182,213	$265,212	$336,763	
Top Administrative Position								
	F	11	$201,985		$154,661	$195,350	$241,068	
	M	13	$212,537		$133,710	$171,452	$224,348	
Top Business Position								
	F	14	$178,314		$149,138	$158,641	$216,382	
	M	9	$196,464			$167,593		
Top Development Position								
	F	36	$215,970	$134,110	$149,812	$189,383	$263,859	$315,816

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security								
Greater than $5 million								
	M	17	$188,966		$132,391	$184,964	$232,773	
Top Education Position								
	F	7	$235,082			$225,552		
Top Finance Position								
	F	44	$203,518	$124,301	$146,078	$213,214	$256,649	$284,654
	M	59	$213,607	$106,436	$145,096	$210,880	$263,513	$319,217
	U	14	$181,474		$119,108	$166,797	$195,163	
Top Human Resources Position								
	F	16	$223,162		$171,072	$210,885	$251,742	
	M	14	$237,252		$152,267	$184,969	$279,160	
Top Legal Position								
	F	7	$212,345			$199,794		
	M	11	$261,526		$219,712	$239,924	$293,523	
Top Marketing Position								
	F	12	$245,856		$172,377	$205,848	$336,991	
	M	7	$214,693			$223,003		
Top Operations Position								
	F	18	$228,420		$154,193	$204,141	$251,493	
	M	38	$220,616	$112,476	$140,882	$175,110	$281,884	$371,868
	U	8	$252,127			$201,576		
Top PR/Communications Position								
	F	20	$189,419	$116,419	$130,674	$183,194	$218,802	$273,530
	M	12	$188,341		$163,888	$188,866	$201,870	
Top Program Position								
	F	30	$221,412	$160,221	$180,483	$203,874	$258,195	$309,141
	M	29	$225,594	$133,930	$189,454	$226,192	$268,421	$295,930

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security								
Greater than $5 million								
Top Technology Position								
	F	12	$215,026		$169,104	$202,619	$225,924	
	M	28	$219,775	$132,601	$155,001	$217,994	$252,944	$324,726
	U	6	$178,733			$171,426		
Medical research								
$500 thousand or less								
CEO/Executive Director								
	F	44	$70,375	$27,210	$37,455	$71,340	$90,480	$116,100
	M	23	$88,121	$48,576	$62,736	$75,000	$110,874	$140,425
	U	5	$72,130			$75,000		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	31	$136,926	$72,985	$88,988	$125,917	$163,300	$216,786
	M	8	$133,027			$122,461		
	U	5	$146,439			$150,817		
Between $1 million and $5 million								
CEO/Executive Director								
	F	43	$170,995	$81,785	$115,500	$166,673	$192,372	$279,519
	M	50	$207,201	$89,541	$127,410	$175,139	$282,273	$343,341
	U	6	$174,649			$160,212		
Top Development Position								
	F	7	$140,506			$150,000		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research								
Between $1 million and $5 million								
Top Finance Position								
	F	11	$129,414		$87,738	$120,173	$158,645	
	M	8	$188,764			$169,050		
Top Operations Position								
	F	6	$218,044			$164,474		
Top Program Position								
	F	6	$134,928			$138,821		
Greater than $5 million								
CEO/Executive Director								
	F	57	$361,249	$152,125	$191,976	$284,155	$472,030	$640,771
	M	57	$590,241	$244,548	$305,874	$481,979	$777,475	$1,022,444
	U	8	$512,558			$451,668		
Top Administrative Position								
	F	12	$267,049		$160,386	$217,155	$325,869	
	M	5	$294,514			$222,627		
Top Business Position								
	F	13	$233,394		$130,430	$176,172	$291,902	
	M	7	$397,759			$228,957		
Top Development Position								
	F	23	$253,889	$133,925	$165,716	$213,669	$296,627	$379,340
	M	16	$300,952		$190,279	$274,813	$341,705	
Top Finance Position								
	F	42	$230,547	$83,237	$159,250	$190,000	$281,733	$399,596
	M	45	$281,359	$155,975	$181,190	$260,661	$338,553	$433,819

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research								
Greater than $5 million								
Top Human Resources Position								
	F	12	$238,286		$160,721	$186,976	$226,546	
	M	7	$357,010			$237,138		
Top Legal Position								
	F	10	$391,974		$334,018	$362,875	$440,716	
	M	7	$340,551			$305,529		
Top Marketing Position								
	F	8	$258,368			$179,299		
Top Operations Position								
	F	31	$279,844	$147,242	$181,872	$224,357	$322,005	$462,741
	M	21	$348,889	$140,694	$184,381	$287,500	$486,570	$577,182
Top PR/Communications Position								
	F	21	$245,776	$130,843	$154,962	$182,859	$339,903	$438,866
	M	12	$247,256		$174,254	$229,145	$256,670	
Top Program Position								
	F	9	$231,814			$218,058		
	M	9	$253,681			$227,592		
Top Technology Position								
	F	5	$266,607			$172,764		
	M	18	$233,661		$164,084	$206,522	$279,402	
	U	5	$199,618			$181,558		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention								
$500 thousand or less								
CEO/Executive Director								
	F	439	$56,484	$26,072	$36,886	$53,260	$69,062	$90,004
	M	206	$58,367	$25,040	$38,425	$55,293	$71,769	$93,385
	U	29	$56,102	$22,260	$37,273	$53,795	$71,679	$91,002
Top Administrative Position								
	F	14	$46,259		$34,331	$43,293	$58,192	
	M	5	$37,076			$31,872		
Top Finance Position								
	F	25	$40,688	$18,805	$21,540	$39,000	$53,000	$68,000
	M	15	$44,779		$27,800	$38,420	$57,822	
Top Operations Position								
	F	12	$37,918		$28,662	$36,138	$45,181	
Top Program Position								
	F	11	$41,582		$29,625	$39,942	$49,536	
	M	7	$49,652			$51,125		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	260	$83,475	$49,619	$65,124	$81,219	$99,435	$120,215
	M	131	$95,529	$50,640	$70,792	$90,014	$110,222	$145,723
	U	17	$73,950		$62,000	$70,635	$81,000	
Top Administrative Position								
	F	8	$40,549			$38,681		
Top Finance Position								
	F	21	$54,193	$29,700	$38,425	$56,707	$71,503	$76,693
	M	6	$55,504			$51,837		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention								
Between $500 thousand and $1 million								
Top Operations Position								
	F	7	$64,534			$64,461		
Between $1 million and $5 million								
CEO/Executive Director								
	F	521	$112,872	$68,253	$84,552	$106,451	$132,172	$160,845
	M	336	$128,557	$69,630	$91,685	$116,243	$148,416	$191,292
	U	35	$110,043	$61,129	$81,752	$102,278	$125,561	$159,292
Top Administrative Position								
	F	12	$110,453		$74,338	$123,218	$144,212	
	M	6	$112,406			$106,732		
Top Business Position								
	F	10	$78,325		$60,815	$68,630	$81,501	
	M	5	$98,525			$85,418		
Top Development Position								
	F	13	$120,594		$104,979	$121,540	$127,926	
Top Finance Position								
	F	113	$91,051	$51,695	$67,822	$88,000	$109,391	$133,538
	M	59	$95,531	$46,371	$70,928	$88,000	$113,878	$141,794
	U	10	$101,500		$52,267	$109,907	$133,468	
Top Human Resources Position								
	F	8	$94,673			$84,608		
Top Operations Position								
	F	41	$109,078	$70,177	$82,110	$99,800	$130,767	$151,118
	M	31	$110,240	$57,524	$71,076	$106,250	$128,158	$165,792

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention								
Between $1 million and $5 million								
Top Program Position								
	F	18	$119,191		$105,393	$118,763	$137,929	
	M	5	$131,201			$143,925		
Greater than $5 million								
CEO/Executive Director								
	F	443	$195,456	$110,147	$135,027	$167,970	$232,286	$311,106
	M	546	$246,051	$121,516	$154,887	$197,999	$277,260	$408,816
	U	32	$217,824	$121,548	$147,230	$192,395	$293,492	$343,812
Top Administrative Position								
	F	44	$164,137	$102,834	$125,537	$142,237	$178,641	$248,475
	M	28	$179,551	$109,460	$119,524	$144,854	$200,342	$272,985
Top Business Position								
	F	13	$157,337		$107,480	$124,300	$189,003	
	M	12	$154,127		$119,176	$144,784	$161,978	
Top Development Position								
	F	45	$154,387	$113,577	$127,091	$148,348	$167,468	$198,053
	M	19	$189,401		$126,271	$157,321	$210,800	
Top Education Position								
	F	18	$167,751		$123,281	$145,725	$158,932	
	M	7	$148,381			$132,706		
Top Facilities Position								
	M	9	$151,568			$150,988		
Top Finance Position								
	F	309	$132,499	$74,052	$90,709	$122,527	$151,116	$202,842
	M	321	$160,504	$90,000	$109,115	$141,005	$183,517	$258,329

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention								
Greater than $5 million								
	U	41	$167,639	$87,990	$105,368	$135,977	$180,226	$344,817
Top Human Resources Position								
	F	97	$151,881	$99,670	$118,178	$135,873	$172,413	$215,562
	M	32	$153,802	$89,971	$131,606	$148,139	$180,081	$201,060
	U	5	$138,042			$123,750		
Top Legal Position								
	F	10	$185,797		$139,783	$175,257	$222,397	
	M	11	$199,727		$159,759	$194,166	$236,764	
Top Marketing Position								
	F	12	$164,478		$122,373	$140,102	$198,993	
	M	7	$177,937			$185,380		
Top Operations Position								
	F	198	$155,444	$95,332	$111,979	$141,494	$179,308	$223,837
	M	133	$197,757	$112,269	$135,507	$171,459	$230,100	$308,552
	U	22	$149,381	$106,710	$121,172	$145,494	$163,414	$207,278
Top PR/Communications Position								
	F	19	$183,842		$156,620	$170,504	$196,313	
	M	8	$162,886			$166,871		
Top Program Position								
	F	57	$152,603	$115,304	$122,828	$140,873	$169,194	$217,891
	M	37	$156,685	$108,519	$121,741	$146,982	$164,390	$228,513
	U	7	$156,144			$144,232		
Top Technology Position								
	F	16	$144,711		$125,796	$137,092	$177,989	
	M	75	$163,201	$116,222	$125,719	$143,046	$189,136	$256,003
	U	5	$168,664			$189,815		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/membership benefit organizations, other								
$500 thousand or less								
CEO/Executive Director								
	F	22	$73,388	$44,100	$50,250	$64,615	$78,343	$123,433
	M	14	$73,990		$56,250	$71,813	$88,688	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	9	$122,038			$125,759		
	M	8	$146,708			$150,121		
Between $1 million and $5 million								
CEO/Executive Director								
	F	17	$141,310		$116,519	$140,299	$175,789	
	M	21	$176,909	$87,247	$99,500	$150,000	$189,872	$266,456
Top Finance Position								
	M	6	$106,416			$96,202		
Top Operations Position								
	F	5	$100,719			$96,333		
Greater than $5 million								
CEO/Executive Director								
	F	7	$313,828			$231,841		
	M	16	$497,618		$339,034	$546,847	$660,199	
Top Business Position								
	F	6	$221,611			$221,234		
Top Finance Position								
	F	8	$209,066			$223,005		
	M	7	$316,113			$237,097		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/membership benefit organizations, other								
Greater than $5 million								
Top Human Resources Position								
	F	6	$285,638			$301,695		
Top Operations Position								
	F	5	$233,960			$159,787		
	M	6	$304,589			$318,326		
Top Technology Position								
	M	7	$212,416			$202,412		
Philanthropy, voluntarism, & grantmaking foundations								
$500 thousand or less								
CEO/Executive Director								
	F	294	$57,184	$25,362	$39,709	$54,183	$69,473	$89,541
	M	139	$66,448	$25,494	$40,595	$60,000	$83,857	$122,343
	U	30	$60,075	$31,550	$41,059	$49,883	$64,875	$115,207
Top Finance Position								
	F	8	$58,460			$55,891		
	M	6	$41,282			$35,508		
Top Program Position								
	F	6	$46,832			$47,013		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	168	$84,521	$49,167	$61,724	$78,032	$101,947	$123,449
	M	75	$108,766	$57,050	$72,994	$92,000	$130,070	$173,788
	U	13	$81,154		$68,500	$79,385	$88,269	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

Philanthropy, voluntarism, & grantmaking foundations

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million								
Top Finance Position								
	F	9	$53,682			$42,208		
Top Operations Position								
	F	6	$86,633			$77,107		
Between $1 million and $5 million								
CEO/Executive Director								
	F	373	$126,298	$69,774	$90,168	$114,946	$147,660	$197,392
	M	236	$157,629	$84,690	$101,679	$130,489	$181,413	$251,578
	U	28	$136,415	$70,638	$95,463	$112,599	$180,535	$217,974
Top Administrative Position								
	F	13	$94,110		$77,301	$85,504	$114,269	
Top Development Position								
	F	11	$142,558		$120,892	$134,874	$168,731	
	M	7	$119,053			$126,431		
Top Finance Position								
	F	82	$90,105	$48,952	$64,591	$83,952	$108,714	$143,546
	M	44	$107,745	$66,943	$73,720	$91,955	$129,786	$165,322
Top Human Resources Position								
	F	5	$102,124			$80,694		
Top Operations Position								
	F	30	$125,316	$68,104	$80,358	$108,457	$154,556	$232,646
	M	16	$125,150		$69,126	$84,351	$138,314	
Top PR/Communications Position								
	F	8	$129,576			$122,179		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations								
Between $1 million and $5 million								
Top Program Position								
	F	12	$106,672		$74,652	$120,527	$129,142	
	M	8	$155,059			$140,986		
Top Technology Position								
	M	5	$423,564			$152,349		
Greater than $5 million								
CEO/Executive Director								
	F	190	$257,092	$136,175	$163,579	$215,574	$287,301	$407,716
	M	223	$318,217	$145,327	$198,629	$255,033	$363,404	$556,944
	U	22	$187,390	$101,183	$137,708	$167,454	$211,283	$303,520
Top Administrative Position								
	F	22	$192,147	$114,652	$129,639	$171,939	$222,510	$245,127
	M	14	$238,143		$202,712	$240,341	$276,804	
Top Business Position								
	F	11	$216,382		$137,676	$190,296	$258,371	
	M	16	$209,418		$151,953	$205,933	$236,436	
Top Development Position								
	F	84	$176,571	$110,703	$127,459	$164,001	$207,215	$261,378
	M	56	$202,795	$121,619	$137,429	$176,487	$240,204	$305,637
	U	5	$182,097			$220,329		
Top Education Position								
	F	12	$169,179		$133,899	$162,057	$196,226	
	M	7	$212,603			$216,261		
Top Finance Position								
	F	152	$157,086	$93,991	$114,412	$138,861	$181,033	$226,115

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations								
Greater than $5 million								
	M	117	$204,590	$99,948	$129,745	$180,238	$236,807	$336,221
	U	20	$207,711	$90,955	$114,057	$143,750	$206,805	$421,859
Top Human Resources Position								
	F	24	$170,846	$124,578	$156,750	$176,871	$194,205	$214,518
	M	6	$233,899			$239,848		
Top Legal Position								
	F	10	$208,726		$176,846	$203,670	$225,722	
	M	10	$250,994		$190,210	$218,463	$258,394	
Top Marketing Position								
	F	35	$161,660	$119,168	$127,800	$142,142	$177,132	$220,401
	M	17	$203,239		$162,904	$195,130	$222,847	
Top Operations Position								
	F	73	$179,395	$105,333	$130,532	$160,323	$219,417	$285,997
	M	42	$239,778	$110,449	$142,403	$178,299	$265,464	$324,630
	U	11	$193,667		$119,341	$149,057	$196,904	
Top PR/Communications Position								
	F	41	$170,675	$116,703	$127,099	$150,988	$194,494	$237,932
	M	20	$226,013	$118,251	$144,277	$225,365	$241,952	$294,258
Top Program Position								
	F	34	$180,715	$113,984	$130,812	$153,915	$185,937	$254,715
	M	14	$172,759		$136,289	$162,467	$185,794	
Top Technology Position								
	F	9	$199,007			$213,292		
	M	37	$195,413	$122,699	$149,550	$179,096	$208,708	$270,420

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief								
$500 thousand or less								
CEO/Executive Director								
	F	38	$63,904	$25,792	$39,911	$60,881	$74,995	$104,633
	M	60	$65,522	$25,275	$34,226	$57,648	$81,508	$103,662
	U	5	$62,321			$64,400		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	18	$95,845		$80,357	$92,956	$110,483	
	M	33	$88,449	$46,024	$54,875	$78,965	$100,622	$161,189
Top Finance Position								
	F	5	$73,627			$46,602		
	M	6	$46,669			$44,883		
Between $1 million and $5 million								
CEO/Executive Director								
	F	25	$130,770	$70,578	$78,122	$119,600	$167,679	$195,414
	M	57	$141,477	$68,386	$92,000	$124,341	$176,486	$237,988
Top Administrative Position								
	F	5	$73,861			$59,767		
Top Finance Position								
	F	13	$76,663		$49,618	$74,470	$96,385	
	M	13	$68,030		$38,957	$58,048	$84,995	
Top Operations Position								
	M	9	$100,943			$94,985		
Greater than $5 million								
CEO/Executive Director								
	F	13	$279,885		$193,464	$239,770	$306,556	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief								
Greater than $5 million								
	M	19	$344,035		$153,298	$216,401	$436,619	
Top Finance Position								
	F	5	$143,277			$124,492		
	M	12	$237,592		$155,666	$245,460	$288,581	
Top Operations Position								
	M	8	$263,329			$168,276		
Top Program Position								
	F	5	$182,378			$180,022		
Top Technology Position								
	M	5	$195,566			$207,493		
Public, society benefit—multipurpose & other								
$500 thousand or less								
CEO/Executive Director								
	F	221	$67,749	$24,000	$42,000	$60,666	$84,072	$111,000
	M	149	$75,111	$29,440	$45,513	$69,300	$93,024	$128,755
	U	26	$69,747	$34,479	$48,748	$70,353	$83,985	$101,494
Top Finance Position								
	F	9	$69,023			$48,800		
	M	8	$74,668			$60,089		
Top Operations Position								
	F	11	$48,746		$26,236	$31,253	$52,315	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	107	$101,093	$51,648	$70,041	$92,920	$116,906	$157,007
	M	90	$115,537	$57,065	$76,469	$111,960	$138,109	$188,813
	U	8	$97,944			$101,014		
Top Finance Position								
	F	5	$90,432			$63,963		
Between $1 million and $5 million								
CEO/Executive Director								
	F	139	$144,311	$71,986	$92,938	$124,689	$171,877	$233,387
	M	150	$189,388	$88,675	$112,972	$168,762	$239,412	$318,447
	U	24	$208,591	$86,617	$137,196	$167,923	$254,893	$375,831
Top Administrative Position								
	F	9	$151,915			$130,962		
	M	7	$139,729			$125,723		
Top Development Position								
	F	16	$123,725		$114,017	$121,699	$133,707	
	M	8	$144,125			$154,993		
Top Education Position								
	F	5	$155,396			$160,564		
Top Finance Position								
	F	37	$122,381	$62,768	$83,628	$110,155	$152,892	$193,346
	M	26	$162,180	$66,777	$103,196	$129,914	$189,314	$268,539
Top Operations Position								
	F	24	$142,450	$78,707	$104,068	$130,193	$155,068	$205,741
	M	20	$125,841	$82,617	$102,777	$115,984	$135,003	$180,464

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other								
Between $1 million and $5 million								
Top PR/Communications Position								
	F	7	$118,908			$139,964		
	M	10	$118,748		$105,072	$129,704	$134,062	
Top Program Position								
	F	13	$182,582		$140,207	$157,995	$196,363	
	M	6	$134,009			$128,076		
Greater than $5 million								
CEO/Executive Director								
	F	78	$286,321	$116,912	$158,859	$199,514	$318,599	$486,181
	M	142	$360,217	$115,857	$188,661	$279,874	$440,234	$647,524
	U	6	$301,959			$314,255		
Top Administrative Position								
	F	13	$223,734		$156,890	$192,473	$242,559	
	M	11	$257,235		$176,779	$241,715	$270,941	
Top Business Position								
	F	17	$194,138		$114,705	$166,296	$230,093	
	M	18	$199,955		$152,425	$198,792	$233,517	
Top Development Position								
	F	23	$225,840	$129,849	$145,879	$189,448	$275,188	$328,781
	M	23	$243,808	$94,062	$156,323	$207,899	$286,564	$331,158
Top Education Position								
	F	12	$220,811		$155,453	$203,899	$246,377	
	M	5	$241,298			$187,342		
Top Finance Position								
	F	68	$214,213	$94,931	$125,591	$173,127	$228,136	$348,144

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other								
Greater than $5 million								
	M	69	$237,684	$105,589	$153,389	$204,566	$284,291	$408,500
	U	11	$195,656		$163,982	$185,880	$216,707	
Top Human Resources Position								
	F	23	$282,409	$116,412	$138,416	$212,052	$313,689	$418,151
	M	6	$196,735			$186,114		
Top Legal Position								
	F	14	$300,521		$185,467	$228,265	$272,784	
	M	25	$361,472	$176,841	$199,237	$255,859	$471,347	$615,550
Top Marketing Position								
	F	14	$227,461		$162,463	$197,252	$245,983	
	M	14	$227,416		$152,865	$212,742	$241,112	
Top Operations Position								
	F	46	$241,011	$117,591	$136,998	$185,078	$272,707	$428,646
	M	43	$329,804	$130,361	$173,400	$226,712	$325,816	$619,747
	U	7	$193,668			$197,884		
Top PR/Communications Position								
	F	28	$226,861	$130,927	$147,953	$180,403	$228,419	$305,933
	M	21	$241,191	$138,846	$156,844	$212,986	$258,486	$370,808
Top Program Position								
	F	19	$202,115		$152,755	$169,993	$243,421	
	M	20	$200,503	$115,336	$141,964	$190,872	$227,990	$237,112
Top Technology Position								
	F	8	$224,470			$189,998		
	M	41	$242,541	$128,003	$166,078	$200,366	$242,950	$407,029

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics								
$500 thousand or less								
CEO/Executive Director								
	F	249	$51,571	$20,000	$32,000	$50,000	$66,658	$82,460
	M	415	$56,211	$23,014	$34,150	$50,349	$71,412	$91,700
	U	29	$64,811	$23,779	$39,083	$59,583	$83,270	$106,759
Top Administrative Position								
	F	16	$40,064		$29,356	$40,254	$50,210	
	M	6	$47,654			$47,103		
Top Finance Position								
	F	35	$33,977	$16,320	$23,245	$32,036	$42,381	$50,845
	M	13	$36,832		$24,875	$27,750	$39,875	
Top Operations Position								
	F	6	$39,106			$40,322		
	M	12	$38,111		$26,438	$39,796	$46,538	
Top Program Position								
	F	16	$41,865		$29,401	$39,658	$50,094	
	M	17	$43,499		$30,158	$37,299	$48,333	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	100	$87,719	$47,457	$61,746	$84,484	$104,105	$133,128
	M	223	$91,621	$47,188	$67,520	$84,304	$109,492	$141,841
	U	6	$75,401			$74,813		
Top Administrative Position								
	M	5	$102,290			$105,017		
Top Finance Position								
	F	12	$61,832		$40,146	$59,578	$83,259	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics								
Between $500 thousand and $1 million								
	M	15	$69,388		$35,040	$52,912	$70,585	
Top Operations Position								
	M	6	$58,951			$66,151		
Top Program Position								
	M	12	$72,082		$61,400	$72,258	$81,578	
Between $1 million and $5 million								
CEO/Executive Director								
	F	154	$124,284	$64,826	$83,468	$105,476	$145,267	$184,492
	M	360	$146,017	$71,513	$97,819	$128,743	$168,106	$237,129
	U	15	$113,429		$82,904	$98,875	$147,471	
Top Administrative Position								
	F	17	$96,136		$77,112	$80,433	$115,353	
	M	14	$120,738		$93,447	$106,247	$147,213	
Top Business Position								
	F	8	$85,878			$87,120		
	M	5	$88,346			$54,261		
Top Development Position								
	F	9	$133,772			$118,900		
Top Education Position								
	F	6	$145,352			$145,751		
Top Finance Position								
	F	49	$86,712	$36,935	$57,051	$87,885	$107,060	$139,874
	M	36	$99,930	$51,115	$63,092	$93,388	$125,211	$164,800
Top Operations Position								
	F	19	$118,839		$92,631	$115,353	$145,105	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics								
Between $1 million and $5 million								
	M	27	$118,210	$73,126	$84,621	$112,500	$136,155	$192,559
Top Program Position								
	M	10	$98,818		$71,949	$117,658	$124,410	
Top Technology Position								
	M	17	$116,933		$100,227	$126,633	$138,815	
Greater than $5 million								
CEO/Executive Director								
	F	37	$328,045	$122,311	$183,608	$270,253	$380,580	$627,289
	M	131	$451,603	$147,342	$196,490	$290,530	$427,074	$791,980
	U	6	$269,286			$252,172		
Top Administrative Position								
	F	6	$156,947			$143,132		
	M	14	$208,299		$126,686	$191,213	$258,038	
Top Business Position								
	F	12	$186,738		$144,559	$190,052	$212,608	
	M	14	$251,194		$174,044	$256,114	$281,910	
Top Development Position								
	F	14	$195,742		$130,554	$151,202	$268,023	
	M	8	$159,379			$151,675		
Top Finance Position								
	F	49	$182,790	$95,068	$121,525	$140,358	$211,352	$304,555
	M	56	$224,416	$93,232	$139,477	$177,515	$270,281	$381,420
	U	5	$207,658			$175,955		
Top Human Resources Position								
	F	11	$153,581		$120,974	$125,857	$153,610	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics								
Greater than $5 million								
Top Legal Position								
	M	11	$294,127		$163,251	$274,236	$339,506	
Top Marketing Position								
	F	22	$215,260	$112,493	$123,682	$174,774	$283,340	$339,940
	M	13	$197,244		$161,246	$204,642	$224,220	
Top Operations Position								
	F	25	$210,390	$111,086	$121,668	$158,918	$219,848	$334,935
	M	33	$212,771	$118,748	$133,246	$174,692	$262,338	$364,039
Top PR/Communications Position								
	F	12	$206,686		$146,994	$193,020	$239,135	
	M	12	$223,472		$169,778	$212,146	$245,267	
Top Program Position								
	F	9	$169,264			$161,106		
	M	10	$174,878		$126,939	$157,383	$197,714	
Top Technology Position								
	M	18	$204,904		$135,636	$168,592	$222,873	
Religion-related, spiritual development								
$500 thousand or less								
CEO/Executive Director								
	F	464	$49,220	$20,000	$28,899	$44,409	$62,410	$87,781
	M	1,795	$57,462	$21,828	$32,000	$51,188	$75,000	$98,638
	U	134	$44,607	$18,236	$24,000	$35,639	$59,872	$82,950

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development								
$500 thousand or less								
Top Administrative Position								
	F	29	$37,980	$18,254	$25,774	$33,691	$49,800	$57,844
	M	14	$40,333		$24,500	$33,937	$45,557	
	U	5	$28,404			$27,200		
Top Finance Position								
	F	96	$35,785	$19,996	$22,597	$30,598	$41,791	$53,849
	M	68	$47,414	$17,014	$26,790	$42,455	$60,919	$84,458
	U	14	$34,079		$18,369	$27,024	$42,043	
Top Operations Position								
	F	16	$41,986		$25,853	$36,462	$46,997	
	M	27	$55,176	$24,181	$34,099	$46,980	$73,029	$83,090
Top Program Position								
	F	12	$44,251		$35,967	$43,816	$52,808	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	83	$85,844	$42,075	$60,000	$82,254	$106,474	$131,498
	M	357	$89,237	$35,196	$55,204	$78,917	$107,552	$154,610
	U	20	$67,244	$31,780	$49,049	$66,192	$80,450	$102,673
Top Administrative Position								
	F	9	$48,449			$34,803		
	M	6	$61,794			$62,977		
Top Finance Position								
	F	19	$49,313		$32,475	$43,468	$61,575	
	M	31	$63,740	$22,376	$35,712	$57,730	$76,736	$120,168

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development								
Between $500 thousand and $1 million								
Top Operations Position								
	F	5	$77,255			$75,340		
	M	9	$74,926			$71,908		
Between $1 million and $5 million								
CEO/Executive Director								
	F	105	$117,335	$47,538	$72,000	$95,975	$145,518	$215,214
	M	415	$120,679	$54,821	$77,243	$107,793	$149,048	$205,227
	U	34	$117,758	$43,157	$76,100	$106,101	$146,902	$183,619
Top Administrative Position								
	F	12	$100,485		$61,018	$94,852	$101,181	
	M	22	$80,153	$46,199	$57,372	$84,198	$100,941	$114,316
Top Business Position								
	F	5	$94,901			$71,050		
	M	8	$95,803			$94,031		
Top Development Position								
	F	8	$134,803			$129,209		
	M	21	$114,863	$76,254	$92,127	$112,343	$123,750	$149,366
Top Finance Position								
	F	57	$69,884	$28,305	$45,865	$65,000	$82,459	$128,024
	M	66	$100,572	$48,027	$72,743	$88,108	$121,189	$177,285
	U	7	$91,913			$97,750		
Top Operations Position								
	F	8	$124,519			$125,984		
	M	43	$102,405	$40,463	$65,634	$97,328	$137,050	$167,665

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

Religion-related, spiritual development

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $5 million								
Top Program Position								
	M	12	$129,409		$114,122	$122,530	$136,028	
Greater than $5 million								
CEO/Executive Director								
	F	38	$185,277	$79,423	$115,269	$163,452	$232,496	$289,185
	M	169	$212,028	$103,916	$129,630	$185,048	$260,000	$334,377
	U	6	$212,280			$186,861		
Top Administrative Position								
	F	11	$135,762		$124,439	$142,194	$151,220	
	M	14	$130,243		$108,852	$131,055	$158,833	
Top Business Position								
	F	7	$166,591			$134,104		
	M	13	$194,986		$129,253	$200,724	$246,282	
Top Development Position								
	F	15	$141,508		$100,268	$148,462	$170,465	
	M	26	$168,812	$124,834	$143,858	$165,005	$189,794	$230,327
	U	5	$100,739			$113,894		
Top Education Position								
	M	5	$159,045			$165,737		
Top Finance Position								
	F	41	$142,114	$72,390	$104,345	$138,823	$187,859	$206,419
	M	82	$147,535	$77,183	$95,976	$128,345	$181,913	$244,823
Top Human Resources Position								
	F	15	$140,509		$124,298	$136,292	$162,053	
	M	5	$125,372			$136,129		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development								
Greater than $5 million								
Top Legal Position								
	M	8	$187,708			$174,616		
Top Marketing Position								
	F	7	$137,485			$144,793		
	M	10	$174,317		$140,860	$164,373	$199,178	
Top Operations Position								
	F	24	$180,355	$102,727	$123,706	$143,737	$190,949	$337,698
	M	51	$176,596	$76,646	$119,375	$150,065	$213,257	$264,354
Top PR/Communications Position								
	F	5	$134,906			$159,870		
	M	9	$165,173			$122,531		
Top Program Position								
	F	5	$174,342			$166,084		
	M	13	$168,192		$123,692	$138,500	$193,846	
Top Technology Position								
	M	26	$169,302	$124,995	$132,972	$153,759	$177,463	$226,582
Science & technology research institutes, services								
$500 thousand or less								
CEO/Executive Director								
	F	32	$75,075	$30,000	$40,115	$79,936	$99,038	$116,741
	M	36	$77,756	$29,588	$46,902	$67,601	$99,729	$138,809

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	25	$101,658	$52,784	$65,523	$89,053	$130,388	$168,883
	M	24	$143,703	$61,799	$69,580	$124,283	$199,883	$239,774
Top Finance Position								
	F	5	$83,776			$79,806		
Between $1 million and $5 million								
CEO/Executive Director								
	F	43	$189,428	$86,654	$139,164	$178,718	$215,648	$295,780
	M	69	$196,862	$82,565	$136,940	$183,846	$237,595	$334,239
	U	8	$185,619			$163,629		
Top Administrative Position								
	F	5	$129,395			$111,784		
Top Finance Position								
	F	21	$122,901	$68,345	$100,476	$120,547	$151,615	$168,377
	M	10	$152,361		$142,014	$151,991	$153,569	
Top Operations Position								
	F	8	$149,325			$129,962		
	M	10	$134,822		$85,782	$117,369	$167,178	
Top PR/Communications Position								
	F	5	$164,601			$156,280		
Top Program Position								
	F	6	$112,877			$110,222		
Greater than $5 million								
CEO/Executive Director								
	F	29	$343,026	$142,334	$192,460	$310,413	$414,440	$656,690

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services								
Greater than $5 million								
	M	88	$500,556	$253,741	$336,263	$411,363	$545,173	$739,886
	U	5	$999,329			$698,320		
Top Administrative Position								
	F	5	$188,269			$172,605		
	M	13	$268,486		$176,091	$218,955	$284,101	
Top Business Position								
	F	12	$285,107		$170,530	$206,001	$290,449	
	M	14	$193,099		$163,895	$177,619	$203,184	
Top Development Position								
	F	10	$241,150		$207,635	$241,108	$282,312	
	M	12	$230,063		$170,099	$198,888	$246,908	
Top Education Position								
	F	7	$221,309			$175,369		
	M	10	$206,935		$146,177	$174,469	$202,691	
Top Facilities Position								
	M	6	$199,186			$192,363		
Top Finance Position								
	F	39	$251,345	$138,923	$183,553	$228,880	$262,052	$369,382
	M	50	$272,525	$133,712	$159,620	$207,595	$320,450	$487,137
	U	5	$344,636			$280,634		
Top Human Resources Position								
	F	12	$203,805		$167,958	$193,966	$209,813	
Top Legal Position								
	F	8	$395,799			$338,233		
	M	7	$475,204			$268,362		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services								
Greater than $5 million								
Top Marketing Position								
	F	7	$201,332			$183,480		
Top Operations Position								
	F	18	$257,495		$168,450	$202,724	$291,873	
	M	40	$369,548	$154,040	$188,843	$278,724	$375,886	$504,354
Top PR/Communications Position								
	F	12	$231,397		$177,681	$212,819	$280,689	
Top Program Position								
	F	10	$323,949		$166,154	$236,180	$337,536	
	M	16	$238,081		$160,114	$196,576	$273,322	
Top Technology Position								
	M	38	$238,696	$159,724	$185,129	$221,903	$260,374	$315,535
	U	6	$250,372			$185,862		
Social science research institutes, services								
$500 thousand or less								
CEO/Executive Director								
	F	19	$52,665		$29,296	$40,779	$65,316	
	M	27	$76,480	$27,000	$45,785	$56,253	$94,011	$134,240
Top Finance Position								
	M	5	$63,240			$45,833		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	10	$147,504		$110,177	$138,344	$186,058	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

Social science research institutes, services

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million								
	M	10	$139,821		$102,558	$135,273	$181,197	
Between $1 million and $5 million								
CEO/Executive Director								
	F	28	$193,401	$74,405	$91,253	$157,622	$247,452	$366,056
	M	36	$157,801	$84,358	$102,739	$140,958	$167,094	$283,105
Top Finance Position								
	F	6	$143,539			$126,262		
	M	8	$125,748			$120,984		
Top Operations Position								
	F	6	$118,244			$108,055		
Greater than $5 million								
CEO/Executive Director								
	F	9	$379,234			$277,204		
	M	25	$399,177	$158,077	$233,896	$353,587	$491,947	$778,341
	U	6	$392,551			$187,276		
Top Administrative Position								
	M	5	$232,104			$264,466		
Top Finance Position								
	F	6	$208,970			$245,304		
	M	13	$205,693		$169,903	$202,348	$220,307	
Top Operations Position								
	F	9	$179,247			$171,672		
	M	7	$269,796			$234,270		
Top PR/Communications Position								
	F	5	$210,442			$190,994		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social science research institutes, services								
Greater than $5 million								
	M	5	$218,673			$183,868		
Top Program Position								
	F	6	$185,942			$184,062		
	M	7	$192,474			$200,820		
Top Technology Position								
	M	11	$242,010		$160,830	$166,715	$309,450	
Unknown								
$500 thousand or less								
CEO/Executive Director								
	F	83	$58,023	$21,480	$42,875	$57,546	$70,003	$87,681
	M	60	$59,688	$25,886	$36,924	$53,132	$76,450	$93,006
	U	6	$45,191			$41,382		
Top Finance Position								
	M	5	$53,226			$37,987		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	28	$89,550	$34,807	$58,976	$76,808	$91,689	$144,470
	M	24	$119,488	$64,605	$70,427	$86,771	$133,634	$231,381
Between $1 million and $5 million								
CEO/Executive Director								
	F	64	$131,833	$66,034	$87,585	$114,046	$152,424	$210,570
	M	39	$163,010	$69,575	$112,389	$139,942	$202,824	$241,471

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown								
Between $1 million and $5 million								
Top Finance Position								
	F	11	$113,756		$71,959	$86,750	$122,810	
	M	8	$106,792			$108,939		
Top Operations Position								
	M	5	$133,710			$143,389		
Greater than $5 million								
CEO/Executive Director								
	F	19	$289,954		$173,630	$226,093	$365,882	
	M	20	$237,355	$116,954	$141,723	$207,047	$296,843	$408,901
Top Development Position								
	F	5	$174,189			$169,327		
Top Finance Position								
	F	15	$137,121		$85,834	$101,319	$195,384	
	M	9	$264,495			$224,576		
Top Operations Position								
	F	8	$166,331			$184,409		
Top Technology Position								
	M	6	$272,179			$167,708		
Youth development								
$500 thousand or less								
CEO/Executive Director								
	F	627	$55,997	$26,833	$39,266	$52,923	$69,436	$84,345
	M	428	$60,661	$27,679	$42,117	$58,502	$75,020	$91,277

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development								
$500 thousand or less								
	U	58	$52,522	$23,465	$30,983	$47,483	$65,889	$90,214
Top Administrative Position								
	F	11	$43,728		$33,375	$37,828	$42,229	
Top Finance Position								
	F	23	$45,320	$23,952	$29,144	$37,607	$55,460	$63,255
	M	12	$45,272		$23,025	$38,834	$53,366	
	U	5	$51,923			$47,476		
Top Operations Position								
	F	11	$56,750		$30,119	$68,000	$74,236	
	M	12	$45,403		$28,886	$45,087	$62,999	
Top Program Position								
	F	27	$45,177	$25,875	$30,832	$41,200	$58,527	$70,682
	M	18	$42,577		$30,343	$40,658	$48,990	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	296	$84,909	$49,978	$66,392	$82,781	$100,347	$124,324
	M	245	$93,158	$53,357	$66,938	$84,640	$110,601	$148,295
	U	26	$75,483	$51,102	$57,277	$67,466	$83,760	$113,853
Top Development Position								
	F	5	$75,470			$70,472		
Top Finance Position								
	F	12	$53,296		$44,264	$52,770	$61,680	
	M	7	$72,783			$65,060		
Top Operations Position								
	F	17	$88,260		$68,122	$73,625	$111,752	

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development								
Between $500 thousand and $1 million								
Top Program Position								
	F	8	$74,124			$71,286		
Between $1 million and $5 million								
CEO/Executive Director								
	F	471	$125,257	$73,594	$90,459	$117,749	$146,155	$185,000
	M	488	$139,902	$80,941	$98,799	$125,170	$170,291	$213,368
	U	41	$134,925	$85,000	$102,499	$118,113	$149,552	$210,260
Top Administrative Position								
	F	13	$101,843		$77,031	$95,038	$133,671	
	M	7	$95,904			$94,221		
Top Business Position								
	M	5	$103,107			$79,687		
Top Development Position								
	F	36	$114,929	$59,850	$76,568	$119,429	$139,099	$164,584
	M	16	$124,368		$116,540	$133,349	$142,295	
Top Finance Position								
	F	101	$89,189	$56,015	$70,554	$85,568	$103,213	$127,198
	M	61	$102,261	$64,012	$71,677	$100,000	$123,917	$145,000
	U	10	$120,210		$75,674	$94,095	$172,506	
Top Marketing Position								
	F	5	$94,031			$111,541		
Top Operations Position								
	F	54	$102,377	$63,814	$76,319	$96,484	$118,388	$149,814
	M	39	$106,583	$66,300	$83,840	$105,559	$125,919	$141,191
	U	5	$107,093			$89,318		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development								
Between $1 million and $5 million								
Top PR/Communications Position								
	F	6	$132,255			$131,411		
Top Program Position								
	F	19	$105,747		$65,963	$109,872	$138,079	
	M	7	$98,234			$104,848		
Greater than $5 million								
CEO/Executive Director								
	F	151	$213,311	$127,959	$147,434	$188,365	$253,708	$313,689
	M	147	$257,890	$128,925	$158,282	$215,231	$301,394	$490,564
	U	21	$255,949	$152,771	$169,025	$200,805	$262,475	$321,574
Top Administrative Position								
	F	15	$162,933		$133,189	$148,625	$194,931	
	M	9	$172,220			$159,220		
Top Business Position								
	F	10	$179,054		$137,474	$164,201	$215,309	
Top Development Position								
	F	53	$160,734	$108,070	$116,577	$140,859	$161,692	$240,520
	M	27	$182,523	$115,855	$138,570	$168,405	$209,646	$278,918
Top Education Position								
	F	8	$168,509			$158,381		
	M	5	$164,323			$163,722		
Top Finance Position								
	F	93	$134,007	$72,432	$99,725	$127,260	$149,996	$199,902
	M	88	$164,333	$86,611	$117,426	$142,862	$196,973	$243,506
	U	8	$140,888			$128,200		

501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development								
Greater than $5 million								
Top Human Resources Position								
	F	34	$140,836	$86,865	$108,633	$135,532	$159,775	$187,126
Top Marketing Position								
	F	16	$152,708		$130,785	$148,369	$176,786	
	M	7	$189,159			$134,460		
Top Operations Position								
	F	77	$157,355	$98,796	$113,437	$144,048	$181,842	$239,296
	M	46	$184,803	$105,987	$134,652	$160,459	$228,712	$271,678
Top PR/Communications Position								
	F	13	$179,752		$120,053	$158,838	$198,002	
Top Program Position								
	F	32	$145,228	$112,270	$119,693	$141,074	$152,962	$181,104
	M	10	$154,769		$125,906	$150,933	$174,562	
Top Technology Position								
	F	8	$176,618			$138,781		
	M	20	$148,030	$102,881	$126,302	$134,561	$177,622	$191,219

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	7	$53,396			$46,038		
Animal-related: animal protection & welfare							
$250 thousand or less							
CEO/Executive Director	122	$39,765	$18,663	$24,250	$38,165	$48,075	$64,734
Top Finance Position	14	$27,401		$19,821	$23,499	$30,132	
Top Operations Position	6	$31,698			$34,139		
Between $250 thousand and $500 thousand							
CEO/Executive Director	126	$50,044	$25,249	$35,029	$45,000	$60,118	$80,430
Top Finance Position	13	$40,164		$36,040	$38,196	$41,280	
Top Operations Position	9	$37,294			$37,500		
Between $500 thousand and $1 million							
CEO/Executive Director	141	$66,251	$36,000	$52,484	$65,930	$80,250	$93,153
Top Finance Position	12	$60,404		$28,493	$66,353	$75,466	
Between $1 million and $2.5 million							
CEO/Executive Director	179	$86,128	$46,320	$65,000	$82,400	$99,616	$132,867
Top Finance Position	9	$79,505			$59,226		
Top Operations Position	5	$64,279			$62,308		
Between $2.5 million and $5 million							
CEO/Executive Director	75	$119,604	$74,341	$102,341	$118,649	$136,694	$153,633
Top Finance Position	13	$87,577		$66,950	$87,142	$107,767	
Top Operations Position	5	$126,550			$129,990		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: animal protection & welfare							
Between $5 million and $10 million							
CEO/Executive Director	42	$183,085	$128,623	$145,297	$160,450	$212,923	$247,979
Top Development Position	13	$126,188		$119,004	$122,078	$125,463	
Top Finance Position	25	$104,461	$53,348	$88,824	$108,913	$128,631	$142,658
Top Operations Position	14	$124,246		$99,858	$116,103	$144,473	
Between $10 million and $25 million							
CEO/Executive Director	21	$287,886	$152,734	$195,614	$275,806	$344,343	$382,010
Top Development Position	10	$171,379		$144,490	$177,468	$193,994	
Top Finance Position	20	$164,284	$124,241	$129,572	$162,031	$182,232	$226,393
Top Operations Position	16	$193,778		$138,581	$176,694	$216,573	
Between $25 million and $50 million							
CEO/Executive Director	5	$336,162			$362,824		
Top Finance Position	5	$193,275			$195,688		
Animal-related: animal services N.E.C.							
$250 thousand or less							
CEO/Executive Director	5	$36,755			$45,600		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$76,531			$68,353		
Animal-related: animal training							
$250 thousand or less							
CEO/Executive Director	8	$35,476			$34,207		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: animal-related N.E.C.							
$250 thousand or less							
CEO/Executive Director	8	$52,388			$53,140		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$60,796			$56,370		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$59,708			$39,916		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$93,755			$91,246		
Animal-related: fund raising & fund distribution							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$92,486			$87,966		
Animal-related: protection of endangered species							
$250 thousand or less							
CEO/Executive Director	9	$54,755			$45,000		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$93,040			$79,955		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$104,140			$88,327		
Between $2.5 million and $5 million							
CEO/Executive Director	7	$119,189			$107,292		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: single organization support							
$250 thousand or less							
CEO/Executive Director	5	$40,166			$42,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$78,104			$70,000		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$108,774			$104,400		
Animal-related: veterinary services							
Between $1 million and $2.5 million							
CEO/Executive Director	7	$100,477			$107,529		
Between $2.5 million and $5 million							
CEO/Executive Director	8	$167,365			$176,437		
Animal-related: wildlife preservation & protection							
$250 thousand or less							
CEO/Executive Director	21	$47,003	$28,800	$30,000	$40,800	$57,920	$76,442
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	$68,913	$38,480	$44,750	$56,515	$87,930	$119,249
Between $500 thousand and $1 million							
CEO/Executive Director	22	$83,278	$55,598	$71,171	$79,464	$92,625	$118,630
Between $1 million and $2.5 million							
CEO/Executive Director	19	$108,678		$79,422	$108,933	$130,238	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: wildlife preservation & protection							
Between $2.5 million and $5 million							
CEO/Executive Director	10	$152,321		$141,901	$159,350	$174,784	
Animal-related: wildlife sanctuaries							
$250 thousand or less							
CEO/Executive Director	9	$30,651			$28,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$61,399		$49,295	$55,664	$66,154	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$87,118		$59,099	$76,194	$103,148	
Between $1 million and $2.5 million							
CEO/Executive Director	14	$72,669		$45,750	$70,155	$85,693	
Animal-related: zoos & aquariums							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$102,881			$96,857		
Between $2.5 million and $5 million							
CEO/Executive Director	12	$134,439		$114,222	$133,821	$148,729	
Top Finance Position	5	$90,014			$90,496		
Between $5 million and $10 million							
CEO/Executive Director	12	$200,603		$182,917	$203,642	$223,387	
Top Finance Position	8	$123,184			$121,757		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: zoos & aquariums							
Between $10 million and $25 million							
CEO/Executive Director	19	$302,071		$200,410	$289,069	$330,399	
Top Development Position	11	$155,799		$138,189	$160,591	$166,844	
Top Finance Position	17	$150,128		$129,258	$149,706	$171,940	
Top Human Resources Position	7	$144,571			$135,580		
Top Operations Position	13	$164,197		$155,358	$160,628	$171,291	
Between $25 million and $50 million							
CEO/Executive Director	11	$436,530		$376,934	$455,183	$500,663	
Top Development Position	8	$180,525			$175,361		
Top Finance Position	10	$213,619		$154,007	$223,222	$271,088	
Top Human Resources Position	8	$167,400			$164,955		
Top Operations Position	5	$218,362			$190,592		
Top PR/Communications Position	5	$166,772			$170,465		
Arts, culture, & humanities: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	23	$46,784	$24,128	$34,911	$42,771	$58,662	$73,056
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$67,497		$40,954	$66,358	$85,845	
Between $500 thousand and $1 million							
CEO/Executive Director	17	$96,125		$61,425	$91,502	$109,168	
Between $1 million and $2.5 million							
CEO/Executive Director	9	$108,544			$112,958		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$287,761			$210,140		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: art museums							
$250 thousand or less							
CEO/Executive Director	12	$48,659		$39,518	$48,949	$50,941	
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	$70,751	$44,399	$59,475	$71,009	$84,973	$94,886
Between $500 thousand and $1 million							
CEO/Executive Director	36	$79,211	$49,750	$67,993	$79,867	$88,541	$106,510
Between $1 million and $2.5 million							
CEO/Executive Director	36	$133,767	$88,432	$98,282	$123,553	$156,442	$201,621
Top Finance Position	5	$85,847			$78,981		
Between $2.5 million and $5 million							
CEO/Executive Director	27	$190,267	$142,376	$157,605	$185,827	$219,260	$261,264
Top Finance Position	11	$110,244		$84,861	$98,147	$114,569	
Between $5 million and $10 million							
CEO/Executive Director	21	$281,335	$175,505	$221,167	$247,866	$311,596	$360,443
Top Development Position	12	$150,433		$135,440	$144,889	$160,636	
Top Finance Position	19	$163,697		$115,139	$136,451	$163,803	
Top Operations Position	10	$153,761		$136,001	$146,135	$179,159	
Between $10 million and $25 million							
CEO/Executive Director	19	$357,902		$306,868	$368,409	$400,638	
Top Development Position	20	$158,892	$116,282	$127,302	$162,620	$184,318	$204,122
Top Facilities Position	6	$131,855			$128,948		
Top Finance Position	22	$186,036	$123,769	$143,876	$182,153	$219,134	$248,379
Top Operations Position	11	$184,754		$145,713	$171,468	$213,255	
Top PR/Communications Position	5	$179,239			$186,875		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: art museums							
Between $25 million and $50 million							
CEO/Executive Director	5	$535,962			$477,584		
Top Development Position	11	$254,790		$208,261	$229,260	$284,972	
Top Finance Position	9	$190,421			$200,773		
Top PR/Communications Position	5	$193,961			$185,730		
Greater than $50 million							
CEO/Executive Director	5	$595,429			$498,960		
Top Development Position	7	$313,635			$286,792		
Top Finance Position	8	$536,463			$434,742		
Top Legal Position	5	$414,134			$341,043		
Top Operations Position	5	$608,599			$441,919		
Arts, culture, & humanities: arts & culture							
$250 thousand or less							
CEO/Executive Director	194	$42,527	$18,708	$26,239	$39,604	$52,238	$68,715
Between $250 thousand and $500 thousand							
CEO/Executive Director	161	$61,430	$36,000	$45,000	$57,629	$72,232	$87,590
Top Finance Position	10	$39,156		$23,785	$40,206	$51,309	
Top Program Position	5	$46,369			$44,279		
Between $500 thousand and $1 million							
CEO/Executive Director	136	$91,583	$51,760	$66,457	$83,227	$105,177	$150,327
Top Operations Position	5	$59,184			$63,835		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: arts & culture							
Between $1 million and $2.5 million							
CEO/Executive Director	126	$114,792	$60,090	$86,938	$112,731	$141,476	$166,955
Top Finance Position	15	$83,753		$60,768	$86,519	$101,368	
Top Operations Position	8	$97,318			$99,088		
Between $2.5 million and $5 million							
CEO/Executive Director	45	$178,738	$107,656	$135,356	$168,820	$201,224	$245,658
Top Finance Position	12	$109,570		$89,155	$110,915	$125,678	
Top Operations Position	5	$120,240			$117,484		
Between $5 million and $10 million							
CEO/Executive Director	31	$243,348	$124,482	$148,998	$230,796	$319,837	$368,519
Top Development Position	10	$147,569		$128,067	$138,418	$152,739	
Top Finance Position	20	$151,079	$81,608	$118,319	$150,677	$178,318	$191,524
Top Operations Position	14	$169,043		$132,587	$153,057	$204,814	
Top Program Position	5	$129,435			$138,726		
Between $10 million and $25 million							
CEO/Executive Director	25	$275,252	$139,632	$219,253	$254,123	$316,642	$416,915
Top Development Position	15	$184,356		$139,855	$169,234	$208,269	
Top Finance Position	19	$161,304		$118,330	$153,265	$208,983	
Top Human Resources Position	5	$128,918			$129,791		
Top Marketing Position	6	$161,405			$165,587		
Top Operations Position	15	$181,893		$154,519	$166,652	$217,044	
Top Technology Position	5	$149,241			$132,137		
Between $25 million and $50 million							
CEO/Executive Director	6	$813,950			$706,577		
Top Finance Position	6	$220,866			$230,522		
Top Operations Position	6	$228,981			$226,392		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: arts & humanities councils & agencies							
$250 thousand or less							
CEO/Executive Director	80	$41,963	$20,721	$30,931	$40,725	$50,103	$60,827
Between $250 thousand and $500 thousand							
CEO/Executive Director	41	$57,516	$33,233	$45,541	$56,000	$66,800	$76,844
Between $500 thousand and $1 million							
CEO/Executive Director	41	$78,005	$58,515	$64,120	$72,987	$88,721	$101,956
Between $1 million and $2.5 million							
CEO/Executive Director	35	$119,898	$75,771	$102,560	$118,844	$138,292	$160,424
Between $2.5 million and $5 million							
CEO/Executive Director	13	$149,333		$116,264	$150,800	$196,853	
Arts, culture, & humanities: arts education							
$250 thousand or less							
CEO/Executive Director	133	$42,639	$23,034	$28,846	$38,000	$53,355	$69,011
Between $250 thousand and $500 thousand							
CEO/Executive Director	94	$61,644	$33,653	$47,899	$57,202	$73,628	$84,609
Top Finance Position	7	$79,796			$71,283		
Between $500 thousand and $1 million							
CEO/Executive Director	107	$81,161	$50,000	$66,592	$83,200	$96,248	$108,445
Top Finance Position	5	$62,566			$58,700		
Between $1 million and $2.5 million							
CEO/Executive Director	105	$119,484	$75,322	$93,270	$111,619	$139,167	$174,074
Top Finance Position	10	$76,032		$58,192	$67,578	$97,916	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: arts education							
Between $2.5 million and $5 million							
CEO/Executive Director	34	$153,449	$98,542	$115,157	$132,391	$181,230	$219,408
Top Finance Position	6	$94,632			$95,966		
Top Operations Position	5	$132,268			$132,212		
Between $5 million and $10 million							
CEO/Executive Director	28	$188,566	$145,088	$160,642	$174,107	$213,796	$233,402
Top Administrative Position	6	$131,651			$137,155		
Top Development Position	6	$141,559			$150,631		
Top Finance Position	12	$119,234		$86,029	$111,298	$154,416	
Arts, culture, & humanities: arts services							
$250 thousand or less							
CEO/Executive Director	32	$42,336	$22,926	$32,475	$37,971	$49,104	$61,163
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	$60,582	$25,922	$46,620	$56,374	$67,691	$116,875
Between $500 thousand and $1 million							
CEO/Executive Director	13	$94,776		$77,558	$96,769	$111,783	
Between $1 million and $2.5 million							
CEO/Executive Director	22	$127,173	$98,338	$108,804	$123,625	$147,264	$155,951
Between $2.5 million and $5 million							
CEO/Executive Director	5	$175,977			$167,871		
Between $5 million and $10 million							
CEO/Executive Director	5	$253,081			$257,993		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
$250 thousand or less							
CEO/Executive Director	49	$42,104	$24,702	$32,700	$40,000	$52,635	$61,089
Between $250 thousand and $500 thousand							
CEO/Executive Director	43	$71,720	$40,600	$51,553	$61,714	$84,273	$103,428
Between $500 thousand and $1 million							
CEO/Executive Director	23	$87,010	$50,869	$60,292	$77,744	$98,940	$114,449
Between $1 million and $2.5 million							
CEO/Executive Director	22	$140,728	$98,893	$112,516	$125,569	$165,708	$213,522
Between $2.5 million and $5 million							
CEO/Executive Director	17	$186,054		$125,340	$162,210	$220,546	
Top Finance Position	6	$128,366			$122,122		
Between $5 million and $10 million							
CEO/Executive Director	8	$214,692			$195,218		
Between $10 million and $25 million							
CEO/Executive Director	6	$276,255			$280,172		
Top Finance Position	5	$151,629			$129,302		
Arts, culture, & humanities: ballet							
$250 thousand or less							
CEO/Executive Director	17	$38,270		$24,193	$36,000	$54,000	
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	$50,619	$27,308	$42,000	$48,455	$56,980	$65,610
Between $500 thousand and $1 million							
CEO/Executive Director	15	$56,201		$47,145	$57,992	$72,439	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: ballet							
Between $1 million and $2.5 million							
CEO/Executive Director	16	$73,291		$62,472	$71,324	$87,664	
Between $2.5 million and $5 million							
CEO/Executive Director	7	$154,574			$131,000		
Between $5 million and $10 million							
CEO/Executive Director	10	$185,281		$153,428	$185,352	$208,823	
Between $10 million and $25 million							
CEO/Executive Director	6	$331,057			$273,969		
Top Finance Position	5	$160,314			$151,539		
Arts, culture, & humanities: bands & ensembles							
$250 thousand or less							
CEO/Executive Director	22	$40,963	$24,059	$28,308	$35,428	$44,594	$66,123
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	$78,511		$43,619	$62,669	$82,692	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$78,076			$74,635		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$98,487			$84,497		
Arts, culture, & humanities: children's museums							
$250 thousand or less							
CEO/Executive Director	10	$37,273		$26,554	$41,000	$48,032	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: children's museums							
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$64,313		$50,417	$65,633	$80,575	
Between $500 thousand and $1 million							
CEO/Executive Director	21	$76,796	$46,000	$57,718	$68,940	$81,700	$106,711
Between $1 million and $2.5 million							
CEO/Executive Director	30	$108,157	$54,974	$79,523	$102,500	$132,935	$160,774
Between $2.5 million and $5 million							
CEO/Executive Director	20	$142,600	$89,629	$120,619	$144,465	$156,260	$199,075
Top Finance Position	7	$101,647			$95,303		
Top Operations Position	5	$99,397			$91,226		
Between $5 million and $10 million							
CEO/Executive Director	15	$223,404		$193,443	$221,741	$259,394	
Top Development Position	5	$151,451			$119,123		
Top Education Position	5	$136,664			$130,279		
Top Finance Position	8	$138,785			$131,742		
Arts, culture, & humanities: cultural & ethnic awareness							
$250 thousand or less							
CEO/Executive Director	69	$38,474	$20,872	$26,370	$35,510	$45,000	$59,935
Between $250 thousand and $500 thousand							
CEO/Executive Director	43	$66,540	$41,920	$50,546	$64,232	$76,070	$95,251
Between $500 thousand and $1 million							
CEO/Executive Director	48	$91,970	$49,725	$66,851	$79,822	$107,131	$141,026

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: cultural & ethnic awareness							
Between $1 million and $2.5 million							
CEO/Executive Director	31	$114,243	$56,148	$86,385	$100,543	$140,859	$160,688
Between $2.5 million and $5 million							
CEO/Executive Director	9	$214,387			$176,093		
Between $5 million and $10 million							
CEO/Executive Director	6	$193,540			$197,004		
Arts, culture, & humanities: dance							
$250 thousand or less							
CEO/Executive Director	74	$37,177	$17,271	$23,800	$32,500	$48,021	$65,438
Between $250 thousand and $500 thousand							
CEO/Executive Director	46	$59,582	$26,959	$35,795	$58,898	$72,286	$99,116
Between $500 thousand and $1 million							
CEO/Executive Director	46	$63,212	$35,516	$46,250	$61,485	$75,360	$93,837
Between $1 million and $2.5 million							
CEO/Executive Director	29	$102,848	$59,945	$75,066	$90,316	$116,000	$191,970
Between $2.5 million and $5 million							
CEO/Executive Director	8	$154,010			$157,748		
Between $5 million and $10 million							
CEO/Executive Director	10	$238,486		$172,093	$236,794	$294,860	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: film & video							
$250 thousand or less							
CEO/Executive Director	33	$44,962	$20,626	$28,648	$38,830	$53,608	$66,974
Top Finance Position	5	$31,298			$32,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	30	$78,140	$44,796	$55,279	$72,335	$86,721	$126,208
Between $500 thousand and $1 million							
CEO/Executive Director	33	$93,204	$56,710	$65,000	$81,998	$102,734	$134,195
Between $1 million and $2.5 million							
CEO/Executive Director	30	$114,306	$58,848	$76,996	$103,626	$144,135	$197,713
Between $2.5 million and $5 million							
CEO/Executive Director	18	$192,382		$139,006	$171,566	$252,279	
Arts, culture, & humanities: folk arts							
$250 thousand or less							
CEO/Executive Director	5	$40,521			$43,750		
Arts, culture, & humanities: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	8	$57,947			$53,499		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$63,006		$39,671	$63,723	$83,046	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$73,611			$75,834		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: fund raising & fund distribution							
Between $1 million and $2.5 million							
CEO/Executive Director	14	$104,419		$70,710	$90,403	$112,715	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$139,936			$128,795		
Arts, culture, & humanities: historical organizations							
$250 thousand or less							
CEO/Executive Director	73	$48,395	$22,442	$30,192	$48,100	$60,000	$79,566
Top Finance Position	5	$29,280			$26,250		
Between $250 thousand and $500 thousand							
CEO/Executive Director	52	$73,704	$50,514	$56,198	$72,515	$81,965	$97,604
Between $500 thousand and $1 million							
CEO/Executive Director	44	$96,043	$52,048	$66,815	$90,226	$115,286	$156,406
Between $1 million and $2.5 million							
CEO/Executive Director	36	$130,264	$76,453	$102,664	$127,497	$151,489	$192,736
Between $2.5 million and $5 million							
CEO/Executive Director	18	$190,971		$140,555	$178,802	$245,232	
Top Finance Position	6	$132,718			$129,605		
Between $5 million and $10 million							
CEO/Executive Director	10	$221,482		$185,640	$223,413	$279,368	
Top Finance Position	6	$134,627			$131,794		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: historical organizations							
Between $10 million and $25 million							
CEO/Executive Director	9	$334,689			$343,654		
Top Development Position	5	$209,804			$210,199		
Top Finance Position	8	$182,582			$159,558		
Arts, culture, & humanities: historical societies & historic preservation							
$250 thousand or less							
CEO/Executive Director	90	$46,842	$21,430	$30,165	$44,066	$57,604	$77,472
Between $250 thousand and $500 thousand							
CEO/Executive Director	53	$71,068	$46,380	$52,530	$69,846	$83,171	$109,835
Between $500 thousand and $1 million							
CEO/Executive Director	31	$96,027	$55,154	$70,571	$90,088	$111,732	$145,400
Between $1 million and $2.5 million							
CEO/Executive Director	21	$125,569	$91,817	$101,710	$120,675	$154,998	$163,605
Arts, culture, & humanities: history museums							
$250 thousand or less							
CEO/Executive Director	67	$45,823	$26,880	$33,419	$43,500	$53,750	$67,700
Between $250 thousand and $500 thousand							
CEO/Executive Director	51	$66,855	$40,000	$48,683	$65,000	$79,329	$90,833
Between $500 thousand and $1 million							
CEO/Executive Director	55	$84,490	$46,195	$68,745	$78,259	$94,768	$126,022

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: history museums							
Between $1 million and $2.5 million							
CEO/Executive Director	49	$124,040	$60,479	$92,500	$115,671	$149,991	$182,760
Between $2.5 million and $5 million							
CEO/Executive Director	27	$182,372	$119,875	$142,070	$163,917	$229,665	$260,090
Top Finance Position	10	$90,540		$76,730	$90,980	$107,376	
Top Operations Position	6	$112,623			$99,207		
Between $5 million and $10 million							
CEO/Executive Director	20	$239,449	$142,854	$166,843	$215,796	$267,566	$365,544
Top Development Position	7	$138,787			$119,383		
Top Finance Position	11	$122,664		$92,461	$110,351	$148,187	
Between $10 million and $25 million							
CEO/Executive Director	9	$396,915			$387,017		
Top Development Position	9	$215,881			$179,253		
Top Finance Position	9	$203,016			$179,986		
Top Operations Position	6	$192,812			$201,254		
Arts, culture, & humanities: humanities							
$250 thousand or less							
CEO/Executive Director	32	$48,943	$24,304	$29,850	$39,984	$60,725	$86,588
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	$81,219		$50,594	$82,000	$99,999	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$92,389		$70,683	$95,722	$111,564	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: humanities							
Between $1 million and $2.5 million							
CEO/Executive Director	35	$116,093	$72,083	$98,699	$108,123	$128,926	$155,709
Between $2.5 million and $5 million							
CEO/Executive Director	12	$195,253		$169,490	$201,369	$225,183	
Top Finance Position	5	$112,758			$109,586		
Arts, culture, & humanities: media & communications							
$250 thousand or less							
CEO/Executive Director	24	$47,746	$22,850	$32,156	$45,580	$60,275	$73,357
Top Finance Position	6	$37,047			$33,149		
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	$71,900		$57,000	$62,000	$74,595	
Between $500 thousand and $1 million							
CEO/Executive Director	34	$94,884	$37,025	$57,035	$90,431	$119,281	$143,234
Between $1 million and $2.5 million							
CEO/Executive Director	36	$128,557	$69,999	$92,288	$120,572	$156,212	$191,158
Between $2.5 million and $5 million							
CEO/Executive Director	19	$201,116		$117,154	$167,685	$250,782	
Between $5 million and $10 million							
CEO/Executive Director	13	$205,384		$163,565	$217,785	$246,189	
Top Finance Position	8	$126,871			$125,247		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: media & communications							
Between $10 million and $25 million							
CEO/Executive Director	14	$330,847		$283,790	$313,055	$419,789	
Top Business Position	5	$189,948			$212,811		
Top Development Position	8	$173,787			$181,868		
Top Finance Position	14	$153,987		$119,211	$150,668	$169,938	
Top Operations Position	5	$222,088			$233,103		
Top Technology Position	5	$129,427			$131,265		
Greater than $50 million							
CEO/Executive Director	5	$621,531			$548,843		
Top Finance Position	5	$360,192			$359,301		
Top Legal Position	5	$409,432			$422,298		
Arts, culture, & humanities: museums							
$250 thousand or less							
CEO/Executive Director	68	$47,569	$20,475	$31,926	$43,632	$59,075	$75,146
Between $250 thousand and $500 thousand							
CEO/Executive Director	51	$70,684	$38,725	$59,220	$68,300	$79,287	$101,250
Between $500 thousand and $1 million							
CEO/Executive Director	69	$90,729	$47,308	$61,357	$90,042	$112,500	$133,545
Between $1 million and $2.5 million							
CEO/Executive Director	64	$139,163	$72,088	$96,586	$127,105	$157,999	$214,807
Top Finance Position	8	$76,814			$81,420		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: museums							
Between $2.5 million and $5 million							
CEO/Executive Director	44	$203,798	$126,158	$159,055	$178,405	$207,760	$284,243
Top Development Position	6	$130,356			$134,917		
Top Finance Position	13	$123,734		$80,799	$122,202	$131,522	
Top Operations Position	12	$146,878		$90,251	$126,866	$151,414	
Between $5 million and $10 million							
CEO/Executive Director	20	$232,080	$151,572	$192,662	$235,063	$262,583	$296,490
Top Development Position	7	$182,854			$168,143		
Top Finance Position	9	$144,542			$116,743		
Top Operations Position	5	$92,214			$85,855		
Between $10 million and $25 million							
CEO/Executive Director	21	$389,361	$240,324	$275,406	$366,794	$455,397	$503,313
Top Development Position	16	$155,639		$131,385	$147,334	$175,453	
Top Education Position	5	$187,210			$185,680		
Top Finance Position	17	$204,161		$170,636	$192,569	$271,549	
Top Marketing Position	7	$160,513			$169,793		
Top Operations Position	12	$205,231		$134,606	$190,685	$238,383	
Top PR/Communications Position	5	$173,726			$179,891		
Top Technology Position	5	$159,253			$156,893		
Between $25 million and $50 million							
CEO/Executive Director	7	$652,058			$672,199		
Top Development Position	5	$200,554			$193,028		
Top Finance Position	8	$223,235			$204,593		
Top Marketing Position	5	$198,205			$205,953		
Top Operations Position	7	$282,218			$309,914		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: music							
$250 thousand or less							
CEO/Executive Director	98	$39,405	$17,420	$23,774	$36,000	$51,373	$66,229
Top Administrative Position	6	$37,557			$37,238		
Between $250 thousand and $500 thousand							
CEO/Executive Director	74	$65,275	$40,005	$52,837	$64,777	$79,985	$91,328
Between $500 thousand and $1 million							
CEO/Executive Director	67	$85,323	$52,154	$66,532	$82,192	$93,641	$113,444
Between $1 million and $2.5 million							
CEO/Executive Director	53	$113,935	$68,727	$85,308	$106,583	$142,000	$170,879
Top Finance Position	5	$115,011			$112,269		
Between $2.5 million and $5 million							
CEO/Executive Director	17	$173,774		$114,108	$188,278	$223,764	
Top Finance Position	5	$109,604			$100,867		
Between $5 million and $10 million							
CEO/Executive Director	7	$245,761			$215,577		
Top Finance Position	6	$148,415			$143,495		
Between $10 million and $25 million							
CEO/Executive Director	5	$513,020			$338,102		
Between $25 million and $50 million							
CEO/Executive Director	5	$817,947			$430,618		
Top Finance Position	5	$245,211			$224,779		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: natural history & natural science museums							
$250 thousand or less							
CEO/Executive Director	5	$42,265			$44,847		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$104,378			$82,212		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$96,150			$108,636		
Arts, culture, & humanities: opera							
$250 thousand or less							
CEO/Executive Director	13	$29,993		$24,000	$28,800	$34,300	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$65,212			$66,990		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$66,085			$66,942		
Between $1 million and $2.5 million							
CEO/Executive Director	16	$127,365		$90,750	$121,873	$145,192	
Between $2.5 million and $5 million							
CEO/Executive Director	8	$141,512			$147,958		
Between $5 million and $10 million							
CEO/Executive Director	10	$254,088		$197,204	$255,866	$266,743	
Top Administrative Position	5	$194,892			$185,225		
Top Finance Position	10	$123,985		$104,962	$116,079	$147,043	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: performing arts							
$250 thousand or less							
CEO/Executive Director	81	$36,001	$19,800	$27,000	$34,135	$45,000	$55,400
Between $250 thousand and $500 thousand							
CEO/Executive Director	47	$59,992	$36,562	$42,764	$58,350	$69,992	$88,559
Between $500 thousand and $1 million							
CEO/Executive Director	56	$79,455	$41,000	$58,440	$77,403	$95,381	$116,045
Between $1 million and $2.5 million							
CEO/Executive Director	51	$108,849	$49,946	$72,550	$103,513	$125,091	$156,307
Between $2.5 million and $5 million							
CEO/Executive Director	23	$136,806	$56,396	$89,766	$130,522	$162,500	$236,763
Top Finance Position	5	$152,018			$136,369		
Between $5 million and $10 million							
CEO/Executive Director	13	$183,412		$112,050	$171,854	$232,383	
Top Finance Position	6	$110,017			$105,608		
Top Operations Position	5	$142,889			$128,369		
Between $10 million and $25 million							
CEO/Executive Director	9	$272,305			$271,866		
Top Finance Position	7	$144,187			$135,701		
Arts, culture, & humanities: performing arts centers							
$250 thousand or less							
CEO/Executive Director	29	$43,225	$18,947	$27,500	$40,077	$55,372	$63,549
Between $250 thousand and $500 thousand							
CEO/Executive Director	32	$59,029	$30,500	$47,379	$61,019	$74,461	$84,039

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: performing arts centers							
Between $500 thousand and $1 million							
CEO/Executive Director	29	$76,121	$52,311	$55,803	$71,283	$88,811	$121,070
Between $1 million and $2.5 million							
CEO/Executive Director	58	$121,620	$66,935	$80,532	$105,216	$129,461	$172,884
Top Finance Position	5	$66,810			$76,163		
Between $2.5 million and $5 million							
CEO/Executive Director	30	$159,047	$106,665	$122,469	$133,099	$170,583	$189,509
Top Finance Position	11	$114,023		$81,623	$97,359	$142,214	
Between $5 million and $10 million							
CEO/Executive Director	19	$241,039		$191,074	$226,679	$274,345	
Top Development Position	6	$125,397			$118,778		
Top Finance Position	12	$129,369		$95,864	$121,337	$142,797	
Between $10 million and $25 million							
CEO/Executive Director	21	$393,003	$257,545	$331,029	$362,462	$437,336	$595,604
Top Administrative Position	5	$152,274			$146,226		
Top Development Position	19	$165,699		$124,895	$165,458	$190,477	
Top Education Position	7	$127,352			$116,162		
Top Finance Position	21	$166,139	$120,461	$133,022	$146,895	$181,633	$243,482
Top Marketing Position	10	$157,558		$125,560	$153,042	$185,374	
Top Operations Position	11	$170,662		$151,461	$163,204	$192,079	
Top Program Position	8	$179,943			$165,521		
Top Technology Position	7	$149,626			$132,725		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: performing arts centers							
Between $25 million and $50 million							
CEO/Executive Director	9	$667,977			$529,732		
Top Development Position	7	$220,879			$198,345		
Top Finance Position	9	$225,999			$206,717		
Top Marketing Position	7	$187,987			$183,402		
Top Operations Position	5	$256,539			$241,582		
Top Program Position	8	$235,145			$168,307		
Greater than $50 million							
CEO/Executive Director	7	$683,342			$518,367		
Top Development Position	5	$453,886			$368,470		
Top Finance Position	7	$393,640			$402,365		
Top Marketing Position	5	$261,615			$264,588		
Arts, culture, & humanities: performing arts schools							
$250 thousand or less							
CEO/Executive Director	24	$38,389	$20,873	$28,370	$36,500	$48,081	$56,440
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	$57,339	$32,290	$43,000	$55,450	$64,811	$70,276
Between $500 thousand and $1 million							
CEO/Executive Director	19	$74,906		$59,221	$76,920	$86,613	
Between $1 million and $2.5 million							
CEO/Executive Director	13	$110,278		$81,602	$118,440	$129,369	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$144,631			$142,503		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: printing & publishing							
$250 thousand or less							
CEO/Executive Director	31	$47,628	$24,668	$36,418	$44,942	$51,450	$68,465
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	$71,758	$26,200	$51,451	$63,997	$90,446	$100,043
Top Finance Position	5	$54,731			$45,500		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$98,379		$75,717	$88,717	$119,073	
Between $1 million and $2.5 million							
CEO/Executive Director	27	$137,504	$75,761	$90,059	$124,418	$181,303	$222,289
Between $2.5 million and $5 million							
CEO/Executive Director	8	$267,121			$216,238		
Between $5 million and $10 million							
CEO/Executive Director	5	$205,952			$254,073		
Arts, culture, & humanities: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	13	$41,468		$28,708	$38,100	$55,278	
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$73,299			$67,585		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$112,213		$79,787	$105,662	$141,930	
Between $1 million and $2.5 million							
CEO/Executive Director	23	$152,919	$82,695	$115,263	$145,806	$181,283	$226,081

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: radio							
$250 thousand or less							
CEO/Executive Director	18	$49,165		$37,655	$45,080	$59,954	
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$64,455		$53,192	$59,004	$77,771	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$76,475		$37,652	$56,060	$91,612	
Top Administrative Position	6	$50,913			$44,982		
Between $1 million and $2.5 million							
CEO/Executive Director	16	$101,070		$72,488	$100,398	$135,130	
Top Administrative Position	5	$73,344			$69,617		
Between $2.5 million and $5 million							
CEO/Executive Director	8	$193,966			$193,550		
Between $5 million and $10 million							
CEO/Executive Director	11	$203,031		$176,233	$192,781	$227,868	
Top Finance Position	5	$119,334			$120,457		
Arts, culture, & humanities: research institutes & public policy analysis							
Between $2.5 million and $5 million							
CEO/Executive Director	6	$223,708			$216,863		
Top Finance Position	5	$114,352			$117,277		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: science & technology museums							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$81,853			$85,193		
Between $1 million and $2.5 million							
CEO/Executive Director	12	$112,264		$99,889	$110,345	$150,035	
Between $2.5 million and $5 million							
CEO/Executive Director	10	$159,869		$115,644	$169,045	$201,364	
Between $5 million and $10 million							
CEO/Executive Director	8	$207,131			$190,200		
Between $10 million and $25 million							
CEO/Executive Director	13	$381,059		$323,745	$409,574	$440,804	
Top Development Position	10	$181,403		$144,121	$179,949	$216,121	
Top Education Position	5	$181,213			$198,246		
Top Finance Position	10	$171,757		$135,030	$176,813	$207,364	
Top Marketing Position	8	$176,087			$172,332		
Top Operations Position	7	$203,207			$188,126		
Top Technology Position	7	$153,606			$146,327		
Arts, culture, & humanities: singing & choral groups							
$250 thousand or less							
CEO/Executive Director	62	$41,868	$24,519	$30,045	$40,000	$50,057	$61,969
Between $250 thousand and $500 thousand							
CEO/Executive Director	45	$63,224	$26,800	$50,000	$58,240	$78,608	$101,349
Between $500 thousand and $1 million							
CEO/Executive Director	25	$94,266	$61,293	$79,154	$90,853	$109,061	$128,625

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: singing & choral groups							
Between $1 million and $2.5 million							
CEO/Executive Director	18	$127,531		$95,502	$127,198	$161,594	
Arts, culture, & humanities: single organization support							
$250 thousand or less							
CEO/Executive Director	11	$51,620		$35,375	$54,542	$61,916	
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$77,059		$57,160	$75,558	$104,444	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$81,483		$68,079	$91,413	$92,698	
Between $1 million and $2.5 million							
CEO/Executive Director	9	$109,432			$97,416		
Between $5 million and $10 million							
CEO/Executive Director	5	$198,182			$188,299		
Arts, culture, & humanities: symphony orchestras							
$250 thousand or less							
CEO/Executive Director	59	$33,493	$19,392	$24,771	$30,900	$40,250	$54,547
Between $250 thousand and $500 thousand							
CEO/Executive Director	46	$56,783	$35,821	$44,513	$54,000	$65,369	$84,615
Between $500 thousand and $1 million							
CEO/Executive Director	53	$71,129	$46,380	$58,000	$72,500	$85,000	$94,814

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: symphony orchestras							
Between $1 million and $2.5 million							
CEO/Executive Director	65	$104,732	$68,807	$80,303	$102,471	$116,222	$143,325
Between $2.5 million and $5 million							
CEO/Executive Director	23	$155,026	$111,142	$127,906	$132,606	$182,630	$219,768
Between $5 million and $10 million							
CEO/Executive Director	17	$159,694		$131,656	$172,739	$184,187	
Top Finance Position	7	$114,866			$127,990		
Between $10 million and $25 million							
CEO/Executive Director	13	$287,856		$250,107	$279,537	$318,916	
Top Development Position	6	$160,178			$165,447		
Top Finance Position	7	$176,093			$183,341		
Top Operations Position	5	$156,243			$142,474		
Between $25 million and $50 million							
CEO/Executive Director	6	$486,529			$454,595		
Top Finance Position	6	$229,757			$227,188		
Greater than $50 million							
CEO/Executive Director	5	$1,409,096			$1,021,591		
Arts, culture, & humanities: television							
$250 thousand or less							
CEO/Executive Director	21	$52,576	$27,500	$35,824	$53,161	$67,813	$79,380
Between $250 thousand and $500 thousand							
CEO/Executive Director	27	$68,661	$48,402	$58,135	$72,543	$82,540	$86,701

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: television							
Between $500 thousand and $1 million							
CEO/Executive Director	27	$98,679	$75,668	$84,263	$95,805	$106,488	$124,952
Between $1 million and $2.5 million							
CEO/Executive Director	23	$136,906	$89,834	$102,228	$119,261	$149,250	$216,444
Between $2.5 million and $5 million							
CEO/Executive Director	16	$138,965		$116,344	$143,643	$156,568	
Top Finance Position	6	$97,804			$101,222		
Between $5 million and $10 million							
CEO/Executive Director	7	$197,482			$191,043		
Top Finance Position	5	$124,021			$121,808		
Between $10 million and $25 million							
CEO/Executive Director	7	$377,415			$356,831		
Top Finance Position	5	$184,796			$196,916		
Between $25 million and $50 million							
CEO/Executive Director	5	$494,390			$589,935		
Arts, culture, & humanities: theater							
$250 thousand or less							
CEO/Executive Director	148	$37,042	$18,266	$23,091	$33,275	$47,306	$59,088
Top Administrative Position	6	$34,043			$32,750		
Top Finance Position	5	$37,301			$31,500		
Between $250 thousand and $500 thousand							
CEO/Executive Director	129	$52,583	$29,975	$38,327	$50,977	$64,252	$78,792
Top Finance Position	8	$42,159			$34,122		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: theater							
Between $500 thousand and $1 million							
CEO/Executive Director	151	$70,408	$43,679	$51,366	$66,918	$84,578	$98,907
Top Administrative Position	5	$48,575			$44,933		
Between $1 million and $2.5 million							
CEO/Executive Director	136	$94,256	$60,518	$70,414	$87,633	$106,349	$134,632
Between $2.5 million and $5 million							
CEO/Executive Director	53	$134,903	$81,361	$102,890	$115,090	$152,295	$206,913
Top Finance Position	10	$88,772		$76,628	$82,971	$91,152	
Between $5 million and $10 million							
CEO/Executive Director	44	$212,560	$141,684	$157,742	$198,150	$217,899	$272,863
Top Administrative Position	5	$139,002			$142,278		
Top Development Position	13	$132,661		$117,694	$132,208	$146,304	
Top Finance Position	17	$112,603		$88,958	$108,085	$132,454	
Top Marketing Position	9	$125,303			$117,233		
Between $10 million and $25 million							
CEO/Executive Director	26	$377,413	$250,584	$287,178	$335,349	$450,816	$585,287
Top Administrative Position	13	$151,329		$114,315	$147,259	$185,389	
Top Development Position	16	$181,057		$152,295	$174,053	$197,006	
Top Finance Position	12	$152,713		$127,989	$148,673	$182,022	
Top Marketing Position	12	$142,806		$125,356	$141,287	$150,158	
Top Operations Position	5	$133,883			$121,701		
Top PR/Communications Position	8	$135,666			$130,693		
Between $25 million and $50 million							
CEO/Executive Director	7	$636,866			$563,839		
Top Development Position	5	$244,448			$227,311		
Top Finance Position	7	$285,760			$281,229		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: visual arts							
$250 thousand or less							
CEO/Executive Director	51	$42,760	$20,738	$27,805	$40,000	$56,350	$62,809
Between $250 thousand and $500 thousand							
CEO/Executive Director	63	$62,181	$42,058	$49,372	$58,155	$71,572	$83,555
Between $500 thousand and $1 million							
CEO/Executive Director	40	$82,326	$53,450	$70,784	$78,496	$94,875	$115,920
Between $1 million and $2.5 million							
CEO/Executive Director	38	$132,716	$79,580	$99,925	$120,311	$148,889	$177,471
Between $2.5 million and $5 million							
CEO/Executive Director	17	$161,609		$107,357	$154,508	$206,896	
Top Finance Position	5	$88,446			$85,652		
Civil rights, social action, advocacy: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	28	$53,349	$31,028	$38,191	$50,884	$63,490	$71,666
Between $250 thousand and $500 thousand							
CEO/Executive Director	22	$80,746	$53,313	$57,688	$67,491	$94,139	$112,563
Between $500 thousand and $1 million							
CEO/Executive Director	22	$101,411	$67,751	$78,449	$99,745	$119,805	$121,700
Between $1 million and $2.5 million							
CEO/Executive Director	29	$118,849	$85,805	$94,810	$107,223	$153,509	$170,491

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: alliances & advocacy							
Between $2.5 million and $5 million							
CEO/Executive Director	17	$148,443		$109,521	$127,078	$180,000	
Top Finance Position	7	$120,100			$117,619		
Top Operations Position	5	$114,275			$109,768		
Civil rights, social action, advocacy: children's rights							
$250 thousand or less							
CEO/Executive Director	17	$50,951		$45,000	$49,527	$56,714	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$58,071			$56,523		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$91,675		$73,059	$87,568	$113,000	
Civil rights, social action, advocacy: civil liberties							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$74,835			$77,027		
Between $500 thousand and $1 million							
CEO/Executive Director	16	$126,307		$100,064	$115,716	$135,998	
Between $1 million and $2.5 million							
CEO/Executive Director	21	$152,168	$103,936	$123,570	$138,420	$153,006	$198,416
Top Legal Position	9	$148,791			$139,564		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: civil liberties							
Between $2.5 million and $5 million							
CEO/Executive Director	7	$321,809			$196,770		
Top Legal Position	6	$166,478			$167,084		
Between $10 million and $25 million							
CEO/Executive Director	6	$223,124			$211,031		
Top Development Position	5	$188,532			$179,669		
Top Finance Position	6	$206,004			$153,280		
Top Legal Position	6	$273,195			$229,669		
Civil rights, social action, advocacy: civil rights							
$250 thousand or less							
CEO/Executive Director	45	$49,068	$25,060	$36,000	$46,354	$57,500	$74,980
Between $250 thousand and $500 thousand							
CEO/Executive Director	34	$78,569	$44,033	$63,674	$74,835	$85,177	$107,914
Between $500 thousand and $1 million							
CEO/Executive Director	41	$101,350	$62,592	$77,316	$91,927	$120,706	$128,661
Between $1 million and $2.5 million							
CEO/Executive Director	40	$113,883	$68,611	$84,886	$105,349	$130,241	$164,293
Top Legal Position	5	$117,597			$109,272		
Between $2.5 million and $5 million							
CEO/Executive Director	22	$139,396	$100,190	$113,800	$129,886	$165,685	$190,494
Top Finance Position	5	$115,819			$129,697		
Top Legal Position	6	$153,778			$141,919		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: civil rights							
Between $5 million and $10 million							
CEO/Executive Director	15	$201,973		$145,938	$189,915	$252,873	
Top Development Position	7	$143,857			$150,076		
Top Finance Position	8	$161,973			$180,681		
Top Legal Position	6	$193,981			$190,480		
Top Operations Position	5	$154,868			$175,758		
Between $10 million and $25 million							
CEO/Executive Director	9	$214,338			$193,528		
Top Finance Position	8	$154,313			$153,656		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
$250 thousand or less							
CEO/Executive Director	25	$57,837	$24,373	$32,712	$52,900	$70,333	$99,306
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$77,050		$57,579	$68,974	$81,667	
Between $500 thousand and $1 million							
CEO/Executive Director	22	$107,542	$59,260	$84,545	$104,793	$133,913	$150,129
Between $1 million and $2.5 million							
CEO/Executive Director	24	$133,752	$93,997	$105,688	$122,630	$147,292	$208,683
Between $2.5 million and $5 million							
CEO/Executive Director	21	$136,461	$93,264	$108,516	$124,335	$167,089	$179,222
Top Finance Position	8	$130,011			$133,775		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
Between $5 million and $10 million							
CEO/Executive Director	9	$216,876			$200,318		
Top Finance Position	5	$154,134			$154,129		
Between $10 million and $25 million							
CEO/Executive Director	5	$232,881			$237,170		
Civil rights, social action, advocacy: disabled persons' rights							
$250 thousand or less							
CEO/Executive Director	5	$36,934			$33,606		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$63,368			$65,066		
Between $500 thousand and $1 million							
CEO/Executive Director	20	$87,877	$54,357	$68,496	$80,522	$103,280	$117,926
Between $1 million and $2.5 million							
CEO/Executive Director	20	$118,393	$72,994	$90,450	$117,345	$136,708	$171,092
Between $2.5 million and $5 million							
CEO/Executive Director	10	$139,718		$95,893	$137,041	$182,021	
Between $5 million and $10 million							
CEO/Executive Director	10	$169,806		$123,042	$159,497	$219,905	
Top Finance Position	6	$133,832			$130,297		
Top Legal Position	6	$196,969			$153,364		
Between $10 million and $25 million							
CEO/Executive Director	5	$186,705			$187,117		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: fund raising & fund distribution							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$70,669			$60,212		
Civil rights, social action, advocacy: immigrants' rights							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$58,452			$61,156		
Civil rights, social action, advocacy: intergroup & race relations							
$250 thousand or less							
CEO/Executive Director	8	$62,471			$55,022		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$87,786			$81,304		
Between $500 thousand and $1 million							
CEO/Executive Director	11	$97,748		$81,396	$104,934	$111,564	
Between $1 million and $2.5 million							
CEO/Executive Director	7	$146,057			$119,231		
Civil rights, social action, advocacy: lesbian & gay rights							
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	$78,025		$60,808	$63,333	$89,875	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$102,999			$95,000		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: lesbian & gay rights							
Between $1 million and $2.5 million							
CEO/Executive Director	12	$120,897		$89,486	$106,435	$155,213	
Between $2.5 million and $5 million							
CEO/Executive Director	7	$156,792			$176,820		
Civil rights, social action, advocacy: minority rights							
$250 thousand or less							
CEO/Executive Director	6	$37,318			$35,747		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$91,022			$89,600		
Between $2.5 million and $5 million							
CEO/Executive Director	8	$119,521			$129,339		
Civil rights, social action, advocacy: reproductive rights							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$99,331			$93,381		
Civil rights, social action, advocacy: research institutes & public policy analysis							
$250 thousand or less							
CEO/Executive Director	5	$56,373			$61,863		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$146,864			$144,750		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: right to life							
$250 thousand or less							
CEO/Executive Director	16	$46,754		$35,551	$46,200	$51,239	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	$65,268		$54,244	$62,158	$71,636	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$73,752			$74,792		
Civil rights, social action, advocacy: voter education & registration							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$64,440			$72,066		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$144,969			$126,253		
Civil rights, social action, advocacy: women's rights							
$250 thousand or less							
CEO/Executive Director	16	$46,117		$32,750	$46,591	$60,048	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$103,461			$93,425		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$121,500		$85,737	$116,242	$136,013	
Between $1 million and $2.5 million							
CEO/Executive Director	16	$118,056		$89,208	$107,877	$130,631	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: women's rights							
Between $2.5 million and $5 million							
CEO/Executive Director	6	$148,359			$145,714		
Community improvement, capacity building: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	9	$56,282			$52,500		
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$79,526		$59,504	$74,769	$98,090	
Between $500 thousand and $1 million							
CEO/Executive Director	19	$104,638		$75,046	$103,226	$112,634	
Between $1 million and $2.5 million							
CEO/Executive Director	18	$123,386		$107,510	$119,789	$152,978	
Between $2.5 million and $5 million							
CEO/Executive Director	8	$130,984			$127,940		
Top Finance Position	5	$87,648			$89,596		
Community improvement, capacity building: business & industry							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$86,324			$82,759		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$139,404			$132,341		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: business & industry							
Between $1 million and $2.5 million							
CEO/Executive Director	11	$196,387		$143,159	$181,289	$194,510	
Top Operations Position	5	$178,280			$175,112		
Between $2.5 million and $5 million							
CEO/Executive Director	8	$276,618			$245,493		
Between $5 million and $10 million							
CEO/Executive Director	6	$241,189			$231,138		
Community improvement, capacity building: chambers of commerce & business leagues							
$250 thousand or less							
CEO/Executive Director	17	$44,728		$31,250	$43,473	$54,000	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$83,631		$61,796	$71,379	$101,938	
Between $500 thousand and $1 million							
CEO/Executive Director	20	$121,209	$48,825	$75,363	$116,000	$164,313	$204,413
Between $1 million and $2.5 million							
CEO/Executive Director	12	$198,404		$133,311	$199,394	$261,335	
Between $2.5 million and $5 million							
CEO/Executive Director	9	$212,362			$218,400		
Between $5 million and $10 million							
CEO/Executive Director	7	$311,156			$360,705		
Between $10 million and $25 million							
CEO/Executive Director	5	$925,041			$497,408		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: community & neighborhood development							
$250 thousand or less							
CEO/Executive Director	224	$52,139	$23,531	$35,023	$52,311	$62,945	$84,622
Top Program Position	5	$35,003			$34,136		
Between $250 thousand and $500 thousand							
CEO/Executive Director	158	$73,183	$36,767	$52,432	$68,533	$89,382	$115,218
Top Operations Position	5	$47,507			$34,323		
Between $500 thousand and $1 million							
CEO/Executive Director	144	$86,326	$51,327	$62,400	$80,606	$103,803	$134,216
Top Finance Position	5	$62,990			$49,100		
Between $1 million and $2.5 million							
CEO/Executive Director	176	$113,335	$63,327	$80,319	$100,751	$132,628	$164,595
Top Finance Position	18	$71,302		$46,680	$57,453	$101,254	
Top Operations Position	8	$104,297			$106,725		
Between $2.5 million and $5 million							
CEO/Executive Director	96	$168,290	$80,596	$95,322	$136,347	$212,686	$277,919
Top Finance Position	34	$108,799	$62,443	$77,224	$104,383	$135,964	$164,652
Top Operations Position	10	$141,100		$117,273	$120,465	$145,230	
Between $5 million and $10 million							
CEO/Executive Director	70	$157,353	$85,329	$105,104	$142,126	$193,781	$255,262
Top Finance Position	38	$105,270	$63,876	$72,567	$105,855	$133,746	$141,356
Top Operations Position	12	$142,498		$113,300	$123,974	$162,019	
Top Program Position	5	$154,654			$145,514		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: community & neighborhood development							
Between $10 million and $25 million							
CEO/Executive Director	51	$187,438	$85,735	$108,010	$135,505	$195,944	$386,025
Top Administrative Position	5	$120,185			$100,348		
Top Finance Position	30	$127,970	$70,636	$80,762	$94,635	$150,149	$242,400
Top Operations Position	7	$212,563			$203,760		
Top Program Position	8	$120,547			$119,808		
Between $25 million and $50 million							
CEO/Executive Director	14	$189,546		$128,123	$158,901	$233,911	
Top Finance Position	9	$159,723			$147,203		
Top Operations Position	6	$145,006			$142,412		
Greater than $50 million							
CEO/Executive Director	8	$378,116			$338,494		
Top Finance Position	7	$250,801			$243,593		
Community improvement, capacity building: community coalitions							
$250 thousand or less							
CEO/Executive Director	36	$50,908	$20,730	$36,541	$51,000	$66,320	$75,274
Between $250 thousand and $500 thousand							
CEO/Executive Director	24	$80,613	$48,900	$57,752	$65,709	$89,351	$105,948
Between $500 thousand and $1 million							
CEO/Executive Director	28	$89,635	$49,798	$66,086	$84,141	$114,597	$148,953
Between $1 million and $2.5 million							
CEO/Executive Director	23	$111,468	$84,470	$90,774	$103,555	$115,805	$164,343

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: community coalitions							
Between $2.5 million and $5 million							
CEO/Executive Director	9	$165,440			$161,200		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
$250 thousand or less							
CEO/Executive Director	33	$46,018	$23,851	$29,325	$46,538	$56,942	$81,946
Between $250 thousand and $500 thousand							
CEO/Executive Director	34	$66,586	$31,690	$46,379	$67,002	$81,105	$103,560
Between $500 thousand and $1 million							
CEO/Executive Director	50	$97,075	$50,290	$74,359	$88,697	$105,173	$156,062
Between $1 million and $2.5 million							
CEO/Executive Director	35	$130,935	$74,576	$91,104	$113,018	$165,111	$212,307
Top Operations Position	7	$116,968			$121,994		
Between $2.5 million and $5 million							
CEO/Executive Director	19	$153,240		$101,691	$146,812	$178,831	
Top Finance Position	5	$97,557			$85,593		
Between $5 million and $10 million							
CEO/Executive Director	14	$156,391		$116,198	$137,786	$158,899	
Top Operations Position	5	$157,992			$159,054		
Between $10 million and $25 million							
CEO/Executive Director	13	$229,866		$145,166	$231,309	$264,290	
Top Finance Position	7	$119,601			$95,338		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: community service clubs							
$250 thousand or less							
CEO/Executive Director	24	$48,577	$25,710	$30,663	$42,900	$53,883	$79,720
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	$65,729	$41,735	$53,000	$64,500	$79,583	$88,978
Between $500 thousand and $1 million							
CEO/Executive Director	24	$78,648	$51,342	$59,202	$72,562	$86,143	$116,747
Between $1 million and $2.5 million							
CEO/Executive Director	26	$121,463	$66,569	$75,030	$101,987	$149,042	$205,439
Top Finance Position	8	$107,734			$99,084		
Between $2.5 million and $5 million							
CEO/Executive Director	14	$121,850		$96,479	$113,125	$145,693	
Between $5 million and $10 million							
CEO/Executive Director	6	$151,822			$128,694		
Between $10 million and $25 million							
CEO/Executive Director	7	$243,288			$166,201		
Community improvement, capacity building: economic development							
$250 thousand or less							
CEO/Executive Director	81	$56,581	$23,333	$42,650	$56,990	$67,999	$77,168
Between $250 thousand and $500 thousand							
CEO/Executive Director	73	$93,877	$42,296	$56,310	$87,216	$118,242	$152,247
Between $500 thousand and $1 million							
CEO/Executive Director	80	$119,515	$60,924	$80,000	$105,777	$154,943	$189,108
Top Finance Position	7	$106,409			$66,181		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: economic development							
Between $1 million and $2.5 million							
CEO/Executive Director	97	$152,271	$72,511	$96,460	$131,033	$176,893	$257,487
Top Finance Position	14	$118,746		$76,985	$123,697	$157,035	
Between $2.5 million and $5 million							
CEO/Executive Director	61	$181,176	$94,715	$115,000	$161,469	$219,866	$283,744
Top Business Position	5	$169,717			$152,807		
Top Finance Position	12	$130,567		$101,179	$113,121	$152,158	
Top Operations Position	6	$144,427			$135,656		
Between $5 million and $10 million							
CEO/Executive Director	30	$239,111	$106,449	$165,200	$203,214	$292,477	$406,822
Top Business Position	6	$186,152			$175,920		
Top Finance Position	13	$142,653		$108,700	$155,425	$188,416	
Top Operations Position	11	$201,116		$165,368	$192,560	$228,901	
Top Technology Position	5	$154,766			$146,467		
Between $10 million and $25 million							
CEO/Executive Director	13	$294,555		$216,200	$264,592	$327,620	
Top Finance Position	8	$159,861			$142,446		
Between $25 million and $50 million							
CEO/Executive Director	7	$340,875			$282,980		
Top Finance Position	5	$218,444			$214,245		
Community improvement, capacity building: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	7	$50,065			$35,500		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: fund raising & fund distribution							
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$73,682		$51,929	$59,732	$90,325	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$75,996			$80,424		
Between $1 million and $2.5 million							
CEO/Executive Director	14	$113,985		$72,352	$96,466	$131,337	
Between $2.5 million and $5 million							
CEO/Executive Director	7	$122,045			$113,290		
Community improvement, capacity building: management & technical assistance							
$250 thousand or less							
CEO/Executive Director	14	$56,946		$30,531	$53,296	$68,197	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$93,190			$84,000		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$84,804			$82,753		
Between $1 million and $2.5 million							
CEO/Executive Director	15	$159,642		$124,376	$131,814	$186,770	
Between $2.5 million and $5 million							
CEO/Executive Director	9	$182,114			$175,105		
Between $5 million and $10 million							
CEO/Executive Director	8	$244,105			$249,586		
Top Finance Position	5	$187,331			$186,599		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: management & technical assistance							
Between $10 million and $25 million							
CEO/Executive Director	5	$267,827			$270,360		
Community improvement, capacity building: men's service clubs							
$250 thousand or less							
CEO/Executive Director	7	$67,573			$68,838		
Community improvement, capacity building: neighborhood & block associations							
$250 thousand or less							
CEO/Executive Director	12	$43,918		$26,504	$34,615	$59,493	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$62,412		$46,800	$53,100	$76,099	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$84,038		$72,727	$84,161	$96,326	
Between $1 million and $2.5 million							
CEO/Executive Director	7	$122,519			$102,500		
Community improvement, capacity building: nonprofit management							
$250 thousand or less							
CEO/Executive Director	12	$58,848		$45,156	$59,288	$71,097	
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	$87,503	$58,115	$67,621	$78,600	$99,653	$140,000

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: nonprofit management							
Between $500 thousand and $1 million							
CEO/Executive Director	20	$100,131	$57,386	$77,744	$91,907	$120,360	$137,035
Between $1 million and $2.5 million							
CEO/Executive Director	30	$139,853	$78,000	$95,937	$129,725	$171,051	$225,424
Top Operations Position	5	$114,409			$124,652		
Between $2.5 million and $5 million							
CEO/Executive Director	11	$196,196		$133,673	$167,357	$235,985	
Top Finance Position	6	$139,747			$110,077		
Between $5 million and $10 million							
CEO/Executive Director	7	$188,958			$133,223		
Top Finance Position	5	$134,253			$115,413		
Between $10 million and $25 million							
CEO/Executive Director	6	$247,837			$180,543		
Top Finance Position	6	$144,486			$95,042		
Community improvement, capacity building: research institutes & public policy analysis							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$131,662			$134,486		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$266,033			$199,287		
Between $5 million and $10 million							
CEO/Executive Director	5	$231,894			$148,782		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: rural economic development							
$250 thousand or less							
CEO/Executive Director	10	$45,722		$22,808	$44,867	$56,153	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	$71,670		$53,288	$69,875	$92,782	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$86,215			$88,638		
Between $1 million and $2.5 million							
CEO/Executive Director	11	$136,543		$99,849	$125,400	$151,754	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$170,770			$185,728		
Between $5 million and $10 million							
CEO/Executive Director	6	$123,753			$113,819		
Between $10 million and $25 million							
CEO/Executive Director	5	$141,384			$131,889		
Community improvement, capacity building: single organization support							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$173,389			$183,682		
Community improvement, capacity building: small business development							
$250 thousand or less							
CEO/Executive Director	12	$58,571		$46,665	$55,248	$68,048	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: small business development							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$79,028			$85,696		
Between $500 thousand and $1 million							
CEO/Executive Director	18	$118,489		$74,804	$108,410	$129,149	
Between $1 million and $2.5 million							
CEO/Executive Director	20	$136,441	$76,097	$109,536	$138,787	$170,628	$194,367
Top Finance Position	5	$109,716			$112,500		
Between $2.5 million and $5 million							
CEO/Executive Director	15	$187,511		$148,387	$172,465	$212,019	
Top Finance Position	5	$117,726			$114,439		
Between $5 million and $10 million							
CEO/Executive Director	9	$240,235			$210,000		
Between $10 million and $25 million							
CEO/Executive Director	5	$342,139			$347,845		
Community improvement, capacity building: urban & community economic development							
$250 thousand or less							
CEO/Executive Director	36	$57,056	$22,278	$39,902	$55,079	$71,279	$91,362
Between $250 thousand and $500 thousand							
CEO/Executive Director	32	$90,084	$32,300	$56,900	$84,971	$112,015	$142,167
Between $500 thousand and $1 million							
CEO/Executive Director	24	$111,480	$75,179	$84,373	$99,514	$111,622	$194,588
Between $1 million and $2.5 million							
CEO/Executive Director	28	$140,253	$90,671	$102,126	$124,530	$155,611	$207,852

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: urban & community economic development							
Between $2.5 million and $5 million							
CEO/Executive Director	19	$151,998		$97,415	$150,783	$195,088	
Between $5 million and $10 million							
CEO/Executive Director	10	$205,143		$124,612	$197,255	$237,477	
Top Finance Position	8	$154,793			$151,769		
Community improvement, capacity building: women's service clubs							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$95,364			$121,850		
Crime, legal-related: administration of justice							
$250 thousand or less							
CEO/Executive Director	8	$53,910			$55,193		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$132,294			$136,190		
Crime, legal-related: alliances & advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$79,632			$88,000		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: child abuse prevention							
$250 thousand or less							
CEO/Executive Director	41	$51,737	$30,000	$38,400	$49,458	$61,487	$75,731
Between $250 thousand and $500 thousand							
CEO/Executive Director	44	$63,268	$43,327	$51,606	$59,620	$75,419	$87,100
Between $500 thousand and $1 million							
CEO/Executive Director	44	$80,374	$59,029	$65,347	$76,209	$89,283	$108,616
Between $1 million and $2.5 million							
CEO/Executive Director	41	$103,290	$66,875	$82,246	$97,305	$117,862	$150,989
Top Finance Position	5	$79,756			$90,098		
Between $2.5 million and $5 million							
CEO/Executive Director	13	$116,027		$90,329	$114,339	$138,678	
Between $5 million and $10 million							
CEO/Executive Director	7	$165,232			$150,000		
Top Finance Position	5	$87,560			$74,500		
Crime, legal-related: crime & legal related N.E.C.							
$250 thousand or less							
CEO/Executive Director	5	$54,943			$48,150		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$77,813			$76,245		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$131,887			$125,479		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: crime prevention							
$250 thousand or less							
CEO/Executive Director	13	$43,566		$39,600	$44,798	$48,750	
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$84,230			$87,688		
Between $500 thousand and $1 million							
CEO/Executive Director	13	$98,225		$61,566	$95,000	$108,594	
Between $1 million and $2.5 million							
CEO/Executive Director	13	$131,412		$94,268	$125,637	$141,910	
Crime, legal-related: dispute resolution & mediation							
$250 thousand or less							
CEO/Executive Director	30	$56,421	$31,933	$46,496	$52,959	$59,986	$86,676
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	$64,077		$53,896	$65,000	$77,158	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$88,174		$76,193	$87,562	$98,824	
Between $1 million and $2.5 million							
CEO/Executive Director	7	$139,077			$102,001		
Crime, legal-related: drunk driving related							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$135,016			$109,047		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: inmate support							
$250 thousand or less							
CEO/Executive Director	9	$54,990			$52,938		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$62,626		$51,853	$69,850	$76,070	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$78,814			$79,347		
Between $1 million and $2.5 million							
CEO/Executive Director	12	$110,083		$81,789	$97,107	$129,550	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$123,369			$116,927		
Crime, legal-related: law enforcement							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$56,917			$51,500		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$106,496			$108,750		
Crime, legal-related: legal services							
$250 thousand or less							
CEO/Executive Director	46	$58,858	$25,041	$38,167	$56,500	$74,231	$93,710
Top Legal Position	8	$52,935			$44,769		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: legal services							
Between $250 thousand and $500 thousand							
CEO/Executive Director	44	$83,266	$45,604	$64,208	$80,383	$94,746	$128,461
Top Legal Position	5	$96,864			$92,233		
Between $500 thousand and $1 million							
CEO/Executive Director	58	$95,728	$62,340	$72,578	$90,177	$111,710	$129,866
Top Finance Position	5	$74,223			$76,150		
Between $1 million and $2.5 million							
CEO/Executive Director	73	$116,557	$66,000	$90,349	$110,000	$145,766	$181,694
Top Finance Position	10	$81,488		$67,637	$74,215	$81,764	
Top Legal Position	16	$124,083		$104,105	$115,116	$153,455	
Between $2.5 million and $5 million							
CEO/Executive Director	43	$156,027	$109,894	$118,109	$141,626	$186,050	$232,838
Top Administrative Position	5	$126,245			$128,606		
Top Finance Position	12	$95,405		$78,880	$90,816	$109,820	
Top Legal Position	17	$163,492		$128,167	$172,436	$191,002	
Between $5 million and $10 million							
CEO/Executive Director	44	$174,341	$139,636	$146,375	$169,237	$193,681	$233,403
Top Development Position	5	$141,287			$124,688		
Top Finance Position	24	$128,679	$96,689	$109,466	$116,585	$126,782	$196,480
Top Legal Position	28	$158,362	$120,347	$137,615	$150,723	$169,330	$205,762
Between $10 million and $25 million							
CEO/Executive Director	34	$207,297	$134,668	$150,510	$196,321	$251,270	$303,413
Top Development Position	6	$165,047			$160,907		
Top Finance Position	23	$140,671	$84,397	$110,280	$126,408	$183,946	$205,735
Top Legal Position	25	$168,714	$123,260	$136,875	$158,628	$205,518	$215,842

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: legal services							
Between $25 million and $50 million							
CEO/Executive Director	8	$243,594			$211,545		
Top Finance Position	6	$140,158			$145,247		
Top Legal Position	5	$209,029			$182,298		
Crime, legal-related: prison alternatives							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$57,642			$55,670		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$114,195			$103,932		
Between $10 million and $25 million							
CEO/Executive Director	5	$182,670			$185,108		
Crime, legal-related: professional societies & associations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$121,933			$135,980		
Crime, legal-related: protection against abuse							
$250 thousand or less							
CEO/Executive Director	12	$53,017		$31,214	$53,261	$60,226	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	$74,414		$50,837	$76,400	$86,513	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: protection against abuse							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$78,546		$58,696	$71,689	$85,843	
Between $1 million and $2.5 million							
CEO/Executive Director	13	$113,256		$88,095	$103,114	$129,731	
Crime, legal-related: public interest law							
Between $500 thousand and $1 million							
CEO/Executive Director	17	$135,144		$92,630	$108,285	$152,228	
Between $1 million and $2.5 million							
CEO/Executive Director	14	$99,324		$84,581	$98,299	$113,621	
Between $2.5 million and $5 million							
CEO/Executive Director	11	$166,992		$134,176	$160,721	$194,165	
Between $10 million and $25 million							
Top Legal Position	6	$191,603			$165,786		
Crime, legal-related: rehabilitation services for offenders							
$250 thousand or less							
CEO/Executive Director	25	$40,421	$20,622	$27,000	$40,000	$47,928	$62,974
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$65,579		$38,805	$71,100	$86,449	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$78,981		$63,650	$70,796	$93,353	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: rehabilitation services for offenders							
Between $1 million and $2.5 million							
CEO/Executive Director	17	$92,183		$76,177	$84,498	$97,089	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$136,864			$140,151		
Crime, legal-related: research institutes & public policy analysis							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$95,292			$85,453		
Crime, legal-related: sexual abuse prevention							
$250 thousand or less							
CEO/Executive Director	8	$67,586			$67,039		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$91,751			$89,532		
Between $1 million and $2.5 million							
CEO/Executive Director	12	$105,793		$83,014	$99,840	$117,136	
Crime, legal-related: spouse abuse prevention							
$250 thousand or less							
CEO/Executive Director	6	$72,745			$63,039		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$81,807			$72,904		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: spouse abuse prevention							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$65,609			$69,110		
Between $1 million and $2.5 million							
CEO/Executive Director	14	$81,978		$66,031	$87,281	$98,104	
Crime, legal-related: way houses for offenders & ex offenders							
$250 thousand or less							
CEO/Executive Director	6	$37,199			$34,450		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$73,191			$69,427		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$83,722			$78,423		
Between $2.5 million and $5 million							
CEO/Executive Director	6	$129,263			$124,835		
Crime, legal-related: youth violence prevention							
$250 thousand or less							
CEO/Executive Director	15	$48,153		$37,355	$44,952	$58,500	
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$83,868			$82,807		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$86,251		$73,378	$78,545	$97,257	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: youth violence prevention							
Between $1 million and $2.5 million							
CEO/Executive Director	13	$97,628		$70,000	$84,349	$126,508	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$115,638			$123,772		
Diseases, disorders, medical disciplines: AIDS							
$250 thousand or less							
CEO/Executive Director	5	$48,885			$57,145		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$66,329			$65,973		
Between $500 thousand and $1 million							
CEO/Executive Director	13	$91,851		$65,907	$78,500	$87,655	
Between $1 million and $2.5 million							
CEO/Executive Director	36	$95,330	$69,148	$76,204	$90,610	$104,748	$128,070
Top Finance Position	5	$75,168			$89,522		
Between $2.5 million and $5 million							
CEO/Executive Director	19	$121,536		$95,362	$107,385	$150,804	
Top Finance Position	6	$77,883			$76,882		
Between $5 million and $10 million							
CEO/Executive Director	14	$155,135		$110,179	$157,580	$192,463	
Top Finance Position	6	$109,275			$112,806		
Between $10 million and $25 million							
CEO/Executive Director	17	$193,824		$150,408	$179,971	$214,898	
Top Finance Position	10	$134,771		$107,771	$128,467	$147,822	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: AIDS							
Between $25 million and $50 million							
CEO/Executive Director	8	$333,884			$376,351		
Top Finance Position	6	$201,188			$198,027		
Top Operations Position	5	$257,730			$258,783		
Diseases, disorders, medical disciplines: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	19	$50,281		$39,343	$51,781	$63,334	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$77,595			$76,550		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$105,425			$95,000		
Between $1 million and $2.5 million							
CEO/Executive Director	14	$176,630		$118,213	$130,997	$209,305	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$201,489			$154,286		
Diseases, disorders, medical disciplines: Alzheimer's disease							
Between $1 million and $2.5 million							
CEO/Executive Director	6	$146,705			$150,257		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: autism							
$250 thousand or less							
CEO/Executive Director	19	$42,137		$26,962	$43,077	$53,122	
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$71,585		$43,998	$66,144	$90,602	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$92,139		$57,064	$88,132	$123,186	
Between $1 million and $2.5 million							
CEO/Executive Director	18	$101,608		$75,885	$83,859	$108,815	
Between $2.5 million and $5 million							
CEO/Executive Director	18	$128,396		$108,224	$124,402	$148,898	
Top Finance Position	5	$114,499			$104,654		
Between $10 million and $25 million							
CEO/Executive Director	14	$184,820		$129,923	$178,182	$215,857	
Top Finance Position	9	$111,846			$105,514		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
$250 thousand or less							
CEO/Executive Director	14	$51,619		$50,500	$53,658	$59,011	
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$75,911		$69,621	$81,505	$89,029	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$112,471			$110,187		
Between $1 million and $2.5 million							
CEO/Executive Director	12	$117,108		$78,880	$122,296	$155,133	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
Between $2.5 million and $5 million							
CEO/Executive Director	13	$121,054		$87,575	$106,808	$124,377	
Between $5 million and $10 million							
CEO/Executive Director	11	$141,279		$108,313	$137,884	$169,878	
Between $10 million and $25 million							
CEO/Executive Director	11	$192,785		$144,341	$168,519	$216,870	
Top Finance Position	7	$143,719			$159,581		
Top Operations Position	6	$143,745			$149,747		
Diseases, disorders, medical disciplines: brain disorders							
$250 thousand or less							
CEO/Executive Director	9	$54,970			$59,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$71,676			$68,840		
Between $1 million and $2.5 million							
CEO/Executive Director	10	$142,548		$112,044	$143,336	$173,050	
Diseases, disorders, medical disciplines: breast cancer							
$250 thousand or less							
CEO/Executive Director	5	$62,776			$63,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$49,485			$54,583		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: cancer							
$250 thousand or less							
CEO/Executive Director	40	$48,922	$23,945	$29,413	$48,138	$62,515	$80,045
Between $250 thousand and $500 thousand							
CEO/Executive Director	33	$89,547	$53,800	$66,415	$77,252	$103,087	$125,200
Between $500 thousand and $1 million							
CEO/Executive Director	37	$112,045	$48,044	$85,111	$109,167	$138,876	$162,619
Between $1 million and $2.5 million							
CEO/Executive Director	40	$154,394	$79,916	$103,606	$121,434	$174,152	$204,436
Top Finance Position	7	$151,281			$60,972		
Between $2.5 million and $5 million							
CEO/Executive Director	15	$206,670		$139,640	$172,500	$222,781	
Top Finance Position	6	$131,385			$111,208		
Between $5 million and $10 million							
CEO/Executive Director	5	$275,991			$231,173		
Between $10 million and $25 million							
CEO/Executive Director	8	$334,141			$356,088		
Top Finance Position	6	$183,499			$178,631		
Between $25 million and $50 million							
CEO/Executive Director	8	$515,955			$440,391		
Top Development Position	6	$219,796			$215,642		
Top Finance Position	7	$269,269			$246,064		
Top Operations Position	6	$241,826			$212,156		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: diseases of specific organs							
$250 thousand or less							
CEO/Executive Director	5	$53,709			$51,277		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$136,258			$127,536		
Diseases, disorders, medical disciplines: Down syndrome							
$250 thousand or less							
CEO/Executive Director	6	$41,307			$41,763		
Diseases, disorders, medical disciplines: epilepsy							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$72,639			$74,552		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$133,626			$126,764		
Diseases, disorders, medical disciplines: eye diseases, blindness, & vision impairments							
$250 thousand or less							
CEO/Executive Director	19	$57,846		$34,712	$52,292	$69,743	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$76,206		$57,920	$68,340	$97,460	
Between $500 thousand and $1 million							
CEO/Executive Director	19	$84,510		$58,870	$76,766	$112,368	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: eye diseases, blindness, & vision impairments							
Between $1 million and $2.5 million							
CEO/Executive Director	19	$143,622		$101,772	$122,661	$170,842	
Between $2.5 million and $5 million							
CEO/Executive Director	11	$181,489		$107,789	$163,414	$226,142	
Between $5 million and $10 million							
CEO/Executive Director	7	$216,401			$188,394		
Top Finance Position	5	$167,545			$189,934		
Diseases, disorders, medical disciplines: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	6	$46,568			$41,194		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$69,317			$60,560		
Diseases, disorders, medical disciplines: heart & circulatory system diseases & disorders							
$250 thousand or less							
CEO/Executive Director	22	$43,002	$20,839	$24,495	$42,500	$55,723	$65,980
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$61,938			$53,559		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$111,081			$83,870		
Between $1 million and $2.5 million							
CEO/Executive Director	11	$111,718		$88,291	$110,000	$144,507	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: medical disciplines							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$116,160			$100,332		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$225,458			$231,492		
Between $5 million and $10 million							
CEO/Executive Director	6	$452,616			$426,322		
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
$250 thousand or less							
CEO/Executive Director	7	$51,746			$54,200		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$78,562			$77,573		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$107,952			$105,346		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$151,022			$147,577		
Diseases, disorders, medical disciplines: neurology & neuroscience							
Between $1 million and $2.5 million							
CEO/Executive Director	6	$146,268			$108,865		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: pediatrics							
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$63,126			$59,145		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$78,210		$45,318	$74,094	$94,669	
Between $1 million and $2.5 million							
CEO/Executive Director	11	$137,800		$96,858	$137,341	$167,688	
Between $2.5 million and $5 million							
CEO/Executive Director	10	$165,926		$130,758	$144,456	$175,378	
Diseases, disorders, medical disciplines: professional societies & associations							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$122,423			$138,269		
Diseases, disorders, medical disciplines: single organization support							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$128,301			$138,191		
Diseases, disorders, medical disciplines: specifically named diseases							
$250 thousand or less							
CEO/Executive Director	23	$59,140	$30,550	$45,250	$59,700	$70,444	$84,032
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	$76,510		$60,983	$74,638	$86,641	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: specifically named diseases							
Between $500 thousand and $1 million							
CEO/Executive Director	19	$92,570		$83,793	$93,500	$100,512	
Between $1 million and $2.5 million							
CEO/Executive Director	11	$124,738		$90,506	$134,921	$152,149	
Between $2.5 million and $5 million							
CEO/Executive Director	7	$166,662			$141,214		
Top Finance Position	5	$127,651			$112,411		
Between $5 million and $10 million							
CEO/Executive Director	6	$224,045			$200,110		
Between $10 million and $25 million							
CEO/Executive Director	6	$218,399			$194,288		
Diseases, disorders, medical disciplines: surgical specialties							
Between $2.5 million and $5 million							
CEO/Executive Director	6	$394,890			$256,158		
Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.							
$250 thousand or less							
CEO/Executive Director	8	$43,855			$45,424		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$104,086			$102,333		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$93,811			$88,996		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	14	$165,403		$121,404	$147,788	$172,909	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$188,756			$177,476		
Educational institutions & related activities: adult education							
$250 thousand or less							
CEO/Executive Director	91	$48,697	$25,121	$32,871	$45,270	$62,671	$73,834
Top Program Position	6	$41,807			$34,748		
Between $250 thousand and $500 thousand							
CEO/Executive Director	64	$78,564	$40,711	$54,960	$65,692	$85,180	$138,021
Between $500 thousand and $1 million							
CEO/Executive Director	66	$92,496	$49,245	$65,935	$82,816	$99,983	$147,736
Between $1 million and $2.5 million							
CEO/Executive Director	51	$111,734	$71,625	$83,353	$104,798	$136,469	$161,512
Between $2.5 million and $5 million							
CEO/Executive Director	20	$149,719	$91,605	$105,974	$144,993	$181,152	$209,231
Between $5 million and $10 million							
CEO/Executive Director	10	$172,007		$118,805	$149,530	$207,790	
Top Finance Position	5	$136,191			$135,991		
Between $10 million and $25 million							
CEO/Executive Director	8	$313,675			$271,891		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	48	$54,005	$28,407	$38,025	$47,550	$64,125	$80,671
Between $250 thousand and $500 thousand							
CEO/Executive Director	53	$83,214	$46,360	$65,645	$76,192	$95,610	$113,364
Between $500 thousand and $1 million							
CEO/Executive Director	57	$98,353	$51,932	$64,233	$88,417	$129,170	$168,026
Between $1 million and $2.5 million							
CEO/Executive Director	65	$138,308	$68,968	$89,878	$143,842	$174,427	$212,414
Top Finance Position	5	$63,663			$59,020		
Between $2.5 million and $5 million							
CEO/Executive Director	27	$165,890	$77,018	$92,879	$132,925	$194,505	$306,121
Top Operations Position	5	$184,211			$169,059		
Between $5 million and $10 million							
CEO/Executive Director	22	$217,149	$102,832	$125,382	$182,502	$256,286	$390,396
Top Finance Position	11	$150,867		$124,217	$160,243	$179,757	
Top Operations Position	6	$146,378			$145,821		
Between $10 million and $25 million							
CEO/Executive Director	10	$232,882		$151,123	$202,034	$253,898	
Top Finance Position	5	$172,617			$208,917		
Educational institutions & related activities: alumni associations							
$250 thousand or less							
CEO/Executive Director	6	$57,062			$58,000		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: alumni associations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$98,030			$78,603		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$106,191		$45,488	$83,606	$149,011	
Between $1 million and $2.5 million							
CEO/Executive Director	12	$149,576		$106,252	$127,869	$172,750	
Between $2.5 million and $5 million							
CEO/Executive Director	12	$235,493		$187,211	$242,153	$303,154	
Top Finance Position	8	$127,179			$119,777		
Between $5 million and $10 million							
CEO/Executive Director	7	$212,243			$208,654		
Top Finance Position	5	$196,054			$186,349		
Between $10 million and $25 million							
CEO/Executive Director	6	$472,429			$394,837		
Top Finance Position	5	$165,579			$166,407		
Educational institutions & related activities: charter schools							
$250 thousand or less							
CEO/Executive Director	8	$69,446			$55,499		
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	$77,539		$42,355	$59,665	$110,379	
Between $500 thousand and $1 million							
CEO/Executive Director	22	$67,956	$26,660	$35,881	$72,876	$83,978	$99,564
Top Finance Position	5	$45,305			$46,772		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: charter schools

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million							
CEO/Executive Director	163	$100,289	$58,534	$75,594	$100,271	$119,450	$138,858
Top Administrative Position	15	$86,286		$66,108	$93,835	$101,369	
Top Business Position	6	$49,968			$44,873		
Top Finance Position	16	$69,952		$49,691	$68,066	$88,185	
Top Operations Position	9	$68,157			$62,948		
Between $2.5 million and $5 million							
CEO/Executive Director	250	$126,944	$70,531	$100,033	$123,457	$152,519	$183,927
Top Administrative Position	27	$119,448	$68,581	$84,959	$111,395	$148,125	$188,081
Top Business Position	16	$83,365		$65,100	$76,830	$105,809	
Top Education Position	15	$126,841		$115,561	$131,555	$147,548	
Top Finance Position	23	$79,200	$47,496	$58,030	$71,062	$99,220	$124,482
Top Operations Position	20	$117,152	$69,051	$89,178	$113,325	$152,686	$177,701
Between $5 million and $10 million							
CEO/Executive Director	334	$155,275	$91,435	$119,918	$144,789	$182,390	$226,375
Top Administrative Position	36	$145,906	$92,352	$111,026	$135,011	$163,942	$201,803
Top Business Position	24	$108,902	$57,056	$86,324	$114,013	$130,741	$143,753
Top Education Position	30	$135,137	$104,751	$115,774	$130,377	$146,585	$175,133
Top Finance Position	51	$123,145	$59,174	$75,547	$123,800	$154,614	$175,638
Top Operations Position	42	$128,034	$88,810	$104,588	$126,496	$146,888	$164,256
Top Technology Position	5	$121,423			$114,169		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: charter schools							
Between $10 million and $25 million							
CEO/Executive Director	214	$180,217	$114,341	$136,093	$172,408	$216,296	$255,238
Top Administrative Position	45	$157,906	$112,829	$121,750	$149,370	$194,483	$207,699
Top Business Position	18	$131,380		$101,024	$125,675	$161,836	
Top Development Position	10	$151,801		$133,299	$148,648	$169,149	
Top Education Position	30	$151,873	$112,016	$121,611	$139,986	$168,882	$218,577
Top Finance Position	48	$125,282	$56,843	$98,244	$121,673	$162,430	$173,937
Top Human Resources Position	7	$152,640			$160,529		
Top Operations Position	39	$138,659	$101,774	$118,930	$146,870	$160,502	$180,883
Top Technology Position	9	$146,997			$145,035		
Between $25 million and $50 million							
CEO/Executive Director	55	$210,893	$143,919	$174,159	$193,920	$242,675	$318,503
Top Administrative Position	18	$174,741		$149,927	$173,825	$193,414	
Top Education Position	20	$154,126	$121,665	$125,953	$152,537	$174,014	$181,748
Top Finance Position	22	$164,472	$92,615	$120,479	$148,183	$199,528	$241,949
Top Human Resources Position	6	$174,942			$160,880		
Top Operations Position	21	$184,627	$124,176	$138,695	$160,598	$203,890	$242,244
Top Technology Position	9	$164,188			$152,544		
Greater than $50 million							
CEO/Executive Director	23	$230,319	$164,081	$180,294	$227,077	$277,912	$304,121
Top Administrative Position	10	$178,470		$144,157	$160,231	$216,925	
Top Education Position	9	$152,832			$154,397		
Top Finance Position	12	$171,821		$145,643	$159,556	$201,429	
Top Operations Position	11	$170,895		$155,447	$164,579	$189,637	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: education N.E.C.							
$250 thousand or less							
CEO/Executive Director	148	$53,993	$22,733	$31,344	$47,750	$65,906	$90,512
Top Finance Position	9	$34,563			$26,308		
Top Program Position	5	$58,962			$47,434		
Between $250 thousand and $500 thousand							
CEO/Executive Director	113	$73,831	$29,094	$45,205	$66,125	$93,173	$125,280
Top Administrative Position	5	$38,562			$30,795		
Top Finance Position	10	$59,838		$35,753	$49,710	$77,056	
Between $500 thousand and $1 million							
CEO/Executive Director	114	$86,292	$45,000	$58,672	$80,011	$106,077	$138,126
Top Administrative Position	12	$60,863		$47,145	$51,071	$76,989	
Top Education Position	5	$112,070			$102,300		
Top Finance Position	8	$55,239			$36,640		
Top Operations Position	10	$73,539		$44,877	$61,000	$86,371	
Between $1 million and $2.5 million							
CEO/Executive Director	133	$126,776	$58,528	$69,153	$99,265	$134,720	$238,244
Top Administrative Position	9	$87,291			$85,940		
Top Finance Position	18	$77,630		$43,035	$60,665	$102,974	
Top Operations Position	9	$140,471			$130,769		
Between $2.5 million and $5 million							
CEO/Executive Director	83	$164,579	$66,555	$96,650	$135,217	$183,365	$280,371
Top Administrative Position	5	$136,998			$110,156		
Top Business Position	7	$75,332			$74,419		
Top Finance Position	23	$114,283	$85,562	$96,803	$114,373	$133,277	$162,727
Top Operations Position	11	$132,163		$114,540	$132,014	$151,353	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: education N.E.C.							
Between $5 million and $10 million							
CEO/Executive Director	67	$184,195	$100,477	$125,393	$171,410	$210,179	$293,774
Top Administrative Position	8	$135,735			$149,519		
Top Business Position	8	$134,618			$134,939		
Top Development Position	5	$184,873			$201,743		
Top Education Position	9	$165,068			$163,480		
Top Finance Position	27	$141,038	$78,821	$96,016	$134,409	$177,997	$216,656
Top Operations Position	13	$182,529		$146,910	$170,009	$188,167	
Top Technology Position	7	$126,068			$126,121		
Between $10 million and $25 million							
CEO/Executive Director	46	$265,267	$121,700	$169,897	$236,970	$343,952	$459,538
Top Administrative Position	8	$166,352			$171,581		
Top Business Position	6	$168,278			$163,577		
Top Development Position	12	$173,342		$164,346	$181,231	$188,551	
Top Finance Position	19	$185,524		$136,191	$187,100	$245,116	
Top Operations Position	9	$191,950			$206,734		
Top Technology Position	10	$183,413		$142,237	$159,896	$178,099	
Between $25 million and $50 million							
CEO/Executive Director	10	$332,214		$234,320	$272,377	$444,807	
Top Education Position	6	$166,916			$147,747		
Top Finance Position	8	$233,840			$198,545		
Greater than $50 million							
CEO/Executive Director	12	$542,823		$197,426	$385,003	$833,213	
Top Finance Position	7	$341,920			$290,969		
Top Operations Position	5	$532,902			$643,248		
Top Technology Position	5	$331,341			$344,670		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: educational services							
$250 thousand or less							
CEO/Executive Director	186	$44,619	$20,739	$26,313	$40,000	$57,500	$75,133
Top Finance Position	12	$34,023		$21,162	$25,453	$49,709	
Top Operations Position	7	$33,214			$23,500		
Top Program Position	10	$38,453		$32,650	$34,934	$42,095	
Between $250 thousand and $500 thousand							
CEO/Executive Director	167	$74,437	$41,764	$54,098	$70,031	$90,405	$111,459
Top Finance Position	10	$50,754		$31,775	$35,050	$63,750	
Top Operations Position	5	$66,868			$62,264		
Between $500 thousand and $1 million							
CEO/Executive Director	143	$99,943	$52,558	$65,675	$91,875	$120,917	$166,658
Top Finance Position	7	$102,628			$80,000		
Top Operations Position	6	$96,885			$99,861		
Top Program Position	5	$94,303			$104,540		
Between $1 million and $2.5 million							
CEO/Executive Director	207	$135,089	$64,864	$90,572	$118,786	$166,862	$225,259
Top Administrative Position	7	$113,726			$107,659		
Top Development Position	8	$120,122			$125,956		
Top Education Position	5	$139,034			$131,590		
Top Finance Position	20	$90,362	$39,439	$57,296	$87,862	$123,271	$132,493
Top Operations Position	17	$132,011		$102,350	$144,173	$163,649	
Top Program Position	9	$143,701			$124,280		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: educational services

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
CEO/Executive Director	123	$171,572	$86,317	$116,671	$147,979	$199,037	$254,825
Top Administrative Position	8	$133,722			$122,589		
Top Development Position	13	$130,368		$113,311	$128,778	$146,120	
Top Education Position	7	$138,313			$113,538		
Top Finance Position	43	$121,853	$69,992	$91,915	$118,635	$143,684	$179,050
Top Human Resources Position	5	$144,238			$143,452		
Top Operations Position	22	$145,869	$92,966	$112,416	$127,682	$159,363	$224,168
Top PR/Communications Position	6	$134,637			$144,496		
Top Program Position	12	$136,876		$120,934	$126,922	$166,726	
Top Technology Position	6	$163,377			$129,141		
Between $5 million and $10 million							
CEO/Executive Director	65	$193,288	$102,523	$141,662	$189,620	$236,322	$284,592
Top Administrative Position	8	$172,654			$164,080		
Top Business Position	5	$169,974			$172,266		
Top Development Position	10	$157,513		$122,196	$160,809	$181,084	
Top Education Position	10	$156,214		$141,377	$156,624	$184,161	
Top Finance Position	25	$146,937	$88,714	$120,450	$155,146	$177,264	$195,435
Top Human Resources Position	8	$143,200			$140,865		
Top Operations Position	20	$161,103	$108,652	$134,475	$147,104	$179,114	$240,968
Top PR/Communications Position	11	$171,187		$139,242	$152,219	$187,631	
Top Program Position	13	$158,754		$125,587	$140,150	$154,786	
Top Technology Position	5	$140,230			$125,390		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: educational services							
Between $10 million and $25 million							
CEO/Executive Director	55	$222,406	$108,056	$136,784	$189,391	$313,343	$370,436
Top Administrative Position	6	$177,557			$137,974		
Top Business Position	11	$161,631		$110,351	$166,403	$205,693	
Top Development Position	12	$176,343		$146,723	$170,057	$177,816	
Top Education Position	15	$158,691		$124,223	$155,919	$186,187	
Top Finance Position	33	$179,596	$97,819	$136,244	$160,444	$216,921	$254,245
Top Human Resources Position	5	$186,837			$219,102		
Top Operations Position	16	$194,062		$136,657	$183,610	$231,924	
Top PR/Communications Position	5	$260,410			$268,226		
Top Program Position	11	$215,624		$165,280	$214,641	$235,890	
Top Technology Position	10	$214,743		$153,682	$206,232	$260,364	
Between $25 million and $50 million							
CEO/Executive Director	16	$316,441		$213,600	$247,301	$456,749	
Top Development Position	5	$193,494			$196,975		
Top Finance Position	12	$214,348		$164,394	$213,669	$237,923	
Top Operations Position	7	$213,760			$177,977		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: educational services							
Greater than $50 million							
CEO/Executive Director	17	$629,113		$349,846	$460,000	$567,859	
Top Administrative Position	9	$312,979			$244,295		
Top Development Position	6	$278,405			$283,779		
Top Education Position	6	$249,807			$210,558		
Top Finance Position	18	$356,918		$244,471	$337,901	$410,749	
Top Human Resources Position	7	$261,691			$257,699		
Top Legal Position	5	$390,505			$305,303		
Top Marketing Position	5	$385,384			$350,388		
Top Operations Position	12	$333,035		$264,562	$285,997	$331,230	
Top PR/Communications Position	6	$253,430			$251,068		
Top Program Position	5	$238,051			$240,669		
Top Technology Position	12	$267,706		$175,100	$242,650	$283,389	
Educational institutions & related activities: elementary & secondary schools							
$250 thousand or less							
CEO/Executive Director	102	$43,420	$19,300	$26,100	$41,147	$55,000	$73,446
Top Administrative Position	11	$29,736		$19,746	$24,333	$36,813	
Top Finance Position	12	$42,272		$36,084	$40,551	$47,209	
Between $250 thousand and $500 thousand							
CEO/Executive Director	149	$62,698	$29,233	$40,800	$58,014	$77,784	$97,100
Top Administrative Position	16	$47,455		$33,675	$40,459	$50,174	
Top Finance Position	17	$44,756		$25,200	$35,918	$52,800	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: elementary & secondary schools							
Between $500 thousand and $1 million							
CEO/Executive Director	194	$73,084	$36,150	$50,077	$66,987	$89,970	$118,310
Top Administrative Position	21	$56,523	$38,062	$41,517	$54,666	$60,000	$89,660
Top Finance Position	17	$49,445		$30,840	$36,030	$62,040	
Between $1 million and $2.5 million							
CEO/Executive Director	372	$97,823	$49,039	$67,005	$87,239	$115,748	$155,890
Top Administrative Position	44	$73,243	$46,318	$55,002	$71,357	$80,127	$104,396
Top Business Position	13	$51,994		$36,000	$53,813	$58,369	
Top Development Position	5	$108,917			$109,000		
Top Education Position	9	$64,950			$63,451		
Top Finance Position	44	$66,832	$37,465	$43,948	$64,390	$80,560	$95,101
Top Operations Position	11	$108,066		$81,482	$96,806	$127,150	
Between $2.5 million and $5 million							
CEO/Executive Director	302	$128,502	$70,247	$91,625	$118,425	$149,676	$204,355
Top Administrative Position	30	$103,932	$66,304	$82,127	$98,347	$124,309	$164,424
Top Business Position	22	$84,894	$46,670	$68,018	$81,077	$95,721	$132,530
Top Development Position	13	$103,971		$60,000	$107,374	$138,978	
Top Education Position	11	$115,365		$95,472	$112,429	$136,972	
Top Finance Position	58	$90,424	$45,324	$56,741	$81,813	$112,178	$140,792
Top Operations Position	20	$120,196	$55,854	$100,638	$114,038	$137,414	$180,813
Top Program Position	7	$123,735			$125,409		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: elementary & secondary schools

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	292	$165,840	$92,494	$114,036	$149,942	$206,185	$244,391
Top Administrative Position	34	$132,651	$82,581	$101,322	$130,678	$159,093	$177,040
Top Business Position	29	$110,452	$71,970	$88,631	$113,546	$126,624	$139,525
Top Development Position	21	$145,219	$102,456	$119,511	$132,900	$140,296	$202,392
Top Education Position	18	$146,535		$111,075	$136,940	$168,946	
Top Facilities Position	7	$114,884			$119,754		
Top Finance Position	98	$115,061	$63,419	$80,713	$107,279	$144,798	$174,840
Top Human Resources Position	7	$113,619			$123,059		
Top Operations Position	39	$140,866	$88,255	$105,058	$131,816	$150,513	$213,189
Top PR/Communications Position	6	$134,373			$133,282		
Top Program Position	8	$120,997			$126,517		
Top Technology Position	5	$133,857			$140,804		
Between $10 million and $25 million							
CEO/Executive Director	287	$270,932	$131,339	$168,556	$242,481	$346,017	$451,077
Top Administrative Position	33	$163,943	$105,536	$123,612	$154,726	$184,214	$242,174
Top Business Position	27	$135,255	$89,687	$114,119	$134,548	$151,654	$189,010
Top Development Position	78	$154,345	$119,242	$130,221	$146,572	$167,479	$195,100
Top Education Position	38	$151,023	$105,791	$125,270	$146,012	$181,090	$203,188
Top Facilities Position	13	$147,917		$128,785	$141,547	$158,235	
Top Finance Position	157	$166,859	$102,608	$127,045	$161,871	$194,445	$241,185
Top Human Resources Position	9	$141,843			$126,115		
Top Operations Position	68	$168,421	$111,684	$128,714	$157,233	$211,072	$244,078
Top PR/Communications Position	15	$143,605		$120,745	$128,844	$159,099	
Top Program Position	8	$150,451			$143,424		
Top Technology Position	27	$137,755	$114,056	$121,643	$136,607	$146,963	$160,003

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: elementary & secondary schools

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $25 million and $50 million							
CEO/Executive Director	132	$497,712	$215,433	$330,249	$480,781	$621,307	$787,609
Top Administrative Position	19	$220,867		$162,175	$191,526	$247,347	
Top Business Position	6	$294,688			$303,302		
Top Development Position	73	$214,060	$158,190	$170,345	$209,520	$251,815	$285,945
Top Education Position	33	$173,883	$125,798	$143,805	$163,377	$197,296	$226,380
Top Facilities Position	18	$178,282		$162,378	$171,689	$187,213	
Top Finance Position	122	$257,914	$165,608	$195,745	$247,113	$303,162	$370,780
Top Human Resources Position	14	$151,059		$141,274	$149,850	$157,992	
Top Operations Position	48	$235,492	$147,572	$178,285	$220,814	$289,517	$335,817
Top PR/Communications Position	10	$167,841		$139,742	$167,279	$175,132	
Top Program Position	14	$183,533		$169,319	$186,736	$194,438	
Top Technology Position	30	$176,027	$119,316	$133,929	$160,440	$216,803	$252,328
Greater than $50 million							
CEO/Executive Director	62	$582,465	$184,792	$281,630	$569,415	$840,526	$1,044,933
Top Administrative Position	10	$234,145		$176,196	$196,399	$232,725	
Top Development Position	32	$275,746	$204,157	$230,485	$263,268	$318,979	$357,871
Top Education Position	21	$224,888	$155,177	$167,207	$225,961	$259,625	$278,106
Top Facilities Position	11	$218,990		$181,869	$189,217	$270,224	
Top Finance Position	47	$313,905	$144,671	$250,120	$297,555	$358,902	$494,661
Top Human Resources Position	16	$220,787		$158,316	$218,970	$255,808	
Top Legal Position	5	$277,433			$274,232		
Top Operations Position	28	$298,084	$188,718	$260,057	$295,236	$354,170	$401,989
Top PR/Communications Position	10	$231,553		$184,306	$226,306	$278,233	
Top Technology Position	20	$223,948	$130,126	$170,406	$230,944	$263,319	$314,064

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	34	$46,311	$19,069	$25,017	$48,187	$56,838	$74,830
Between $250 thousand and $500 thousand							
CEO/Executive Director	27	$70,462	$36,681	$46,250	$71,621	$92,120	$109,276
Between $500 thousand and $1 million							
CEO/Executive Director	28	$104,884	$59,853	$71,957	$86,151	$109,571	$176,770
Between $1 million and $2.5 million							
CEO/Executive Director	44	$121,468	$59,454	$89,900	$111,122	$156,570	$187,482
Between $2.5 million and $5 million							
CEO/Executive Director	30	$176,605	$92,407	$115,973	$151,468	$208,861	$297,492
Between $5 million and $10 million							
CEO/Executive Director	20	$213,560	$111,006	$128,800	$209,708	$263,136	$324,859
Top Finance Position	8	$144,249			$133,890		
Between $10 million and $25 million							
CEO/Executive Director	10	$240,038		$164,504	$216,306	$306,272	
Top Finance Position	5	$175,325			$159,494		
Between $25 million and $50 million							
CEO/Executive Director	6	$392,195			$362,005		
Top Finance Position	7	$237,220			$203,780		
Top Operations Position	5	$195,096			$227,242		
Greater than $50 million							
CEO/Executive Director	9	$882,878			$413,660		
Top Development Position	5	$323,333			$316,118		
Top Finance Position	7	$288,545			$226,503		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: graduate & professional schools							
$250 thousand or less							
CEO/Executive Director	15	$56,470		$37,601	$45,123	$76,872	
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	$77,523		$60,633	$75,393	$97,788	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$134,639		$86,098	$122,457	$176,514	
Between $1 million and $2.5 million							
CEO/Executive Director	32	$118,816	$35,431	$75,300	$113,167	$155,686	$207,678
Top Finance Position	8	$77,441			$65,108		
Between $2.5 million and $5 million							
CEO/Executive Director	28	$183,730	$81,477	$111,909	$167,788	$224,366	$321,303
Top Education Position	11	$163,737		$117,725	$168,954	$198,575	
Top Finance Position	11	$116,466		$72,762	$90,917	$154,776	
Between $5 million and $10 million							
CEO/Executive Director	20	$235,103	$87,330	$179,659	$226,368	$303,597	$348,161
Top Administrative Position	6	$125,694			$123,248		
Top Development Position	5	$137,533			$158,237		
Top Education Position	10	$176,240		$112,691	$156,539	$196,742	
Top Finance Position	12	$131,935		$96,546	$131,426	$155,662	

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: graduate & professional schools

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
CEO/Executive Director	17	$332,938		$234,722	$339,150	$421,350	
Top Administrative Position	5	$150,818			$136,983		
Top Development Position	5	$156,309			$160,161		
Top Education Position	17	$193,434		$143,008	$171,525	$227,310	
Top Finance Position	12	$177,306		$150,701	$168,750	$234,726	
Top Human Resources Position	6	$142,909			$149,063		
Top Operations Position	5	$206,570			$214,368		
Top Program Position	5	$191,332			$179,177		
Between $25 million and $50 million							
CEO/Executive Director	27	$428,406	$177,628	$252,881	$406,804	$541,515	$672,747
Top Administrative Position	9	$212,309			$211,261		
Top Development Position	11	$193,097		$159,271	$181,718	$213,295	
Top Education Position	20	$250,507	$155,031	$211,422	$261,952	$308,059	$339,661
Top Finance Position	27	$210,696	$130,391	$168,655	$229,080	$256,780	$297,799
Top Operations Position	8	$208,721			$202,910		
Top PR/Communications Position	7	$229,217			$185,328		
Top Technology Position	8	$162,224			$176,392		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: graduate & professional schools							
Greater than $50 million							
CEO/Executive Director	34	$881,773	$276,752	$495,986	$670,695	$848,084	$1,115,438
Top Administrative Position	15	$306,366		$220,925	$297,241	$411,739	
Top Development Position	19	$407,909		$244,134	$317,265	$357,585	
Top Education Position	28	$392,061	$235,118	$289,969	$376,345	$425,591	$491,994
Top Finance Position	32	$389,195	$123,117	$217,452	$330,216	$427,009	$553,170
Top Human Resources Position	9	$311,904			$281,821		
Top Legal Position	16	$415,336		$296,747	$340,416	$352,238	
Top Marketing Position	8	$235,595			$227,229		
Top Operations Position	9	$469,634			$328,386		
Top PR/Communications Position	8	$300,723			$231,651		
Top Technology Position	7	$284,641			$263,986		
Educational institutions & related activities: higher education							
$250 thousand or less							
CEO/Executive Director	12	$53,468		$35,471	$47,158	$61,080	
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	$77,977		$61,625	$73,794	$84,692	
Between $500 thousand and $1 million							
CEO/Executive Director	22	$87,348	$26,570	$43,921	$88,363	$120,914	$141,829
Between $1 million and $2.5 million							
CEO/Executive Director	26	$150,752	$83,480	$107,946	$136,692	$170,230	$252,674
Top Finance Position	6	$124,015			$116,077		
Top Operations Position	6	$106,295			$96,962		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: higher education

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
CEO/Executive Director	22	$167,046	$97,255	$106,305	$154,807	$225,914	$245,863
Top Development Position	6	$112,307			$117,862		
Top Finance Position	8	$109,909			$125,810		
Between $5 million and $10 million							
CEO/Executive Director	21	$193,012	$70,240	$133,200	$201,939	$217,590	$273,977
Top Development Position	6	$188,344			$184,538		
Top Finance Position	11	$142,409		$116,415	$134,146	$151,939	
Between $10 million and $25 million							
CEO/Executive Director	40	$257,709	$95,168	$170,983	$235,736	$307,999	$482,589
Top Administrative Position	11	$163,217		$140,852	$171,188	$183,765	
Top Development Position	15	$138,252		$113,628	$130,751	$158,046	
Top Education Position	23	$165,892	$122,082	$131,926	$170,976	$194,700	$219,704
Top Finance Position	27	$155,440	$87,893	$103,556	$145,905	$174,389	$228,373
Top Human Resources Position	6	$124,619			$118,592		
Top Marketing Position	6	$159,911			$173,794		
Top Operations Position	7	$193,486			$137,860		
Top Technology Position	8	$174,094			$160,161		
Between $25 million and $50 million							
CEO/Executive Director	33	$284,611	$118,616	$176,700	$256,223	$330,330	$491,591
Top Administrative Position	17	$146,668		$133,762	$145,678	$157,999	
Top Development Position	18	$162,170		$138,179	$151,616	$175,378	
Top Education Position	24	$175,961	$121,349	$142,925	$170,376	$192,979	$237,794
Top Finance Position	31	$166,935	$92,632	$119,472	$140,313	$198,054	$255,569
Top Marketing Position	6	$129,120			$118,638		
Top Program Position	5	$182,213			$145,781		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: higher education							
Greater than $50 million							
CEO/Executive Director	113	$748,496	$304,550	$405,878	$530,473	$780,009	$1,466,664
Top Administrative Position	78	$280,610	$130,167	$174,070	$218,325	$308,696	$432,018
Top Business Position	21	$327,713	$167,772	$201,876	$269,132	$361,987	$510,050
Top Development Position	78	$309,796	$154,752	$191,049	$246,513	$337,603	$523,229
Top Education Position	101	$353,630	$170,356	$207,921	$271,879	$381,766	$589,610
Top Facilities Position	13	$309,886		$190,097	$267,416	$348,537	
Top Finance Position	114	$328,475	$151,984	$203,327	$250,789	$362,477	$501,512
Top Human Resources Position	21	$247,628	$155,808	$178,339	$210,562	$300,844	$411,983
Top Legal Position	42	$412,213	$192,693	$224,917	$303,024	$579,889	$844,883
Top Marketing Position	24	$236,510	$147,535	$166,346	$234,688	$305,322	$342,191
Top Operations Position	31	$391,724	$169,069	$206,727	$289,269	$400,822	$736,593
Top PR/Communications Position	33	$293,062	$164,395	$192,594	$253,798	$359,508	$485,568
Top Program Position	11	$230,480		$140,326	$195,730	$217,984	
Top Technology Position	40	$301,043	$151,808	$180,984	$206,976	$301,651	$434,870
Educational institutions & related activities: libraries							
$250 thousand or less							
CEO/Executive Director	46	$43,828	$20,365	$25,844	$40,755	$52,102	$73,304
Between $250 thousand and $500 thousand							
CEO/Executive Director	40	$65,110	$41,642	$50,000	$58,338	$74,475	$106,492
Between $500 thousand and $1 million							
CEO/Executive Director	64	$90,399	$59,141	$67,098	$85,642	$105,241	$122,760

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: libraries							
Between $1 million and $2.5 million							
CEO/Executive Director	71	$121,483	$75,422	$88,937	$115,820	$137,385	$184,123
Top Finance Position	8	$86,164			$91,860		
Between $2.5 million and $5 million							
CEO/Executive Director	33	$120,184	$80,762	$93,254	$113,300	$139,732	$175,654
Top Finance Position	8	$102,978			$105,502		
Between $5 million and $10 million							
CEO/Executive Director	22	$192,810	$120,511	$135,488	$166,305	$221,260	$275,528
Top Finance Position	14	$134,956		$112,693	$132,457	$160,684	
Top Technology Position	7	$136,787			$139,421		
Between $10 million and $25 million							
CEO/Executive Director	10	$167,348		$149,403	$165,256	$180,163	
Top Finance Position	9	$129,011			$126,580		
Between $25 million and $50 million							
CEO/Executive Director	6	$302,288			$240,758		
Top Finance Position	6	$222,107			$165,837		
Greater than $50 million							
CEO/Executive Director	5	$504,810			$409,005		
Top Finance Position	5	$288,228			$264,575		
Top Human Resources Position	5	$253,074			$227,730		
Educational institutions & related activities: management & technical assistance							
$250 thousand or less							
CEO/Executive Director	14	$59,002		$39,810	$50,744	$78,996	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: management & technical assistance							
Between $500 thousand and $1 million							
CEO/Executive Director	13	$115,320		$79,083	$94,880	$126,966	
Between $1 million and $2.5 million							
CEO/Executive Director	22	$174,212	$110,575	$131,893	$158,668	$217,836	$268,930
Between $2.5 million and $5 million							
CEO/Executive Director	13	$205,189		$134,051	$164,150	$301,429	
Between $5 million and $10 million							
CEO/Executive Director	15	$222,923		$172,702	$211,632	$239,857	
Top Finance Position	7	$153,708			$152,965		
Between $10 million and $25 million							
CEO/Executive Director	11	$291,745		$237,612	$286,366	$330,693	
Top Finance Position	7	$167,321			$166,471		
Educational institutions & related activities: parent & teacher groups							
$250 thousand or less							
CEO/Executive Director	9	$44,360			$35,702		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$59,865			$58,996		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$87,718			$82,800		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$97,029			$86,683		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: preschools							
$250 thousand or less							
CEO/Executive Director	114	$37,230	$17,533	$24,809	$36,401	$45,835	$58,290
Top Administrative Position	11	$32,096		$20,472	$26,042	$32,843	
Top Finance Position	13	$37,101		$29,507	$32,000	$48,500	
Top Program Position	9	$29,897			$27,085		
Between $250 thousand and $500 thousand							
CEO/Executive Director	137	$58,772	$30,572	$40,000	$55,367	$74,551	$87,188
Top Administrative Position	9	$43,042			$36,923		
Top Education Position	6	$41,535			$36,895		
Top Finance Position	27	$49,928	$23,503	$29,351	$44,500	$68,880	$82,052
Between $500 thousand and $1 million							
CEO/Executive Director	187	$70,848	$40,013	$52,814	$63,630	$81,601	$111,964
Top Administrative Position	18	$61,282		$41,045	$54,393	$76,561	
Top Education Position	5	$63,854			$60,000		
Top Finance Position	20	$56,754	$24,775	$30,566	$43,840	$71,307	$102,465
Top Program Position	5	$56,562			$59,857		
Between $1 million and $2.5 million							
CEO/Executive Director	193	$96,511	$55,928	$70,205	$86,418	$108,118	$143,812
Top Administrative Position	12	$73,876		$55,379	$58,227	$73,113	
Top Business Position	5	$57,850			$63,434		
Top Finance Position	12	$49,708		$38,992	$44,912	$59,822	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: preschools							
Between $2.5 million and $5 million							
CEO/Executive Director	148	$130,721	$77,154	$96,334	$120,897	$155,440	$188,859
Top Administrative Position	5	$102,183			$105,006		
Top Business Position	6	$89,908			$89,152		
Top Finance Position	31	$85,529	$54,164	$67,059	$78,961	$104,081	$113,498
Top Operations Position	5	$93,537			$106,573		
Between $5 million and $10 million							
CEO/Executive Director	85	$171,992	$93,021	$111,068	$144,240	$206,803	$259,623
Top Administrative Position	5	$137,066			$125,437		
Top Business Position	9	$99,696			$104,666		
Top Development Position	8	$125,626			$120,902		
Top Finance Position	38	$115,218	$73,627	$89,626	$114,577	$125,829	$166,665
Top Operations Position	8	$121,854			$124,515		
Between $10 million and $25 million							
CEO/Executive Director	76	$210,991	$111,387	$139,381	$180,775	$241,833	$363,430
Top Administrative Position	5	$127,238			$128,336		
Top Development Position	13	$151,340		$122,712	$141,474	$172,227	
Top Education Position	11	$138,402		$125,276	$146,358	$158,269	
Top Finance Position	53	$132,440	$78,255	$97,250	$132,127	$152,579	$194,368
Top Human Resources Position	9	$122,635			$128,069		
Top Operations Position	22	$140,257	$100,696	$118,445	$139,274	$172,509	$178,291
Top Program Position	5	$139,670			$149,159		
Between $25 million and $50 million							
CEO/Executive Director	22	$211,644	$106,910	$136,393	$156,712	$246,606	$419,695
Top Finance Position	15	$141,379		$109,983	$126,654	$161,310	
Top Operations Position	9	$132,198			$117,137		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: preschools							
Greater than $50 million							
CEO/Executive Director	8	$392,642			$228,739		
Top Finance Position	6	$244,350			$178,110		
Educational institutions & related activities: primary & elementary schools							
$250 thousand or less							
CEO/Executive Director	28	$47,547	$24,465	$30,638	$44,572	$60,600	$74,438
Between $250 thousand and $500 thousand							
CEO/Executive Director	50	$56,397	$27,845	$37,627	$52,934	$75,169	$88,562
Top Administrative Position	9	$37,512			$32,400		
Between $500 thousand and $1 million							
CEO/Executive Director	98	$69,372	$31,636	$45,875	$62,358	$88,324	$110,696
Top Administrative Position	11	$46,224		$40,363	$49,465	$54,540	
Top Finance Position	11	$40,502		$22,445	$38,958	$51,828	
Between $1 million and $2.5 million							
CEO/Executive Director	199	$97,367	$54,800	$69,215	$91,642	$121,424	$146,772
Top Administrative Position	24	$74,383	$32,450	$50,225	$66,719	$95,648	$119,756
Top Business Position	9	$83,696			$78,951		
Top Education Position	9	$94,333			$89,839		
Top Finance Position	29	$60,632	$31,206	$43,212	$60,725	$75,689	$92,796
Top Operations Position	9	$100,268			$92,675		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: primary & elementary schools							
Between $2.5 million and $5 million							
CEO/Executive Director	211	$143,203	$75,000	$101,913	$132,650	$179,066	$218,713
Top Administrative Position	19	$95,351		$67,805	$89,136	$106,962	
Top Business Position	22	$100,076	$51,691	$72,809	$98,146	$122,062	$123,344
Top Development Position	7	$140,482			$134,442		
Top Education Position	6	$122,708			$124,259		
Top Finance Position	48	$100,564	$42,456	$63,205	$96,249	$124,497	$155,793
Top Operations Position	19	$98,635		$71,111	$103,136	$133,364	
Between $5 million and $10 million							
CEO/Executive Director	216	$201,538	$98,353	$136,550	$187,317	$263,238	$317,089
Top Administrative Position	26	$130,588	$88,606	$106,786	$124,866	$151,850	$176,475
Top Business Position	25	$125,830	$77,581	$88,334	$134,416	$150,532	$178,940
Top Development Position	25	$134,901	$106,277	$119,443	$127,398	$154,324	$171,580
Top Education Position	13	$129,534		$113,556	$135,774	$145,966	
Top Finance Position	82	$131,875	$62,712	$103,125	$122,958	$159,332	$185,435
Top Operations Position	36	$144,959	$106,495	$116,400	$140,662	$165,786	$193,158
Top Program Position	8	$132,970			$129,633		
Top Technology Position	10	$116,785		$111,198	$116,436	$130,195	

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: primary & elementary schools

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
CEO/Executive Director	160	$312,037	$148,250	$204,729	$296,657	$390,934	$491,176
Top Administrative Position	21	$171,680	$119,103	$133,294	$144,487	$205,307	$226,999
Top Business Position	11	$136,984		$111,724	$125,000	$157,855	
Top Development Position	64	$162,326	$120,123	$132,440	$157,034	$179,649	$216,554
Top Education Position	41	$153,117	$115,254	$130,144	$146,984	$170,920	$191,006
Top Facilities Position	9	$143,894			$149,729		
Top Finance Position	108	$180,367	$104,459	$133,297	$180,565	$231,999	$260,857
Top Human Resources Position	6	$147,153			$137,265		
Top Marketing Position	6	$134,857			$132,320		
Top Operations Position	59	$172,424	$113,222	$124,937	$158,259	$215,421	$257,919
Top PR/Communications Position	10	$144,245		$133,427	$136,681	$155,563	
Top Program Position	5	$150,295			$149,968		
Top Technology Position	37	$147,096	$114,784	$128,030	$146,154	$171,877	$180,918
Between $25 million and $50 million							
CEO/Executive Director	27	$423,980	$170,552	$227,996	$321,331	$614,984	$767,635
Top Development Position	14	$209,884		$155,850	$197,189	$256,836	
Top Education Position	13	$173,741		$150,849	$162,750	$181,617	
Top Finance Position	24	$217,154	$117,894	$151,507	$224,774	$244,022	$334,886
Top Operations Position	16	$210,335		$181,663	$218,638	$227,713	
Greater than $50 million							
CEO/Executive Director	11	$415,341		$231,882	$345,141	$550,420	
Top Finance Position	9	$226,825			$202,620		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	33	$59,434	$22,880	$36,250	$54,300	$75,900	$98,210
Between $250 thousand and $500 thousand							
CEO/Executive Director	43	$90,257	$28,367	$47,740	$85,000	$120,187	$155,628
Between $500 thousand and $1 million							
CEO/Executive Director	40	$123,475	$68,968	$80,246	$113,474	$138,907	$213,054
Between $1 million and $2.5 million							
CEO/Executive Director	69	$190,112	$85,794	$133,416	$179,319	$257,445	$300,736
Top Finance Position	5	$106,805			$98,186		
Top Operations Position	7	$127,725			$132,733		
Between $2.5 million and $5 million							
CEO/Executive Director	29	$288,897	$160,564	$188,990	$242,595	$328,809	$443,293
Top Finance Position	8	$144,385			$135,140		
Top Operations Position	7	$223,463			$204,665		
Top Program Position	5	$153,664			$163,865		
Between $5 million and $10 million							
CEO/Executive Director	35	$303,771	$124,458	$162,164	$256,766	$396,111	$560,972
Top Business Position	8	$169,219			$178,442		
Top Education Position	6	$163,895			$156,385		
Top Finance Position	15	$160,357		$124,246	$149,076	$184,742	
Top Operations Position	12	$194,569		$176,132	$194,309	$217,741	
Top PR/Communications Position	5	$147,614			$146,359		
Top Technology Position	7	$156,715			$155,925		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: professional societies & associations							
Between $10 million and $25 million							
CEO/Executive Director	19	$480,570		$302,322	$502,140	$570,181	
Top Administrative Position	6	$205,030			$218,056		
Top Finance Position	17	$223,050		$162,293	$197,923	$284,959	
Top Human Resources Position	7	$197,309			$188,487		
Top Operations Position	7	$269,998			$262,900		
Top PR/Communications Position	6	$217,677			$225,361		
Between $25 million and $50 million							
CEO/Executive Director	5	$506,292			$524,722		
Greater than $50 million							
CEO/Executive Director	6	$791,418			$825,429		
Top Finance Position	6	$411,061			$351,102		
Top Legal Position	5	$414,729			$418,958		
Top Operations Position	5	$513,855			$549,958		
Educational institutions & related activities: remedial reading & encouragement							
$250 thousand or less							
CEO/Executive Director	27	$41,642	$20,573	$23,610	$43,231	$49,955	$69,979
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	$66,370	$42,700	$52,063	$62,500	$78,712	$101,154
Between $500 thousand and $1 million							
CEO/Executive Director	21	$97,004	$66,540	$73,718	$96,415	$119,857	$129,307
Between $1 million and $2.5 million							
CEO/Executive Director	23	$127,401	$71,049	$94,897	$121,985	$159,332	$188,495

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: remedial reading & encouragement							
Between $2.5 million and $5 million							
CEO/Executive Director	5	$128,212			$126,655		
Educational institutions & related activities: research institutes & public policy analysis							
$250 thousand or less							
CEO/Executive Director	11	$50,001		$31,301	$46,504	$66,688	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$111,182			$105,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$143,301			$149,321		
Between $1 million and $2.5 million							
CEO/Executive Director	20	$151,626	$82,240	$98,903	$137,790	$185,268	$252,739
Between $2.5 million and $5 million							
CEO/Executive Director	12	$240,186		$207,850	$228,415	$288,971	
Top Finance Position	6	$153,127			$142,223		
Between $5 million and $10 million							
CEO/Executive Director	7	$333,125			$280,544		
Top Finance Position	5	$211,663			$193,926		
Between $10 million and $25 million							
CEO/Executive Director	7	$341,507			$314,573		
Top Finance Position	5	$202,881			$198,697		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: scholarships & student financial aid							
$250 thousand or less							
CEO/Executive Director	41	$49,828	$23,335	$38,500	$50,000	$65,481	$79,808
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	$71,047	$35,294	$47,025	$69,065	$89,500	$111,884
Between $500 thousand and $1 million							
CEO/Executive Director	45	$99,505	$46,171	$74,750	$98,510	$125,000	$155,671
Between $1 million and $2.5 million							
CEO/Executive Director	59	$145,953	$50,000	$91,174	$123,007	$169,267	$264,246
Top Finance Position	7	$105,081			$70,600		
Between $2.5 million and $5 million							
CEO/Executive Director	33	$159,225	$113,346	$125,753	$151,520	$176,366	$239,773
Top Administrative Position	5	$193,901			$189,675		
Between $5 million and $10 million							
CEO/Executive Director	22	$259,334	$137,071	$172,333	$222,506	$289,238	$400,345
Top Finance Position	8	$206,721			$144,391		
Top Operations Position	6	$225,762			$158,086		
Between $10 million and $25 million							
CEO/Executive Director	24	$304,977	$138,477	$204,154	$257,920	$371,647	$498,341
Top Administrative Position	5	$188,489			$167,480		
Top Development Position	5	$231,746			$185,411		
Top Education Position	6	$183,265			$184,529		
Top Finance Position	11	$224,823		$133,370	$170,008	$214,767	
Top Operations Position	10	$217,911		$172,204	$222,341	$256,453	
Top Program Position	7	$199,298			$175,429		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: scholarships & student financial aid							
Between $25 million and $50 million							
CEO/Executive Director	13	$286,906		$146,311	$273,508	$384,626	
Top Finance Position	9	$221,999			$211,014		
Top PR/Communications Position	5	$163,085			$163,263		
Greater than $50 million							
CEO/Executive Director	5	$372,632			$379,987		
Top Finance Position	6	$263,528			$262,964		
Educational institutions & related activities: secondary & high schools							
$250 thousand or less							
CEO/Executive Director	33	$49,424	$18,506	$32,788	$44,988	$60,000	$90,909
Between $250 thousand and $500 thousand							
CEO/Executive Director	43	$69,548	$32,647	$56,947	$65,036	$91,339	$110,183
Between $500 thousand and $1 million							
CEO/Executive Director	62	$87,988	$37,996	$53,660	$81,472	$117,350	$149,576
Top Finance Position	5	$51,141			$54,900		
Between $1 million and $2.5 million							
CEO/Executive Director	114	$111,924	$55,260	$76,376	$108,114	$138,965	$182,948
Top Administrative Position	8	$84,485			$78,074		
Top Education Position	5	$103,812			$90,125		
Top Finance Position	9	$74,369			$68,133		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: secondary & high schools							
Between $2.5 million and $5 million							
CEO/Executive Director	123	$146,477	$82,113	$103,506	$132,998	$178,792	$214,665
Top Administrative Position	9	$112,021			$108,374		
Top Business Position	5	$134,495			$84,975		
Top Development Position	7	$142,819			$134,584		
Top Education Position	6	$130,241			$118,730		
Top Finance Position	28	$100,243	$67,093	$79,474	$99,088	$108,736	$137,443
Top Operations Position	12	$111,346		$94,645	$103,308	$119,511	
Between $5 million and $10 million							
CEO/Executive Director	141	$165,686	$98,345	$123,751	$156,329	$197,241	$247,557
Top Administrative Position	16	$138,781		$115,375	$132,477	$143,516	
Top Business Position	9	$110,611			$82,888		
Top Development Position	7	$142,129			$127,744		
Top Education Position	16	$132,515		$119,365	$134,731	$152,501	
Top Finance Position	37	$117,967	$75,054	$95,601	$113,799	$138,567	$166,255
Top Operations Position	28	$126,580	$99,656	$108,550	$114,712	$145,303	$168,847

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: secondary & high schools

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
CEO/Executive Director	167	$278,328	$140,936	$188,093	$259,467	$351,139	$432,226
Top Administrative Position	25	$195,125	$133,340	$150,027	$167,999	$209,818	$239,601
Top Business Position	25	$154,340	$110,092	$121,036	$149,767	$172,116	$224,559
Top Development Position	59	$160,872	$120,855	$133,295	$156,470	$176,181	$215,608
Top Education Position	41	$153,263	$111,527	$133,045	$156,441	$180,239	$195,661
Top Facilities Position	11	$135,870		$120,401	$128,542	$148,391	
Top Finance Position	92	$164,723	$94,029	$122,034	$165,124	$203,211	$232,801
Top Human Resources Position	8	$145,028			$133,660		
Top Marketing Position	7	$153,617			$141,336		
Top Operations Position	43	$167,385	$109,488	$137,793	$156,134	$194,846	$230,121
Top PR/Communications Position	9	$162,469			$159,069		
Top Program Position	7	$153,553			$133,812		
Top Technology Position	15	$148,011		$131,428	$141,481	$157,590	
Between $25 million and $50 million							
CEO/Executive Director	94	$459,941	$191,019	$302,888	$479,759	$549,039	$681,103
Top Administrative Position	21	$177,252	$132,099	$146,592	$183,699	$206,383	$222,753
Top Business Position	7	$185,182			$189,773		
Top Development Position	62	$235,472	$159,542	$192,749	$232,957	$260,885	$339,956
Top Education Position	31	$175,344	$138,004	$146,838	$168,963	$195,191	$224,527
Top Facilities Position	16	$162,080		$147,472	$161,603	$179,580	
Top Finance Position	72	$256,360	$132,559	$191,984	$264,276	$309,793	$345,551
Top Human Resources Position	9	$154,816			$153,420		
Top Marketing Position	6	$169,758			$162,855		
Top Operations Position	39	$238,766	$139,887	$172,109	$227,648	$293,800	$348,887
Top PR/Communications Position	14	$162,308		$148,656	$153,263	$174,978	
Top Technology Position	18	$173,740		$147,317	$169,528	$201,161	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: secondary & high schools							
Greater than $50 million							
CEO/Executive Director	19	$506,253		$343,503	$503,368	$650,363	
Top Administrative Position	5	$227,483			$250,093		
Top Development Position	12	$292,219		$242,067	$291,994	$338,332	
Top Education Position	10	$242,489		$212,242	$235,026	$281,506	
Top Finance Position	19	$261,388		$191,162	$225,397	$351,191	
Top Operations Position	10	$232,031		$180,422	$225,336	$298,745	
Educational institutions & related activities: single organization support							
$250 thousand or less							
CEO/Executive Director	54	$51,251	$24,000	$29,337	$47,928	$62,964	$84,423
Between $250 thousand and $500 thousand							
CEO/Executive Director	46	$73,668	$29,802	$48,039	$67,034	$97,065	$115,036
Between $500 thousand and $1 million							
CEO/Executive Director	63	$107,742	$65,137	$83,937	$97,139	$134,945	$166,561
Between $1 million and $2.5 million							
CEO/Executive Director	63	$122,659	$54,226	$73,811	$108,654	$158,030	$185,880
Top Development Position	5	$142,509			$136,604		
Top Finance Position	8	$97,311			$93,928		
Between $2.5 million and $5 million							
CEO/Executive Director	50	$203,866	$103,522	$132,709	$163,434	$213,952	$299,931
Top Development Position	6	$137,459			$122,382		
Top Finance Position	17	$133,447		$104,902	$117,425	$144,187	
Top Operations Position	5	$148,156			$120,996		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: single organization support							
Between $5 million and $10 million							
CEO/Executive Director	46	$211,009	$106,773	$131,511	$179,638	$252,709	$285,577
Top Administrative Position	5	$139,271			$124,798		
Top Development Position	5	$166,417			$148,053		
Top Finance Position	21	$136,687	$80,035	$129,512	$139,091	$162,709	$175,297
Between $10 million and $25 million							
CEO/Executive Director	41	$310,248	$135,461	$182,360	$269,371	$324,565	$432,676
Top Development Position	18	$203,010		$152,448	$169,760	$224,870	
Top Education Position	7	$162,189			$164,161		
Top Finance Position	35	$173,094	$104,246	$125,782	$148,306	$202,308	$260,343
Top Legal Position	5	$292,086			$208,080		
Top Operations Position	13	$303,440		$156,246	$173,798	$267,156	
Top Technology Position	8	$412,760			$186,894		
Between $25 million and $50 million							
CEO/Executive Director	30	$287,516	$152,875	$197,203	$258,904	$383,659	$443,344
Top Development Position	15	$219,036		$160,651	$198,779	$252,338	
Top Finance Position	23	$209,443	$158,195	$181,862	$196,924	$228,917	$277,146
Top Operations Position	8	$241,020			$230,375		
Top Technology Position	7	$170,773			$158,597		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: single organization support							
Greater than $50 million							
CEO/Executive Director	31	$468,607	$231,130	$298,008	$464,918	$606,752	$712,656
Top Administrative Position	6	$203,098			$164,566		
Top Development Position	10	$304,262		$202,184	$300,714	$354,854	
Top Finance Position	30	$270,388	$176,351	$203,529	$257,094	$333,873	$397,094
Top Legal Position	8	$251,215			$254,761		
Top Operations Position	9	$311,405			$282,907		
Top Technology Position	13	$311,347		$190,441	$230,969	$268,595	
Educational institutions & related activities: special education							
$250 thousand or less							
CEO/Executive Director	29	$40,778	$15,580	$25,438	$41,113	$51,427	$64,132
Top Finance Position	6	$33,815			$34,121		
Between $250 thousand and $500 thousand							
CEO/Executive Director	30	$63,001	$29,897	$47,231	$61,572	$76,868	$88,396
Top Finance Position	5	$57,397			$53,115		
Between $500 thousand and $1 million							
CEO/Executive Director	51	$71,385	$30,800	$46,557	$70,000	$88,140	$116,826
Top Finance Position	5	$55,004			$42,375		
Between $1 million and $2.5 million							
CEO/Executive Director	113	$105,991	$51,586	$75,351	$96,165	$136,567	$159,813
Top Finance Position	12	$60,647		$48,371	$54,878	$69,697	
Top Operations Position	5	$97,571			$87,425		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: special education

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
CEO/Executive Director	116	$146,786	$94,505	$112,266	$136,213	$171,079	$201,592
Top Administrative Position	6	$108,331			$109,769		
Top Business Position	7	$102,652			$97,939		
Top Education Position	9	$162,921			$127,648		
Top Finance Position	16	$115,378		$88,887	$104,290	$118,189	
Top Operations Position	6	$110,793			$112,175		
Between $5 million and $10 million							
CEO/Executive Director	107	$182,672	$109,728	$127,494	$169,502	$225,628	$284,051
Top Administrative Position	8	$120,223			$114,503		
Top Business Position	17	$122,894		$91,428	$128,541	$143,273	
Top Development Position	6	$134,759			$126,778		
Top Education Position	16	$150,310		$132,407	$140,457	$173,413	
Top Finance Position	38	$120,758	$70,695	$85,526	$118,786	$143,214	$167,581
Top Operations Position	12	$134,267		$109,003	$127,387	$159,856	
Top Program Position	10	$124,236		$114,626	$120,253	$131,881	
Between $10 million and $25 million							
CEO/Executive Director	89	$258,629	$129,676	$185,777	$241,815	$307,556	$439,408
Top Administrative Position	16	$169,370		$126,818	$146,973	$198,585	
Top Business Position	11	$143,665		$102,085	$142,714	$177,720	
Top Development Position	24	$160,707	$117,119	$136,131	$155,713	$188,078	$198,897
Top Education Position	18	$139,469		$111,407	$137,937	$153,111	
Top Finance Position	52	$160,763	$104,725	$118,946	$147,650	$198,869	$233,352
Top Human Resources Position	11	$147,887		$127,901	$141,157	$158,827	
Top Operations Position	19	$167,098		$126,267	$151,972	$191,678	
Top Program Position	11	$139,162		$118,813	$133,065	$144,364	
Top Technology Position	8	$142,394			$145,863		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: special education							
Between $25 million and $50 million							
CEO/Executive Director	33	$324,011	$192,804	$216,729	$276,145	$398,791	$572,801
Top Administrative Position	8	$181,196			$140,859		
Top Development Position	7	$162,720			$163,546		
Top Education Position	7	$169,235			$150,883		
Top Finance Position	25	$183,080	$114,583	$146,792	$166,890	$212,047	$285,527
Top Operations Position	15	$196,606		$156,461	$177,042	$218,336	
Top Program Position	12	$153,902		$134,284	$155,974	$171,883	
Greater than $50 million							
CEO/Executive Director	6	$316,571			$331,126		
Educational institutions & related activities: student services							
$250 thousand or less							
CEO/Executive Director	24	$49,858	$24,740	$33,675	$49,455	$60,423	$77,524
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	$71,042	$37,189	$48,148	$62,225	$91,242	$118,498
Between $500 thousand and $1 million							
CEO/Executive Director	25	$96,757	$53,212	$74,424	$96,000	$117,619	$131,191
Top Finance Position	5	$90,677			$103,638		
Between $1 million and $2.5 million							
CEO/Executive Director	43	$140,483	$76,354	$98,291	$127,850	$176,653	$212,256
Between $2.5 million and $5 million							
CEO/Executive Director	32	$177,785	$86,760	$110,322	$168,607	$212,810	$312,842
Top Finance Position	8	$116,030			$131,333		
Top Operations Position	5	$147,633			$140,301		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: student services							
Between $5 million and $10 million							
CEO/Executive Director	17	$147,818		$115,020	$137,832	$168,475	
Top Finance Position	6	$117,508			$112,556		
Between $10 million and $25 million							
CEO/Executive Director	15	$210,088		$190,894	$208,226	$230,782	
Top Finance Position	10	$135,933		$116,785	$127,903	$149,455	
Top Human Resources Position	6	$151,463			$151,143		
Educational institutions & related activities: student sororities & fraternities							
$250 thousand or less							
CEO/Executive Director	6	$38,001			$36,000		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$157,414			$147,556		
Between $5 million and $10 million							
CEO/Executive Director	5	$212,232			$155,660		
Educational institutions & related activities: support N.E.C.							
$250 thousand or less							
CEO/Executive Director	15	$47,819		$34,533	$48,000	$60,558	
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	$100,704	$42,357	$70,167	$89,149	$137,500	$154,737
Between $500 thousand and $1 million							
CEO/Executive Director	15	$90,705		$56,541	$87,232	$105,496	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: support N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	17	$130,985		$92,988	$137,796	$156,307	
Between $2.5 million and $5 million							
CEO/Executive Director	11	$191,208		$96,887	$120,000	$193,653	
Between $5 million and $10 million							
CEO/Executive Director	11	$234,755		$177,121	$233,057	$266,449	
Between $10 million and $25 million							
CEO/Executive Director	6	$294,535			$272,860		
Educational institutions & related activities: two-year colleges							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$96,617			$79,014		
Between $1 million and $2.5 million							
CEO/Executive Director	17	$144,612		$120,000	$134,116	$177,774	
Between $2.5 million and $5 million							
CEO/Executive Director	10	$152,583		$92,656	$173,539	$185,107	
Top Finance Position	6	$89,140			$89,951		
Between $5 million and $10 million							
CEO/Executive Director	14	$176,611		$115,751	$163,834	$221,133	
Top Education Position	5	$107,989			$111,513		
Top Finance Position	8	$90,756			$72,046		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: two-year colleges							
Between $10 million and $25 million							
CEO/Executive Director	18	$225,119		$157,077	$210,279	$246,798	
Top Administrative Position	6	$137,100			$140,812		
Top Education Position	9	$137,012			$131,405		
Top Finance Position	12	$121,111		$87,016	$125,661	$151,191	
Between $25 million and $50 million							
CEO/Executive Director	5	$292,814			$299,787		
Educational institutions & related activities: undergraduate colleges							
$250 thousand or less							
CEO/Executive Director	5	$54,171			$47,481		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$61,425			$62,402		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$115,465			$114,323		
Between $2.5 million and $5 million							
CEO/Executive Director	21	$183,287	$81,039	$102,798	$152,682	$217,636	$393,248
Top Administrative Position	6	$55,756			$53,854		
Top Education Position	5	$69,047			$68,250		
Top Finance Position	7	$94,061			$78,729		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: undergraduate colleges							
Between $5 million and $10 million							
CEO/Executive Director	24	$128,162	$88,884	$96,882	$105,653	$136,524	$199,497
Top Administrative Position	6	$102,175			$89,472		
Top Development Position	5	$96,066			$128,329		
Top Education Position	9	$110,733			$101,939		
Top Finance Position	9	$77,585			$74,635		
Between $10 million and $25 million							
CEO/Executive Director	46	$245,587	$120,604	$164,597	$235,744	$325,609	$386,522
Top Administrative Position	17	$144,343		$90,386	$112,395	$172,702	
Top Business Position	5	$116,778			$109,705		
Top Development Position	20	$122,072	$76,089	$91,153	$124,920	$147,739	$166,346
Top Education Position	34	$143,713	$81,500	$105,283	$140,269	$177,645	$205,545
Top Finance Position	35	$129,787	$52,943	$93,411	$125,338	$148,411	$198,928
Top Program Position	5	$143,410			$145,879		
Top Technology Position	7	$118,809			$118,274		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: undergraduate colleges

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $25 million and $50 million							
CEO/Executive Director	78	$283,127	$190,402	$237,847	$270,142	$318,848	$385,880
Top Administrative Position	38	$130,301	$80,749	$104,733	$124,208	$155,654	$189,266
Top Business Position	9	$108,050			$100,911		
Top Development Position	45	$142,708	$86,626	$118,879	$133,808	$166,442	$196,821
Top Education Position	58	$145,365	$113,413	$127,350	$144,090	$159,849	$186,622
Top Finance Position	62	$138,673	$86,805	$116,992	$138,732	$167,692	$194,609
Top Human Resources Position	9	$120,563			$80,000		
Top Marketing Position	8	$142,946			$132,287		
Top Operations Position	6	$156,108			$145,399		
Top PR/Communications Position	5	$128,731			$128,635		
Top Program Position	5	$138,028			$142,147		
Top Technology Position	10	$138,819		$131,806	$137,468	$148,385	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: undergraduate colleges							
Greater than $50 million							
CEO/Executive Director	162	$513,022	$238,117	$335,067	$439,736	$610,545	$782,428
Top Administrative Position	124	$221,713	$126,512	$149,435	$197,964	$275,415	$366,791
Top Business Position	35	$238,860	$122,625	$158,698	$211,374	$239,784	$280,706
Top Development Position	122	$240,778	$137,636	$176,092	$222,787	$291,237	$362,735
Top Education Position	147	$244,454	$138,561	$169,857	$211,449	$275,587	$355,688
Top Facilities Position	12	$213,399		$177,528	$189,915	$262,085	
Top Finance Position	153	$256,233	$135,802	$171,138	$218,928	$299,789	$411,964
Top Human Resources Position	31	$202,093	$114,868	$131,972	$189,031	$229,762	$263,624
Top Legal Position	29	$311,509	$179,879	$211,894	$275,892	$351,054	$420,095
Top Marketing Position	32	$182,912	$120,238	$147,642	$167,320	$224,553	$265,554
Top Operations Position	20	$295,773	$165,358	$186,652	$237,905	$360,030	$494,670
Top PR/Communications Position	45	$210,792	$120,752	$154,223	$209,563	$251,599	$281,355
Top Program Position	13	$187,480		$158,951	$164,893	$228,129	
Top Technology Position	68	$190,436	$123,289	$139,257	$179,166	$233,664	$277,518
Educational institutions & related activities: universities							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$80,969			$85,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$70,717			$73,556		
Between $1 million and $2.5 million							
CEO/Executive Director	15	$95,581		$63,966	$90,000	$115,838	
Between $2.5 million and $5 million							
CEO/Executive Director	12	$162,358		$96,866	$120,850	$181,342	

501(c)(3) organizations compensation national by NTEE centile group & budget size

Educational institutions & related activities: universities

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	15	$194,252		$101,216	$167,000	$281,376	
Top Administrative Position	6	$143,138			$145,048		
Top Education Position	9	$141,253			$142,393		
Top Finance Position	10	$130,171		$100,532	$119,356	$131,272	
Between $10 million and $25 million							
CEO/Executive Director	26	$306,483	$168,473	$205,169	$252,538	$316,853	$460,254
Top Administrative Position	7	$118,390			$91,551		
Top Development Position	6	$122,623			$116,590		
Top Education Position	11	$152,944		$106,517	$119,017	$168,845	
Top Finance Position	22	$220,609	$77,622	$104,089	$143,294	$221,487	$383,425
Between $25 million and $50 million							
CEO/Executive Director	66	$355,764	$163,503	$204,221	$273,517	$336,201	$442,832
Top Administrative Position	30	$143,077	$101,597	$125,698	$141,194	$169,325	$192,824
Top Business Position	11	$139,076		$128,797	$145,237	$156,512	
Top Development Position	26	$150,938	$103,000	$132,484	$146,009	$175,580	$199,508
Top Education Position	54	$161,007	$113,472	$130,604	$157,334	$173,872	$200,914
Top Finance Position	58	$174,805	$98,148	$118,064	$152,304	$184,879	$220,261
Top Human Resources Position	6	$151,116			$144,697		
Top Marketing Position	7	$138,093			$136,475		
Top Operations Position	10	$154,616		$126,909	$162,309	$172,106	
Top PR/Communications Position	7	$125,395			$128,825		
Top Program Position	9	$148,246			$142,656		
Top Technology Position	13	$467,816		$112,112	$166,595	$185,106	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: universities							
Greater than $50 million							
CEO/Executive Director	308	$756,329	$270,839	$366,956	$518,441	$871,348	$1,367,166
Top Administrative Position	212	$282,067	$137,007	$185,175	$228,165	$342,701	$464,104
Top Business Position	59	$248,714	$143,440	$163,607	$207,613	$315,982	$400,987
Top Development Position	217	$310,952	$159,151	$192,324	$246,783	$359,528	$544,353
Top Education Position	300	$345,631	$163,922	$196,251	$265,190	$370,401	$601,925
Top Facilities Position	38	$292,229	$160,708	$188,812	$252,709	$352,901	$447,180
Top Finance Position	289	$348,758	$149,001	$191,962	$259,082	$379,272	$565,236
Top Human Resources Position	67	$266,779	$143,454	$179,720	$230,370	$328,755	$437,816
Top Legal Position	98	$390,744	$172,675	$232,902	$299,611	$485,018	$628,682
Top Marketing Position	59	$245,544	$129,702	$158,375	$228,899	$300,994	$375,118
Top Operations Position	63	$378,552	$144,417	$200,165	$261,294	$486,640	$746,006
Top PR/Communications Position	80	$257,594	$133,324	$157,722	$232,787	$325,483	$405,230
Top Program Position	27	$217,123	$125,887	$145,213	$167,727	$219,677	$319,279
Top Technology Position	121	$272,707	$146,304	$177,282	$219,550	$319,055	$449,194
Educational institutions & related activities: vocational & technical schools							
$250 thousand or less							
CEO/Executive Director	6	$52,566			$32,320		
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	$73,342		$60,769	$66,273	$71,400	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$103,237		$69,000	$101,000	$121,765	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: vocational & technical schools							
Between $1 million and $2.5 million							
CEO/Executive Director	20	$151,954	$87,544	$109,755	$136,357	$171,993	$237,312
Top Finance Position	5	$84,483			$88,220		
Top Program Position	5	$112,117			$118,388		
Between $2.5 million and $5 million							
CEO/Executive Director	12	$151,506		$129,865	$145,445	$155,040	
Between $5 million and $10 million							
CEO/Executive Director	10	$226,964		$128,791	$243,436	$288,198	
Between $10 million and $25 million							
CEO/Executive Director	10	$212,285		$133,445	$186,166	$295,262	
Top Finance Position	6	$174,550			$167,769		
Employment, job-related: alliances & advocacy							
Between $1 million and $2.5 million							
CEO/Executive Director	7	$123,041			$101,095		
Employment, job-related: employment N.E.C.							
$250 thousand or less							
CEO/Executive Director	12	$44,971		$32,139	$46,675	$55,721	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$74,880			$72,130		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$140,516			$144,174		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: employment N.E.C.							
Between $5 million and $10 million							
CEO/Executive Director	6	$222,995			$180,603		
Employment, job-related: employment preparation & procurement							
$250 thousand or less							
CEO/Executive Director	34	$50,495	$19,762	$31,319	$40,137	$66,190	$79,399
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	$69,075	$37,970	$56,066	$70,721	$81,000	$102,272
Between $500 thousand and $1 million							
CEO/Executive Director	34	$84,118	$55,218	$63,566	$83,119	$102,468	$119,099
Top Finance Position	5	$67,428			$56,241		
Between $1 million and $2.5 million							
CEO/Executive Director	48	$107,259	$71,009	$84,480	$98,426	$115,180	$163,276
Top Finance Position	7	$97,957			$87,789		
Between $2.5 million and $5 million							
CEO/Executive Director	66	$127,236	$90,924	$103,899	$120,080	$148,283	$168,026
Top Finance Position	31	$104,256	$56,855	$83,381	$105,518	$118,312	$138,599
Top Operations Position	7	$117,325			$111,668		
Between $5 million and $10 million							
CEO/Executive Director	41	$169,874	$97,063	$119,031	$161,512	$202,141	$260,383
Top Administrative Position	5	$126,599			$148,708		
Top Finance Position	27	$119,433	$76,149	$88,016	$117,659	$148,414	$161,617
Top Operations Position	10	$136,329		$111,584	$121,179	$138,637	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: employment preparation & procurement							
Between $10 million and $25 million							
CEO/Executive Director	27	$197,257	$137,716	$153,680	$183,827	$232,368	$270,078
Top Administrative Position	6	$173,210			$160,812		
Top Business Position	5	$150,127			$134,719		
Top Finance Position	18	$153,251		$115,462	$142,637	$198,506	
Top Human Resources Position	6	$153,619			$153,349		
Top Operations Position	13	$158,478		$131,267	$142,869	$193,598	
Between $25 million and $50 million							
CEO/Executive Director	6	$234,799			$207,758		
Top Finance Position	5	$138,602			$133,793		
Greater than $50 million							
CEO/Executive Director	9	$264,943			$268,905		
Top Finance Position	8	$184,146			$187,329		
Top Human Resources Position	6	$199,241			$203,480		
Top Technology Position	7	$168,890			$169,663		
Employment, job-related: goodwill industries							
Between $10 million and $25 million							
CEO/Executive Director	12	$219,918		$155,270	$191,945	$238,364	
Top Finance Position	8	$149,889			$133,127		
Greater than $50 million							
CEO/Executive Director	7	$421,335			$360,653		
Top Finance Position	6	$233,549			$242,985		
Top Human Resources Position	6	$198,219			$203,670		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: job training							
$250 thousand or less							
CEO/Executive Director	16	$44,019		$27,567	$43,848	$52,116	
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	$69,969	$41,274	$52,297	$69,940	$90,000	$99,806
Top Education Position	13	$99,744		$81,528	$98,107	$109,695	
Between $500 thousand and $1 million							
CEO/Executive Director	26	$95,953	$57,329	$75,738	$91,914	$118,329	$132,555
Top Education Position	25	$143,880	$74,600	$116,228	$147,369	$176,659	$213,367
Between $1 million and $2.5 million							
CEO/Executive Director	42	$127,602	$80,142	$91,625	$113,893	$138,184	$193,465
Top Administrative Position	5	$156,771			$144,580		
Top Education Position	37	$163,065	$103,064	$133,693	$164,581	$193,211	$223,818
Top Finance Position	11	$102,924		$72,280	$95,638	$115,415	
Between $2.5 million and $5 million							
CEO/Executive Director	36	$129,938	$76,659	$98,714	$115,273	$152,667	$209,614
Top Administrative Position	10	$166,123		$134,301	$168,269	$220,157	
Top Education Position	16	$208,937		$169,826	$199,405	$237,201	
Top Finance Position	15	$108,927		$81,723	$106,575	$126,308	
Between $5 million and $10 million							
CEO/Executive Director	33	$173,767	$105,987	$124,551	$156,342	$207,667	$267,848
Top Education Position	17	$216,757		$198,479	$233,683	$249,150	
Top Finance Position	19	$119,680		$92,839	$103,520	$143,158	
Top Operations Position	6	$132,347			$121,663		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: job training							
Between $10 million and $25 million							
CEO/Executive Director	22	$215,625	$137,855	$157,986	$208,227	$260,822	$327,160
Top Administrative Position	5	$164,793			$127,911		
Top Education Position	6	$258,603			$261,681		
Top Finance Position	14	$139,584		$120,668	$137,003	$152,424	
Top Operations Position	9	$161,735			$166,017		
Between $25 million and $50 million							
CEO/Executive Director	5	$259,914			$178,182		
Greater than $50 million							
CEO/Executive Director	5	$341,039			$377,541		
Employment, job-related: labor unions							
$250 thousand or less							
CEO/Executive Director	7	$62,549			$72,000		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$176,127			$158,514		
Between $1 million and $2.5 million							
CEO/Executive Director	11	$129,710		$102,173	$116,160	$158,878	
Employment, job-related: sheltered employment							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$55,415			$49,388		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: sheltered employment							
Between $500 thousand and $1 million							
CEO/Executive Director	17	$67,725		$51,595	$66,182	$82,795	
Between $1 million and $2.5 million							
CEO/Executive Director	27	$92,746	$58,790	$66,243	$85,303	$115,416	$134,565
Between $2.5 million and $5 million							
CEO/Executive Director	37	$105,635	$60,955	$73,666	$104,360	$128,316	$154,418
Top Finance Position	10	$95,565		$54,571	$94,519	$114,112	
Between $5 million and $10 million							
CEO/Executive Director	17	$142,602		$104,216	$113,910	$164,070	
Top Finance Position	5	$115,943			$114,705		
Between $10 million and $25 million							
CEO/Executive Director	10	$258,028		$151,486	$180,699	$339,834	
Between $25 million and $50 million							
CEO/Executive Director	8	$293,078			$240,138		
Top Finance Position	8	$157,115			$153,626		
Employment, job-related: vocational counseling							
$250 thousand or less							
CEO/Executive Director	10	$41,239		$25,360	$35,035	$43,197	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$78,910			$78,292		
Between $2.5 million and $5 million							
CEO/Executive Director	7	$158,227			$183,091		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: vocational rehabilitation							
$250 thousand or less							
CEO/Executive Director	8	$52,869			$45,067		
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	$72,499		$55,545	$65,522	$86,649	
Between $500 thousand and $1 million							
CEO/Executive Director	27	$76,758	$44,667	$59,764	$75,600	$86,921	$92,912
Between $1 million and $2.5 million							
CEO/Executive Director	65	$102,998	$62,413	$71,800	$92,024	$118,616	$147,725
Top Finance Position	9	$85,229			$88,552		
Between $2.5 million and $5 million							
CEO/Executive Director	44	$123,121	$69,857	$86,602	$111,090	$143,322	$179,692
Top Finance Position	7	$80,041			$59,117		
Between $5 million and $10 million							
CEO/Executive Director	45	$150,096	$86,516	$101,351	$130,184	$168,916	$243,163
Top Finance Position	15	$134,347		$98,616	$117,503	$147,371	
Top Operations Position	7	$143,543			$144,317		
Between $10 million and $25 million							
CEO/Executive Director	23	$232,934	$114,940	$145,847	$211,787	$252,759	$429,499
Top Finance Position	16	$141,431		$102,282	$123,638	$162,163	
Top Operations Position	10	$157,413		$118,064	$146,484	$188,142	
Greater than $50 million							
CEO/Executive Director	5	$575,790			$502,943		
Top Finance Position	5	$211,562			$231,162		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	38	$52,197	$28,770	$41,125	$51,452	$63,954	$72,430
Between $250 thousand and $500 thousand							
CEO/Executive Director	31	$73,696	$49,998	$61,658	$68,751	$86,459	$101,472
Between $500 thousand and $1 million							
CEO/Executive Director	32	$107,181	$44,913	$71,728	$104,694	$151,383	$158,296
Between $1 million and $2.5 million							
CEO/Executive Director	45	$131,779	$81,518	$100,694	$113,578	$165,843	$202,840
Between $2.5 million and $5 million							
CEO/Executive Director	20	$180,860	$102,627	$130,510	$172,487	$208,734	$246,640
Between $10 million and $25 million							
CEO/Executive Director	7	$277,638			$271,013		
Top Development Position	5	$184,942			$187,609		
Top Finance Position	6	$170,236			$164,462		
Environmental quality, protection, & beautification: botanical gardens & arboreta							
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$67,887		$57,224	$66,907	$76,219	
Between $1 million and $2.5 million							
CEO/Executive Director	19	$123,421		$85,543	$121,197	$135,383	
Between $2.5 million and $5 million							
CEO/Executive Director	11	$156,014		$141,029	$164,882	$177,617	
Between $5 million and $10 million							
CEO/Executive Director	8	$215,619			$211,391		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: botanical gardens & arboreta							
Between $10 million and $25 million							
CEO/Executive Director	5	$348,322			$481,188		
Environmental quality, protection, & beautification: energy resources conservation & development							
$250 thousand or less							
CEO/Executive Director	5	$55,663			$41,674		
Between $500 thousand and $1 million							
CEO/Executive Director	15	$103,449		$75,158	$94,574	$119,392	
Between $1 million and $2.5 million							
CEO/Executive Director	17	$160,905		$115,000	$168,150	$221,380	
Top Finance Position	5	$106,686			$96,699		
Between $2.5 million and $5 million							
CEO/Executive Director	13	$208,898		$174,168	$199,953	$216,734	
Between $5 million and $10 million							
CEO/Executive Director	6	$200,733			$205,234		
Environmental quality, protection, & beautification: environment N.E.C.							
$250 thousand or less							
CEO/Executive Director	28	$55,015	$25,951	$30,700	$49,902	$69,453	$93,624
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	$69,671	$45,889	$54,068	$63,326	$90,000	$98,550
Between $500 thousand and $1 million							
CEO/Executive Director	20	$93,348	$60,338	$73,650	$87,740	$117,951	$136,029

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: environment N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	28	$139,278	$82,583	$103,631	$119,078	$147,849	$208,331
Between $2.5 million and $5 million							
CEO/Executive Director	12	$149,168		$141,631	$151,801	$159,716	
Between $5 million and $10 million							
CEO/Executive Director	8	$230,092			$206,346		
Environmental quality, protection, & beautification: environmental beautification							
$250 thousand or less							
CEO/Executive Director	29	$54,009	$29,531	$36,015	$50,961	$69,898	$80,841
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	$69,028		$57,370	$64,000	$79,493	
Between $500 thousand and $1 million							
CEO/Executive Director	16	$105,615		$90,725	$104,690	$113,281	
Between $1 million and $2.5 million							
CEO/Executive Director	11	$135,397		$81,500	$103,534	$181,360	
Environmental quality, protection, & beautification: environmental education							
$250 thousand or less							
CEO/Executive Director	44	$48,501	$20,645	$35,984	$45,976	$55,779	$78,488
Between $250 thousand and $500 thousand							
CEO/Executive Director	39	$66,021	$30,461	$45,863	$61,000	$82,836	$104,083

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: environmental education							
Between $500 thousand and $1 million							
CEO/Executive Director	44	$83,339	$44,245	$64,089	$78,144	$102,867	$120,155
Between $1 million and $2.5 million							
CEO/Executive Director	41	$105,216	$68,988	$80,207	$104,144	$122,866	$133,907
Top Finance Position	6	$82,149			$82,059		
Between $2.5 million and $5 million							
CEO/Executive Director	25	$166,664	$117,450	$124,233	$147,361	$180,573	$261,675
Top Finance Position	8	$87,386			$89,957		
Between $10 million and $25 million							
CEO/Executive Director	7	$195,333			$186,777		
Top Finance Position	5	$111,910			$130,474		
Environmental quality, protection, & beautification: forest conservation							
$250 thousand or less							
CEO/Executive Director	6	$55,519			$61,105		
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	$71,638		$60,225	$70,982	$83,488	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$71,479		$55,911	$79,378	$91,626	
Between $1 million and $2.5 million							
CEO/Executive Director	7	$160,047			$187,115		
Between $2.5 million and $5 million							
CEO/Executive Director	9	$144,071			$140,787		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: fund raising & fund distribution							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$85,089			$88,994		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$96,301			$87,500		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$111,364			$92,635		
Environmental quality, protection, & beautification: land resources conservation							
$250 thousand or less							
CEO/Executive Director	32	$53,113	$28,925	$38,750	$52,100	$68,064	$75,077
Between $250 thousand and $500 thousand							
CEO/Executive Director	52	$81,800	$54,157	$66,308	$78,895	$94,009	$105,405
Between $500 thousand and $1 million							
CEO/Executive Director	42	$93,234	$58,855	$79,925	$94,225	$106,944	$124,913
Between $1 million and $2.5 million							
CEO/Executive Director	49	$106,104	$70,850	$90,371	$106,173	$128,336	$134,972
Between $2.5 million and $5 million							
CEO/Executive Director	24	$168,305	$108,906	$134,276	$172,695	$198,107	$225,145
Top Development Position	5	$132,123			$127,559		
Top Finance Position	7	$126,708			$128,405		
Between $5 million and $10 million							
CEO/Executive Director	11	$147,902		$116,643	$150,477	$157,374	
Top Finance Position	5	$143,577			$152,459		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: land resources conservation							
Between $10 million and $25 million							
CEO/Executive Director	7	$236,384			$182,960		
Environmental quality, protection, & beautification: management & technical assistance							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$127,217			$119,359		
Between $5 million and $10 million							
CEO/Executive Director	5	$166,122			$171,679		
Environmental quality, protection, & beautification: natural resources conservation & protection							
$250 thousand or less							
CEO/Executive Director	75	$53,705	$28,030	$36,301	$54,155	$65,992	$83,428
Top Finance Position	5	$61,226			$60,100		
Between $250 thousand and $500 thousand							
CEO/Executive Director	95	$75,810	$47,244	$58,889	$70,000	$81,250	$125,006
Between $500 thousand and $1 million							
CEO/Executive Director	97	$90,327	$62,139	$72,393	$85,000	$104,521	$127,254
Between $1 million and $2.5 million							
CEO/Executive Director	120	$129,970	$73,222	$96,949	$121,792	$155,137	$189,451
Top Finance Position	10	$85,070		$73,521	$85,754	$93,794	
Top Operations Position	7	$93,560			$96,194		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: natural resources conservation & protection							
Between $2.5 million and $5 million							
CEO/Executive Director	56	$169,712	$105,477	$133,420	$160,643	$189,416	$234,090
Top Administrative Position	5	$118,649			$128,426		
Top Development Position	8	$134,896			$131,585		
Top Finance Position	21	$114,545	$72,035	$86,214	$108,417	$132,268	$162,537
Top Operations Position	7	$107,883			$118,155		
Top Program Position	5	$127,141			$140,440		
Between $5 million and $10 million							
CEO/Executive Director	26	$199,640	$135,403	$166,394	$192,151	$218,937	$286,279
Top Development Position	6	$146,351			$141,036		
Top Finance Position	15	$124,816		$108,146	$121,308	$142,587	
Top Operations Position	11	$137,687		$117,851	$135,246	$152,431	
Top Program Position	6	$142,478			$134,286		
Between $10 million and $25 million							
CEO/Executive Director	16	$259,473		$170,080	$261,454	$333,070	
Top Development Position	9	$193,923			$188,420		
Top Finance Position	13	$170,122		$147,863	$174,558	$176,662	
Top Operations Position	7	$226,076			$222,621		
Top PR/Communications Position	5	$167,155			$150,592		
Top Program Position	5	$173,707			$162,289		
Between $25 million and $50 million							
CEO/Executive Director	7	$432,503			$484,028		
Top Development Position	7	$247,097			$220,556		
Top Finance Position	6	$194,859			$193,424		
Top Program Position	7	$182,612			$173,225		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: natural resources conservation & protection							
Greater than $50 million							
CEO/Executive Director	8	$825,401			$753,206		
Top Development Position	7	$356,305			$366,509		
Top Finance Position	8	$316,913			$315,382		
Top Legal Position	6	$361,669			$371,220		
Environmental quality, protection, & beautification: pollution abatement & control							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$119,861			$103,380		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$165,556			$153,576		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$176,835			$172,346		
Environmental quality, protection, & beautification: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	9	$58,274			$55,000		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$97,422			$97,323		
Between $1 million and $2.5 million							
CEO/Executive Director	10	$183,531		$139,962	$183,371	$236,321	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: recycling							
$250 thousand or less							
CEO/Executive Director	18	$42,373		$26,396	$45,873	$58,834	
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$73,858		$48,259	$58,082	$77,259	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$61,898			$74,842		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$109,468			$87,963		
Environmental quality, protection, & beautification: research institutes & public policy analysis							
$250 thousand or less							
CEO/Executive Director	8	$74,729			$62,750		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$147,392			$142,644		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$104,894		$77,508	$97,649	$132,919	
Between $1 million and $2.5 million							
CEO/Executive Director	11	$139,871		$106,102	$142,116	$168,193	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$235,435			$179,251		
Between $5 million and $10 million							
CEO/Executive Director	5	$441,899			$461,870		
Top Finance Position	5	$288,186			$201,737		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: water resources, wetlands conservation & management							
$250 thousand or less							
CEO/Executive Director	55	$52,619	$21,753	$33,571	$52,000	$69,525	$84,694
Between $250 thousand and $500 thousand							
CEO/Executive Director	31	$74,944	$50,432	$59,959	$70,231	$86,624	$105,000
Between $500 thousand and $1 million							
CEO/Executive Director	50	$95,319	$59,485	$76,671	$90,284	$102,920	$140,483
Top Finance Position	5	$72,874			$72,985		
Between $1 million and $2.5 million							
CEO/Executive Director	37	$118,013	$70,973	$89,625	$113,756	$130,565	$181,134
Between $2.5 million and $5 million							
CEO/Executive Director	17	$160,674		$130,201	$161,271	$174,721	
Between $5 million and $10 million							
CEO/Executive Director	9	$181,407			$202,958		
Between $10 million and $25 million							
CEO/Executive Director	5	$264,023			$256,420		
Food, agriculture, & nutrition: agricultural programs							
$250 thousand or less							
CEO/Executive Director	27	$51,116	$18,944	$34,018	$46,882	$60,130	$80,132
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$65,227		$52,054	$65,920	$74,037	
Between $500 thousand and $1 million							
CEO/Executive Director	19	$78,006		$56,337	$78,793	$96,551	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: agricultural programs							
Between $1 million and $2.5 million							
CEO/Executive Director	19	$114,653		$86,995	$111,541	$123,951	
Between $2.5 million and $5 million							
CEO/Executive Director	9	$128,403			$138,517		
Between $10 million and $25 million							
CEO/Executive Director	5	$188,663			$208,112		
Food, agriculture, & nutrition: alliances & advocacy							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$76,243			$71,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$69,857			$73,581		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$96,485			$88,801		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$110,621			$112,309		
Food, agriculture, & nutrition: congregate meals							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$49,414			$54,089		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$74,490		$58,322	$66,896	$77,477	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: congregate meals							
Between $1 million and $2.5 million							
CEO/Executive Director	11	$92,412		$67,691	$75,673	$106,539	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$127,916			$114,442		
Between $5 million and $10 million							
CEO/Executive Director	6	$112,385			$111,317		
Food, agriculture, & nutrition: farm bureaus & granges							
$250 thousand or less							
CEO/Executive Director	5	$42,161			$49,920		
Food, agriculture, & nutrition: farmland preservation							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$65,078			$65,438		
Food, agriculture, & nutrition: food banks & pantries							
$250 thousand or less							
CEO/Executive Director	47	$42,736	$22,632	$27,650	$39,294	$56,945	$69,071
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	$49,894	$27,440	$32,296	$46,949	$60,515	$81,767
Between $500 thousand and $1 million							
CEO/Executive Director	31	$53,742	$28,500	$35,772	$54,479	$62,078	$87,419

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: food banks & pantries							
Between $1 million and $2.5 million							
CEO/Executive Director	43	$67,453	$31,990	$45,496	$66,004	$85,857	$100,871
Between $2.5 million and $5 million							
CEO/Executive Director	34	$93,195	$53,078	$76,397	$92,520	$114,543	$132,941
Between $5 million and $10 million							
CEO/Executive Director	26	$116,898	$67,655	$101,544	$121,710	$136,291	$160,434
Between $10 million and $25 million							
CEO/Executive Director	39	$122,008	$75,061	$90,562	$122,953	$143,064	$178,649
Between $25 million and $50 million							
CEO/Executive Director	27	$144,886	$91,598	$111,192	$146,805	$167,164	$192,781
Top Finance Position	10	$102,601		$90,309	$96,317	$123,258	
Greater than $50 million							
CEO/Executive Director	41	$245,466	$144,556	$177,424	$221,748	$324,599	$369,674
Top Development Position	26	$176,828	$117,487	$131,730	$164,405	$197,441	$279,200
Top Finance Position	30	$151,333	$83,360	$113,249	$152,992	$179,147	$201,314
Top Human Resources Position	11	$153,186		$130,969	$149,917	$162,184	
Top Marketing Position	6	$183,497			$162,869		
Top Operations Position	31	$180,509	$122,399	$145,667	$175,358	$213,408	$252,810
Top PR/Communications Position	6	$159,116			$144,769		
Top Program Position	12	$164,558		$135,620	$160,211	$197,459	
Top Technology Position	7	$136,155			$129,031		
Food, agriculture, & nutrition: food programs							
$250 thousand or less							
CEO/Executive Director	37	$37,974	$19,677	$23,650	$38,796	$43,333	$60,000

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: food programs							
Between $250 thousand and $500 thousand							
CEO/Executive Director	32	$59,317	$35,991	$44,376	$53,374	$69,213	$87,083
Between $500 thousand and $1 million							
CEO/Executive Director	27	$63,939	$30,849	$48,335	$60,326	$82,824	$101,694
Between $1 million and $2.5 million							
CEO/Executive Director	36	$77,014	$45,543	$60,478	$74,111	$89,002	$108,073
Between $2.5 million and $5 million							
CEO/Executive Director	17	$107,098		$93,532	$103,197	$125,298	
Between $5 million and $10 million							
CEO/Executive Director	20	$117,569	$70,058	$83,330	$108,307	$142,669	$157,253
Top Finance Position	5	$99,308			$99,716		
Top Operations Position	5	$118,305			$113,694		
Between $10 million and $25 million							
CEO/Executive Director	24	$117,572	$72,995	$90,506	$111,961	$144,985	$158,125
Between $25 million and $50 million							
CEO/Executive Director	15	$167,080		$127,922	$165,675	$198,652	
Top Finance Position	12	$112,902		$89,338	$120,704	$130,430	
Top Operations Position	5	$89,238			$102,253		
Greater than $50 million							
CEO/Executive Director	18	$270,982		$182,178	$225,888	$290,311	
Top Development Position	12	$153,550		$130,898	$136,662	$189,472	
Top Finance Position	13	$175,933		$124,225	$137,370	$173,021	
Top Operations Position	12	$167,537		$137,248	$151,277	$167,836	
Top Program Position	5	$178,248			$133,494		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.							
$250 thousand or less							
CEO/Executive Director	17	$56,753		$40,800	$55,711	$71,500	
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	$64,614		$55,105	$63,755	$75,500	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$80,144		$64,716	$67,529	$87,627	
Between $1 million and $2.5 million							
CEO/Executive Director	12	$110,689		$83,891	$95,786	$127,474	
Between $2.5 million and $5 million							
CEO/Executive Director	10	$132,434		$93,475	$108,587	$125,828	
Food, agriculture, & nutrition: meals on wheels							
$250 thousand or less							
CEO/Executive Director	6	$33,100			$33,062		
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	$56,048		$45,335	$53,741	$66,950	
Between $500 thousand and $1 million							
CEO/Executive Director	26	$73,368	$57,686	$62,689	$70,174	$79,400	$93,119
Between $1 million and $2.5 million							
CEO/Executive Director	15	$93,520		$74,301	$83,848	$113,202	
Between $2.5 million and $5 million							
CEO/Executive Director	13	$116,352		$99,461	$118,197	$148,181	
Between $5 million and $10 million							
CEO/Executive Director	6	$132,772			$137,760		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: meals on wheels							
Between $10 million and $25 million							
CEO/Executive Director	5	$388,630			$324,562		
Food, agriculture, & nutrition: nutrition							
$250 thousand or less							
CEO/Executive Director	10	$51,360		$40,701	$49,578	$57,785	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	$83,721		$54,834	$74,926	$111,469	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$68,413		$48,160	$68,607	$78,017	
Between $1 million and $2.5 million							
CEO/Executive Director	15	$99,426		$67,943	$78,700	$94,880	
Between $2.5 million and $5 million							
CEO/Executive Director	10	$108,113		$72,151	$85,043	$107,124	
Between $5 million and $10 million							
CEO/Executive Director	11	$156,692		$100,303	$133,248	$153,412	
Between $10 million and $25 million							
CEO/Executive Director	5	$252,506			$216,550		
Food, agriculture, & nutrition: research institutes & public policy analysis							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$94,164			$78,666		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: soup kitchens							
$250 thousand or less							
CEO/Executive Director	5	$45,335			$43,571		
Health—general & rehabilitative: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	36	$57,687	$21,192	$36,850	$56,842	$74,843	$94,351
Between $250 thousand and $500 thousand							
CEO/Executive Director	27	$90,493	$49,314	$64,424	$85,000	$104,961	$122,659
Between $500 thousand and $1 million							
CEO/Executive Director	22	$111,107	$75,093	$95,392	$109,160	$135,605	$147,280
Between $1 million and $2.5 million							
CEO/Executive Director	29	$145,692	$82,329	$104,166	$151,352	$174,667	$200,515
Between $2.5 million and $5 million							
CEO/Executive Director	12	$237,608		$144,448	$214,762	$242,455	
Between $5 million and $10 million							
CEO/Executive Director	10	$249,627		$169,872	$222,500	$262,106	
Top Finance Position	6	$145,630			$156,650		
Health—general & rehabilitative: ambulatory & primary health care							
$250 thousand or less							
CEO/Executive Director	22	$47,251	$21,140	$29,663	$49,602	$62,391	$67,628
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	$70,800		$41,842	$65,036	$91,563	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: ambulatory & primary health care							
Between $500 thousand and $1 million							
CEO/Executive Director	25	$80,531	$37,202	$57,245	$71,496	$98,616	$144,111
Between $1 million and $2.5 million							
CEO/Executive Director	55	$131,880	$67,719	$80,659	$111,294	$157,720	$250,875
Top Finance Position	8	$136,281			$108,801		
Between $2.5 million and $5 million							
CEO/Executive Director	42	$156,677	$95,102	$112,766	$139,982	$186,254	$238,820
Top Finance Position	19	$112,182		$63,052	$83,637	$139,337	
Top Operations Position	7	$96,710			$92,041		
Between $5 million and $10 million							
CEO/Executive Director	54	$177,494	$112,522	$131,585	$160,249	$195,076	$269,026
Top Finance Position	42	$111,248	$75,187	$88,474	$108,545	$125,349	$162,043
Top Operations Position	19	$112,433		$88,384	$101,883	$131,269	
Between $10 million and $25 million							
CEO/Executive Director	96	$232,703	$137,970	$170,305	$204,564	$259,227	$329,348
Top Finance Position	76	$143,459	$69,062	$111,184	$136,921	$161,398	$194,583
Top Human Resources Position	11	$137,188		$84,881	$120,082	$147,208	
Top Operations Position	41	$145,303	$85,427	$107,082	$141,697	$170,694	$195,689
Top Technology Position	8	$138,617			$133,815		
Between $25 million and $50 million							
CEO/Executive Director	47	$357,936	$183,361	$227,138	$272,179	$365,160	$643,574
Top Finance Position	37	$205,177	$124,105	$138,940	$153,163	$206,288	$281,338
Top Human Resources Position	12	$158,560		$148,670	$168,829	$175,527	
Top Operations Position	20	$222,984	$127,410	$150,030	$195,958	$244,897	$345,514
Top Technology Position	8	$167,139			$152,563		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: ambulatory & primary health care							
Greater than $50 million							
CEO/Executive Director	30	$577,018	$207,508	$325,212	$490,840	$715,638	$983,985
Top Administrative Position	6	$232,047			$239,766		
Top Finance Position	27	$362,197	$184,889	$217,556	$282,817	$423,671	$689,815
Top Operations Position	22	$300,256	$193,534	$215,841	$281,370	$352,314	$430,283
Top Technology Position	5	$230,285			$207,602		
Health—general & rehabilitative: blood banks							
Between $5 million and $10 million							
CEO/Executive Director	7	$254,606			$167,166		
Between $10 million and $25 million							
CEO/Executive Director	10	$293,086		$252,859	$308,355	$337,767	
Top Finance Position	7	$146,325			$147,210		
Greater than $50 million							
CEO/Executive Director	6	$689,530			$439,982		
Top Finance Position	5	$256,408			$260,380		
Top Technology Position	5	$212,051			$209,853		
Health—general & rehabilitative: community clinics							
$250 thousand or less							
CEO/Executive Director	24	$47,525	$31,885	$37,975	$44,004	$55,162	$59,913
Between $250 thousand and $500 thousand							
CEO/Executive Director	24	$82,390	$48,804	$57,836	$67,297	$98,801	$129,082

501(c)(3) organizations compensation national by NTEE centile group & budget size

Health—general & rehabilitative: community clinics

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million							
CEO/Executive Director	40	$90,007	$52,684	$65,971	$85,063	$97,096	$139,618
Between $1 million and $2.5 million							
CEO/Executive Director	56	$114,381	$51,332	$63,926	$99,265	$139,322	$199,198
Between $2.5 million and $5 million							
CEO/Executive Director	63	$148,515	$88,313	$103,817	$124,072	$166,384	$218,644
Top Finance Position	23	$116,767	$63,764	$85,998	$106,218	$121,309	$201,030
Top Operations Position	11	$123,254		$86,094	$104,315	$141,422	
Between $5 million and $10 million							
CEO/Executive Director	101	$194,405	$93,460	$130,235	$169,230	$220,609	$262,264
Top Finance Position	67	$116,259	$68,493	$92,716	$109,515	$139,163	$162,119
Top Operations Position	33	$115,214	$82,715	$94,576	$113,703	$137,325	$153,151
Between $10 million and $25 million							
CEO/Executive Director	142	$225,438	$133,972	$172,834	$207,203	$249,981	$318,772
Top Development Position	9	$132,214			$120,807		
Top Finance Position	112	$138,305	$79,402	$106,793	$134,967	$161,262	$202,682
Top Human Resources Position	8	$142,284			$117,535		
Top Operations Position	59	$148,590	$92,694	$112,669	$139,871	$172,887	$214,470
Top Technology Position	7	$137,641			$140,582		
Between $25 million and $50 million							
CEO/Executive Director	72	$327,191	$195,932	$230,951	$304,094	$361,806	$464,717
Top Development Position	5	$230,707			$228,362		
Top Finance Position	63	$205,789	$126,021	$144,759	$178,949	$208,515	$312,505
Top Human Resources Position	7	$144,225			$135,444		
Top Operations Position	35	$214,442	$132,770	$160,198	$184,881	$245,387	$291,010
Top Technology Position	13	$147,604		$118,476	$126,082	$188,437	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: community clinics							
Greater than $50 million							
CEO/Executive Director	53	$546,947	$286,086	$329,338	$404,286	$534,230	$940,592
Top Finance Position	48	$299,114	$141,582	$197,210	$261,293	$375,539	$424,361
Top Human Resources Position	7	$306,676			$229,388		
Top Operations Position	31	$409,136	$176,042	$209,835	$284,186	$388,672	$628,590
Top Technology Position	12	$314,342		$202,314	$223,544	$262,361	
Health—general & rehabilitative: community health systems							
$250 thousand or less							
CEO/Executive Director	18	$57,495		$29,211	$54,720	$81,485	
Between $250 thousand and $500 thousand							
CEO/Executive Director	31	$78,854	$43,750	$52,475	$65,276	$83,172	$145,054
Between $500 thousand and $1 million							
CEO/Executive Director	26	$125,426	$66,760	$76,465	$93,848	$142,470	$215,992
Between $1 million and $2.5 million							
CEO/Executive Director	41	$185,058	$79,234	$101,658	$131,512	$178,288	$323,900
Top Finance Position	5	$191,196			$137,887		
Top Operations Position	6	$130,303			$117,585		
Between $2.5 million and $5 million							
CEO/Executive Director	40	$177,265	$54,207	$116,317	$162,173	$200,062	$242,198
Top Finance Position	17	$159,301		$97,736	$114,680	$174,241	
Top Operations Position	8	$167,825			$104,551		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Health—general & rehabilitative: community health systems

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	44	$313,056	$124,476	$152,775	$196,547	$261,642	$472,802
Top Development Position	7	$148,631			$149,703		
Top Finance Position	26	$172,841	$80,141	$95,888	$119,765	$142,752	$321,476
Top Human Resources Position	6	$228,524			$175,960		
Top Operations Position	18	$252,053		$115,102	$138,340	$188,832	
Between $10 million and $25 million							
CEO/Executive Director	78	$318,009	$154,753	$173,873	$226,265	$278,700	$560,729
Top Administrative Position	6	$163,754			$171,943		
Top Business Position	7	$220,213			$190,310		
Top Development Position	6	$167,808			$174,533		
Top Finance Position	67	$193,598	$99,212	$123,350	$148,024	$184,831	$334,134
Top Human Resources Position	12	$196,374		$121,490	$153,416	$228,044	
Top Legal Position	6	$357,484			$332,985		
Top Marketing Position	5	$198,869			$139,749		
Top Operations Position	37	$168,624	$113,569	$129,097	$145,909	$163,672	$205,566
Top PR/Communications Position	5	$231,587			$148,273		
Top Technology Position	7	$263,497			$264,101		
Between $25 million and $50 million							
CEO/Executive Director	40	$377,625	$204,751	$243,199	$318,808	$386,508	$528,286
Top Administrative Position	5	$296,706			$228,270		
Top Development Position	5	$228,545			$191,267		
Top Finance Position	38	$244,685	$114,096	$135,695	$176,548	$230,566	$358,219
Top Human Resources Position	8	$641,750			$128,404		
Top Operations Position	25	$267,832	$133,703	$169,763	$223,385	$278,292	$350,228
Top Technology Position	7	$211,106			$226,700		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: community health systems							
Greater than $50 million							
CEO/Executive Director	139	$1,592,284	$284,502	$418,826	$947,336	$1,683,261	$3,349,833
Top Administrative Position	19	$639,754		$284,337	$371,610	$759,315	
Top Business Position	15	$556,738		$274,327	$380,800	$769,511	
Top Development Position	10	$455,113		$198,078	$250,986	$429,569	
Top Education Position	8	$499,356			$437,024		
Top Facilities Position	11	$356,339		$238,598	$282,565	$407,612	
Top Finance Position	118	$749,329	$164,852	$268,599	$549,119	$1,053,708	$1,485,846
Top Human Resources Position	64	$563,324	$201,437	$273,584	$491,837	$776,401	$1,002,701
Top Legal Position	47	$750,104	$250,977	$367,702	$642,836	$990,525	$1,311,913
Top Marketing Position	11	$498,977		$299,072	$397,917	$576,756	
Top Operations Position	89	$801,600	$219,215	$288,644	$446,963	$854,739	$1,882,101
Top PR/Communications Position	12	$310,517		$231,499	$305,354	$396,944	
Top Program Position	7	$574,061			$291,064		
Top Technology Position	60	$547,392	$198,772	$286,710	$472,034	$746,986	$1,016,807
Health—general & rehabilitative: emergency medical services & transport							
$250 thousand or less							
CEO/Executive Director	9	$59,490			$65,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$64,880		$27,552	$53,884	$87,870	
Top Finance Position	8	$38,361			$40,524		
Top Operations Position	5	$45,668			$46,647		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: emergency medical services & transport							
Between $500 thousand and $1 million							
CEO/Executive Director	17	$64,573		$42,934	$76,742	$83,676	
Top Finance Position	7	$40,328			$25,593		
Between $1 million and $2.5 million							
CEO/Executive Director	42	$91,932	$66,209	$75,948	$91,271	$104,769	$126,536
Top Finance Position	10	$48,998		$25,140	$50,353	$70,049	
Top Operations Position	8	$89,545			$92,168		
Between $2.5 million and $5 million							
CEO/Executive Director	27	$98,070	$53,436	$67,107	$100,884	$128,934	$138,168
Top Finance Position	5	$71,458			$67,280		
Top Operations Position	7	$72,966			$83,093		
Between $5 million and $10 million							
CEO/Executive Director	17	$190,709		$128,274	$177,219	$214,378	
Top Operations Position	6	$140,227			$114,366		
Between $10 million and $25 million							
CEO/Executive Director	8	$167,846			$161,265		
Top Finance Position	6	$178,543			$180,626		
Between $25 million and $50 million							
CEO/Executive Director	7	$376,270			$326,058		
Top Finance Position	7	$203,304			$215,064		
Top Operations Position	6	$186,836			$188,769		
Health—general & rehabilitative: family planning							
$250 thousand or less							
CEO/Executive Director	8	$31,049			$26,233		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: family planning							
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$69,218		$52,440	$61,173	$90,296	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$75,282		$68,040	$77,851	$86,844	
Between $1 million and $2.5 million							
CEO/Executive Director	13	$95,781		$80,042	$87,759	$94,925	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$130,870			$136,781		
Between $5 million and $10 million							
CEO/Executive Director	9	$178,317			$183,819		
Top Finance Position	5	$123,447			$105,160		
Between $10 million and $25 million							
CEO/Executive Director	16	$295,349		$252,942	$304,940	$341,668	
Top Development Position	8	$172,988			$174,843		
Top Finance Position	10	$180,724		$158,091	$184,334	$211,158	
Top Operations Position	8	$177,909			$165,908		
Top PR/Communications Position	6	$148,648			$141,433		
Between $25 million and $50 million							
CEO/Executive Director	7	$306,406			$289,507		
Top Finance Position	5	$190,441			$204,418		
Health—general & rehabilitative: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	11	$40,332		$25,017	$32,342	$48,250	

501(c)(3) organizations compensation national by NTEE centile group & budget size

Health—general & rehabilitative: fund raising & fund distribution

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$82,943			$82,698		
Between $500 thousand and $1 million							
CEO/Executive Director	15	$109,321		$62,123	$99,607	$143,747	
Between $1 million and $2.5 million							
CEO/Executive Director	18	$259,352		$135,168	$178,385	$278,957	
Top Finance Position	5	$262,759			$232,408		
Between $2.5 million and $5 million							
CEO/Executive Director	18	$227,375		$145,680	$181,950	$260,296	
Top Development Position	5	$192,113			$171,222		
Top Operations Position	6	$231,423			$240,958		
Between $5 million and $10 million							
CEO/Executive Director	12	$294,181		$210,318	$268,586	$336,199	
Top Development Position	9	$182,949			$167,517		
Top Finance Position	10	$176,905		$141,601	$155,274	$188,015	
Between $10 million and $25 million							
CEO/Executive Director	6	$327,501			$337,979		
Top Development Position	5	$156,361			$135,905		
Between $25 million and $50 million							
Top Operations Position	7	$266,629			$234,981		
Greater than $50 million							
Top Operations Position	5	$765,410			$457,148		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: general hospitals							
$250 thousand or less							
CEO/Executive Director	5	$52,391			$50,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$90,022			$98,269		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$103,846			$103,345		
Between $1 million and $2.5 million							
CEO/Executive Director	12	$167,171		$93,184	$134,112	$169,521	
Between $2.5 million and $5 million							
CEO/Executive Director	11	$143,684		$96,177	$117,121	$138,852	
Top Finance Position	7	$86,395			$88,645		
Between $5 million and $10 million							
CEO/Executive Director	24	$201,829	$106,879	$145,879	$197,992	$232,184	$331,006
Top Administrative Position	8	$148,904			$143,528		
Top Finance Position	20	$111,652	$65,791	$80,545	$104,943	$129,043	$169,810
Top Operations Position	9	$134,550			$115,745		
Between $10 million and $25 million							
CEO/Executive Director	81	$202,397	$135,815	$155,724	$183,559	$220,396	$285,288
Top Administrative Position	21	$178,324	$111,361	$137,703	$181,937	$211,863	$229,616
Top Business Position	5	$118,981			$112,910		
Top Finance Position	68	$132,072	$91,112	$107,334	$126,729	$152,941	$171,216
Top Marketing Position	5	$138,836			$122,102		
Top Operations Position	17	$151,621		$113,597	$161,295	$169,584	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: general hospitals							
Between $25 million and $50 million							
CEO/Executive Director	80	$290,214	$172,440	$215,047	$265,813	$337,044	$469,500
Top Administrative Position	13	$195,689		$150,675	$161,461	$261,632	
Top Finance Position	78	$173,105	$109,418	$136,200	$157,275	$201,864	$257,110
Top Operations Position	33	$192,018	$125,175	$142,066	$187,517	$214,531	$232,452
Top Technology Position	10	$157,624		$123,974	$158,970	$176,252	
Greater than $50 million							
CEO/Executive Director	397	$828,554	$289,032	$409,949	$596,389	$939,410	$1,490,407
Top Administrative Position	61	$381,528	$194,432	$226,711	$287,749	$416,956	$633,219
Top Business Position	25	$367,615	$179,977	$226,664	$324,812	$461,954	$624,065
Top Development Position	30	$365,594	$208,036	$244,951	$294,333	$350,962	$449,658
Top Education Position	14	$602,441		$319,350	$465,223	$510,699	
Top Facilities Position	21	$304,958	$159,628	$209,987	$302,676	$400,367	$497,458
Top Finance Position	352	$440,895	$183,052	$236,829	$346,475	$533,141	$772,131
Top Human Resources Position	121	$358,715	$184,642	$235,074	$306,522	$413,188	$527,294
Top Legal Position	48	$457,753	$224,536	$316,480	$398,016	$506,468	$785,343
Top Marketing Position	23	$277,026	$187,861	$200,476	$258,941	$306,925	$398,826
Top Operations Position	269	$442,515	$201,994	$261,794	$357,709	$514,344	$739,067
Top PR/Communications Position	18	$327,496		$208,908	$300,099	$385,784	
Top Program Position	15	$418,310		$348,831	$399,866	$482,974	
Top Technology Position	103	$400,308	$194,032	$258,493	$366,139	$461,253	$625,702

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: group health practices							
Between $10 million and $25 million							
CEO/Executive Director	12	$400,537		$222,324	$314,670	$446,997	
Top Finance Position	9	$217,665			$214,184		
Between $25 million and $50 million							
CEO/Executive Director	15	$521,503		$222,881	$290,694	$435,777	
Top Finance Position	9	$152,029			$127,147		
Greater than $50 million							
CEO/Executive Director	47	$838,314	$418,993	$506,439	$742,366	$1,117,386	$1,328,031
Top Finance Position	33	$476,115	$193,977	$271,848	$380,668	$609,865	$832,385
Top Human Resources Position	6	$255,273			$235,087		
Top Operations Position	25	$406,478	$191,068	$221,274	$291,585	$538,341	$704,543
Top Technology Position	7	$253,771			$237,242		
Health—general & rehabilitative: health (general & financing)							
$250 thousand or less							
CEO/Executive Director	14	$43,970		$30,650	$45,348	$61,034	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$78,829			$75,688		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$100,014			$100,978		
Between $1 million and $2.5 million							
CEO/Executive Director	15	$138,979		$101,206	$139,232	$172,660	
Between $2.5 million and $5 million							
CEO/Executive Director	10	$200,504		$117,140	$170,891	$271,647	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: health (general & financing)							
Between $5 million and $10 million							
CEO/Executive Director	12	$212,350		$120,255	$146,865	$284,066	
Top Operations Position	6	$216,838			$209,671		
Between $10 million and $25 million							
CEO/Executive Director	10	$245,428		$138,725	$203,863	$239,733	
Top Finance Position	5	$209,127			$127,115		
Health—general & rehabilitative: health care N.E.C.							
$250 thousand or less							
CEO/Executive Director	29	$43,899	$23,800	$29,650	$45,873	$56,000	$62,846
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	$72,726	$46,679	$54,064	$64,888	$89,782	$115,388
Between $500 thousand and $1 million							
CEO/Executive Director	32	$93,871	$45,379	$65,183	$89,332	$119,542	$150,264
Between $1 million and $2.5 million							
CEO/Executive Director	49	$117,175	$59,367	$81,324	$103,729	$138,495	$156,987
Top Finance Position	6	$104,409			$89,511		
Between $2.5 million and $5 million							
CEO/Executive Director	25	$193,910	$87,255	$107,834	$162,388	$254,328	$332,937
Top Finance Position	10	$116,934		$83,030	$96,545	$129,062	
Top Operations Position	9	$122,164			$118,562		
Between $5 million and $10 million							
CEO/Executive Director	22	$208,222	$93,742	$131,722	$183,538	$300,654	$336,802
Top Finance Position	13	$142,691		$101,948	$142,751	$184,298	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: health care N.E.C.							
Between $10 million and $25 million							
CEO/Executive Director	11	$230,083		$147,977	$246,278	$280,048	
Top Finance Position	7	$158,506			$134,215		
Top Operations Position	5	$143,190			$127,365		
Between $25 million and $50 million							
CEO/Executive Director	10	$479,746		$253,470	$330,592	$427,269	
Top Finance Position	10	$269,555		$149,742	$171,654	$295,099	
Greater than $50 million							
CEO/Executive Director	14	$680,993		$311,211	$460,277	$758,608	
Top Development Position	7	$234,335			$215,228		
Top Finance Position	16	$313,264		$180,296	$238,013	$417,280	
Top Human Resources Position	5	$223,955			$221,047		
Top Operations Position	7	$365,877			$330,916		
Health—general & rehabilitative: health support							
$250 thousand or less							
CEO/Executive Director	44	$46,616	$19,891	$29,947	$41,741	$57,625	$76,155
Between $250 thousand and $500 thousand							
CEO/Executive Director	43	$72,702	$37,475	$57,457	$63,001	$83,803	$107,488
Between $500 thousand and $1 million							
CEO/Executive Director	51	$97,492	$60,460	$73,032	$91,743	$113,817	$136,669
Between $1 million and $2.5 million							
CEO/Executive Director	43	$131,911	$61,135	$89,553	$114,791	$168,785	$205,324
Top Operations Position	6	$142,467			$152,430		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Health—general & rehabilitative: health support

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
CEO/Executive Director	38	$197,419	$110,231	$126,076	$157,455	$238,170	$299,401
Top Development Position	5	$142,748			$131,031		
Top Finance Position	8	$116,139			$106,448		
Top Operations Position	7	$152,477			$117,041		
Between $5 million and $10 million							
CEO/Executive Director	23	$210,628	$115,653	$153,869	$199,565	$260,968	$322,134
Top Finance Position	13	$130,155		$109,168	$124,334	$154,470	
Top Operations Position	6	$173,273			$145,398		
Top Program Position	5	$113,725			$110,606		
Top Technology Position	5	$171,903			$166,074		
Between $10 million and $25 million							
CEO/Executive Director	18	$240,613		$170,371	$223,839	$305,113	
Top Finance Position	9	$177,482			$157,585		
Between $25 million and $50 million							
CEO/Executive Director	10	$506,089		$244,102	$344,723	$526,204	
Greater than $50 million							
CEO/Executive Director	13	$577,803		$390,269	$503,881	$870,595	
Top Business Position	5	$305,434			$223,883		
Top Finance Position	12	$298,896		$192,314	$226,430	$305,640	
Top Human Resources Position	5	$332,280			$307,880		
Top Operations Position	8	$362,489			$284,429		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Health—general & rehabilitative: home health care

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$77,977			$49,660		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$112,062			$109,191		
Between $1 million and $2.5 million							
CEO/Executive Director	20	$105,890	$68,470	$77,013	$101,277	$126,130	$164,487
Top Administrative Position	9	$111,838			$107,453		
Top Finance Position	5	$80,503			$65,209		
Between $2.5 million and $5 million							
CEO/Executive Director	30	$137,417	$77,404	$100,473	$130,673	$165,893	$202,059
Top Administrative Position	6	$150,006			$119,300		
Top Finance Position	9	$105,260			$101,133		
Top Operations Position	6	$109,435			$109,528		
Between $5 million and $10 million							
CEO/Executive Director	30	$183,448	$120,753	$139,804	$165,444	$190,900	$238,116
Top Administrative Position	5	$140,175			$143,677		
Top Finance Position	17	$128,930		$106,931	$133,641	$150,135	
Top Operations Position	6	$190,941			$140,008		
Between $10 million and $25 million							
CEO/Executive Director	35	$308,104	$157,839	$201,044	$257,608	$322,238	$364,380
Top Administrative Position	7	$179,519			$149,277		
Top Business Position	10	$214,219		$157,144	$205,223	$213,945	
Top Finance Position	24	$194,012	$102,565	$116,556	$150,747	$187,875	$220,075
Top Human Resources Position	7	$142,837			$138,621		
Top Operations Position	12	$172,185		$141,735	$174,053	$184,118	
Top Technology Position	7	$214,667			$155,174		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: home health care							
Between $25 million and $50 million							
CEO/Executive Director	22	$290,498	$212,689	$258,592	$292,194	$340,208	$368,292
Top Finance Position	24	$185,263	$137,368	$153,460	$187,550	$204,323	$251,208
Top Human Resources Position	10	$168,013		$144,106	$163,599	$184,693	
Top Operations Position	15	$176,123		$152,852	$179,501	$206,347	
Top Technology Position	7	$164,729			$162,988		
Greater than $50 million							
CEO/Executive Director	10	$502,923		$255,396	$415,550	$689,717	
Top Finance Position	7	$279,949			$255,107		
Top Operations Position	12	$283,901		$215,398	$287,681	$316,250	
Health—general & rehabilitative: hospitals							
$250 thousand or less							
CEO/Executive Director	9	$56,914			$52,520		
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$82,179		$63,882	$74,913	$83,564	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$88,767		$67,988	$78,000	$94,343	
Between $1 million and $2.5 million							
CEO/Executive Director	19	$133,135		$78,318	$87,546	$109,630	
Between $2.5 million and $5 million							
CEO/Executive Director	20	$162,783	$54,460	$69,806	$121,449	$177,255	$313,244
Top Development Position	6	$196,198			$177,653		
Top Finance Position	6	$137,656			$81,731		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Health—general & rehabilitative: hospitals

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	22	$272,297	$92,731	$130,229	$183,055	$246,708	$694,740
Top Administrative Position	9	$156,902			$153,948		
Top Finance Position	10	$137,345		$106,801	$109,281	$114,679	
Top Operations Position	12	$172,574		$131,035	$145,729	$176,465	
Between $10 million and $25 million							
CEO/Executive Director	44	$231,354	$132,018	$163,114	$213,335	$259,935	$295,077
Top Administrative Position	10	$180,077		$130,703	$154,911	$222,144	
Top Development Position	5	$192,903			$183,978		
Top Finance Position	32	$148,162	$94,937	$113,302	$145,347	$166,889	$192,523
Top Operations Position	11	$157,738		$120,532	$137,698	$155,585	
Between $25 million and $50 million							
CEO/Executive Director	21	$330,497	$208,633	$237,785	$296,268	$364,968	$415,568
Top Administrative Position	11	$207,892		$160,773	$196,212	$272,346	
Top Development Position	5	$207,942			$189,846		
Top Finance Position	16	$187,249		$142,860	$174,371	$221,967	
Top Operations Position	13	$203,599		$169,234	$184,028	$238,304	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: hospitals							
Greater than $50 million							
CEO/Executive Director	71	$1,058,488	$290,881	$386,555	$537,235	$1,025,205	$1,977,939
Top Administrative Position	16	$331,492		$248,370	$340,513	$394,091	
Top Development Position	9	$751,574			$572,353		
Top Facilities Position	9	$309,739			$308,804		
Top Finance Position	57	$585,067	$174,080	$234,985	$346,466	$741,375	$984,249
Top Human Resources Position	20	$592,122	$185,098	$234,882	$319,887	$598,435	$809,326
Top Legal Position	13	$843,039		$387,268	$699,116	$755,915	
Top Marketing Position	5	$246,908			$287,696		
Top Operations Position	42	$486,453	$166,652	$222,242	$357,667	$574,111	$1,069,756
Top Technology Position	22	$537,851	$135,100	$190,511	$316,824	$552,461	$1,000,813
Health—general & rehabilitative: management & technical assistance							
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$77,628			$66,482		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$87,121			$83,169		
Between $1 million and $2.5 million							
CEO/Executive Director	15	$123,093		$82,647	$104,099	$162,206	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$187,590			$165,508		
Between $5 million and $10 million							
CEO/Executive Director	5	$278,415			$257,391		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: nursing							
Between $2.5 million and $5 million							
CEO/Executive Director	5	$225,630			$120,320		
Between $10 million and $25 million							
CEO/Executive Director	7	$166,229			$184,414		
Health—general & rehabilitative: nursing facilities							
$250 thousand or less							
CEO/Executive Director	6	$35,937			$32,117		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$113,696			$71,200		
Between $1 million and $2.5 million							
Top Administrative Position	7	$77,347			$74,229		
Between $2.5 million and $5 million							
CEO/Executive Director	16	$146,115		$101,251	$127,562	$164,343	
Top Administrative Position	32	$94,516	$70,580	$83,635	$92,451	$106,381	$118,588
Top Finance Position	7	$99,918			$102,787		
Between $5 million and $10 million							
CEO/Executive Director	44	$134,785	$92,422	$101,774	$127,339	$163,005	$192,890
Top Administrative Position	68	$127,004	$82,979	$102,274	$121,200	$155,663	$178,205
Top Business Position	8	$86,079			$89,101		
Top Finance Position	23	$88,608	$62,022	$75,674	$89,896	$105,260	$111,617
Top Operations Position	5	$130,026			$109,638		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: nursing facilities							
Between $10 million and $25 million							
CEO/Executive Director	100	$220,847	$124,645	$149,038	$202,703	$261,335	$332,377
Top Administrative Position	77	$155,025	$107,860	$129,955	$145,481	$179,907	$203,774
Top Business Position	7	$153,930			$120,774		
Top Development Position	6	$147,567			$135,891		
Top Finance Position	73	$141,363	$79,737	$102,043	$128,758	$156,800	$226,465
Top Human Resources Position	17	$152,788		$112,112	$124,156	$142,523	
Top Operations Position	22	$177,530	$112,119	$138,133	$157,735	$183,434	$231,259
Between $25 million and $50 million							
CEO/Executive Director	30	$261,150	$129,352	$225,310	$262,991	$317,693	$339,709
Top Administrative Position	22	$154,841	$119,792	$131,819	$144,839	$176,426	$202,196
Top Finance Position	22	$181,606	$114,921	$132,438	$179,758	$209,742	$229,229
Top Human Resources Position	10	$155,549		$132,481	$148,938	$177,718	
Top Marketing Position	5	$142,533			$139,367		
Top Operations Position	11	$177,392		$142,824	$179,942	$202,378	
Top Technology Position	8	$131,599			$131,473		
Greater than $50 million							
CEO/Executive Director	16	$371,244		$258,188	$377,990	$438,870	
Top Administrative Position	15	$186,166		$154,458	$181,298	$206,425	
Top Finance Position	10	$229,983		$191,891	$222,491	$260,939	
Top Operations Position	9	$275,629			$222,172		
Health—general & rehabilitative: organ & tissue banks							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$106,339			$107,195		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: organ & tissue banks							
Between $1 million and $2.5 million							
CEO/Executive Director	11	$192,906		$95,052	$146,750	$253,165	
Between $5 million and $10 million							
CEO/Executive Director	6	$236,272			$223,165		
Between $10 million and $25 million							
CEO/Executive Director	8	$301,808			$314,087		
Between $25 million and $50 million							
CEO/Executive Director	9	$464,375			$400,840		
Top Finance Position	7	$234,542			$248,091		
Top Operations Position	6	$274,500			$294,506		
Greater than $50 million							
CEO/Executive Director	8	$593,911			$634,810		
Top Finance Position	7	$319,289			$295,621		
Top Operations Position	6	$311,850			$336,293		
Top Technology Position	6	$320,955			$256,089		
Health—general & rehabilitative: patient & family support							
$250 thousand or less							
CEO/Executive Director	18	$38,649		$23,244	$35,522	$44,936	
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	$70,951		$62,818	$73,165	$76,921	
Between $500 thousand and $1 million							
CEO/Executive Director	30	$103,572	$66,854	$80,557	$92,550	$128,656	$135,822

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: patient & family support							
Between $1 million and $2.5 million							
CEO/Executive Director	26	$123,400	$72,042	$102,173	$119,246	$149,426	$165,338
Between $2.5 million and $5 million							
CEO/Executive Director	9	$170,781			$162,015		
Health—general & rehabilitative: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	6	$63,822			$75,488		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$97,863			$100,892		
Between $500 thousand and $1 million							
CEO/Executive Director	11	$126,702		$102,912	$115,500	$169,481	
Between $1 million and $2.5 million							
CEO/Executive Director	13	$187,348		$130,360	$189,665	$220,977	
Between $2.5 million and $5 million							
CEO/Executive Director	13	$255,528		$171,699	$219,760	$348,310	
Between $5 million and $10 million							
CEO/Executive Director	10	$310,741		$233,250	$321,738	$387,711	
Top Finance Position	5	$200,402			$172,040		
Between $10 million and $25 million							
CEO/Executive Director	6	$398,415			$413,715		
Top Finance Position	5	$225,758			$191,833		
Top Technology Position	5	$213,118			$195,804		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: professional societies & associations							
Between $25 million and $50 million							
CEO/Executive Director	5	$458,444			$558,256		
Greater than $50 million							
CEO/Executive Director	6	$676,723			$677,839		
Top Finance Position	5	$331,331			$313,339		
Health—general & rehabilitative: public health							
$250 thousand or less							
CEO/Executive Director	56	$52,635	$24,135	$33,808	$46,981	$64,445	$79,552
Between $250 thousand and $500 thousand							
CEO/Executive Director	39	$81,157	$48,646	$56,818	$67,750	$96,205	$115,359
Between $500 thousand and $1 million							
CEO/Executive Director	61	$99,281	$54,180	$66,835	$94,838	$117,015	$164,947
Top Operations Position	7	$74,531			$70,459		
Between $1 million and $2.5 million							
CEO/Executive Director	73	$121,437	$63,171	$88,853	$110,808	$135,371	$181,642
Top Finance Position	7	$83,058			$55,000		
Between $2.5 million and $5 million							
CEO/Executive Director	37	$185,906	$98,832	$110,118	$160,544	$215,662	$280,622
Top Finance Position	16	$128,334		$88,119	$116,009	$149,420	
Top Operations Position	15	$145,627		$121,772	$132,570	$165,722	
Top Program Position	8	$140,035			$130,674		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: public health							
Between $5 million and $10 million							
CEO/Executive Director	24	$186,183	$85,078	$141,422	$170,214	$215,441	$328,847
Top Finance Position	15	$122,629		$90,348	$118,261	$146,865	
Top Operations Position	6	$194,810			$192,834		
Between $10 million and $25 million							
CEO/Executive Director	28	$213,093	$108,488	$161,318	$207,685	$248,365	$347,628
Top Development Position	5	$207,745			$159,505		
Top Finance Position	14	$154,988		$136,221	$150,455	$176,488	
Top Human Resources Position	7	$184,228			$148,833		
Top Operations Position	12	$165,348		$130,506	$151,220	$201,913	
Between $25 million and $50 million							
CEO/Executive Director	10	$405,007		$252,612	$334,805	$474,932	
Top Finance Position	9	$201,826			$199,446		
Top Operations Position	5	$266,256			$231,751		
Greater than $50 million							
CEO/Executive Director	9	$429,175			$427,557		
Top Finance Position	7	$340,948			$324,138		
Top Operations Position	5	$341,113			$338,885		
Health—general & rehabilitative: rehabilitative care							
$250 thousand or less							
CEO/Executive Director	20	$43,695	$18,116	$33,779	$41,571	$53,685	$66,879
Between $250 thousand and $500 thousand							
CEO/Executive Director	22	$55,687	$34,887	$42,733	$51,476	$68,310	$88,660

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: rehabilitative care							
Between $500 thousand and $1 million							
CEO/Executive Director	21	$71,555	$43,044	$53,167	$70,000	$85,444	$97,785
Between $1 million and $2.5 million							
CEO/Executive Director	53	$119,617	$66,082	$82,915	$113,125	$146,251	$188,855
Top Finance Position	7	$67,338			$70,896		
Between $2.5 million and $5 million							
CEO/Executive Director	21	$127,835	$90,327	$97,599	$111,416	$147,239	$202,790
Top Finance Position	5	$82,549			$81,653		
Between $5 million and $10 million							
CEO/Executive Director	22	$151,713	$94,861	$107,265	$140,607	$176,814	$209,114
Top Finance Position	7	$112,076			$110,000		
Between $10 million and $25 million							
CEO/Executive Director	18	$225,592		$125,280	$194,541	$279,939	
Top Finance Position	11	$134,445		$103,982	$135,817	$147,789	
Between $25 million and $50 million							
CEO/Executive Director	8	$300,011			$295,661		
Top Finance Position	5	$187,448			$185,948		
Greater than $50 million							
CEO/Executive Director	8	$686,780			$462,090		
Top Finance Position	6	$353,554			$258,223		
Health—general & rehabilitative: reproductive health care							
$250 thousand or less							
CEO/Executive Director	32	$39,973	$26,150	$32,394	$38,857	$42,284	$47,792

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: reproductive health care							
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	$61,339	$41,699	$47,713	$59,288	$73,541	$82,934
Between $500 thousand and $1 million							
CEO/Executive Director	31	$69,666	$48,849	$57,360	$68,981	$78,036	$81,000
Between $1 million and $2.5 million							
CEO/Executive Director	22	$101,333	$63,199	$75,279	$92,593	$112,510	$137,771
Top Finance Position	6	$75,460			$66,244		
Between $2.5 million and $5 million							
CEO/Executive Director	8	$176,394			$171,477		
Between $10 million and $25 million							
CEO/Executive Director	12	$214,406		$167,663	$198,767	$273,778	
Top Finance Position	6	$146,830			$139,563		
Top Human Resources Position	5	$127,586			$131,139		
Top Operations Position	5	$130,924			$131,172		
Between $25 million and $50 million							
CEO/Executive Director	5	$438,079			$417,259		
Health—general & rehabilitative: research institutes & public policy analysis							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$132,956			$128,786		
Between $1 million and $2.5 million							
CEO/Executive Director	12	$212,805		$171,038	$213,246	$270,518	
Between $5 million and $10 million							
CEO/Executive Director	5	$245,940			$179,916		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: research institutes & public policy analysis							
Greater than $50 million							
CEO/Executive Director	6	$1,739,595			$1,198,262		
Top Finance Position	7	$627,006			$517,390		
Top Operations Position	5	$555,363			$582,363		
Health—general & rehabilitative: single organization support							
$250 thousand or less							
CEO/Executive Director	17	$65,121		$24,000	$47,751	$72,193	
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$103,779		$50,345	$90,000	$110,166	
Between $500 thousand and $1 million							
CEO/Executive Director	23	$110,617	$50,377	$83,796	$105,650	$134,940	$179,187
Between $1 million and $2.5 million							
CEO/Executive Director	22	$146,030	$67,569	$106,214	$145,781	$181,486	$209,214
Top Development Position	8	$123,332			$114,503		
Between $2.5 million and $5 million							
CEO/Executive Director	14	$223,299		$134,393	$187,503	$302,223	
Top Finance Position	5	$147,906			$145,537		
Between $5 million and $10 million							
CEO/Executive Director	16	$425,262		$222,407	$262,061	$399,571	
Between $10 million and $25 million							
CEO/Executive Director	9	$541,761			$348,249		
Top Development Position	5	$311,181			$169,921		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: single organization support							
Between $25 million and $50 million							
CEO/Executive Director	5	$2,176,728			$623,068		
Greater than $50 million							
CEO/Executive Director	8	$866,451			$773,261		
Top Finance Position	7	$307,196			$192,388		
Top Operations Position	6	$252,443			$270,874		
Health—general & rehabilitative: specialty hospitals							
Between $10 million and $25 million							
CEO/Executive Director	7	$371,829			$269,188		
Between $25 million and $50 million							
CEO/Executive Director	7	$292,743			$306,287		
Top Finance Position	5	$201,057			$190,426		
Top Operations Position	5	$243,549			$269,564		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: specialty hospitals							
Greater than $50 million							
CEO/Executive Director	37	$1,197,739	$316,433	$636,762	$856,606	$1,581,903	$2,371,953
Top Development Position	10	$559,056		$197,081	$335,527	$802,130	
Top Facilities Position	9	$519,075			$510,552		
Top Finance Position	33	$667,605	$243,465	$300,939	$489,808	$702,588	$1,497,166
Top Human Resources Position	21	$561,449	$232,517	$245,935	$454,652	$701,213	$843,698
Top Legal Position	12	$682,052		$493,301	$593,292	$813,998	
Top Marketing Position	5	$287,017			$284,712		
Top Operations Position	25	$796,108	$216,894	$312,025	$465,397	$990,347	$1,616,668
Top PR/Communications Position	6	$440,034			$455,558		
Top Program Position	6	$286,519			$258,433		
Top Technology Position	18	$517,620		$312,221	$479,517	$724,570	
Health—general & rehabilitative: support N.E.C.							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$99,312			$98,200		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$145,543			$134,865		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$177,765			$121,651		
Greater than $50 million							
CEO/Executive Director	6	$1,460,037			$1,173,620		
Top Finance Position	7	$818,551			$847,968		
Top Operations Position	5	$726,800			$605,434		
Top Technology Position	5	$509,816			$433,286		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	5	$73,639			$78,667		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$63,565			$67,250		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$99,138		$64,218	$89,850	$111,437	
Between $1 million and $2.5 million							
CEO/Executive Director	18	$127,318		$85,102	$114,411	$150,545	
Between $2.5 million and $5 million							
CEO/Executive Director	9	$104,018			$102,972		
Between $5 million and $10 million							
CEO/Executive Director	6	$123,769			$111,368		
Between $10 million and $25 million							
CEO/Executive Director	5	$185,489			$190,670		
Housing, shelter: home improvement & repairs							
$250 thousand or less							
CEO/Executive Director	13	$47,213		$30,000	$49,181	$57,008	
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$49,157			$44,379		
Between $500 thousand and $1 million							
CEO/Executive Director	18	$79,318		$60,787	$71,988	$78,531	
Between $1 million and $2.5 million							
CEO/Executive Director	13	$101,615		$85,187	$105,000	$110,035	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: home improvement & repairs							
Between $2.5 million and $5 million							
CEO/Executive Director	5	$123,172			$130,361		
Housing, shelter: homeless shelters							
$250 thousand or less							
CEO/Executive Director	47	$42,258	$22,384	$31,396	$41,186	$53,734	$62,737
Between $250 thousand and $500 thousand							
CEO/Executive Director	74	$60,071	$35,969	$48,673	$60,195	$71,593	$81,822
Between $500 thousand and $1 million							
CEO/Executive Director	85	$69,538	$43,322	$55,128	$67,992	$79,464	$95,689
Top Finance Position	6	$58,135			$53,172		
Between $1 million and $2.5 million							
CEO/Executive Director	100	$86,564	$59,790	$71,775	$81,574	$97,457	$115,808
Top Finance Position	6	$45,741			$43,416		
Top Operations Position	5	$76,719			$54,782		
Between $2.5 million and $5 million							
CEO/Executive Director	84	$121,225	$74,668	$97,622	$117,388	$143,201	$166,969
Top Development Position	6	$94,715			$101,843		
Top Finance Position	24	$85,159	$37,496	$64,767	$83,579	$110,969	$125,907
Top Operations Position	8	$100,674			$96,484		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: homeless shelters							
Between $5 million and $10 million							
CEO/Executive Director	49	$155,487	$110,662	$123,693	$156,942	$181,708	$200,794
Top Development Position	7	$130,440			$115,418		
Top Finance Position	22	$103,730	$60,435	$95,095	$102,178	$125,421	$137,024
Top Operations Position	9	$112,838			$112,200		
Top Program Position	6	$131,593			$123,646		
Between $10 million and $25 million							
CEO/Executive Director	19	$209,332		$161,736	$196,227	$229,352	
Top Development Position	7	$144,124			$132,713		
Top Finance Position	12	$137,062		$104,823	$140,131	$161,954	
Top Human Resources Position	5	$117,066			$117,938		
Top Operations Position	8	$137,513			$129,059		
Between $25 million and $50 million							
CEO/Executive Director	12	$259,918		$200,498	$243,779	$296,687	
Top Finance Position	11	$178,813		$158,022	$173,826	$218,547	
Top Operations Position	6	$158,563			$158,655		
Housing, shelter: homeowners & tenants associations							
$250 thousand or less							
CEO/Executive Director	11	$51,894		$35,589	$43,333	$62,563	
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$77,855		$51,476	$72,563	$91,857	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$93,273		$66,776	$91,987	$120,526	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: homeowners & tenants associations							
Between $1 million and $2.5 million							
CEO/Executive Director	9	$140,508			$84,994		
Between $2.5 million and $5 million							
CEO/Executive Director	9	$146,764			$139,600		
Top Finance Position	5	$101,163			$95,942		
Between $5 million and $10 million							
CEO/Executive Director	7	$152,206			$150,200		
Housing, shelter: housing & shelter N.E.C.							
$250 thousand or less							
CEO/Executive Director	20	$42,235	$17,790	$23,500	$42,303	$57,913	$60,206
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	$66,831	$35,179	$46,708	$62,905	$86,122	$104,180
Between $500 thousand and $1 million							
CEO/Executive Director	44	$82,146	$48,199	$54,469	$75,651	$89,542	$122,732
Between $1 million and $2.5 million							
CEO/Executive Director	47	$104,961	$62,481	$74,648	$91,054	$107,877	$154,005
Between $2.5 million and $5 million							
CEO/Executive Director	37	$146,614	$75,194	$96,087	$130,673	$164,489	$258,770
Top Finance Position	11	$128,280		$68,198	$89,332	$158,558	
Top Operations Position	6	$167,713			$151,557		
Between $5 million and $10 million							
CEO/Executive Director	18	$149,399		$106,385	$148,219	$166,139	
Top Finance Position	6	$127,098			$105,676		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: housing & shelter N.E.C.							
Between $10 million and $25 million							
CEO/Executive Director	8	$181,796			$176,858		
Between $25 million and $50 million							
CEO/Executive Director	5	$348,168			$209,698		
Housing, shelter: housing development, construction, & management							
$250 thousand or less							
CEO/Executive Director	104	$47,270	$23,744	$31,057	$45,854	$54,791	$75,000
Top Finance Position	5	$62,481			$46,020		
Between $250 thousand and $500 thousand							
CEO/Executive Director	100	$65,413	$39,475	$45,772	$59,626	$74,497	$92,595
Top Finance Position	6	$87,424			$63,477		
Between $500 thousand and $1 million							
CEO/Executive Director	181	$72,348	$42,562	$56,821	$69,718	$85,908	$104,221
Between $1 million and $2.5 million							
CEO/Executive Director	261	$98,737	$59,248	$71,045	$86,882	$113,399	$159,675
Top Finance Position	34	$82,908	$41,133	$53,327	$69,446	$114,092	$143,298
Top Operations Position	14	$92,705		$77,129	$84,858	$105,891	
Between $2.5 million and $5 million							
CEO/Executive Director	137	$131,716	$82,388	$99,208	$118,010	$153,386	$180,817
Top Administrative Position	5	$112,884			$108,353		
Top Development Position	5	$117,985			$121,342		
Top Finance Position	38	$110,652	$64,491	$78,299	$107,057	$131,911	$148,555
Top Operations Position	19	$114,190		$74,005	$92,564	$133,707	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: housing development, construction, & management							
Between $5 million and $10 million							
CEO/Executive Director	101	$174,963	$98,030	$125,307	$159,944	$198,529	$293,947
Top Administrative Position	10	$116,659		$105,503	$114,989	$133,544	
Top Development Position	14	$158,722		$131,527	$138,383	$155,156	
Top Finance Position	45	$140,012	$77,311	$102,027	$121,291	$169,164	$237,770
Top Operations Position	19	$134,894		$110,288	$119,468	$153,391	
Top Program Position	8	$128,704			$116,659		
Between $10 million and $25 million							
CEO/Executive Director	39	$219,927	$132,220	$158,624	$192,551	$259,250	$311,308
Top Administrative Position	5	$135,409			$141,811		
Top Development Position	8	$174,007			$170,328		
Top Finance Position	26	$156,259	$81,494	$136,985	$150,616	$190,010	$225,812
Top Human Resources Position	6	$160,841			$144,590		
Top Operations Position	13	$169,547		$141,445	$157,271	$207,951	
Between $25 million and $50 million							
CEO/Executive Director	6	$294,380			$292,306		
Top Finance Position	8	$201,485			$179,776		
Greater than $50 million							
CEO/Executive Director	8	$355,924			$322,234		
Top Finance Position	5	$179,561			$205,849		
Housing, shelter: housing expense reduction support							
$250 thousand or less							
CEO/Executive Director	5	$78,826			$61,694		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: housing expense reduction support							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$93,147			$89,475		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$119,933			$109,456		
Between $10 million and $25 million							
CEO/Executive Director	5	$233,608			$203,292		
Housing, shelter: housing rehabilitation							
$250 thousand or less							
CEO/Executive Director	11	$65,404		$46,572	$73,644	$79,009	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$59,287			$56,844		
Between $500 thousand and $1 million							
CEO/Executive Director	17	$99,747		$64,806	$84,757	$124,569	
Between $1 million and $2.5 million							
CEO/Executive Director	29	$100,611	$61,734	$74,686	$99,354	$119,528	$135,101
Between $2.5 million and $5 million							
CEO/Executive Director	9	$146,522			$133,371		
Housing, shelter: housing search assistance							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$79,328			$85,265		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: housing search assistance							
Between $2.5 million and $5 million							
CEO/Executive Director	9	$143,294			$154,244		
Housing, shelter: housing support							
$250 thousand or less							
CEO/Executive Director	18	$61,381		$43,008	$53,483	$73,875	
Between $250 thousand and $500 thousand							
CEO/Executive Director	30	$81,077	$52,099	$59,785	$71,268	$93,854	$113,780
Between $500 thousand and $1 million							
CEO/Executive Director	47	$82,973	$43,763	$64,900	$84,361	$98,200	$121,560
Between $1 million and $2.5 million							
CEO/Executive Director	55	$109,971	$73,189	$85,660	$100,046	$114,648	$158,615
Top Finance Position	10	$84,089		$64,549	$75,951	$96,559	
Between $2.5 million and $5 million							
CEO/Executive Director	32	$130,461	$61,872	$91,761	$126,577	$159,447	$201,170
Top Finance Position	13	$105,318		$75,678	$84,156	$134,541	
Top Operations Position	7	$106,272			$108,925		
Between $5 million and $10 million							
CEO/Executive Director	23	$174,417	$100,242	$131,427	$160,472	$197,138	$246,681
Top Finance Position	12	$149,688		$100,227	$135,775	$182,780	
Top Operations Position	6	$157,231			$139,189		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: housing support							
Between $10 million and $25 million							
CEO/Executive Director	13	$226,694		$167,246	$199,011	$302,609	
Top Finance Position	11	$156,371		$133,788	$146,605	$174,689	
Top Operations Position	6	$176,742			$167,538		
Housing, shelter: low income & subsidized rental housing							
$250 thousand or less							
CEO/Executive Director	10	$48,369		$29,563	$47,833	$64,514	
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$84,160		$46,975	$68,477	$89,750	
Between $500 thousand and $1 million							
CEO/Executive Director	16	$82,490		$65,677	$73,174	$94,958	
Between $1 million and $2.5 million							
CEO/Executive Director	37	$114,406	$56,791	$76,229	$100,456	$136,740	$187,374
Top Administrative Position	5	$93,577			$91,324		
Top Finance Position	6	$101,614			$97,707		
Between $2.5 million and $5 million							
CEO/Executive Director	15	$131,097		$95,767	$113,071	$162,785	
Between $5 million and $10 million							
CEO/Executive Director	13	$159,571		$98,654	$126,924	$195,869	
Top Finance Position	6	$152,929			$157,863		
Between $10 million and $25 million							
CEO/Executive Director	10	$303,097		$169,595	$208,914	$335,518	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: low income & subsidized rental housing							
Between $25 million and $50 million							
CEO/Executive Director	7	$406,121			$261,548		
Greater than $50 million							
CEO/Executive Director	5	$778,924			$584,719		
Top Finance Position	5	$312,417			$279,112		
Housing, shelter: senior citizens housing & retirement communities							
$250 thousand or less							
CEO/Executive Director	10	$39,384		$21,625	$33,944	$53,895	
Top Finance Position	6	$82,784			$41,737		
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	$81,882	$30,581	$48,438	$62,640	$110,403	$124,480
Top Administrative Position	6	$61,572			$52,401		
Between $500 thousand and $1 million							
CEO/Executive Director	16	$75,568		$57,455	$72,772	$98,978	
Top Administrative Position	10	$52,379		$37,134	$48,290	$64,989	
Between $1 million and $2.5 million							
CEO/Executive Director	49	$121,272	$73,464	$82,370	$99,615	$136,533	$188,589
Top Administrative Position	12	$101,206		$73,097	$86,473	$116,303	
Top Finance Position	6	$118,353			$130,161		
Between $2.5 million and $5 million							
CEO/Executive Director	36	$141,032	$83,159	$95,069	$127,519	$178,937	$211,988
Top Administrative Position	15	$98,818		$86,289	$94,891	$106,479	
Top Finance Position	16	$118,171		$83,958	$117,314	$161,131	
Top Operations Position	5	$150,591			$123,943		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Housing, shelter: senior citizens housing & retirement communities

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	39	$213,674	$112,956	$128,984	$180,763	$218,644	$323,958
Top Administrative Position	13	$131,260		$116,917	$122,185	$142,425	
Top Finance Position	15	$166,161		$103,870	$135,580	$256,091	
Top Operations Position	6	$278,827			$262,746		
Between $10 million and $25 million							
CEO/Executive Director	45	$233,702	$136,283	$173,796	$213,726	$286,057	$307,387
Top Administrative Position	22	$144,345	$109,101	$125,823	$137,553	$161,307	$177,897
Top Business Position	11	$146,193		$127,936	$139,705	$153,953	
Top Development Position	5	$128,363			$121,444		
Top Facilities Position	11	$126,187		$114,010	$119,783	$137,855	
Top Finance Position	27	$160,630	$104,765	$112,329	$154,202	$206,733	$219,404
Top Human Resources Position	11	$131,600		$123,280	$126,317	$156,761	
Top Marketing Position	11	$144,402		$130,475	$143,862	$152,943	
Top Operations Position	11	$184,743		$137,139	$141,648	$203,433	
Top Technology Position	5	$171,793			$147,682		
Between $25 million and $50 million							
CEO/Executive Director	23	$328,597	$190,485	$248,874	$284,981	$355,771	$543,904
Top Administrative Position	5	$149,966			$141,871		
Top Business Position	6	$151,009			$152,938		
Top Finance Position	15	$235,311		$184,559	$219,198	$264,141	
Top Human Resources Position	12	$173,689		$136,991	$152,368	$186,568	
Top Marketing Position	8	$144,645			$137,409		
Top Operations Position	8	$245,209			$190,547		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: senior citizens housing & retirement communities							
Greater than $50 million							
CEO/Executive Director	8	$322,999			$241,563		
Top Finance Position	5	$239,793			$164,963		
Housing, shelter: single organization support							
Between $1 million and $2.5 million							
CEO/Executive Director	8	$109,367			$94,958		
Housing, shelter: temporary housing							
$250 thousand or less							
CEO/Executive Director	25	$44,790	$19,659	$27,793	$45,147	$52,000	$62,335
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	$62,722		$44,000	$57,515	$85,000	
Between $500 thousand and $1 million							
CEO/Executive Director	17	$61,481		$48,000	$61,349	$80,641	
Between $1 million and $2.5 million							
CEO/Executive Director	16	$101,260		$70,351	$110,705	$123,052	
Between $2.5 million and $5 million							
CEO/Executive Director	12	$147,098		$100,296	$139,824	$171,235	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: adoption							
$250 thousand or less							
CEO/Executive Director	17	$50,242		$34,675	$52,650	$57,292	
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	$75,015	$38,655	$61,804	$73,116	$88,271	$108,900
Between $500 thousand and $1 million							
CEO/Executive Director	31	$86,203	$58,505	$71,146	$84,680	$97,177	$117,338
Between $1 million and $2.5 million							
CEO/Executive Director	30	$113,722	$68,966	$93,295	$115,113	$130,501	$152,135
Between $2.5 million and $5 million							
CEO/Executive Director	11	$153,763		$85,286	$173,574	$206,872	
Between $5 million and $10 million							
CEO/Executive Director	5	$191,401			$183,315		
Between $10 million and $25 million							
CEO/Executive Director	6	$197,327			$196,233		
Human services—multipurpose & other: adult day care							
$250 thousand or less							
CEO/Executive Director	7	$49,843			$48,050		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$49,878			$51,173		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$79,949			$83,268		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$95,627			$88,733		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	21	$56,454	$33,011	$42,526	$53,908	$74,503	$80,668
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	$68,584	$49,000	$52,990	$64,875	$74,506	$87,865
Between $500 thousand and $1 million							
CEO/Executive Director	22	$93,634	$66,716	$68,691	$89,551	$115,006	$130,797
Between $1 million and $2.5 million							
CEO/Executive Director	44	$118,877	$80,007	$88,465	$113,762	$142,102	$173,750
Top Finance Position	5	$73,575			$66,445		
Between $2.5 million and $5 million							
CEO/Executive Director	11	$165,963		$104,376	$132,836	$174,353	
Between $5 million and $10 million							
CEO/Executive Director	9	$143,504			$106,985		
Between $10 million and $25 million							
CEO/Executive Director	6	$181,652			$154,366		
Between $25 million and $50 million							
CEO/Executive Director	5	$192,312			$198,575		
Human services—multipurpose & other: blind & visually impaired centers							
$250 thousand or less							
CEO/Executive Director	9	$42,916			$41,345		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$69,153			$67,530		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: blind & visually impaired centers							
Between $500 thousand and $1 million							
CEO/Executive Director	10	$89,851		$84,255	$88,274	$98,452	
Between $1 million and $2.5 million							
CEO/Executive Director	17	$97,768		$79,400	$96,029	$113,964	
Between $2.5 million and $5 million							
CEO/Executive Director	13	$159,838		$136,942	$144,983	$184,647	
Between $5 million and $10 million							
CEO/Executive Director	8	$231,579			$231,497		
Between $10 million and $25 million							
CEO/Executive Director	10	$345,637		$320,179	$351,100	$405,268	
Top Development Position	6	$184,935			$176,813		
Top Finance Position	9	$198,391			$174,206		
Top Human Resources Position	5	$141,173			$127,603		
Top Operations Position	7	$180,499			$173,757		
Top PR/Communications Position	6	$160,276			$132,021		
Top Program Position	6	$178,997			$187,787		
Between $25 million and $50 million							
CEO/Executive Director	7	$354,215			$372,941		
Top Finance Position	7	$227,543			$242,139		
Human services—multipurpose & other: centers to support the independence of specific populations							
$250 thousand or less							
CEO/Executive Director	111	$48,044	$21,251	$31,858	$47,383	$57,904	$73,200
Top Finance Position	7	$47,158			$29,500		
Top Program Position	5	$33,965			$27,393		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: centers to support the independence of specific populations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	87	$62,721	$36,651	$45,942	$61,530	$73,403	$87,144
Top Finance Position	5	$42,808			$43,844		
Between $500 thousand and $1 million							
CEO/Executive Director	120	$76,811	$39,011	$63,143	$75,922	$90,326	$106,932
Top Finance Position	6	$52,157			$47,736		
Between $1 million and $2.5 million							
CEO/Executive Director	159	$99,618	$62,792	$77,327	$91,116	$114,745	$140,454
Top Finance Position	26	$72,885	$37,765	$56,092	$72,835	$87,982	$101,794
Top Operations Position	9	$81,138			$80,008		
Between $2.5 million and $5 million							
CEO/Executive Director	104	$123,565	$70,484	$88,597	$107,875	$135,065	$181,294
Top Finance Position	16	$103,075		$62,074	$85,736	$121,064	
Between $5 million and $10 million							
CEO/Executive Director	67	$146,225	$91,697	$108,577	$128,403	$173,223	$212,389
Top Finance Position	24	$105,200	$67,931	$72,604	$91,199	$125,300	$159,093
Top Operations Position	7	$100,279			$102,519		
Between $10 million and $25 million							
CEO/Executive Director	57	$193,273	$114,778	$143,978	$175,545	$213,193	$294,875
Top Development Position	6	$141,123			$133,104		
Top Finance Position	40	$136,608	$83,979	$100,951	$125,726	$166,469	$192,093
Top Human Resources Position	14	$126,505		$114,746	$117,911	$129,592	
Top Operations Position	11	$144,137		$123,452	$145,375	$160,156	
Top Program Position	9	$142,035			$139,493		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: centers to support the independence of specific populations							
Between $25 million and $50 million							
CEO/Executive Director	19	$326,702		$218,456	$259,464	$338,426	
Top Finance Position	14	$186,199		$148,347	$187,083	$220,861	
Top Human Resources Position	6	$156,615			$142,583		
Top Operations Position	7	$177,158			$174,430		
Greater than $50 million							
CEO/Executive Director	15	$352,531		$232,510	$307,923	$453,841	
Top Administrative Position	6	$205,274			$184,635		
Top Finance Position	12	$226,453		$160,007	$202,598	$273,237	
Top Operations Position	5	$286,675			$284,628		
Top Technology Position	8	$182,477			$171,328		
Human services—multipurpose & other: child day care							
$250 thousand or less							
CEO/Executive Director	75	$38,479	$19,448	$26,452	$36,375	$47,274	$60,725
Top Administrative Position	6	$34,482			$34,544		
Top Finance Position	14	$33,038		$28,601	$31,949	$35,450	
Top Program Position	5	$39,778			$34,955		
Between $250 thousand and $500 thousand							
CEO/Executive Director	134	$52,415	$27,114	$37,535	$47,863	$59,311	$81,039
Top Administrative Position	7	$48,298			$49,570		
Top Finance Position	11	$38,548		$30,059	$40,285	$49,148	
Top Program Position	10	$62,464		$47,841	$57,599	$79,084	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: child day care							
Between $500 thousand and $1 million							
CEO/Executive Director	215	$65,473	$33,794	$47,449	$60,576	$79,652	$102,455
Top Administrative Position	9	$45,118			$42,588		
Top Finance Position	10	$53,679		$33,108	$51,388	$70,569	
Top Operations Position	6	$56,032			$53,433		
Top Program Position	8	$55,179			$50,472		
Between $1 million and $2.5 million							
CEO/Executive Director	211	$88,501	$50,035	$66,300	$79,173	$103,917	$135,370
Top Administrative Position	6	$63,916			$64,960		
Top Education Position	5	$84,628			$90,500		
Top Finance Position	22	$77,755	$39,359	$47,583	$54,297	$89,494	$106,545
Top Operations Position	5	$64,812			$63,180		
Top Program Position	5	$54,530			$53,330		
Between $2.5 million and $5 million							
CEO/Executive Director	105	$114,269	$74,358	$89,423	$107,247	$131,235	$161,583
Top Finance Position	23	$81,340	$53,721	$61,956	$83,094	$102,417	$108,049
Top Operations Position	5	$87,514			$82,626		
Between $5 million and $10 million							
CEO/Executive Director	49	$149,872	$90,413	$109,386	$134,828	$181,107	$210,164
Top Finance Position	24	$124,398	$72,066	$89,361	$117,684	$133,057	$143,361
Top Program Position	8	$124,281			$115,809		
Between $10 million and $25 million							
CEO/Executive Director	35	$156,915	$98,587	$124,158	$146,661	$185,475	$224,923
Top Administrative Position	6	$118,493			$126,179		
Top Finance Position	21	$124,052	$76,570	$104,334	$123,748	$145,524	$172,224

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: child day care							
Between $25 million and $50 million							
CEO/Executive Director	14	$183,631		$144,292	$167,339	$229,226	
Top Finance Position	10	$147,950		$103,757	$131,175	$206,680	
Top Operations Position	5	$145,331			$152,336		
Human services—multipurpose & other: children & youth services							
$250 thousand or less							
CEO/Executive Director	124	$47,535	$24,421	$34,697	$45,000	$59,700	$71,315
Top Program Position	6	$36,824			$37,496		
Between $250 thousand and $500 thousand							
CEO/Executive Director	121	$64,257	$32,508	$49,073	$62,780	$80,309	$94,945
Between $500 thousand and $1 million							
CEO/Executive Director	169	$83,937	$53,440	$62,416	$75,000	$101,090	$122,917
Top Finance Position	10	$73,616		$59,675	$61,481	$87,695	
Between $1 million and $2.5 million							
CEO/Executive Director	233	$106,606	$61,531	$78,184	$100,000	$128,000	$160,068
Top Finance Position	23	$68,087	$30,198	$52,213	$68,397	$81,534	$112,558
Top Operations Position	13	$91,007		$68,490	$83,181	$104,928	
Top Program Position	6	$83,113			$73,478		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Human services—multipurpose & other: children & youth services

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
CEO/Executive Director	157	$135,210	$77,460	$95,491	$128,692	$156,271	$207,820
Top Business Position	8	$78,926			$75,678		
Top Development Position	15	$127,599		$113,242	$134,404	$144,385	
Top Finance Position	50	$94,300	$46,311	$65,526	$89,793	$110,209	$138,666
Top Operations Position	20	$105,398	$66,005	$79,397	$102,764	$122,248	$154,399
Top Program Position	6	$104,122			$100,464		
Between $5 million and $10 million							
CEO/Executive Director	122	$181,857	$107,057	$137,973	$167,462	$203,041	$274,182
Top Administrative Position	5	$138,291			$121,204		
Top Development Position	25	$136,695	$89,390	$107,329	$124,800	$162,694	$213,302
Top Finance Position	69	$113,120	$62,417	$89,222	$108,318	$134,371	$167,211
Top Operations Position	34	$138,694	$89,043	$110,383	$126,850	$154,051	$206,379
Top Program Position	18	$120,178		$105,766	$117,928	$136,247	
Between $10 million and $25 million							
CEO/Executive Director	110	$215,653	$128,300	$157,234	$194,479	$240,281	$303,896
Top Administrative Position	8	$121,596			$116,225		
Top Business Position	6	$170,483			$168,966		
Top Development Position	30	$136,327	$114,212	$119,850	$126,745	$145,622	$169,159
Top Education Position	7	$140,111			$126,270		
Top Finance Position	80	$133,720	$87,685	$107,836	$122,678	$156,043	$186,813
Top Human Resources Position	16	$123,950		$111,126	$125,609	$144,566	
Top Operations Position	33	$154,201	$113,869	$120,659	$152,421	$175,407	$198,779
Top Program Position	31	$144,840	$105,299	$114,196	$133,152	$156,525	$196,946
Top Technology Position	5	$120,978			$122,428		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: children & youth services							
Between $25 million and $50 million							
CEO/Executive Director	58	$295,583	$149,725	$193,197	$235,935	$329,468	$440,717
Top Administrative Position	11	$166,570		$124,861	$156,333	$186,736	
Top Development Position	13	$152,497		$130,134	$149,449	$164,716	
Top Finance Position	51	$163,352	$107,227	$120,626	$155,529	$192,394	$234,033
Top Human Resources Position	17	$147,732		$121,164	$138,461	$161,740	
Top Operations Position	37	$184,478	$122,408	$138,712	$174,505	$216,002	$258,122
Top Program Position	13	$163,737		$125,158	$164,305	$188,581	
Top Technology Position	16	$145,819		$134,910	$139,407	$154,611	
Greater than $50 million							
CEO/Executive Director	43	$337,117	$185,233	$205,693	$286,477	$435,700	$540,184
Top Administrative Position	5	$227,412			$206,632		
Top Development Position	12	$199,998		$163,653	$179,358	$244,440	
Top Finance Position	31	$212,277	$134,764	$170,790	$210,599	$260,143	$290,009
Top Human Resources Position	16	$179,518		$142,239	$182,531	$226,600	
Top Legal Position	10	$197,204		$174,254	$206,615	$217,562	
Top Marketing Position	5	$178,973			$191,223		
Top Operations Position	23	$248,298	$151,628	$174,770	$234,759	$281,555	$315,352
Top PR/Communications Position	7	$181,612			$169,131		
Top Program Position	13	$231,873		$177,061	$228,248	$259,178	
Top Technology Position	16	$180,865		$152,257	$168,256	$219,306	
Human services—multipurpose & other: deaf & hearing impaired centers							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$65,832			$66,300		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: deaf & hearing impaired centers							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$82,272			$69,239		
Between $1 million and $2.5 million							
CEO/Executive Director	10	$101,698		$86,061	$100,616	$109,657	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$126,481			$119,889		
Human services—multipurpose & other: developmentally disabled centers							
$250 thousand or less							
CEO/Executive Director	62	$45,417	$23,397	$30,300	$43,203	$55,825	$68,652
Top Program Position	7	$40,161			$32,521		
Between $250 thousand and $500 thousand							
CEO/Executive Director	71	$63,637	$32,047	$50,466	$63,822	$76,797	$88,974
Top Finance Position	5	$46,283			$45,039		
Between $500 thousand and $1 million							
CEO/Executive Director	94	$73,531	$49,824	$57,261	$71,108	$89,003	$104,200
Top Finance Position	6	$60,249			$62,690		
Between $1 million and $2.5 million							
CEO/Executive Director	187	$98,316	$52,661	$68,008	$89,738	$114,883	$156,033
Top Finance Position	25	$77,502	$45,253	$56,259	$73,357	$89,955	$111,562
Top Operations Position	9	$84,999			$92,034		
Top Program Position	5	$97,379			$70,650		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: developmentally disabled centers							
Between $2.5 million and $5 million							
CEO/Executive Director	151	$118,884	$72,395	$87,068	$108,192	$139,244	$175,439
Top Finance Position	39	$94,044	$45,806	$57,031	$79,399	$102,780	$153,808
Top Operations Position	14	$82,896		$66,394	$77,625	$102,324	
Between $5 million and $10 million							
CEO/Executive Director	215	$137,627	$81,975	$103,190	$130,500	$156,779	$195,418
Top Administrative Position	10	$106,457		$65,794	$118,186	$142,396	
Top Development Position	6	$127,728			$121,208		
Top Finance Position	83	$100,595	$65,178	$73,775	$96,314	$119,413	$134,973
Top Human Resources Position	7	$114,993			$109,958		
Top Operations Position	20	$118,490	$82,125	$89,338	$121,239	$136,414	$175,698
Top Program Position	10	$101,667		$79,610	$95,805	$115,700	
Between $10 million and $25 million							
CEO/Executive Director	219	$175,317	$105,958	$134,010	$161,874	$200,561	$252,589
Top Administrative Position	9	$124,705			$127,310		
Top Business Position	5	$136,125			$110,841		
Top Development Position	14	$124,408		$112,346	$118,356	$139,684	
Top Finance Position	154	$124,567	$79,985	$98,588	$116,501	$138,827	$178,210
Top Human Resources Position	23	$123,483	$91,148	$107,604	$120,566	$140,003	$155,373
Top Marketing Position	6	$129,814			$123,726		
Top Operations Position	57	$134,711	$98,123	$113,041	$130,658	$152,163	$173,914
Top Program Position	16	$124,579		$108,893	$126,055	$136,144	
Top Technology Position	9	$110,181			$110,555		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: developmentally disabled centers							
Between $25 million and $50 million							
CEO/Executive Director	90	$226,303	$136,309	$172,316	$202,897	$262,993	$342,924
Top Administrative Position	8	$161,531			$130,059		
Top Development Position	15	$140,738		$124,414	$144,060	$154,413	
Top Facilities Position	5	$120,974			$107,999		
Top Finance Position	70	$154,242	$106,674	$126,323	$154,773	$169,723	$192,781
Top Human Resources Position	24	$136,858	$115,164	$128,094	$138,126	$145,265	$163,810
Top Operations Position	29	$163,608	$120,568	$129,521	$170,497	$183,097	$208,659
Top Program Position	21	$143,395	$114,592	$129,565	$140,395	$166,192	$175,364
Top Technology Position	14	$135,576		$119,441	$137,493	$152,964	
Greater than $50 million							
CEO/Executive Director	74	$366,627	$210,046	$255,146	$310,906	$421,000	$641,274
Top Administrative Position	13	$197,002		$151,712	$166,353	$188,355	
Top Business Position	7	$173,779			$160,731		
Top Development Position	16	$190,137		$159,295	$183,461	$208,028	
Top Finance Position	68	$213,165	$133,310	$155,559	$193,260	$243,816	$376,552
Top Human Resources Position	33	$186,034	$137,555	$148,087	$158,834	$205,939	$261,784
Top Legal Position	11	$274,973		$170,418	$226,660	$374,742	
Top Operations Position	33	$254,246	$151,646	$174,151	$197,718	$311,843	$347,112
Top PR/Communications Position	9	$218,273			$167,310		
Top Program Position	16	$184,940		$128,308	$165,409	$205,980	
Top Technology Position	23	$174,239	$133,813	$150,542	$160,841	$202,725	$244,211

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: emergency assistance							
$250 thousand or less							
CEO/Executive Director	49	$38,212	$19,465	$24,000	$37,144	$47,630	$59,173
Between $250 thousand and $500 thousand							
CEO/Executive Director	46	$49,266	$33,567	$41,931	$49,958	$55,106	$66,159
Between $500 thousand and $1 million							
CEO/Executive Director	47	$65,086	$39,388	$50,147	$59,867	$78,054	$100,148
Between $1 million and $2.5 million							
CEO/Executive Director	85	$82,055	$48,372	$60,825	$77,643	$103,346	$120,236
Top Finance Position	10	$65,807		$41,813	$54,199	$73,071	
Between $2.5 million and $5 million							
CEO/Executive Director	52	$107,447	$62,817	$87,496	$104,706	$125,281	$148,691
Top Finance Position	8	$88,194			$89,711		
Between $5 million and $10 million							
CEO/Executive Director	25	$122,040	$75,985	$98,611	$117,394	$143,626	$178,841
Top Finance Position	9	$95,942			$87,321		
Between $10 million and $25 million							
CEO/Executive Director	31	$135,183	$84,568	$96,676	$136,106	$163,094	$181,937
Top Finance Position	16	$100,445		$82,608	$96,720	$131,231	
Top Operations Position	5	$128,117			$114,052		
Between $25 million and $50 million							
CEO/Executive Director	9	$224,818			$216,094		
Top Finance Position	7	$169,658			$169,547		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: emergency assistance							
Greater than $50 million							
CEO/Executive Director	9	$245,215			$200,000		
Top Finance Position	9	$187,030			$174,845		
Top Operations Position	6	$179,120			$151,749		
Human services—multipurpose & other: ethnic & immigrant centers							
$250 thousand or less							
CEO/Executive Director	32	$39,986	$19,901	$26,433	$42,800	$49,833	$56,172
Between $250 thousand and $500 thousand							
CEO/Executive Director	27	$64,895	$36,675	$43,100	$60,000	$72,100	$96,630
Between $500 thousand and $1 million							
CEO/Executive Director	63	$71,462	$36,022	$55,220	$69,973	$90,157	$100,703
Between $1 million and $2.5 million							
CEO/Executive Director	46	$100,822	$65,656	$85,397	$93,625	$117,699	$145,026
Top Finance Position	5	$70,139			$71,798		
Between $2.5 million and $5 million							
CEO/Executive Director	38	$128,657	$75,314	$102,311	$116,118	$146,226	$189,311
Top Finance Position	8	$95,952			$87,166		
Between $5 million and $10 million							
CEO/Executive Director	18	$154,076		$120,695	$154,893	$186,887	
Top Finance Position	6	$118,976			$121,469		
Between $10 million and $25 million							
CEO/Executive Director	11	$221,890		$134,890	$210,000	$274,810	
Top Finance Position	5	$123,300			$88,171		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: family counseling							
$250 thousand or less							
CEO/Executive Director	46	$57,264	$22,988	$38,331	$50,917	$71,334	$95,498
Between $250 thousand and $500 thousand							
CEO/Executive Director	24	$73,259	$53,052	$57,095	$68,239	$87,564	$96,924
Between $500 thousand and $1 million							
CEO/Executive Director	35	$91,768	$50,969	$64,337	$85,181	$108,030	$152,380
Between $1 million and $2.5 million							
CEO/Executive Director	28	$99,365	$65,066	$80,879	$94,735	$114,863	$139,866
Between $5 million and $10 million							
CEO/Executive Director	8	$139,913			$141,321		
Human services—multipurpose & other: family services							
$250 thousand or less							
CEO/Executive Director	113	$45,134	$22,194	$30,976	$41,817	$58,322	$70,372
Between $250 thousand and $500 thousand							
CEO/Executive Director	97	$64,660	$38,322	$50,754	$61,385	$78,705	$92,549
Top Finance Position	6	$48,225			$42,263		
Between $500 thousand and $1 million							
CEO/Executive Director	95	$76,913	$44,097	$56,883	$76,327	$93,452	$110,143
Top Operations Position	6	$61,761			$53,794		
Between $1 million and $2.5 million							
CEO/Executive Director	141	$101,991	$57,294	$74,000	$97,201	$124,062	$154,319
Top Finance Position	21	$73,691	$39,496	$54,883	$78,696	$95,490	$105,202
Top Operations Position	11	$89,796		$63,678	$84,381	$110,888	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: family services							
Between $2.5 million and $5 million							
CEO/Executive Director	86	$123,993	$75,642	$93,324	$113,388	$140,614	$175,813
Top Finance Position	21	$110,147	$47,609	$76,346	$82,901	$107,164	$115,000
Top Operations Position	8	$97,210			$105,303		
Between $5 million and $10 million							
CEO/Executive Director	53	$160,353	$96,585	$120,544	$140,357	$181,631	$240,744
Top Finance Position	25	$112,656	$69,168	$84,324	$105,598	$125,414	$159,218
Top Operations Position	12	$131,760		$116,868	$123,219	$130,691	
Between $10 million and $25 million							
CEO/Executive Director	58	$220,665	$134,194	$161,558	$197,221	$241,515	$314,775
Top Administrative Position	7	$116,651			$111,371		
Top Development Position	13	$137,699		$111,865	$131,313	$153,116	
Top Finance Position	44	$138,400	$95,283	$112,216	$128,918	$160,562	$180,711
Top Human Resources Position	5	$134,124			$145,015		
Top Operations Position	18	$145,123		$116,508	$129,427	$150,554	
Top Program Position	9	$137,094			$123,155		
Top Technology Position	6	$147,335			$119,859		
Between $25 million and $50 million							
CEO/Executive Director	22	$255,011	$181,667	$193,082	$265,136	$298,666	$329,436
Top Development Position	11	$169,158		$140,619	$154,878	$188,278	
Top Finance Position	18	$162,647		$132,211	$169,314	$194,529	
Top Human Resources Position	8	$137,808			$138,779		
Top Operations Position	10	$162,303		$128,365	$159,911	$179,813	
Top Program Position	7	$165,444			$155,653		
Top Technology Position	6	$173,462			$155,868		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: family services							
Greater than $50 million							
CEO/Executive Director	11	$348,217		$273,540	$327,886	$390,589	
Top Administrative Position	5	$239,589			$221,121		
Top Finance Position	11	$213,550		$151,603	$186,433	$213,979	
Top Operations Position	5	$185,262			$196,082		
Top Technology Position	6	$173,527			$173,932		
Human services—multipurpose & other: family services for adolescent parents							
$250 thousand or less							
CEO/Executive Director	13	$38,935		$31,096	$39,089	$47,095	
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$58,525		$44,421	$51,580	$66,671	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$90,795			$87,586		
Between $1 million and $2.5 million							
CEO/Executive Director	15	$100,468		$85,289	$97,822	$116,124	
Human services—multipurpose & other: family violence shelters							
$250 thousand or less							
CEO/Executive Director	21	$45,401	$24,400	$30,180	$44,160	$52,654	$64,690
Between $250 thousand and $500 thousand							
CEO/Executive Director	43	$64,304	$45,797	$51,743	$59,781	$74,562	$89,597

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: family violence shelters							
Between $500 thousand and $1 million							
CEO/Executive Director	96	$68,999	$49,790	$56,459	$65,829	$78,474	$90,438
Top Finance Position	5	$47,630			$51,406		
Between $1 million and $2.5 million							
CEO/Executive Director	176	$86,928	$59,542	$70,224	$83,678	$99,625	$122,700
Top Finance Position	28	$60,667	$38,545	$48,844	$59,388	$67,344	$92,187
Between $2.5 million and $5 million							
CEO/Executive Director	93	$116,807	$83,921	$97,067	$114,662	$138,038	$154,229
Top Finance Position	33	$89,639	$66,403	$80,584	$94,047	$102,200	$114,934
Between $5 million and $10 million							
CEO/Executive Director	35	$150,602	$103,740	$123,383	$140,650	$158,980	$207,684
Top Development Position	7	$110,827			$117,742		
Top Finance Position	18	$100,190		$90,424	$105,397	$119,874	
Top Operations Position	10	$120,012		$99,029	$118,159	$135,876	
Between $10 million and $25 million							
CEO/Executive Director	6	$194,645			$171,805		
Top Finance Position	5	$127,478			$128,962		
Human services—multipurpose & other: financial counseling							
$250 thousand or less							
CEO/Executive Director	23	$61,703	$31,016	$38,200	$62,620	$74,401	$93,767
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	$89,142		$57,115	$88,326	$113,406	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: financial counseling							
Between $500 thousand and $1 million							
CEO/Executive Director	16	$119,030		$77,501	$92,490	$133,358	
Between $1 million and $2.5 million							
CEO/Executive Director	22	$137,624	$56,154	$104,603	$123,889	$181,619	$236,000
Between $2.5 million and $5 million							
CEO/Executive Director	13	$202,482		$137,865	$176,054	$232,770	
Top Finance Position	5	$158,724			$111,133		
Between $5 million and $10 million							
CEO/Executive Director	9	$292,456			$223,678		
Top Finance Position	8	$173,352			$124,617		
Between $10 million and $25 million							
CEO/Executive Director	5	$545,571			$488,570		
Human services—multipurpose & other: foster care							
$250 thousand or less							
CEO/Executive Director	21	$45,518	$20,000	$27,400	$39,730	$58,846	$69,552
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	$64,804	$34,400	$53,000	$62,020	$73,753	$89,847
Between $500 thousand and $1 million							
CEO/Executive Director	32	$83,095	$40,594	$63,914	$82,144	$103,245	$109,430
Between $1 million and $2.5 million							
CEO/Executive Director	59	$105,208	$67,123	$77,255	$100,405	$133,472	$154,520
Top Administrative Position	6	$87,310			$87,748		
Top Finance Position	8	$79,802			$75,971		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: foster care							
Between $2.5 million and $5 million							
CEO/Executive Director	48	$138,810	$92,936	$107,655	$130,366	$160,579	$185,859
Top Finance Position	12	$108,601		$76,088	$97,569	$133,295	
Between $5 million and $10 million							
CEO/Executive Director	28	$162,873	$120,452	$136,038	$160,044	$180,876	$218,859
Top Finance Position	15	$106,736		$97,748	$107,997	$125,656	
Between $10 million and $25 million							
CEO/Executive Director	27	$263,231	$139,051	$176,712	$252,425	$288,347	$446,090
Top Development Position	7	$115,990			$104,216		
Top Finance Position	21	$157,326	$102,314	$116,043	$145,660	$176,372	$206,691
Top Human Resources Position	8	$123,071			$119,249		
Top Operations Position	9	$165,317			$143,705		
Top Program Position	8	$138,528			$141,303		
Between $25 million and $50 million							
CEO/Executive Director	9	$233,931			$183,495		
Top Finance Position	6	$154,626			$172,015		
Top Operations Position	6	$151,939			$140,427		
Greater than $50 million							
CEO/Executive Director	6	$269,423			$267,857		
Top Finance Position	5	$216,768			$221,202		
Human services—multipurpose & other: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	14	$41,805		$23,772	$43,094	$50,673	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: fund raising & fund distribution							
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	$59,370	$36,292	$44,557	$53,250	$60,625	$79,100
Between $500 thousand and $1 million							
CEO/Executive Director	18	$74,401		$49,260	$64,065	$84,018	
Between $1 million and $2.5 million							
CEO/Executive Director	24	$116,860	$75,047	$86,806	$105,574	$136,725	$169,407
Top Finance Position	5	$98,804			$100,784		
Between $2.5 million and $5 million							
CEO/Executive Director	15	$136,377		$106,360	$130,245	$165,071	
Top Finance Position	8	$83,256			$83,650		
Between $5 million and $10 million							
CEO/Executive Director	9	$153,628			$136,682		
Top Finance Position	6	$111,222			$105,774		
Between $10 million and $25 million							
CEO/Executive Director	6	$249,669			$205,566		
Human services—multipurpose & other: gift distribution							
$250 thousand or less							
CEO/Executive Director	9	$48,697			$52,202		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$73,917			$71,196		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: group homes							
$250 thousand or less							
CEO/Executive Director	11	$45,942		$36,560	$41,248	$50,964	
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$60,942		$44,308	$53,845	$70,044	
Between $500 thousand and $1 million							
CEO/Executive Director	38	$69,738	$47,490	$55,572	$64,160	$80,714	$93,500
Between $1 million and $2.5 million							
CEO/Executive Director	81	$99,382	$55,020	$75,826	$93,120	$112,793	$146,804
Top Administrative Position	7	$101,159			$84,896		
Top Finance Position	8	$88,214			$71,641		
Between $2.5 million and $5 million							
CEO/Executive Director	56	$120,246	$67,671	$91,384	$106,395	$137,487	$164,297
Top Administrative Position	5	$106,286			$110,300		
Top Finance Position	17	$81,769		$62,648	$78,108	$93,506	
Between $5 million and $10 million							
CEO/Executive Director	55	$141,658	$77,006	$101,305	$143,574	$175,669	$197,039
Top Finance Position	22	$93,037	$64,311	$76,929	$91,230	$104,190	$123,277
Top Operations Position	7	$109,968			$106,731		
Between $10 million and $25 million							
CEO/Executive Director	55	$185,908	$107,148	$134,732	$176,072	$222,653	$269,071
Top Finance Position	34	$130,212	$93,192	$105,792	$127,523	$143,739	$175,375
Top Human Resources Position	6	$122,698			$115,871		
Top Operations Position	10	$144,552		$116,243	$132,581	$169,517	
Between $25 million and $50 million							
CEO/Executive Director	11	$207,352		$195,156	$201,644	$221,307	
Top Finance Position	7	$133,206			$124,760		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: group homes							
Greater than $50 million							
CEO/Executive Director	5	$299,325			$338,775		
Top Finance Position	6	$172,538			$170,265		
Human services—multipurpose & other: half-way house (short-term residential care)							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$67,372			$50,193		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$100,084			$97,550		
Human services—multipurpose & other: homeless centers							
$250 thousand or less							
CEO/Executive Director	37	$44,590	$25,284	$29,913	$42,400	$51,486	$70,100
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	$63,679	$33,003	$46,842	$61,500	$80,181	$93,228
Between $500 thousand and $1 million							
CEO/Executive Director	45	$72,215	$48,218	$60,000	$72,500	$88,000	$97,693
Between $1 million and $2.5 million							
CEO/Executive Director	83	$97,567	$60,000	$72,181	$92,220	$118,125	$135,538
Top Finance Position	5	$115,145			$86,822		
Top Operations Position	8	$87,714			$78,718		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Human services—multipurpose & other: homeless centers

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
CEO/Executive Director	47	$116,988	$85,172	$96,487	$116,735	$132,569	$155,700
Top Finance Position	14	$90,130		$75,564	$87,343	$97,258	
Top Operations Position	5	$94,022			$101,302		
Between $5 million and $10 million							
CEO/Executive Director	48	$147,357	$80,025	$117,309	$150,241	$172,562	$205,210
Top Development Position	11	$128,073		$109,492	$126,999	$146,181	
Top Finance Position	19	$104,697		$90,473	$107,698	$117,836	
Top Operations Position	11	$135,119		$113,647	$118,368	$154,304	
Top Program Position	8	$119,866			$114,036		
Between $10 million and $25 million							
CEO/Executive Director	42	$207,273	$129,439	$145,043	$204,321	$234,680	$323,669
Top Administrative Position	5	$132,773			$150,809		
Top Development Position	15	$133,526		$111,139	$128,519	$151,754	
Top Finance Position	30	$144,598	$92,168	$104,401	$140,898	$181,235	$205,848
Top Human Resources Position	5	$120,257			$143,000		
Top Operations Position	16	$169,135		$128,496	$162,525	$200,197	
Top Program Position	9	$126,044			$120,889		
Between $25 million and $50 million							
CEO/Executive Director	10	$206,502		$188,742	$194,527	$203,752	
Top Finance Position	9	$190,565			$180,000		
Top Operations Position	6	$172,833			$173,516		
Top Program Position	5	$143,632			$136,508		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: homeless centers							
Greater than $50 million							
CEO/Executive Director	9	$317,887			$327,031		
Top Development Position	5	$191,304			$200,072		
Top Finance Position	7	$234,832			$241,971		
Top Human Resources Position	5	$172,454			$147,408		
Top Operations Position	6	$245,347			$244,168		
Top Program Position	5	$210,909			$215,892		
Human services—multipurpose & other: hospices							
$250 thousand or less							
CEO/Executive Director	10	$61,315		$46,311	$64,328	$72,873	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	$92,184		$61,115	$70,790	$97,261	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$101,864		$73,272	$88,030	$112,380	
Between $1 million and $2.5 million							
CEO/Executive Director	28	$112,694	$77,354	$80,272	$103,936	$118,224	$127,087
Between $2.5 million and $5 million							
CEO/Executive Director	26	$134,921	$81,867	$101,332	$119,626	$145,695	$156,744
Top Finance Position	7	$140,876			$96,206		
Between $5 million and $10 million							
CEO/Executive Director	33	$159,772	$93,144	$125,210	$148,769	$177,539	$238,668
Top Administrative Position	5	$127,690			$134,078		
Top Finance Position	11	$121,839		$92,154	$101,928	$129,376	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: hospices							
Between $10 million and $25 million							
CEO/Executive Director	34	$211,229	$150,696	$184,255	$212,562	$244,461	$272,682
Top Administrative Position	6	$130,886			$126,752		
Top Development Position	7	$126,469			$131,825		
Top Finance Position	25	$148,501	$113,289	$130,861	$144,467	$172,593	$193,389
Top Human Resources Position	5	$133,889			$135,690		
Top Operations Position	14	$155,628		$139,277	$154,455	$169,163	
Between $25 million and $50 million							
CEO/Executive Director	15	$306,604		$255,898	$289,034	$360,529	
Top Finance Position	9	$211,994			$184,105		
Top Operations Position	7	$209,230			$182,969		
Greater than $50 million							
CEO/Executive Director	9	$528,045			$553,475		
Top Finance Position	9	$265,826			$272,396		
Top Operations Position	6	$333,008			$337,984		
Human services—multipurpose & other: human service organizations							
$250 thousand or less							
CEO/Executive Director	347	$46,630	$21,495	$31,327	$43,539	$57,752	$75,007
Top Administrative Position	7	$30,799			$29,120		
Top Finance Position	9	$41,736			$34,200		
Top Operations Position	5	$45,155			$51,367		
Top Program Position	14	$31,650		$23,822	$26,109	$38,350	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: human service organizations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	244	$67,657	$33,375	$46,031	$61,570	$81,468	$100,340
Top Finance Position	13	$38,671		$20,518	$39,331	$48,301	
Top Operations Position	5	$66,245			$54,192		
Top Program Position	7	$58,399			$61,305		
Between $500 thousand and $1 million							
CEO/Executive Director	249	$79,489	$37,956	$53,100	$73,986	$95,000	$125,410
Top Administrative Position	5	$36,975			$42,894		
Top Finance Position	12	$87,792		$61,724	$74,713	$99,150	
Top Operations Position	7	$91,276			$85,000		
Between $1 million and $2.5 million							
CEO/Executive Director	336	$103,952	$60,647	$75,664	$92,852	$118,665	$156,105
Top Administrative Position	7	$70,487			$43,282		
Top Finance Position	42	$89,852	$38,721	$53,348	$69,630	$104,271	$151,603
Top Operations Position	15	$101,460		$75,244	$96,600	$117,579	
Top Program Position	7	$105,036			$116,476		
Between $2.5 million and $5 million							
CEO/Executive Director	262	$125,720	$68,665	$90,461	$115,544	$142,822	$179,173
Top Administrative Position	5	$127,360			$106,275		
Top Development Position	15	$142,918		$114,839	$129,100	$143,961	
Top Finance Position	72	$89,218	$58,527	$66,070	$84,710	$104,806	$128,676
Top Operations Position	21	$111,902	$87,144	$97,399	$109,300	$127,165	$159,667
Top Program Position	7	$115,267			$116,682		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Human services—multipurpose & other: human service organizations

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	264	$147,340	$84,424	$101,222	$133,220	$167,803	$219,156
Top Administrative Position	8	$124,693			$110,312		
Top Business Position	8	$145,321			$150,425		
Top Development Position	19	$147,716		$115,605	$127,617	$191,388	
Top Finance Position	132	$109,327	$60,306	$79,350	$99,944	$123,316	$180,229
Top Human Resources Position	8	$98,391			$95,918		
Top Operations Position	34	$137,439	$84,724	$98,590	$122,581	$164,326	$202,600
Top Program Position	17	$115,811		$81,414	$107,544	$133,609	
Top Technology Position	5	$126,043			$127,333		
Between $10 million and $25 million							
CEO/Executive Director	240	$183,492	$103,304	$126,390	$164,851	$214,178	$286,608
Top Administrative Position	12	$147,622		$113,982	$121,506	$154,178	
Top Business Position	7	$156,594			$130,564		
Top Development Position	30	$151,159	$100,208	$119,452	$141,959	$170,027	$206,096
Top Finance Position	180	$124,658	$80,401	$94,041	$115,358	$143,818	$177,463
Top Human Resources Position	22	$136,342	$100,293	$111,968	$130,178	$140,947	$221,227
Top Legal Position	5	$209,283			$162,735		
Top Marketing Position	8	$129,914			$128,450		
Top Operations Position	73	$165,367	$92,326	$114,455	$134,540	$176,732	$230,409
Top PR/Communications Position	5	$162,543			$135,925		
Top Program Position	33	$145,399	$106,492	$118,538	$139,602	$165,831	$194,297
Top Technology Position	18	$152,738		$116,231	$134,629	$179,944	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: human service organizations							
Between $25 million and $50 million							
CEO/Executive Director	117	$234,698	$125,005	$170,076	$211,292	$283,537	$345,548
Top Administrative Position	10	$155,095		$143,648	$152,532	$178,632	
Top Development Position	14	$177,434		$134,920	$175,188	$215,183	
Top Education Position	7	$136,121			$129,901		
Top Facilities Position	5	$136,809			$125,568		
Top Finance Position	81	$151,528	$105,071	$123,808	$148,121	$177,793	$214,096
Top Human Resources Position	26	$146,609	$111,590	$127,503	$142,716	$166,663	$185,010
Top Marketing Position	5	$156,723			$158,959		
Top Operations Position	49	$173,534	$117,840	$132,540	$157,072	$205,999	$244,520
Top Program Position	14	$140,589		$129,228	$134,067	$158,164	
Top Technology Position	5	$162,022			$143,859		
Greater than $50 million							
CEO/Executive Director	34	$381,872	$211,102	$226,307	$359,555	$468,353	$614,390
Top Administrative Position	7	$172,894			$141,395		
Top Business Position	5	$201,234			$196,878		
Top Development Position	12	$200,249		$169,956	$183,692	$221,114	
Top Finance Position	31	$206,592	$103,816	$143,552	$207,611	$250,803	$292,626
Top Human Resources Position	18	$176,029		$141,953	$165,758	$203,591	
Top Legal Position	7	$218,005			$190,940		
Top Marketing Position	5	$202,063			$196,878		
Top Operations Position	21	$251,329	$131,128	$160,858	$212,369	$279,193	$392,234
Top Program Position	9	$213,733			$220,370		
Top Technology Position	11	$182,063		$175,974	$182,967	$191,071	

501(c)(3) organizations compensation national by NTEE centile group & budget size

Human services—multipurpose & other: human services N.E.C.

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less							
CEO/Executive Director	109	$48,733	$21,958	$33,400	$48,000	$60,788	$75,345
Top Administrative Position	5	$37,605			$41,380		
Top Finance Position	5	$21,848			$17,500		
Top Program Position	5	$38,197			$35,060		
Between $250 thousand and $500 thousand							
CEO/Executive Director	88	$71,173	$35,575	$49,339	$65,842	$85,712	$109,938
Top Finance Position	6	$77,411			$51,655		
Between $500 thousand and $1 million							
CEO/Executive Director	77	$84,320	$41,602	$60,636	$81,341	$101,333	$126,380
Between $1 million and $2.5 million							
CEO/Executive Director	116	$105,653	$60,288	$79,427	$97,094	$112,834	$158,017
Top Finance Position	16	$73,450		$51,648	$59,689	$85,471	
Between $2.5 million and $5 million							
CEO/Executive Director	74	$135,362	$82,058	$103,499	$130,063	$153,902	$182,306
Top Finance Position	14	$97,218		$71,270	$84,938	$127,681	
Top Operations Position	9	$123,646			$128,625		
Between $5 million and $10 million							
CEO/Executive Director	68	$145,389	$84,951	$111,680	$138,760	$183,981	$222,390
Top Development Position	7	$123,263			$125,640		
Top Finance Position	34	$100,289	$68,869	$80,518	$99,285	$114,832	$133,057
Top Operations Position	9	$122,041			$112,480		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Human services—multipurpose & other: human services N.E.C.

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
CEO/Executive Director	65	$190,404	$114,086	$137,805	$174,233	$226,723	$312,490
Top Administrative Position	6	$118,253			$134,286		
Top Development Position	9	$139,054			$131,176		
Top Finance Position	46	$136,201	$73,006	$95,284	$137,053	$165,334	$200,822
Top Operations Position	23	$148,255	$95,746	$104,135	$129,838	$183,557	$219,871
Top Program Position	9	$142,279			$131,716		
Between $25 million and $50 million							
CEO/Executive Director	23	$254,935	$133,647	$172,673	$239,559	$273,803	$391,574
Top Development Position	7	$165,708			$170,742		
Top Finance Position	18	$148,880		$124,618	$134,172	$197,945	
Top Human Resources Position	6	$152,745			$146,248		
Top Operations Position	10	$228,499		$157,770	$198,591	$267,787	
Top Program Position	8	$178,767			$179,149		
Greater than $50 million							
CEO/Executive Director	30	$376,443	$192,642	$237,463	$406,479	$468,711	$554,489
Top Development Position	7	$181,828			$176,059		
Top Finance Position	28	$238,413	$138,800	$183,186	$231,231	$268,820	$315,742
Top Human Resources Position	8	$193,091			$193,136		
Top Operations Position	10	$258,356		$187,348	$252,078	$339,186	
Top PR/Communications Position	6	$215,398			$202,978		
Top Technology Position	9	$205,513			$203,048		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: in-home assistance							
Between $1 million and $2.5 million							
CEO/Executive Director	10	$80,693		$64,487	$81,649	$88,592	
Between $2.5 million and $5 million							
CEO/Executive Director	7	$110,423			$84,548		
Between $5 million and $10 million							
CEO/Executive Director	8	$111,980			$109,397		
Top Finance Position	5	$103,573			$122,663		
Between $25 million and $50 million							
CEO/Executive Director	6	$177,274			$165,478		
Human services—multipurpose & other: LGBT centers							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$89,644			$86,555		
Human services—multipurpose & other: management & technical assistance							
$250 thousand or less							
CEO/Executive Director	5	$33,414			$36,591		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$109,695			$101,948		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$132,024			$114,594		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: management & technical assistance							
Between $2.5 million and $5 million							
CEO/Executive Director	7	$206,256			$163,248		
Top Finance Position	5	$148,966			$136,383		
Between $10 million and $25 million							
CEO/Executive Director	5	$303,549			$206,301		
Human services—multipurpose & other: neighborhood centers							
$250 thousand or less							
CEO/Executive Director	44	$43,425	$20,868	$26,916	$39,772	$56,267	$67,345
Between $250 thousand and $500 thousand							
CEO/Executive Director	39	$61,801	$41,803	$48,076	$58,500	$68,718	$93,606
Between $500 thousand and $1 million							
CEO/Executive Director	38	$73,681	$51,111	$56,492	$67,515	$83,347	$109,324
Between $1 million and $2.5 million							
CEO/Executive Director	46	$100,279	$65,268	$76,469	$97,067	$112,077	$144,773
Top Finance Position	7	$77,647			$75,080		
Between $2.5 million and $5 million							
CEO/Executive Director	33	$125,268	$54,857	$86,332	$123,966	$150,455	$193,987
Top Administrative Position	5	$127,177			$139,060		
Top Finance Position	14	$107,310		$89,328	$104,788	$119,916	
Between $5 million and $10 million							
CEO/Executive Director	24	$165,039	$90,076	$125,150	$169,307	$206,954	$228,085
Top Finance Position	11	$109,499		$68,940	$107,581	$128,667	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: neighborhood centers							
Between $10 million and $25 million							
CEO/Executive Director	17	$238,595		$155,870	$203,889	$324,354	
Top Development Position	7	$146,336			$132,300		
Top Finance Position	14	$156,689		$118,575	$149,502	$212,129	
Between $25 million and $50 million							
CEO/Executive Director	6	$262,187			$242,245		
Human services—multipurpose & other: personal social services							
$250 thousand or less							
CEO/Executive Director	41	$45,633	$20,000	$30,000	$43,027	$55,000	$70,183
Between $250 thousand and $500 thousand							
CEO/Executive Director	32	$63,110	$39,013	$47,030	$62,250	$74,521	$96,862
Between $500 thousand and $1 million							
CEO/Executive Director	25	$86,371	$52,095	$65,365	$82,594	$101,267	$120,763
Between $1 million and $2.5 million							
CEO/Executive Director	24	$112,002	$77,734	$95,800	$105,176	$124,948	$148,103
Between $2.5 million and $5 million							
CEO/Executive Director	20	$130,328	$73,435	$78,555	$98,542	$143,392	$222,720
Top Finance Position	10	$84,494		$66,917	$76,858	$102,334	
Between $5 million and $10 million							
CEO/Executive Director	10	$176,242		$131,988	$173,231	$219,972	
Top Finance Position	7	$105,513			$100,064		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: personal social services							
Between $10 million and $25 million							
CEO/Executive Director	9	$179,201			$179,186		
Top Finance Position	7	$117,653			$112,789		
Human services—multipurpose & other: pregnancy centers							
$250 thousand or less							
CEO/Executive Director	71	$37,120	$22,284	$27,845	$35,935	$45,809	$54,000
Between $250 thousand and $500 thousand							
CEO/Executive Director	41	$53,692	$40,500	$45,000	$51,415	$59,864	$75,926
Between $500 thousand and $1 million							
CEO/Executive Director	21	$67,096	$47,400	$54,216	$65,820	$76,000	$86,332
Between $1 million and $2.5 million							
CEO/Executive Director	8	$101,243			$79,877		
Human services—multipurpose & other: professional societies & associations							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$104,385			$116,239		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$105,875			$103,011		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: residential care & adult day programs							
$250 thousand or less							
CEO/Executive Director	11	$42,864		$33,114	$41,140	$49,564	
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	$59,415		$45,300	$59,000	$69,550	
Between $500 thousand and $1 million							
CEO/Executive Director	33	$81,140	$52,004	$60,000	$72,130	$98,589	$120,694
Between $1 million and $2.5 million							
CEO/Executive Director	60	$103,885	$63,686	$76,344	$97,689	$125,648	$148,354
Top Finance Position	7	$75,791			$84,130		
Between $2.5 million and $5 million							
CEO/Executive Director	42	$102,596	$72,262	$83,473	$95,781	$120,162	$136,054
Between $5 million and $10 million							
CEO/Executive Director	43	$143,066	$96,292	$105,482	$127,917	$166,920	$218,138
Top Administrative Position	6	$128,003			$130,811		
Top Finance Position	18	$90,014		$71,097	$86,804	$96,577	
Top Operations Position	5	$93,336			$100,802		
Between $10 million and $25 million							
CEO/Executive Director	38	$185,584	$127,348	$139,821	$179,008	$215,522	$252,478
Top Administrative Position	6	$145,365			$142,595		
Top Finance Position	20	$128,529	$97,611	$109,896	$122,641	$135,315	$176,859
Top Human Resources Position	5	$125,850			$113,275		
Top Operations Position	8	$144,376			$143,821		
Top Program Position	5	$143,860			$129,704		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: residential care & adult day programs							
Between $25 million and $50 million							
CEO/Executive Director	19	$250,773		$171,616	$218,288	$330,324	
Top Finance Position	17	$154,726		$119,668	$159,161	$188,986	
Top Human Resources Position	6	$138,528			$134,081		
Top Operations Position	6	$186,052			$181,658		
Greater than $50 million							
CEO/Executive Director	6	$288,084			$276,431		
Top Finance Position	6	$196,673			$218,557		
Human services—multipurpose & other: senior centers							
$250 thousand or less							
CEO/Executive Director	93	$42,353	$23,616	$32,128	$41,016	$51,992	$61,817
Between $250 thousand and $500 thousand							
CEO/Executive Director	120	$59,055	$34,483	$42,955	$56,848	$71,083	$85,724
Top Administrative Position	5	$32,346			$30,267		
Between $500 thousand and $1 million							
CEO/Executive Director	155	$72,327	$42,396	$52,958	$67,950	$87,651	$107,148
Top Finance Position	7	$49,797			$43,476		
Between $1 million and $2.5 million							
CEO/Executive Director	152	$86,895	$51,062	$63,986	$81,967	$97,771	$121,143
Top Finance Position	19	$57,995		$43,895	$58,325	$69,080	
Between $2.5 million and $5 million							
CEO/Executive Director	80	$108,977	$70,324	$83,870	$100,964	$127,503	$170,377
Top Finance Position	29	$76,500	$43,838	$61,667	$73,285	$88,687	$106,487

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: senior centers							
Between $5 million and $10 million							
CEO/Executive Director	76	$132,906	$78,785	$97,683	$126,014	$158,579	$199,364
Top Administrative Position	5	$125,999			$136,281		
Top Development Position	7	$109,217			$119,307		
Top Finance Position	36	$95,463	$58,560	$68,031	$96,321	$118,763	$130,896
Top Operations Position	9	$106,024			$106,948		
Between $10 million and $25 million							
CEO/Executive Director	38	$169,946	$107,013	$122,438	$143,966	$170,974	$290,710
Top Development Position	5	$152,000			$160,716		
Top Finance Position	29	$112,804	$64,194	$84,909	$104,753	$122,953	$177,421
Top Operations Position	8	$124,729			$111,828		
Between $25 million and $50 million							
CEO/Executive Director	23	$186,468	$132,027	$137,921	$176,541	$194,808	$255,286
Top Finance Position	18	$136,420		$120,399	$138,790	$155,019	
Top Human Resources Position	5	$125,188			$126,738		
Greater than $50 million							
CEO/Executive Director	12	$335,873		$219,234	$307,094	$432,475	
Top Finance Position	8	$175,366			$182,123		
Top Operations Position	6	$257,986			$263,315		
Human services—multipurpose & other: single organization support							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$90,868			$70,474		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$66,832			$66,171		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: single organization support							
Between $1 million and $2.5 million							
CEO/Executive Director	6	$122,885			$96,998		
Human services—multipurpose & other: single parent agencies							
$250 thousand or less							
CEO/Executive Director	9	$43,429			$40,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$75,447			$70,927		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$127,936			$135,402		
Human services—multipurpose & other: support N.E.C.							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$49,360			$38,035		
Between $500 thousand and $1 million							
CEO/Executive Director	11	$80,578		$63,738	$73,703	$93,923	
Between $1 million and $2.5 million							
CEO/Executive Director	10	$102,902		$75,811	$95,490	$125,427	
Human services—multipurpose & other: supportive housing for older adults							
$250 thousand or less							
CEO/Executive Director	15	$38,108		$27,528	$39,540	$48,553	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: supportive housing for older adults							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$70,284			$43,071		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$72,891			$54,535		
Top Administrative Position	6	$67,647			$66,209		
Between $1 million and $2.5 million							
CEO/Executive Director	31	$120,006	$69,785	$80,166	$101,895	$135,131	$228,348
Top Administrative Position	7	$84,267			$85,138		
Top Finance Position	5	$115,957			$116,396		
Between $2.5 million and $5 million							
CEO/Executive Director	19	$141,320		$101,009	$121,662	$150,020	
Top Administrative Position	12	$116,248		$93,137	$113,374	$137,298	
Between $5 million and $10 million							
CEO/Executive Director	56	$154,238	$90,988	$112,085	$135,771	$181,512	$220,302
Top Administrative Position	17	$112,730		$93,969	$118,321	$127,696	
Top Finance Position	15	$132,038		$88,985	$113,825	$138,061	
Top Operations Position	6	$127,666			$145,281		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: supportive housing for older adults							
Between $10 million and $25 million							
CEO/Executive Director	121	$212,498	$138,748	$166,089	$198,693	$255,371	$311,334
Top Administrative Position	32	$148,459	$106,482	$113,077	$143,467	$167,105	$186,620
Top Business Position	15	$138,640		$121,007	$138,519	$155,509	
Top Development Position	5	$115,930			$122,209		
Top Facilities Position	7	$126,663			$121,829		
Top Finance Position	78	$144,232	$93,051	$113,248	$134,774	$180,766	$207,743
Top Human Resources Position	18	$131,061		$111,615	$123,169	$141,390	
Top Marketing Position	16	$144,144		$133,112	$141,393	$149,539	
Top Operations Position	30	$151,381	$107,248	$122,255	$153,451	$176,881	$188,705
Between $25 million and $50 million							
CEO/Executive Director	90	$310,922	$168,734	$223,487	$288,352	$372,595	$465,112
Top Administrative Position	21	$175,187	$130,472	$140,434	$158,061	$193,416	$224,386
Top Business Position	15	$160,511		$135,886	$150,304	$175,955	
Top Development Position	14	$153,150		$131,222	$140,179	$159,508	
Top Facilities Position	21	$158,381	$125,163	$143,064	$158,376	$177,201	$192,032
Top Finance Position	80	$207,408	$136,816	$171,987	$193,800	$243,125	$273,161
Top Human Resources Position	46	$152,805	$117,014	$129,307	$146,686	$178,193	$190,293
Top Marketing Position	48	$159,920	$122,464	$135,443	$154,534	$182,415	$208,626
Top Operations Position	36	$236,641	$155,774	$184,270	$210,980	$260,891	$335,870
Top Technology Position	14	$164,037		$136,733	$146,157	$174,915	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: supportive housing for older adults							
Greater than $50 million							
CEO/Executive Director	33	$404,070	$223,542	$255,843	$326,693	$556,984	$680,711
Top Administrative Position	15	$198,430		$166,697	$180,248	$210,336	
Top Business Position	11	$210,343		$144,928	$153,041	$190,108	
Top Development Position	6	$237,100			$224,489		
Top Finance Position	22	$243,929	$154,315	$162,898	$228,115	$310,990	$372,894
Top Human Resources Position	13	$228,566		$156,579	$228,710	$295,508	
Top Marketing Position	11	$242,003		$150,880	$174,022	$220,037	
Top Operations Position	12	$279,094		$220,645	$272,621	$354,143	
Top Technology Position	6	$197,485			$184,785		
Human services—multipurpose & other: thrift shops							
$250 thousand or less							
CEO/Executive Director	21	$33,493	$20,125	$22,525	$29,915	$40,432	$52,000
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	$42,498		$29,343	$40,899	$52,783	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$65,904			$61,590		
Between $1 million and $2.5 million							
CEO/Executive Director	13	$80,793		$63,531	$74,442	$99,950	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: transportation assistance							
$250 thousand or less							
CEO/Executive Director	12	$42,432		$24,159	$38,700	$51,888	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	$59,135		$45,150	$52,062	$77,012	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$75,354		$58,267	$67,856	$89,141	
Between $1 million and $2.5 million							
CEO/Executive Director	24	$102,470	$70,600	$79,625	$94,416	$112,962	$147,436
Between $2.5 million and $5 million							
CEO/Executive Director	8	$113,542			$102,173		
Between $5 million and $10 million							
CEO/Executive Director	5	$147,003			$142,611		
Between $10 million and $25 million							
CEO/Executive Director	6	$245,430			$200,573		
Top Finance Position	5	$127,369			$128,378		
Human services—multipurpose & other: Urban League							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$91,383			$89,406		
Between $1 million and $2.5 million							
CEO/Executive Director	17	$129,554		$101,351	$125,869	$161,833	
Between $2.5 million and $5 million							
CEO/Executive Director	9	$182,161			$171,000		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: Urban League							
Between $5 million and $10 million							
CEO/Executive Director	10	$206,873		$166,165	$197,905	$220,407	
Human services—multipurpose & other: victims services							
$250 thousand or less							
CEO/Executive Director	18	$46,122		$31,146	$42,469	$57,625	
Between $250 thousand and $500 thousand							
CEO/Executive Director	31	$67,473	$42,651	$51,290	$69,250	$80,391	$90,703
Between $500 thousand and $1 million							
CEO/Executive Director	43	$73,761	$46,008	$60,076	$71,295	$89,881	$102,901
Between $1 million and $2.5 million							
CEO/Executive Director	51	$91,130	$65,250	$78,897	$86,767	$104,573	$118,992
Top Finance Position	6	$59,721			$59,810		
Between $2.5 million and $5 million							
CEO/Executive Director	24	$135,622	$97,719	$106,445	$128,640	$167,741	$179,337
Between $5 million and $10 million							
CEO/Executive Director	10	$159,477		$128,937	$140,980	$198,799	
Top Finance Position	5	$88,502			$83,470		
Human services—multipurpose & other: women's centers							
$250 thousand or less							
CEO/Executive Director	7	$39,197			$36,000		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: women's centers							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$68,902			$52,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$73,999			$82,925		
Human services—multipurpose & other: young men's or women's associations							
$250 thousand or less							
CEO/Executive Director	6	$57,649			$58,662		
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	$54,434		$38,759	$48,099	$58,232	
Between $500 thousand and $1 million							
CEO/Executive Director	48	$75,271	$44,652	$60,336	$70,243	$86,714	$109,788
Between $1 million and $2.5 million							
CEO/Executive Director	149	$99,611	$69,699	$83,870	$96,290	$114,232	$134,530
Top Business Position	5	$50,286			$51,083		
Top Finance Position	23	$60,746	$46,187	$53,340	$66,368	$69,855	$75,380
Top Operations Position	6	$81,515			$77,746		
Between $2.5 million and $5 million							
CEO/Executive Director	137	$125,811	$77,477	$104,660	$125,556	$145,849	$181,754
Top Finance Position	49	$85,483	$57,265	$69,938	$86,955	$100,521	$115,766
Top Operations Position	14	$90,569		$72,703	$89,359	$108,829	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: young men's or women's associations							
Between $5 million and $10 million							
CEO/Executive Director	91	$192,291	$141,626	$161,383	$182,664	$210,896	$257,455
Top Development Position	8	$113,827			$117,487		
Top Finance Position	53	$108,965	$69,854	$87,689	$107,856	$122,398	$150,242
Top Operations Position	26	$145,087	$109,231	$123,850	$141,339	$167,755	$186,615
Between $10 million and $25 million							
CEO/Executive Director	62	$249,679	$193,321	$209,433	$242,770	$284,014	$335,445
Top Development Position	13	$156,727		$125,300	$164,020	$172,899	
Top Finance Position	56	$141,877	$97,956	$125,488	$144,075	$159,843	$184,279
Top Human Resources Position	9	$147,836			$143,049		
Top Marketing Position	6	$127,844			$125,211		
Top Operations Position	38	$158,699	$119,829	$137,450	$157,601	$181,843	$197,751
Between $25 million and $50 million							
CEO/Executive Director	21	$352,796	$291,356	$299,273	$327,673	$410,967	$448,919
Top Development Position	9	$178,698			$177,467		
Top Finance Position	20	$203,917	$155,391	$167,906	$189,752	$234,591	$259,305
Top Human Resources Position	15	$164,117		$139,468	$155,860	$181,100	
Top Marketing Position	6	$164,715			$159,708		
Top Operations Position	19	$209,260		$176,006	$207,958	$228,230	
Top Technology Position	9	$147,327			$143,450		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: young men's or women's associations							
Greater than $50 million							
CEO/Executive Director	16	$509,309		$411,513	$457,046	$538,725	
Top Development Position	10	$260,132		$220,862	$243,938	$278,974	
Top Facilities Position	6	$210,619			$172,714		
Top Finance Position	16	$274,763		$222,101	$252,875	$269,241	
Top Human Resources Position	10	$209,743		$160,161	$227,667	$249,945	
Top Operations Position	14	$302,724		$232,169	$258,552	$357,434	
Top Technology Position	10	$191,807		$167,425	$183,985	$205,658	
International, foreign affairs, & national security: arms control & peace							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$146,110			$144,000		
International, foreign affairs, & national security: fund raising & fund distribution							
Between $1 million and $2.5 million							
CEO/Executive Director	7	$129,082			$115,090		
International, foreign affairs, & national security: international academic exchange							
$250 thousand or less							
CEO/Executive Director	9	$42,309			$28,520		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$162,105			$98,960		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international academic exchange							
Between $5 million and $10 million							
CEO/Executive Director	5	$244,622			$208,269		
International, foreign affairs, & national security: international affairs, foreign policy, & globalization							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$72,950			$69,623		
International, foreign affairs, & national security: international cultural exchange							
$250 thousand or less							
CEO/Executive Director	6	$59,897			$61,836		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$96,253			$83,367		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$161,837			$130,048		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$156,105			$156,970		
International, foreign affairs, & national security: international development							
$250 thousand or less							
CEO/Executive Director	56	$45,132	$18,811	$22,413	$45,445	$58,498	$74,954
Between $250 thousand and $500 thousand							
CEO/Executive Director	36	$66,116	$32,631	$49,357	$61,452	$77,318	$85,750

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international development							
Between $500 thousand and $1 million							
CEO/Executive Director	29	$89,405	$48,551	$70,731	$87,692	$105,537	$128,213
Between $1 million and $2.5 million							
CEO/Executive Director	31	$98,494	$67,833	$72,777	$94,372	$115,381	$145,000
Top Operations Position	5	$73,100			$80,000		
Between $2.5 million and $5 million							
CEO/Executive Director	19	$147,810		$121,157	$137,317	$167,824	
Top Finance Position	8	$98,534			$99,163		
Between $5 million and $10 million							
CEO/Executive Director	16	$161,674		$108,945	$137,209	$210,815	
Top Finance Position	12	$143,346		$105,338	$125,710	$153,908	
Between $10 million and $25 million							
CEO/Executive Director	9	$252,489			$217,854		
Top Business Position	5	$134,817			$141,713		
Top Finance Position	8	$190,278			$176,006		
Between $25 million and $50 million							
CEO/Executive Director	8	$244,346			$265,052		
Greater than $50 million							
CEO/Executive Director	13	$459,814		$339,708	$386,809	$512,332	
Top Development Position	9	$271,260			$262,520		
Top Finance Position	13	$257,883		$210,880	$258,373	$316,534	
Top Human Resources Position	9	$255,761			$252,705		
Top Marketing Position	6	$266,988			$250,694		
Top PR/Communications Position	5	$224,831			$192,099		
Top Program Position	13	$256,705		$223,451	$263,019	$284,172	
Top Technology Position	10	$224,869		$199,963	$216,578	$244,456	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international economic development							
$250 thousand or less							
CEO/Executive Director	10	$53,210		$43,538	$47,689	$52,912	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$64,281			$64,490		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$85,331		$65,156	$82,464	$96,880	
Between $1 million and $2.5 million							
CEO/Executive Director	15	$146,156		$110,380	$121,409	$143,842	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$201,220			$179,345		
Between $5 million and $10 million							
CEO/Executive Director	6	$222,683			$211,215		
Between $25 million and $50 million							
CEO/Executive Director	6	$400,677			$352,382		
International, foreign affairs, & national security: international exchange N.E.C.							
$250 thousand or less							
CEO/Executive Director	9	$53,007			$54,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$66,561			$70,061		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$134,172			$110,297		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international human rights							
$250 thousand or less							
CEO/Executive Director	7	$48,020			$46,276		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$87,983			$70,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$94,799			$80,152		
Between $1 million and $2.5 million							
CEO/Executive Director	13	$163,498		$127,983	$152,806	$208,459	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$164,682			$183,425		
Between $5 million and $10 million							
CEO/Executive Director	5	$190,533			$197,808		
International, foreign affairs, & national security: international migration & refugee issues							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$75,599			$70,800		
International, foreign affairs, & national security: international peace & security							
$250 thousand or less							
CEO/Executive Director	6	$58,193			$65,500		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$86,723			$75,808		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international peace & security							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$132,868			$121,156		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$129,518			$143,939		
Between $2.5 million and $5 million							
CEO/Executive Director	6	$206,153			$200,951		
International, foreign affairs, & national security: international relief							
$250 thousand or less							
CEO/Executive Director	66	$37,221	$20,998	$25,220	$32,559	$45,000	$56,500
Between $250 thousand and $500 thousand							
CEO/Executive Director	40	$64,296	$32,492	$41,736	$57,553	$74,334	$109,672
Between $500 thousand and $1 million							
CEO/Executive Director	28	$65,551	$31,560	$49,500	$65,158	$78,700	$92,319
Between $1 million and $2.5 million							
CEO/Executive Director	15	$107,463		$77,961	$101,538	$136,148	
Between $2.5 million and $5 million							
CEO/Executive Director	12	$163,780		$97,117	$158,767	$175,879	
Between $5 million and $10 million							
CEO/Executive Director	5	$139,498			$97,772		
Greater than $50 million							
CEO/Executive Director	9	$380,224			$296,170		
Top Finance Position	9	$274,257			$261,415		
Top Operations Position	5	$288,759			$202,410		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international, foreign affairs, & national security N.E.C.							
$250 thousand or less							
CEO/Executive Director	8	$46,130			$45,650		
International, foreign affairs, & national security: promotion of international understanding							
$250 thousand or less							
CEO/Executive Director	18	$62,837		$50,763	$63,500	$79,050	
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$70,673		$47,798	$58,928	$87,429	
Between $500 thousand and $1 million							
CEO/Executive Director	17	$139,159		$94,684	$117,427	$182,368	
Between $1 million and $2.5 million							
CEO/Executive Director	12	$188,921		$142,844	$154,407	$230,086	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$221,783			$274,283		
Between $5 million and $10 million							
CEO/Executive Director	8	$235,746			$246,845		
International, foreign affairs, & national security: research institutes & public policy analysis							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$146,640			$157,406		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$278,333			$214,550		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: research institutes & public policy analysis							
Between $2.5 million and $5 million							
CEO/Executive Director	5	$457,552			$423,103		
Medical research: cancer research							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$130,540			$140,383		
Between $1 million and $2.5 million							
CEO/Executive Director	16	$152,116		$108,250	$149,221	$173,739	
Between $2.5 million and $5 million							
CEO/Executive Director	7	$260,303			$244,750		
Between $5 million and $10 million							
CEO/Executive Director	5	$329,846			$333,868		
Between $10 million and $25 million							
CEO/Executive Director	5	$426,093			$393,467		
Greater than $50 million							
CEO/Executive Director	9	$999,370			$825,885		
Top Finance Position	6	$464,638			$488,674		
Top Legal Position	5	$477,186			$453,255		
Top Operations Position	5	$608,313			$609,098		
Medical research: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	10	$53,342		$38,683	$48,329	$58,882	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research: fund raising & fund distribution							
Between $2.5 million and $5 million							
CEO/Executive Director	6	$177,445			$185,613		
Medical research: medical disciplines research							
Between $10 million and $25 million							
CEO/Executive Director	6	$352,775			$293,758		
Medical research: medical research N.E.C.							
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$95,525		$77,296	$86,706	$102,167	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$122,371		$82,585	$102,424	$162,667	
Between $1 million and $2.5 million							
CEO/Executive Director	11	$158,710		$103,860	$121,822	$196,928	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$156,468			$139,578		
Between $5 million and $10 million							
CEO/Executive Director	6	$195,206			$151,358		
Between $10 million and $25 million							
CEO/Executive Director	6	$359,477			$367,237		
Top Finance Position	5	$201,854			$195,093		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research: research institutes & public policy analysis							
Between $10 million and $25 million							
CEO/Executive Director	6	$357,886			$286,211		
Top Finance Position	6	$222,409			$184,712		
Mental health, crisis intervention: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	16	$51,650		$36,018	$47,141	$65,529	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$67,866		$51,796	$59,764	$72,174	
Between $500 thousand and $1 million							
CEO/Executive Director	29	$80,486	$40,567	$61,583	$78,307	$100,238	$118,594
Between $1 million and $2.5 million							
CEO/Executive Director	15	$123,205		$88,345	$105,558	$158,580	
Between $2.5 million and $5 million							
CEO/Executive Director	6	$177,201			$146,367		
Between $5 million and $10 million							
CEO/Executive Director	6	$132,205			$139,278		
Mental health, crisis intervention: community mental health centers							
$250 thousand or less							
CEO/Executive Director	24	$53,021	$32,399	$39,632	$52,966	$62,445	$68,600
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	$73,497	$45,320	$58,941	$71,878	$78,783	$108,133

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: community mental health centers							
Between $500 thousand and $1 million							
CEO/Executive Director	32	$90,228	$62,361	$69,934	$85,632	$101,005	$143,284
Between $1 million and $2.5 million							
CEO/Executive Director	60	$107,560	$49,557	$80,382	$97,811	$129,221	$163,912
Top Administrative Position	5	$77,534			$69,748		
Top Finance Position	9	$79,359			$74,214		
Between $2.5 million and $5 million							
CEO/Executive Director	55	$139,614	$87,519	$107,172	$124,539	$155,476	$183,493
Top Finance Position	19	$99,464		$75,100	$91,795	$102,102	
Top Operations Position	5	$129,070			$111,949		
Top Program Position	5	$150,215			$157,274		
Between $5 million and $10 million							
CEO/Executive Director	81	$155,536	$106,590	$118,263	$150,594	$179,599	$213,011
Top Administrative Position	5	$112,592			$109,685		
Top Finance Position	46	$101,792	$72,636	$83,636	$100,243	$115,487	$132,330
Top Human Resources Position	6	$105,153			$104,301		
Top Operations Position	13	$124,212		$105,883	$126,364	$133,141	
Top Program Position	5	$152,109			$135,940		
Between $10 million and $25 million							
CEO/Executive Director	100	$189,258	$124,894	$148,651	$183,585	$218,666	$264,794
Top Administrative Position	7	$138,488			$142,863		
Top Finance Position	70	$136,750	$90,398	$101,153	$123,033	$149,719	$189,389
Top Human Resources Position	8	$128,561			$124,846		
Top Operations Position	40	$145,428	$100,205	$123,719	$136,987	$166,878	$186,717
Top Program Position	5	$133,297			$130,880		
Top Technology Position	10	$116,831		$105,985	$121,563	$127,060	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: community mental health centers							
Between $25 million and $50 million							
CEO/Executive Director	43	$307,453	$170,947	$212,712	$270,598	$335,732	$388,032
Top Administrative Position	5	$160,759			$157,480		
Top Finance Position	37	$166,399	$110,454	$135,977	$167,732	$194,558	$228,209
Top Human Resources Position	9	$155,086			$160,388		
Top Operations Position	26	$185,431	$138,478	$157,256	$181,764	$208,918	$239,611
Top Technology Position	7	$158,415			$146,747		
Greater than $50 million							
CEO/Executive Director	19	$427,218		$289,543	$344,817	$405,532	
Top Finance Position	19	$259,471		$148,826	$234,781	$303,412	
Top Human Resources Position	6	$210,476			$151,407		
Top Operations Position	12	$234,229		$160,911	$193,871	$284,323	
Top Program Position	5	$259,584			$248,923		
Top Technology Position	7	$183,835			$149,170		
Mental health, crisis intervention: counseling							
$250 thousand or less							
CEO/Executive Director	58	$47,066	$23,148	$33,205	$44,938	$57,948	$70,000
Top Finance Position	7	$35,936			$37,375		
Between $250 thousand and $500 thousand							
CEO/Executive Director	36	$80,375	$57,663	$62,094	$74,525	$95,500	$113,497
Between $500 thousand and $1 million							
CEO/Executive Director	43	$85,858	$52,310	$62,717	$80,960	$101,232	$135,520
Between $1 million and $2.5 million							
CEO/Executive Director	22	$114,534	$61,106	$97,530	$108,070	$142,708	$178,046

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: counseling							
Between $2.5 million and $5 million							
CEO/Executive Director	13	$113,252		$101,609	$115,401	$129,341	
Between $5 million and $10 million							
CEO/Executive Director	7	$203,971			$160,452		
Mental health, crisis intervention: eating disorders & addictions							
$250 thousand or less							
CEO/Executive Director	6	$57,011			$55,674		
Mental health, crisis intervention: gambling addiction							
$250 thousand or less							
CEO/Executive Director	5	$58,761			$64,500		
Mental health, crisis intervention: hot lines & crisis intervention							
$250 thousand or less							
CEO/Executive Director	20	$47,626	$27,671	$36,147	$45,902	$56,207	$67,926
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$67,461		$58,031	$67,020	$78,446	
Between $500 thousand and $1 million							
CEO/Executive Director	16	$83,311		$65,531	$79,917	$107,744	
Between $1 million and $2.5 million							
CEO/Executive Director	27	$101,721	$64,583	$82,153	$102,959	$119,510	$132,308

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: hot lines & crisis intervention							
Between $2.5 million and $5 million							
CEO/Executive Director	17	$119,011		$90,302	$116,569	$127,221	
Top Finance Position	6	$79,601			$89,090		
Between $10 million and $25 million							
CEO/Executive Director	7	$232,220			$223,853		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
$250 thousand or less							
CEO/Executive Director	22	$46,318	$17,046	$26,630	$44,755	$59,596	$87,501
Between $250 thousand and $500 thousand							
CEO/Executive Director	22	$73,007	$43,591	$48,211	$70,909	$91,837	$111,827
Between $500 thousand and $1 million							
CEO/Executive Director	17	$98,342		$85,000	$97,200	$106,940	
Between $1 million and $2.5 million							
CEO/Executive Director	22	$99,476	$73,360	$79,872	$94,137	$120,304	$131,643
Top Finance Position	5	$67,855			$69,259		
Between $2.5 million and $5 million							
CEO/Executive Director	15	$130,298		$113,938	$125,719	$147,813	
Top Finance Position	7	$96,957			$100,507		
Between $5 million and $10 million							
CEO/Executive Director	14	$169,570		$122,361	$160,154	$220,052	
Top Finance Position	10	$94,326		$74,823	$101,718	$113,940	
Top Operations Position	5	$132,299			$155,037		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
Between $10 million and $25 million							
CEO/Executive Director	10	$176,112		$139,095	$162,428	$196,904	
Between $25 million and $50 million							
CEO/Executive Director	9	$339,497			$262,480		
Top Finance Position	9	$203,780			$182,533		
Top Operations Position	6	$172,043			$149,525		
Mental health, crisis intervention: mental health associations							
$250 thousand or less							
CEO/Executive Director	29	$45,893	$25,270	$34,623	$43,333	$60,350	$70,280
Between $250 thousand and $500 thousand							
CEO/Executive Director	23	$73,185	$46,379	$53,009	$69,686	$84,795	$92,064
Between $500 thousand and $1 million							
CEO/Executive Director	36	$87,082	$61,271	$73,016	$85,428	$96,690	$116,618
Between $1 million and $2.5 million							
CEO/Executive Director	28	$107,962	$63,254	$68,184	$94,930	$114,869	$182,742
Between $2.5 million and $5 million							
CEO/Executive Director	19	$138,264		$108,375	$130,746	$154,464	
Top Finance Position	5	$115,891			$98,690		
Between $5 million and $10 million							
CEO/Executive Director	19	$142,904		$109,684	$119,054	$152,760	
Top Finance Position	6	$107,135			$110,289		
Top Operations Position	5	$127,542			$129,977		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: mental health associations							
Between $10 million and $25 million							
CEO/Executive Director	16	$168,577		$139,069	$162,948	$184,125	
Top Finance Position	12	$117,081		$102,225	$115,211	$137,653	
Top Operations Position	6	$125,425			$114,214		
Between $25 million and $50 million							
CEO/Executive Director	6	$236,193			$214,884		
Top Finance Position	6	$147,951			$131,147		
Mental health, crisis intervention: mental health disorders							
$250 thousand or less							
CEO/Executive Director	7	$47,275			$48,700		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$74,468			$65,147		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$84,490			$85,089		
Between $2.5 million and $5 million							
CEO/Executive Director	9	$145,975			$140,049		
Between $10 million and $25 million							
CEO/Executive Director	6	$209,017			$200,305		
Top Finance Position	5	$130,817			$131,038		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: mental health treatment							
$250 thousand or less							
CEO/Executive Director	30	$42,232	$17,148	$31,210	$38,225	$56,850	$61,821
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	$67,075	$36,300	$41,000	$61,233	$85,599	$115,600
Between $500 thousand and $1 million							
CEO/Executive Director	57	$88,107	$48,124	$70,043	$83,966	$103,606	$125,166
Top Finance Position	6	$67,192			$68,688		
Between $1 million and $2.5 million							
CEO/Executive Director	64	$104,551	$69,145	$86,154	$98,042	$121,158	$139,792
Top Finance Position	12	$76,291		$67,055	$84,593	$93,223	
Top Operations Position	5	$84,455			$92,727		
Between $2.5 million and $5 million							
CEO/Executive Director	56	$134,995	$84,023	$105,193	$133,120	$153,363	$192,990
Top Finance Position	16	$96,946		$72,967	$98,283	$123,620	
Top Operations Position	13	$103,249		$93,601	$104,578	$124,951	
Top Program Position	6	$122,146			$114,523		
Between $5 million and $10 million							
CEO/Executive Director	62	$150,426	$99,072	$125,768	$148,625	$167,902	$190,110
Top Finance Position	37	$108,485	$76,744	$85,383	$105,003	$121,549	$150,488
Top Operations Position	6	$131,217			$107,581		
Between $10 million and $25 million							
CEO/Executive Director	93	$203,025	$123,528	$160,733	$191,503	$228,892	$291,023
Top Finance Position	67	$130,450	$80,743	$109,318	$124,257	$149,206	$177,849
Top Human Resources Position	11	$127,677		$114,104	$129,518	$135,087	
Top Operations Position	31	$144,372	$115,030	$122,870	$136,784	$161,265	$172,760
Top Program Position	13	$142,824		$119,475	$141,979	$156,717	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: mental health treatment							
Between $25 million and $50 million							
CEO/Executive Director	52	$271,796	$173,724	$230,494	$267,263	$311,393	$376,330
Top Administrative Position	8	$166,012			$149,940		
Top Development Position	5	$144,011			$125,500		
Top Finance Position	44	$173,585	$119,482	$146,220	$169,309	$202,205	$239,767
Top Human Resources Position	14	$158,975		$131,408	$155,104	$184,218	
Top Operations Position	25	$170,522	$114,209	$127,931	$169,931	$199,014	$224,863
Top Program Position	6	$137,685			$135,994		
Top Technology Position	11	$156,159		$125,662	$138,632	$174,662	
Greater than $50 million							
CEO/Executive Director	39	$427,806	$209,606	$284,971	$346,228	$496,236	$789,444
Top Finance Position	34	$254,856	$142,975	$182,073	$230,723	$299,250	$408,036
Top Human Resources Position	11	$182,737		$150,662	$172,413	$207,015	
Top Legal Position	5	$184,610			$194,166		
Top Operations Position	26	$295,682	$169,314	$199,076	$224,093	$313,369	$474,607
Top Program Position	7	$191,499			$174,181		
Top Technology Position	15	$195,188		$177,765	$190,635	$237,279	
Mental health, crisis intervention: professional societies & associations							
Between $1 million and $2.5 million							
CEO/Executive Director	7	$193,209			$214,152		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: psychiatric hospitals							
Between $10 million and $25 million							
CEO/Executive Director	10	$186,404		$166,719	$180,694	$224,537	
Top Finance Position	10	$135,307		$105,209	$136,305	$164,053	
Between $25 million and $50 million							
CEO/Executive Director	8	$371,943			$325,299		
Top Finance Position	7	$188,399			$169,369		
Greater than $50 million							
CEO/Executive Director	5	$603,432			$497,637		
Mental health, crisis intervention: residential mental health treatment							
$250 thousand or less							
CEO/Executive Director	7	$40,883			$40,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$59,298			$55,837		
Between $500 thousand and $1 million							
CEO/Executive Director	20	$79,363	$49,896	$60,915	$78,000	$96,071	$104,217
Between $1 million and $2.5 million							
CEO/Executive Director	30	$97,702	$53,905	$76,356	$94,798	$110,625	$133,872
Between $2.5 million and $5 million							
CEO/Executive Director	31	$128,628	$69,550	$88,270	$120,000	$145,879	$193,006
Top Finance Position	9	$106,213			$86,204		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: residential mental health treatment							
Between $5 million and $10 million							
CEO/Executive Director	46	$143,994	$101,536	$124,462	$150,237	$156,958	$183,435
Top Finance Position	19	$92,610		$83,110	$90,553	$101,578	
Top Operations Position	8	$101,995			$112,410		
Between $10 million and $25 million							
CEO/Executive Director	31	$206,965	$129,209	$154,092	$191,619	$245,429	$268,877
Top Development Position	6	$131,018			$145,733		
Top Finance Position	21	$129,079	$88,222	$102,505	$120,949	$174,476	$181,877
Top Human Resources Position	5	$138,302			$135,873		
Top Operations Position	11	$156,667		$106,806	$131,105	$162,162	
Top Program Position	6	$148,314			$149,062		
Between $25 million and $50 million							
CEO/Executive Director	16	$274,652		$239,840	$250,700	$285,650	
Top Education Position	5	$129,291			$132,706		
Top Finance Position	11	$155,984		$123,744	$152,222	$173,547	
Top Human Resources Position	6	$142,561			$136,142		
Top Operations Position	9	$203,583			$191,598		
Greater than $50 million							
CEO/Executive Director	10	$336,494		$244,131	$309,474	$406,152	
Top Finance Position	9	$202,885			$173,681		
Top Operations Position	7	$279,235			$232,808		
Mental health, crisis intervention: sexual assault services							
$250 thousand or less							
CEO/Executive Director	6	$40,383			$43,327		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: sexual assault services							
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$54,834		$45,715	$53,172	$64,609	
Between $500 thousand and $1 million							
CEO/Executive Director	19	$64,089		$49,150	$58,881	$81,661	
Between $1 million and $2.5 million							
CEO/Executive Director	40	$93,942	$68,903	$76,854	$88,511	$104,163	$127,677
Between $2.5 million and $5 million							
CEO/Executive Director	10	$109,801		$92,980	$117,367	$133,493	
Mental health, crisis intervention: single organization support							
$250 thousand or less							
CEO/Executive Director	6	$40,851			$37,586		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
$250 thousand or less							
CEO/Executive Director	62	$41,380	$19,417	$24,963	$34,950	$52,112	$63,935
Top Finance Position	5	$26,567			$21,540		
Between $250 thousand and $500 thousand							
CEO/Executive Director	42	$69,964	$35,178	$48,844	$59,662	$79,939	$99,459
Top Finance Position	6	$39,212			$39,970		
Between $500 thousand and $1 million							
CEO/Executive Director	42	$84,230	$47,046	$61,169	$78,966	$94,641	$121,982

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
Between $1 million and $2.5 million							
CEO/Executive Director	83	$102,396	$64,255	$76,372	$95,412	$122,830	$154,589
Top Finance Position	12	$70,252		$52,309	$65,604	$85,582	
Between $2.5 million and $5 million							
CEO/Executive Director	71	$134,718	$87,000	$95,623	$116,195	$155,449	$207,350
Top Finance Position	22	$91,244	$49,194	$64,200	$94,184	$115,881	$136,482
Top Operations Position	9	$117,936			$112,928		
Between $5 million and $10 million							
CEO/Executive Director	63	$162,558	$105,258	$128,142	$150,845	$181,590	$233,173
Top Finance Position	34	$100,130	$63,421	$76,697	$106,047	$116,721	$129,383
Top Operations Position	10	$121,289		$100,815	$110,955	$124,266	
Between $10 million and $25 million							
CEO/Executive Director	56	$201,964	$124,035	$139,888	$180,136	$227,062	$278,035
Top Finance Position	28	$128,447	$80,343	$93,877	$125,109	$146,726	$190,299
Top Operations Position	25	$147,486	$102,337	$110,640	$131,460	$151,674	$233,529
Top Program Position	7	$151,769			$121,818		
Top Technology Position	5	$138,982			$143,018		
Between $25 million and $50 million							
CEO/Executive Director	12	$314,993		$252,936	$285,119	$348,722	
Top Finance Position	10	$209,199		$160,611	$197,464	$228,675	
Top Human Resources Position	6	$165,008			$164,200		
Top Operations Position	7	$218,999			$202,147		
Greater than $50 million							
CEO/Executive Director	9	$377,206			$305,999		
Top Finance Position	9	$206,982			$202,328		
Top Operations Position	7	$193,871			$200,135		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: substance abuse prevention							
$250 thousand or less							
CEO/Executive Director	32	$53,304	$28,315	$41,934	$53,319	$60,498	$69,833
Between $250 thousand and $500 thousand							
CEO/Executive Director	22	$75,464	$41,916	$54,135	$74,002	$79,313	$92,925
Between $500 thousand and $1 million							
CEO/Executive Director	26	$100,148	$56,424	$73,217	$87,676	$112,557	$138,784
Between $1 million and $2.5 million							
CEO/Executive Director	17	$114,761		$82,828	$98,656	$110,154	
Between $2.5 million and $5 million							
CEO/Executive Director	11	$148,165		$116,479	$127,538	$162,213	
Between $5 million and $10 million							
CEO/Executive Director	8	$145,543			$136,249		
Top Operations Position	5	$120,130			$125,270		
Between $10 million and $25 million							
CEO/Executive Director	5	$179,060			$176,841		
Mental health, crisis intervention: substance abuse treatment							
$250 thousand or less							
CEO/Executive Director	30	$43,952	$20,988	$29,301	$40,966	$53,220	$64,288
Between $250 thousand and $500 thousand							
CEO/Executive Director	27	$63,992	$41,869	$52,230	$60,420	$72,328	$91,540
Between $500 thousand and $1 million							
CEO/Executive Director	48	$88,038	$52,973	$63,777	$85,042	$104,409	$134,709
Top Finance Position	6	$50,302			$44,354		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Mental health, crisis intervention: substance abuse treatment

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million							
CEO/Executive Director	75	$105,414	$61,149	$81,225	$98,559	$123,064	$147,340
Top Finance Position	14	$71,699		$49,642	$71,332	$90,074	
Between $2.5 million and $5 million							
CEO/Executive Director	51	$126,737	$86,915	$100,012	$118,555	$143,741	$168,993
Top Finance Position	20	$100,617	$74,966	$82,932	$92,465	$119,626	$132,293
Top Operations Position	8	$125,166			$132,069		
Between $5 million and $10 million							
CEO/Executive Director	52	$180,466	$107,608	$131,017	$172,695	$200,298	$260,586
Top Finance Position	19	$103,385		$89,430	$95,590	$120,731	
Top Operations Position	10	$115,785		$88,064	$97,995	$143,183	
Between $10 million and $25 million							
CEO/Executive Director	44	$238,255	$133,702	$158,598	$192,609	$283,434	$359,616
Top Finance Position	30	$157,854	$90,379	$113,742	$141,760	$194,017	$233,008
Top Human Resources Position	8	$152,163			$147,408		
Top Operations Position	12	$184,019		$133,571	$164,022	$254,434	
Between $25 million and $50 million							
CEO/Executive Director	11	$270,343		$194,941	$262,500	$302,764	
Top Finance Position	7	$194,680			$210,000		
Top Operations Position	8	$207,617			$184,249		
Greater than $50 million							
CEO/Executive Director	5	$489,206			$459,503		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/membership benefit organizations, other: alliances & advocacy							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$129,283			$145,750		
Mutual/membership benefit organizations, other: mutual & membership benefit N.E.C.							
$250 thousand or less							
CEO/Executive Director	5	$61,385			$56,538		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$92,432			$89,347		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$109,766			$89,997		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$123,585			$87,247		
Between $5 million and $10 million							
CEO/Executive Director	5	$294,880			$294,820		
Mutual/membership benefit organizations, other: professional societies & associations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$88,821			$90,247		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$146,143			$150,057		
Between $2.5 million and $5 million							
CEO/Executive Director	7	$210,514			$169,792		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: alliances & advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$94,420			$80,000		
Philanthropy, voluntarism, & grantmaking foundations: community foundations							
$250 thousand or less							
CEO/Executive Director	13	$46,829		$39,167	$47,949	$56,300	
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	$56,608		$29,518	$55,602	$76,667	
Between $500 thousand and $1 million							
CEO/Executive Director	43	$80,703	$44,540	$59,560	$69,275	$92,369	$128,556
Between $1 million and $2.5 million							
CEO/Executive Director	95	$103,972	$67,329	$84,266	$96,357	$117,144	$145,980
Top Finance Position	11	$64,803		$53,505	$66,686	$72,042	
Between $2.5 million and $5 million							
CEO/Executive Director	72	$134,183	$91,820	$108,005	$125,006	$154,078	$185,081
Top Finance Position	13	$102,631		$85,099	$98,522	$113,324	
Between $5 million and $10 million							
CEO/Executive Director	76	$179,620	$116,549	$142,528	$177,628	$206,903	$239,827
Top Development Position	7	$141,302			$143,999		
Top Finance Position	39	$123,410	$92,350	$107,513	$122,299	$139,348	$161,144
Top Operations Position	8	$127,171			$123,758		
Top Program Position	7	$137,843			$134,961		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Philanthropy, voluntarism, & grantmaking foundations: community foundations

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
CEO/Executive Director	62	$232,797	$169,690	$198,146	$228,116	$266,354	$311,334
Top Development Position	18	$130,620		$114,027	$121,377	$137,928	
Top Finance Position	41	$143,402	$100,746	$123,328	$139,030	$165,315	$186,435
Top Operations Position	14	$145,617		$108,659	$150,592	$160,106	
Top Program Position	7	$155,764			$134,192		
Between $25 million and $50 million							
CEO/Executive Director	23	$314,410	$193,374	$218,846	$260,332	$352,315	$404,453
Top Development Position	10	$146,860		$128,524	$131,088	$166,567	
Top Finance Position	23	$158,072	$101,409	$127,405	$156,863	$173,752	$195,423
Top Operations Position	5	$129,775			$136,945		
Top PR/Communications Position	7	$121,616			$124,410		
Greater than $50 million							
CEO/Executive Director	29	$480,636	$267,855	$343,533	$446,516	$557,006	$696,073
Top Administrative Position	7	$229,322			$240,301		
Top Business Position	5	$222,203			$235,677		
Top Development Position	19	$225,163		$193,929	$214,182	$260,283	
Top Finance Position	31	$288,642	$169,538	$194,204	$247,305	$342,544	$430,234
Top Human Resources Position	5	$243,388			$204,433		
Top Legal Position	5	$181,364			$187,621		
Top Marketing Position	7	$176,988			$187,723		
Top Operations Position	16	$237,030		$166,005	$245,570	$304,593	
Top PR/Communications Position	15	$194,446		$155,761	$194,871	$230,448	
Top Program Position	6	$197,655			$188,520		
Top Technology Position	10	$213,325		$156,905	$177,506	$256,247	

501(c)(3) organizations compensation national by NTEE centile group & budget size

Philanthropy, voluntarism, & grantmaking foundations: federated giving programs

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less							
CEO/Executive Director	46	$42,919	$24,500	$32,269	$42,250	$52,726	$61,085
Between $250 thousand and $500 thousand							
CEO/Executive Director	77	$55,083	$26,269	$40,395	$51,765	$62,925	$91,822
Between $500 thousand and $1 million							
CEO/Executive Director	66	$80,681	$48,784	$61,189	$75,501	$90,349	$111,246
Top Finance Position	5	$44,502			$42,208		
Between $1 million and $2.5 million							
CEO/Executive Director	103	$103,350	$57,566	$79,980	$98,436	$122,794	$142,149
Top Finance Position	22	$73,607	$63,053	$64,871	$72,049	$83,652	$87,174
Between $2.5 million and $5 million							
CEO/Executive Director	65	$146,320	$89,350	$110,944	$133,650	$151,861	$226,079
Top Finance Position	27	$82,815	$44,561	$64,762	$83,704	$96,667	$123,963
Top Operations Position	6	$74,621			$73,789		
Between $5 million and $10 million							
CEO/Executive Director	35	$192,878	$113,032	$149,792	$181,391	$218,367	$282,607
Top Finance Position	17	$107,503		$93,917	$101,971	$112,863	
Top Operations Position	6	$99,950			$99,264		
Between $10 million and $25 million							
CEO/Executive Director	28	$237,478	$138,910	$169,107	$226,103	$295,601	$349,693
Top Development Position	11	$132,900		$116,333	$133,251	$141,537	
Top Finance Position	20	$138,107	$97,902	$114,958	$134,800	$150,625	$194,804
Top Marketing Position	5	$117,233			$134,249		
Top Operations Position	8	$160,848			$157,487		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
Between $25 million and $50 million							
CEO/Executive Director	15	$338,204		$272,595	$314,750	$355,211	
Top Development Position	11	$197,430		$151,213	$176,910	$234,536	
Top Finance Position	13	$173,876		$134,760	$168,054	$203,506	
Top Marketing Position	6	$169,900			$152,580		
Greater than $50 million							
CEO/Executive Director	11	$484,734		$344,493	$448,863	$529,984	
Top Development Position	10	$227,842		$191,710	$219,234	$257,721	
Top Finance Position	8	$307,358			$273,601		
Top Marketing Position	7	$220,512			$194,207		
Top Technology Position	7	$200,165			$180,672		
Philanthropy, voluntarism, & grantmaking foundations: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	23	$53,766	$24,442	$30,497	$55,000	$68,000	$82,161
Between $250 thousand and $500 thousand							
CEO/Executive Director	22	$80,260	$43,198	$54,603	$71,492	$95,632	$127,807
Between $500 thousand and $1 million							
CEO/Executive Director	28	$84,050	$40,674	$58,327	$73,193	$103,131	$133,302
Between $1 million and $2.5 million							
CEO/Executive Director	32	$120,563	$80,564	$94,602	$113,144	$127,197	$157,606
Between $2.5 million and $5 million							
CEO/Executive Director	22	$152,698	$93,123	$121,356	$150,466	$182,955	$204,547
Top Finance Position	7	$97,848			$89,518		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: fund raising & fund distribution							
Between $5 million and $10 million							
CEO/Executive Director	6	$199,630			$183,829		
Between $10 million and $25 million							
CEO/Executive Director	9	$218,884			$226,931		
Between $25 million and $50 million							
CEO/Executive Director	5	$292,916			$284,929		
Greater than $50 million							
CEO/Executive Director	5	$646,417			$568,672		
Top Development Position	6	$354,784			$319,767		
Top Finance Position	6	$253,108			$240,404		
Top Operations Position	5	$301,669			$196,228		
Philanthropy, voluntarism, & grantmaking foundations: management & technical assistance							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$96,919			$87,053		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$109,468			$112,128		
Philanthropy, voluntarism, & grantmaking foundations: named trusts N.E.C.							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$72,695			$56,640		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$222,041			$119,995		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
$250 thousand or less							
CEO/Executive Director	26	$50,034	$25,860	$31,560	$46,040	$61,979	$78,100
Between $250 thousand and $500 thousand							
CEO/Executive Director	24	$78,219	$33,052	$48,950	$69,634	$92,187	$123,940
Between $500 thousand and $1 million							
CEO/Executive Director	20	$88,391	$52,846	$68,238	$86,934	$102,335	$130,130
Between $1 million and $2.5 million							
CEO/Executive Director	24	$151,488	$75,282	$106,040	$147,889	$193,229	$201,978
Top Operations Position	5	$111,103			$98,073		
Between $2.5 million and $5 million							
CEO/Executive Director	20	$180,756	$119,329	$153,140	$179,457	$214,265	$232,914
Top Finance Position	5	$115,381			$101,906		
Between $5 million and $10 million							
CEO/Executive Director	18	$237,997		$179,793	$194,554	$249,002	
Top Development Position	5	$162,326			$147,285		
Top Finance Position	9	$160,891			$137,827		
Top Operations Position	7	$176,365			$155,529		
Between $10 million and $25 million							
CEO/Executive Director	8	$267,609			$243,632		
Top Finance Position	6	$173,610			$158,158		
Between $25 million and $50 million							
CEO/Executive Director	6	$459,993			$451,498		
Top Finance Position	5	$180,212			$190,710		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
$250 thousand or less							
CEO/Executive Director	11	$51,873		$37,675	$48,611	$66,967	
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$90,774		$61,125	$92,822	$116,088	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$101,283			$104,700		
Between $1 million and $2.5 million							
CEO/Executive Director	19	$153,861		$106,749	$159,275	$194,891	
Between $2.5 million and $5 million							
CEO/Executive Director	16	$253,614		$127,718	$144,435	$224,669	
Top Finance Position	6	$132,093			$128,867		
Between $5 million and $10 million							
CEO/Executive Director	6	$221,131			$184,116		
Greater than $50 million							
CEO/Executive Director	5	$625,409			$773,565		
Top Development Position	5	$291,716			$286,858		
Top Finance Position	6	$316,028			$337,180		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
$250 thousand or less							
CEO/Executive Director	21	$44,506	$23,520	$30,500	$40,000	$56,000	$65,000
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$74,464		$56,460	$61,599	$89,043	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	14	$120,742		$80,339	$108,695	$158,347	
Between $1 million and $2.5 million							
CEO/Executive Director	14	$138,544		$102,112	$117,535	$164,877	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$177,720			$160,686		
Between $5 million and $10 million							
CEO/Executive Director	5	$201,732			$135,811		
Between $10 million and $25 million							
CEO/Executive Director	5	$281,046			$259,496		
Philanthropy, voluntarism, & grantmaking foundations: private independent foundations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$62,878		$45,336	$55,790	$68,848	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$93,661			$81,049		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$119,661			$110,132		
Between $2.5 million and $5 million							
CEO/Executive Director	7	$194,951			$173,346		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: professional societies & associations							
Between $1 million and $2.5 million							
CEO/Executive Director	6	$188,182			$182,634		
Between $2.5 million and $5 million							
CEO/Executive Director	7	$254,038			$256,125		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
$250 thousand or less							
CEO/Executive Director	46	$59,420	$21,750	$36,254	$57,112	$74,500	$97,457
Between $250 thousand and $500 thousand							
CEO/Executive Director	36	$70,701	$32,100	$46,777	$70,959	$86,813	$111,221
Between $500 thousand and $1 million							
CEO/Executive Director	32	$107,656	$49,816	$71,875	$94,797	$138,609	$172,532
Between $1 million and $2.5 million							
CEO/Executive Director	44	$132,836	$62,643	$100,299	$118,047	$160,228	$216,096
Between $2.5 million and $5 million							
CEO/Executive Director	24	$200,197	$88,250	$114,935	$153,428	$218,926	$401,476
Top Program Position	5	$154,014			$132,953		
Between $5 million and $10 million							
CEO/Executive Director	19	$231,909		$162,176	$211,563	$274,614	
Top Finance Position	12	$139,391		$105,743	$120,941	$133,524	
Between $10 million and $25 million							
CEO/Executive Director	10	$282,546		$217,383	$240,935	$342,459	
Top Finance Position	7	$204,729			$164,897		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
Greater than $50 million							
CEO/Executive Director	6	$359,304			$334,718		
Top Finance Position	6	$188,458			$187,621		
Philanthropy, voluntarism, & grantmaking foundations: single organization support							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$102,341			$88,638		
Between $2.5 million and $5 million							
CEO/Executive Director	6	$178,973			$120,484		
Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion							
$250 thousand or less							
CEO/Executive Director	18	$56,816		$48,949	$55,580	$66,320	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$81,373			$76,668		
Between $500 thousand and $1 million							
CEO/Executive Director	15	$94,152		$80,114	$89,513	$112,609	
Between $1 million and $2.5 million							
CEO/Executive Director	10	$118,955		$97,363	$115,815	$128,794	
Between $2.5 million and $5 million							
CEO/Executive Director	8	$143,083			$161,976		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	6	$87,802			$98,782		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
$250 thousand or less							
CEO/Executive Director	12	$62,604		$45,815	$57,062	$79,838	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$119,802			$79,859		
Between $500 thousand and $1 million							
CEO/Executive Director	11	$72,092		$53,098	$71,742	$91,919	
Between $1 million and $2.5 million							
CEO/Executive Director	12	$97,584		$76,148	$87,066	$106,139	
Between $2.5 million and $5 million							
CEO/Executive Director	7	$136,936			$97,822		
Between $5 million and $10 million							
CEO/Executive Director	6	$182,406			$194,902		
Public safety, disaster preparedness, & relief: fire prevention							
$250 thousand or less							
CEO/Executive Director	10	$36,550		$25,740	$33,043	$41,375	
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$63,645			$56,287		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief: fire prevention							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$74,475			$61,866		
Top Finance Position	8	$45,138			$44,301		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$98,554			$78,253		
Top Finance Position	11	$52,150		$29,610	$39,025	$56,796	
Top Operations Position	5	$104,567			$106,716		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$120,041			$115,752		
Public safety, disaster preparedness, & relief: public safety, disaster preparedness, & relief N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	9	$158,191			$127,767		
Public safety, disaster preparedness, & relief: safety education							
$250 thousand or less							
CEO/Executive Director	15	$54,779		$34,781	$39,305	$61,728	
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$67,874		$54,467	$65,254	$79,010	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$109,850		$82,089	$100,249	$120,524	
Between $1 million and $2.5 million							
CEO/Executive Director	9	$160,800			$153,247		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief: safety education							
Between $2.5 million and $5 million							
CEO/Executive Director	7	$161,110			$165,960		
Public, society benefit—multipurpose & other: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	16	$56,817		$39,268	$57,500	$69,033	
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$90,080		$69,790	$88,227	$105,194	
Between $500 thousand and $1 million							
CEO/Executive Director	20	$93,334	$51,264	$64,853	$90,020	$107,822	$138,704
Between $1 million and $2.5 million							
CEO/Executive Director	12	$177,233		$133,729	$164,572	$211,405	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$197,411			$199,398		
Top Finance Position	5	$118,622			$118,738		
Between $5 million and $10 million							
CEO/Executive Director	7	$265,828			$243,951		
Top Finance Position	5	$148,025			$151,299		
Public, society benefit—multipurpose & other: citizen participation							
$250 thousand or less							
CEO/Executive Director	9	$49,977			$54,094		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: citizen participation							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$95,627		$60,667	$94,500	$125,464	
Between $1 million and $2.5 million							
CEO/Executive Director	10	$146,193		$115,475	$145,600	$154,556	
Public, society benefit—multipurpose & other: consumer protection							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$89,763			$86,971		
Public, society benefit—multipurpose & other: financial institutions							
Between $1 million and $2.5 million							
CEO/Executive Director	10	$168,504		$94,396	$139,673	$205,327	
Between $25 million and $50 million							
CEO/Executive Director	6	$679,893			$637,483		
Top Finance Position	5	$446,001			$399,541		
Top Operations Position	5	$412,560			$313,217		
Greater than $50 million							
Top Finance Position	5	$169,904			$241,725		
Public, society benefit—multipurpose & other: fund raising & fund distribution							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$78,903			$61,336		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: fund raising & fund distribution							
Between $1 million and $2.5 million							
CEO/Executive Director	8	$124,289			$108,688		
Between $2.5 million and $5 million							
CEO/Executive Director	7	$134,274			$134,191		
Public, society benefit—multipurpose & other: government & public administration							
$250 thousand or less							
CEO/Executive Director	8	$77,149			$72,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$96,533			$90,797		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$161,785			$195,435		
Between $1 million and $2.5 million							
CEO/Executive Director	14	$172,835		$112,272	$161,693	$206,122	
Between $5 million and $10 million							
CEO/Executive Director	8	$210,376			$203,496		
Between $10 million and $25 million							
CEO/Executive Director	7	$215,999			$158,679		
Public, society benefit—multipurpose & other: leadership development							
$250 thousand or less							
CEO/Executive Director	61	$59,096	$25,000	$36,006	$57,258	$74,285	$96,361

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: leadership development							
Between $250 thousand and $500 thousand							
CEO/Executive Director	47	$85,012	$41,497	$59,475	$81,913	$106,410	$137,324
Between $500 thousand and $1 million							
CEO/Executive Director	28	$129,791	$74,455	$104,670	$131,625	$143,048	$175,182
Between $1 million and $2.5 million							
CEO/Executive Director	35	$166,384	$77,156	$108,993	$164,201	$214,040	$249,371
Top Operations Position	7	$109,874			$111,942		
Between $2.5 million and $5 million							
CEO/Executive Director	18	$183,091		$111,485	$151,432	$216,889	
Top Finance Position	6	$123,986			$115,732		
Top Operations Position	5	$152,794			$128,781		
Between $5 million and $10 million							
CEO/Executive Director	9	$134,303			$118,098		
Between $10 million and $25 million							
CEO/Executive Director	7	$242,104			$158,810		
Public, society benefit—multipurpose & other: military & veterans organizations							
$250 thousand or less							
CEO/Executive Director	38	$46,861	$17,110	$26,606	$48,000	$60,333	$72,621
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	$71,885	$28,000	$43,500	$77,410	$91,643	$109,528
Between $500 thousand and $1 million							
CEO/Executive Director	30	$89,464	$51,610	$70,500	$85,498	$107,094	$130,077

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: military & veterans organizations							
Between $1 million and $2.5 million							
CEO/Executive Director	19	$113,990		$91,510	$107,522	$126,003	
Between $2.5 million and $5 million							
CEO/Executive Director	18	$168,894		$141,660	$160,845	$206,674	
Top Development Position	6	$110,417			$121,175		
Between $5 million and $10 million							
CEO/Executive Director	10	$212,397		$147,032	$230,299	$252,233	
Top Finance Position	9	$140,153			$137,063		
Between $25 million and $50 million							
CEO/Executive Director	7	$253,312			$197,496		
Top Finance Position	6	$140,706			$151,211		
Public, society benefit—multipurpose & other: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	10	$69,021		$59,710	$68,426	$71,346	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$121,814			$119,093		
Between $1 million and $2.5 million							
CEO/Executive Director	11	$149,374		$120,362	$140,416	$170,869	
Between $2.5 million and $5 million							
CEO/Executive Director	5	$267,855			$228,442		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
$250 thousand or less							
CEO/Executive Director	53	$50,644	$26,380	$35,067	$49,000	$63,000	$80,814
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	$91,796	$44,330	$55,613	$78,080	$102,000	$170,017
Between $500 thousand and $1 million							
CEO/Executive Director	45	$96,539	$50,338	$65,000	$89,230	$116,973	$147,205
Between $1 million and $2.5 million							
CEO/Executive Director	31	$137,602	$52,210	$70,783	$101,913	$137,511	$338,500
Top Finance Position	7	$134,733			$115,653		
Between $2.5 million and $5 million							
CEO/Executive Director	32	$176,356	$76,720	$107,884	$171,727	$235,673	$263,583
Top Development Position	7	$138,890			$138,210		
Top Finance Position	5	$120,943			$112,230		
Top PR/Communications Position	5	$124,558			$136,637		
Between $5 million and $10 million							
CEO/Executive Director	20	$175,563	$88,068	$120,140	$196,116	$224,221	$247,498
Top Development Position	5	$166,873			$154,445		
Top Finance Position	10	$153,417		$136,490	$160,105	$177,443	
Top Operations Position	6	$168,835			$171,324		
Between $10 million and $25 million							
CEO/Executive Director	20	$259,682	$114,862	$149,497	$187,970	$332,852	$417,855
Top Development Position	6	$176,033			$179,727		
Top Finance Position	11	$173,927		$110,936	$149,630	$208,875	
Top Operations Position	6	$223,752			$159,216		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
Between $25 million and $50 million							
CEO/Executive Director	7	$298,307			$356,161		
Top Finance Position	6	$264,229			$250,225		
Top Operations Position	6	$260,259			$238,413		
Greater than $50 million							
CEO/Executive Director	6	$447,484			$376,495		
Top Operations Position	5	$301,293			$235,470		
Public, society benefit—multipurpose & other: public transportation systems							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$95,811			$72,670		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$145,911			$140,482		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$125,909			$100,367		
Between $2.5 million and $5 million							
CEO/Executive Director	6	$104,315			$114,523		
Between $5 million and $10 million							
CEO/Executive Director	6	$166,843			$162,260		
Public, society benefit—multipurpose & other: public utilities							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$112,094			$99,144		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: research institutes & public policy analysis							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$157,794			$166,219		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$106,499		$90,207	$104,128	$126,334	
Between $1 million and $2.5 million							
CEO/Executive Director	17	$174,075		$123,597	$159,322	$204,611	
Between $2.5 million and $5 million							
CEO/Executive Director	7	$246,191			$236,204		
Top PR/Communications Position	5	$130,732			$134,585		
Between $5 million and $10 million							
CEO/Executive Director	9	$328,562			$332,069		
Top PR/Communications Position	5	$164,647			$151,720		
Between $10 million and $25 million							
CEO/Executive Director	5	$433,792			$503,573		
Public, society benefit—multipurpose & other: single organization support							
$250 thousand or less							
CEO/Executive Director	5	$50,495			$55,450		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$63,052			$64,632		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: support N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$229,522			$136,716		
Public, society benefit—multipurpose & other: telecommunications							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$117,285			$91,449		
Recreation, sports, leisure, athletics: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	5	$45,396			$40,552		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$97,340			$80,769		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$94,090			$82,800		
Recreation, sports, leisure, athletics: amateur sports							
$250 thousand or less							
CEO/Executive Director	61	$44,060	$19,716	$26,667	$40,000	$56,908	$66,945
Top Program Position	8	$40,384			$34,813		
Between $250 thousand and $500 thousand							
CEO/Executive Director	50	$58,910	$24,962	$37,549	$51,830	$75,111	$98,165
Top Finance Position	7	$49,107			$49,113		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: amateur sports							
Between $500 thousand and $1 million							
CEO/Executive Director	47	$96,801	$41,613	$66,323	$90,494	$120,500	$151,043
Between $1 million and $2.5 million							
CEO/Executive Director	46	$102,401	$43,162	$75,212	$98,910	$121,343	$148,708
Top Finance Position	10	$62,446		$50,098	$64,643	$75,199	
Between $2.5 million and $5 million							
CEO/Executive Director	12	$216,947		$103,577	$161,594	$234,219	
Between $5 million and $10 million							
CEO/Executive Director	8	$249,383			$245,468		
Top Finance Position	5	$163,312			$140,358		
Between $10 million and $25 million							
CEO/Executive Director	6	$431,861			$416,581		
Top Finance Position	6	$165,540			$149,044		
Recreation, sports, leisure, athletics: amateur sports competitions							
$250 thousand or less							
CEO/Executive Director	14	$43,054		$29,183	$40,720	$52,582	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$75,033			$67,356		
Between $500 thousand and $1 million							
CEO/Executive Director	19	$90,928		$76,543	$97,500	$127,127	
Between $1 million and $2.5 million							
CEO/Executive Director	15	$157,953		$93,295	$124,024	$183,619	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: amateur sports competitions							
Between $5 million and $10 million							
CEO/Executive Director	7	$357,529			$348,605		
Recreation, sports, leisure, athletics: baseball & softball							
$250 thousand or less							
CEO/Executive Director	15	$43,387		$29,010	$43,500	$54,874	
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$53,187		$28,525	$50,979	$75,561	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$100,322			$81,250		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$139,446			$141,308		
Recreation, sports, leisure, athletics: basketball							
$250 thousand or less							
CEO/Executive Director	7	$44,343			$36,000		
Recreation, sports, leisure, athletics: camps							
$250 thousand or less							
CEO/Executive Director	37	$40,158	$19,260	$23,937	$38,966	$49,095	$54,364
Between $250 thousand and $500 thousand							
CEO/Executive Director	48	$61,057	$35,834	$49,850	$62,207	$73,442	$79,020

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: camps							
Between $500 thousand and $1 million							
CEO/Executive Director	49	$78,265	$47,384	$61,925	$76,586	$95,000	$108,016
Top Finance Position	5	$43,734			$41,320		
Between $1 million and $2.5 million							
CEO/Executive Director	48	$129,751	$68,941	$90,224	$119,944	$139,055	$210,506
Between $2.5 million and $5 million							
CEO/Executive Director	16	$186,663		$123,017	$157,122	$229,628	
Between $5 million and $10 million							
CEO/Executive Director	10	$198,068		$136,963	$207,273	$241,402	
Top Finance Position	6	$99,596			$105,940		
Top Operations Position	5	$151,469			$122,192		
Recreation, sports, leisure, athletics: community recreational centers							
$250 thousand or less							
CEO/Executive Director	6	$36,104			$34,602		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$58,119			$59,652		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$77,941			$78,691		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$103,276			$87,347		
Between $2.5 million and $5 million							
CEO/Executive Director	11	$153,439		$124,241	$144,505	$178,994	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: community recreational centers							
Between $5 million and $10 million							
CEO/Executive Director	6	$237,596			$249,859		
Between $10 million and $25 million							
CEO/Executive Director	8	$249,357			$249,345		
Top Finance Position	7	$147,448			$140,948		
Recreation, sports, leisure, athletics: equestrian							
$250 thousand or less							
CEO/Executive Director	6	$35,629			$37,991		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$59,258			$60,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$67,576			$60,550		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$99,754			$95,018		
Recreation, sports, leisure, athletics: fairs							
$250 thousand or less							
CEO/Executive Director	12	$46,035		$32,373	$41,346	$57,963	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$68,221		$53,144	$63,509	$84,799	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$96,313			$96,969		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: fairs							
Between $1 million and $2.5 million							
CEO/Executive Director	15	$126,176		$91,797	$119,000	$158,764	
Top Finance Position	5	$85,610			$70,277		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$189,564			$150,256		
Recreation, sports, leisure, athletics: football							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$66,622			$70,000		
Recreation, sports, leisure, athletics: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	7	$57,971			$60,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$93,513			$88,568		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$112,113			$111,220		
Recreation, sports, leisure, athletics: golf							
$250 thousand or less							
CEO/Executive Director	11	$53,462		$33,481	$50,000	$74,175	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: golf							
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$79,107		$68,111	$73,688	$80,530	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$93,130			$94,479		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$102,202			$102,269		
Recreation, sports, leisure, athletics: parks & playgrounds							
$250 thousand or less							
CEO/Executive Director	13	$48,640		$33,500	$43,468	$58,154	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	$71,881		$52,248	$82,172	$87,076	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$92,619			$85,323		
Between $1 million and $2.5 million							
CEO/Executive Director	11	$112,763		$88,894	$105,597	$136,459	
Between $2.5 million and $5 million							
CEO/Executive Director	8	$185,650			$161,118		
Between $5 million and $10 million							
CEO/Executive Director	5	$216,073			$230,620		
Between $10 million and $25 million							
CEO/Executive Director	5	$456,442			$357,962		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
$250 thousand or less							
CEO/Executive Director	20	$35,446	$18,325	$20,510	$29,786	$41,127	$54,903
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$67,185		$49,158	$63,450	$82,051	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$86,949		$73,602	$85,551	$99,358	
Between $1 million and $2.5 million							
CEO/Executive Director	14	$100,780		$89,393	$99,910	$112,916	
Between $2.5 million and $5 million							
CEO/Executive Director	10	$142,287		$108,755	$148,815	$161,313	
Recreation, sports, leisure, athletics: professional societies & associations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$87,743			$71,610		
Recreation, sports, leisure, athletics: racquet sports							
$250 thousand or less							
CEO/Executive Director	8	$52,406			$48,780		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$74,604			$74,000		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
$250 thousand or less							
CEO/Executive Director	22	$50,680	$24,505	$36,176	$46,029	$60,000	$86,070
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$56,730		$47,977	$54,874	$65,605	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$110,155		$71,878	$89,288	$127,840	
Between $1 million and $2.5 million							
CEO/Executive Director	28	$125,662	$66,541	$81,005	$118,320	$152,343	$176,617
Recreation, sports, leisure, athletics: recreational clubs							
$250 thousand or less							
CEO/Executive Director	11	$42,075		$26,202	$42,000	$48,975	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	$49,565			$52,405		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$73,866			$72,272		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$114,183			$108,222		
Recreation, sports, leisure, athletics: soccer							
$250 thousand or less							
CEO/Executive Director	36	$38,611	$20,665	$27,773	$36,000	$45,619	$62,000

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: soccer							
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	$64,736	$40,982	$48,958	$57,118	$79,752	$96,417
Top Administrative Position	5	$49,778			$50,838		
Between $500 thousand and $1 million							
CEO/Executive Director	43	$80,464	$46,782	$63,072	$80,400	$103,717	$116,078
Between $1 million and $2.5 million							
CEO/Executive Director	57	$106,841	$66,643	$88,000	$102,392	$125,542	$153,368
Top Finance Position	7	$61,966			$60,000		
Top Operations Position	6	$96,532			$91,684		
Top Technology Position	7	$113,985			$126,633		
Between $2.5 million and $5 million							
CEO/Executive Director	32	$141,559	$71,885	$99,389	$122,542	$165,996	$223,037
Top Technology Position	6	$118,324			$118,723		
Between $5 million and $10 million							
CEO/Executive Director	8	$180,992			$155,756		
Recreation, sports, leisure, athletics: Special Olympics							
Between $1 million and $2.5 million							
CEO/Executive Director	12	$143,802		$129,501	$140,474	$155,198	
Between $2.5 million and $5 million							
CEO/Executive Director	8	$195,411			$182,443		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: sports associations & training facilities							
$250 thousand or less							
CEO/Executive Director	16	$47,705		$19,488	$37,033	$68,735	
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	$92,141		$66,545	$84,231	$125,792	
Between $500 thousand and $1 million							
CEO/Executive Director	19	$107,911		$62,083	$109,273	$151,011	
Between $1 million and $2.5 million							
CEO/Executive Director	20	$131,485	$57,690	$78,633	$133,833	$158,979	$231,160
Between $2.5 million and $5 million							
CEO/Executive Director	12	$227,581		$179,328	$219,774	$283,461	
Between $5 million and $10 million							
CEO/Executive Director	8	$265,104			$234,173		
Between $10 million and $25 million							
CEO/Executive Director	8	$382,212			$264,505		
Recreation, sports, leisure, athletics: swimming & other water recreation							
$250 thousand or less							
CEO/Executive Director	35	$49,637	$22,905	$31,500	$50,514	$66,150	$74,781
Top Finance Position	7	$35,270			$27,167		
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	$68,257	$30,348	$50,985	$72,400	$87,546	$98,208
Between $500 thousand and $1 million							
CEO/Executive Director	26	$91,296	$55,756	$70,637	$87,470	$100,223	$121,068
Top Finance Position	5	$90,705			$82,179		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: swimming & other water recreation							
Between $1 million and $2.5 million							
CEO/Executive Director	20	$118,198	$72,846	$91,374	$97,683	$136,227	$160,317
Recreation, sports, leisure, athletics: winter sports							
$250 thousand or less							
CEO/Executive Director	11	$38,220		$25,462	$36,000	$41,920	
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$75,086			$60,000		
Between $500 thousand and $1 million							
CEO/Executive Director	15	$83,663		$59,514	$81,731	$88,840	
Between $1 million and $2.5 million							
CEO/Executive Director	23	$110,281	$67,701	$75,000	$84,122	$137,348	$180,262
Between $2.5 million and $5 million							
CEO/Executive Director	8	$163,701			$132,019		
Religion-related, spiritual development: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	14	$54,170		$37,055	$56,044	$72,316	
Religion-related, spiritual development: Buddhism							
$250 thousand or less							
CEO/Executive Director	11	$26,860		$20,200	$22,000	$33,590	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: Buddhism							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$52,496			$57,600		
Religion-related, spiritual development: Christianity							
$250 thousand or less							
CEO/Executive Director	1,016	$48,755	$20,000	$27,998	$43,396	$63,000	$84,228
Top Administrative Position	9	$29,499			$29,172		
Top Finance Position	58	$37,163	$17,780	$21,893	$31,216	$43,909	$61,333
Top Operations Position	11	$39,050		$24,102	$38,400	$45,990	
Top Program Position	5	$38,060			$37,331		
Between $250 thousand and $500 thousand							
CEO/Executive Director	327	$71,748	$27,579	$43,510	$65,712	$92,176	$120,327
Top Administrative Position	9	$43,199			$40,000		
Top Finance Position	23	$36,654	$15,955	$20,905	$30,000	$43,314	$68,915
Top Operations Position	15	$66,785		$46,394	$64,485	$85,988	
Between $500 thousand and $1 million							
CEO/Executive Director	249	$88,287	$38,791	$56,576	$73,013	$103,385	$146,803
Top Administrative Position	12	$45,963		$28,945	$35,492	$52,106	
Top Finance Position	27	$60,369	$25,493	$34,582	$43,468	$68,372	$120,726
Top Operations Position	7	$73,073			$71,908		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: Christianity							
Between $1 million and $2.5 million							
CEO/Executive Director	196	$107,197	$59,093	$73,641	$96,150	$128,301	$177,689
Top Administrative Position	9	$68,567			$71,453		
Top Development Position	6	$122,369			$107,865		
Top Finance Position	33	$77,848	$33,552	$46,100	$78,920	$84,000	$128,713
Top Operations Position	14	$88,889		$58,553	$91,045	$115,950	
Between $2.5 million and $5 million							
CEO/Executive Director	74	$139,559	$59,337	$95,026	$129,122	$166,120	$241,670
Top Development Position	12	$112,932		$99,234	$116,456	$124,013	
Top Finance Position	26	$85,867	$27,324	$72,743	$86,180	$109,771	$137,834
Top Operations Position	14	$93,881		$67,192	$83,261	$129,999	
Between $5 million and $10 million							
CEO/Executive Director	46	$141,323	$74,165	$115,007	$135,526	$171,478	$193,778
Top Development Position	7	$112,173			$97,727		
Top Finance Position	21	$99,277	$65,134	$84,172	$90,223	$111,930	$146,624
Top Operations Position	8	$98,175			$97,030		
Between $10 million and $25 million							
CEO/Executive Director	33	$200,467	$108,992	$130,000	$167,403	$264,833	$316,892
Top Administrative Position	5	$148,011			$148,990		
Top Development Position	10	$129,553		$106,203	$132,849	$166,316	
Top Finance Position	24	$144,183	$79,318	$98,982	$126,189	$188,463	$220,173
Top Operations Position	19	$153,900		$119,375	$139,882	$176,732	
Top Technology Position	5	$138,421			$128,650		
Between $25 million and $50 million							
CEO/Executive Director	7	$299,167			$324,223		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: Christianity							
Greater than $50 million							
CEO/Executive Director	5	$328,156			$312,458		
Top Finance Position	5	$244,252			$267,403		
Religion-related, spiritual development: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	9	$37,757			$30,952		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$67,739			$65,218		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$127,186			$119,305		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$113,239			$118,832		
Religion-related, spiritual development: Hinduism							
$250 thousand or less							
CEO/Executive Director	6	$34,700			$25,500		
Religion-related, spiritual development: interfaith coalitions							
$250 thousand or less							
CEO/Executive Director	26	$53,562	$21,725	$33,150	$47,662	$72,381	$86,674

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: interfaith coalitions							
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$72,167		$43,505	$59,641	$93,753	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$74,266			$78,349		
Between $1 million and $2.5 million							
CEO/Executive Director	8	$100,720			$73,127		
Religion-related, spiritual development: Islam							
$250 thousand or less							
CEO/Executive Director	6	$70,096			$63,257		
Religion-related, spiritual development: Judaism							
$250 thousand or less							
CEO/Executive Director	25	$57,427	$20,849	$34,833	$54,000	$82,313	$87,162
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	$95,012		$70,735	$84,092	$128,279	
Between $500 thousand and $1 million							
CEO/Executive Director	28	$100,952	$31,340	$69,715	$92,502	$125,340	$166,401
Between $1 million and $2.5 million							
CEO/Executive Director	40	$136,389	$48,546	$77,186	$135,695	$188,797	$231,150
Top Finance Position	7	$89,370			$112,077		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: Judaism							
Between $2.5 million and $5 million							
CEO/Executive Director	17	$168,073		$95,975	$150,929	$209,511	
Top Finance Position	7	$118,789			$111,875		
Between $5 million and $10 million							
CEO/Executive Director	12	$251,534		$195,977	$236,700	$246,932	
Top Finance Position	9	$143,618			$138,823		
Between $10 million and $25 million							
CEO/Executive Director	9	$292,520			$269,143		
Religion-related, spiritual development: management & technical assistance							
$250 thousand or less							
CEO/Executive Director	15	$53,097		$28,200	$48,000	$71,209	
Religion-related, spiritual development: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	9	$60,022			$48,569		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$95,514			$95,926		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: Protestant							
$250 thousand or less							
CEO/Executive Director	316	$46,749	$19,200	$26,342	$38,505	$59,637	$85,179
Top Administrative Position	6	$37,264			$34,698		
Top Finance Position	19	$32,884		$20,453	$27,288	$38,750	
Between $250 thousand and $500 thousand							
CEO/Executive Director	118	$70,001	$28,612	$43,844	$64,918	$89,453	$106,273
Top Administrative Position	6	$26,815			$24,887		
Top Finance Position	17	$48,598		$36,000	$41,909	$58,673	
Between $500 thousand and $1 million							
CEO/Executive Director	69	$79,873	$30,000	$49,399	$78,000	$93,698	$147,589
Between $1 million and $2.5 million							
CEO/Executive Director	45	$98,671	$37,440	$58,988	$83,918	$133,734	$178,701
Top Finance Position	9	$78,423			$63,615		
Between $2.5 million and $5 million							
CEO/Executive Director	18	$136,832		$84,742	$122,157	$164,347	
Top Finance Position	6	$83,887			$62,925		
Between $5 million and $10 million							
CEO/Executive Director	11	$151,668		$98,149	$143,400	$172,643	
Between $10 million and $25 million							
CEO/Executive Director	6	$212,809			$206,109		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: religion-related N.E.C.							
$250 thousand or less							
CEO/Executive Director	176	$49,238	$19,616	$31,050	$45,311	$62,317	$83,122
Top Administrative Position	5	$38,911			$41,600		
Top Finance Position	13	$42,444		$30,064	$40,003	$55,610	
Top Operations Position	5	$29,824			$27,825		
Between $250 thousand and $500 thousand							
CEO/Executive Director	82	$66,518	$28,809	$39,163	$59,507	$81,573	$111,992
Top Finance Position	13	$50,750		$35,000	$48,000	$54,408	
Between $500 thousand and $1 million							
CEO/Executive Director	45	$84,360	$37,583	$53,770	$81,847	$107,552	$136,019
Top Finance Position	9	$52,879			$48,191		
Between $1 million and $2.5 million							
CEO/Executive Director	26	$86,063	$29,414	$58,457	$82,764	$114,151	$130,037
Top Finance Position	5	$74,498			$75,000		
Between $2.5 million and $5 million							
CEO/Executive Director	10	$136,393		$104,991	$115,693	$141,360	
Between $5 million and $10 million							
CEO/Executive Director	9	$144,413			$119,847		
Between $10 million and $25 million							
CEO/Executive Director	9	$309,252			$198,241		
Top Finance Position	5	$155,137			$169,362		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: religious film & video							
$250 thousand or less							
CEO/Executive Director	11	$58,692		$48,102	$56,960	$69,320	
Religion-related, spiritual development: religious media & communications							
$250 thousand or less							
CEO/Executive Director	30	$48,231	$16,608	$32,252	$44,537	$68,586	$78,276
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$59,076		$47,038	$57,608	$73,827	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$100,219		$77,026	$86,700	$116,683	
Between $1 million and $2.5 million							
CEO/Executive Director	13	$137,591		$95,200	$112,676	$139,724	
Between $5 million and $10 million							
CEO/Executive Director	9	$236,561			$215,276		
Top Finance Position	6	$167,802			$168,710		
Between $10 million and $25 million							
CEO/Executive Director	6	$237,723			$230,322		
Religion-related, spiritual development: religious printing & publishing							
$250 thousand or less							
CEO/Executive Director	19	$49,093		$26,600	$46,420	$63,475	
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$91,622		$74,404	$99,422	$120,021	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: religious printing & publishing							
Between $500 thousand and $1 million							
CEO/Executive Director	12	$96,842		$78,125	$92,998	$123,077	
Between $1 million and $2.5 million							
CEO/Executive Director	16	$95,519		$65,000	$93,607	$115,240	
Top Finance Position	5	$80,389			$78,443		
Religion-related, spiritual development: religious radio							
$250 thousand or less							
CEO/Executive Director	7	$56,644			$52,292		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$62,265			$55,784		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$67,372			$65,226		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$108,083			$100,008		
Between $10 million and $25 million							
CEO/Executive Director	5	$209,075			$198,964		
Religion-related, spiritual development: Roman Catholic							
$250 thousand or less							
CEO/Executive Director	16	$59,902		$36,642	$50,648	$80,924	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	$68,698		$49,115	$65,675	$90,000	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: Roman Catholic							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$91,020		$49,388	$82,962	$99,087	
Between $1 million and $2.5 million							
CEO/Executive Director	13	$100,403		$67,708	$97,602	$118,225	
Between $2.5 million and $5 million							
CEO/Executive Director	8	$135,245			$109,456		
Religion-related, spiritual development: single organization support							
$250 thousand or less							
CEO/Executive Director	9	$51,348			$45,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$66,973			$72,418		
Between $2.5 million and $5 million							
CEO/Executive Director	6	$231,600			$238,419		
Religion-related, spiritual development: support N.E.C.							
$250 thousand or less							
CEO/Executive Director	14	$60,876		$33,560	$55,420	$85,785	
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	$80,083		$36,564	$81,906	$105,089	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services: biological & life sciences							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$125,044		$77,946	$100,000	$162,264	
Between $1 million and $2.5 million							
CEO/Executive Director	6	$169,421			$181,620		
Between $10 million and $25 million							
CEO/Executive Director	5	$355,966			$352,783		
Science & technology research institutes, services: computer science							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$76,858			$77,694		
Between $1 million and $2.5 million							
CEO/Executive Director	6	$138,240			$93,488		
Science & technology research institutes, services: engineering							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$135,387			$126,508		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$160,773			$142,898		
Science & technology research institutes, services: engineering & technology							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$131,176			$137,500		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services: engineering & technology							
Between $2.5 million and $5 million							
CEO/Executive Director	7	$270,099			$283,586		
Between $5 million and $10 million							
CEO/Executive Director	6	$421,293			$391,009		
Greater than $50 million							
CEO/Executive Director	7	$1,024,465			$666,504		
Top Finance Position	6	$364,383			$354,340		
Science & technology research institutes, services: general science							
$250 thousand or less							
CEO/Executive Director	8	$39,404			$35,150		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$121,529			$97,765		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$150,355			$164,776		
Between $2.5 million and $5 million							
CEO/Executive Director	9	$195,367			$198,092		
Greater than $50 million							
CEO/Executive Director	5	$1,173,049			$698,320		
Science & technology research institutes, services: marine science & oceanography							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$74,047			$65,352		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services: marine science & oceanography							
Between $1 million and $2.5 million							
CEO/Executive Director	6	$185,707			$158,035		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$161,392			$164,684		
Science & technology research institutes, services: physical & earth sciences							
Between $1 million and $2.5 million							
CEO/Executive Director	6	$150,552			$140,440		
Science & technology research institutes, services: professional societies & associations							
Between $1 million and $2.5 million							
CEO/Executive Director	6	$203,049			$184,912		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$247,139			$247,335		
Between $5 million and $10 million							
CEO/Executive Director	10	$360,455		$303,253	$350,606	$422,178	
Top Finance Position	7	$210,352			$193,010		
Top Technology Position	5	$176,581			$181,216		
Science & technology research institutes, services: research institutes & public policy analysis							
Between $2.5 million and $5 million							
CEO/Executive Director	7	$262,073			$222,198		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services: research institutes & public policy analysis							
Between $10 million and $25 million							
CEO/Executive Director	5	$390,946			$362,018		
Science & technology research institutes, services: science & technology N.E.C.							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$169,873			$196,841		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$170,768			$176,558		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$274,526			$237,595		
Between $5 million and $10 million							
CEO/Executive Director	6	$291,321			$272,788		
Social science research institutes, services: economics							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$87,262			$94,936		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$148,488			$146,422		
Social science research institutes, services: interdisciplinary research							
$250 thousand or less							
CEO/Executive Director	7	$43,320			$40,779		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social science research institutes, services: interdisciplinary research							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$75,741			$51,185		
Between $1 million and $2.5 million							
CEO/Executive Director	9	$95,716			$94,770		
Between $2.5 million and $5 million							
CEO/Executive Director	8	$145,576			$91,307		
Between $5 million and $10 million							
CEO/Executive Director	5	$157,145			$128,825		
Social science research institutes, services: political science							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$152,862			$130,208		
Social science research institutes, services: research institutes & public policy analysis							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$70,755			$60,550		
Between $1 million and $2.5 million							
CEO/Executive Director	5	$157,604			$140,215		
Between $5 million and $10 million							
CEO/Executive Director	6	$265,777			$249,488		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social science research institutes, services: social science							
Between $1 million and $2.5 million							
CEO/Executive Director	5	$195,042			$151,873		
Unknown							
$250 thousand or less							
CEO/Executive Director	88	$49,827	$21,042	$32,389	$48,995	$61,631	$78,465
Between $250 thousand and $500 thousand							
CEO/Executive Director	61	$70,222	$30,000	$52,089	$67,231	$88,650	$104,269
Top Finance Position	5	$30,391			$30,999		
Top Program Position	5	$39,983			$37,282		
Between $500 thousand and $1 million							
CEO/Executive Director	55	$101,669	$34,348	$68,373	$83,026	$97,267	$166,231
Between $1 million and $2.5 million							
CEO/Executive Director	73	$119,323	$62,947	$81,038	$110,932	$140,688	$198,598
Top Finance Position	10	$62,034		$50,946	$67,025	$83,350	
Between $2.5 million and $5 million							
CEO/Executive Director	34	$188,698	$91,997	$120,367	$164,708	$217,976	$278,941
Top Finance Position	9	$165,034			$152,320		
Top Operations Position	7	$167,277			$165,915		
Between $5 million and $10 million							
CEO/Executive Director	15	$238,853		$140,153	$211,391	$314,794	
Top Finance Position	8	$108,206			$95,246		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between $10 million and $25 million							
CEO/Executive Director	13	$187,201		$135,700	$167,285	$199,001	
Top Finance Position	8	$153,869			$139,921		
Between $25 million and $50 million							
CEO/Executive Director	7	$305,974			$292,450		
Greater than $50 million							
CEO/Executive Director	5	$492,167			$407,602		
Top Finance Position	6	$314,794			$238,552		
Youth development: adult & child matching programs							
$250 thousand or less							
CEO/Executive Director	25	$48,052	$25,658	$35,251	$50,000	$55,109	$68,398
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	$63,930		$51,331	$65,860	$75,293	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$83,771		$74,275	$81,956	$91,132	
Between $1 million and $2.5 million							
CEO/Executive Director	15	$119,310		$79,421	$132,899	$147,267	
Youth development: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	22	$59,766	$26,839	$33,488	$54,947	$75,076	$98,605

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: alliances & advocacy							
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	$75,266		$63,102	$71,392	$78,660	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$94,359			$97,133		
Between $1 million and $2.5 million							
CEO/Executive Director	19	$122,856		$102,887	$127,114	$134,855	
Top Finance Position	5	$98,686			$96,691		
Between $2.5 million and $5 million							
CEO/Executive Director	11	$136,195		$122,418	$136,489	$157,913	
Between $5 million and $10 million							
CEO/Executive Director	6	$185,478			$198,667		
Youth development: Big Brothers & Big Sisters							
$250 thousand or less							
CEO/Executive Director	13	$49,480		$39,000	$52,000	$56,905	
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	$67,951	$48,723	$56,560	$64,200	$81,621	$87,892
Between $500 thousand and $1 million							
CEO/Executive Director	27	$77,956	$44,943	$60,983	$75,725	$91,243	$101,971
Between $1 million and $2.5 million							
CEO/Executive Director	30	$132,253	$85,303	$93,462	$109,681	$148,904	$206,610
Between $2.5 million and $5 million							
CEO/Executive Director	11	$161,098		$137,424	$142,117	$181,374	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: Big Brothers & Big Sisters							
Between $5 million and $10 million							
CEO/Executive Director	7	$198,790			$188,611		
Top Operations Position	5	$111,504			$115,170		
Youth development: Boy Scouts of America							
Between $500 thousand and $1 million							
CEO/Executive Director	32	$130,180	$70,075	$102,576	$120,901	$164,115	$174,711
Between $1 million and $2.5 million							
CEO/Executive Director	39	$177,265	$116,698	$132,141	$172,757	$205,184	$250,826
Between $2.5 million and $5 million							
CEO/Executive Director	16	$246,396		$203,542	$222,103	$275,966	
Between $5 million and $10 million							
CEO/Executive Director	10	$304,297		$236,842	$311,688	$367,743	
Youth development: boys & girls clubs							
$250 thousand or less							
CEO/Executive Director	12	$63,368		$44,955	$53,564	$70,026	
Between $250 thousand and $500 thousand							
CEO/Executive Director	30	$63,472	$43,173	$50,309	$61,051	$76,147	$87,058
Between $500 thousand and $1 million							
CEO/Executive Director	53	$81,577	$48,440	$62,032	$77,259	$98,483	$111,047

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: boys & girls clubs							
Between $1 million and $2.5 million							
CEO/Executive Director	114	$109,790	$65,596	$83,360	$107,442	$126,739	$157,327
Top Finance Position	12	$70,167		$55,546	$69,469	$76,565	
Top Operations Position	5	$84,974			$76,668		
Between $2.5 million and $5 million							
CEO/Executive Director	68	$155,907	$104,538	$117,540	$144,370	$170,026	$217,589
Top Development Position	8	$111,131			$102,393		
Top Finance Position	20	$90,848	$70,396	$75,092	$83,138	$105,907	$120,200
Top Operations Position	14	$107,190		$83,362	$100,744	$126,453	
Between $5 million and $10 million							
CEO/Executive Director	29	$193,711	$130,942	$152,943	$178,562	$217,630	$292,863
Top Development Position	6	$129,149			$124,475		
Top Finance Position	13	$103,246		$87,402	$99,527	$126,135	
Between $10 million and $25 million							
CEO/Executive Director	17	$269,588		$196,161	$252,480	$313,689	
Top Development Position	7	$145,166			$150,051		
Top Finance Position	11	$144,400		$106,473	$154,656	$178,474	
Top Human Resources Position	5	$138,292			$136,092		
Top Operations Position	9	$146,286			$141,061		
Youth development: boys clubs							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	$62,994			$65,000		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$78,580			$75,387		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: boys clubs							
Between $1 million and $2.5 million							
CEO/Executive Director	9	$138,785			$138,000		
Between $2.5 million and $5 million							
CEO/Executive Director	5	$127,994			$132,912		
Youth development: Camp Fire							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$66,612			$64,187		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$66,223			$63,267		
Youth development: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	11	$37,924		$32,500	$36,000	$47,245	
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	$70,855			$72,537		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$66,167			$61,024		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: Girl Scouts of the U.S.A.							
Between $1 million and $2.5 million							
CEO/Executive Director	8	$104,860			$102,569		
Top Finance Position	5	$77,739			$76,202		
Between $2.5 million and $5 million							
CEO/Executive Director	36	$139,760	$107,437	$117,536	$138,791	$147,427	$179,851
Top Development Position	5	$77,998			$75,567		
Top Finance Position	21	$95,106	$64,700	$76,851	$88,133	$96,108	$118,792
Top Operations Position	8	$113,506			$111,214		
Between $5 million and $10 million							
CEO/Executive Director	33	$170,259	$119,755	$131,370	$160,594	$194,880	$250,779
Top Finance Position	19	$123,198		$107,154	$129,447	$140,368	
Top Operations Position	12	$130,973		$112,398	$132,136	$149,771	
Between $10 million and $25 million							
CEO/Executive Director	16	$260,063		$217,475	$272,716	$299,735	
Top Development Position	11	$126,967		$115,820	$120,339	$136,673	
Top Finance Position	14	$161,116		$134,011	$170,519	$183,967	
Top Human Resources Position	6	$122,349			$126,320		
Top Marketing Position	7	$135,667			$130,516		
Top Operations Position	12	$155,501		$139,805	$169,111	$180,125	
Top Program Position	5	$132,378			$139,110		
Youth development: girls clubs							
$250 thousand or less							
CEO/Executive Director	13	$43,034		$36,000	$43,811	$48,471	

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: girls clubs							
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$73,786		$59,628	$69,422	$78,969	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$92,077		$73,904	$93,363	$103,323	
Between $1 million and $2.5 million							
CEO/Executive Director	18	$109,770		$91,084	$109,103	$119,959	
Youth development: scouting							
$250 thousand or less							
CEO/Executive Director	6	$51,046			$52,341		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$108,515			$117,692		
Between $1 million and $2.5 million							
CEO/Executive Director	11	$131,314		$93,971	$120,805	$177,896	
Between $2.5 million and $5 million							
CEO/Executive Director	8	$197,510			$206,769		
Youth development: single organization support							
$250 thousand or less							
CEO/Executive Director	9	$48,295			$49,296		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$73,044			$72,000		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: single organization support							
Between $1 million and $2.5 million							
CEO/Executive Director	6	$168,249			$130,128		
Youth development: youth centers & clubs							
$250 thousand or less							
CEO/Executive Director	45	$42,038	$21,811	$28,698	$42,332	$51,412	$62,634
Between $250 thousand and $500 thousand							
CEO/Executive Director	38	$68,184	$30,376	$50,192	$67,371	$80,000	$91,113
Top Finance Position	5	$40,221			$33,000		
Between $500 thousand and $1 million							
CEO/Executive Director	34	$82,829	$46,145	$65,326	$81,195	$103,779	$119,734
Between $1 million and $2.5 million							
CEO/Executive Director	36	$109,189	$56,352	$85,619	$97,335	$123,139	$184,920
Top Finance Position	6	$73,891			$76,449		
Between $2.5 million and $5 million							
CEO/Executive Director	14	$148,906		$100,145	$140,332	$182,233	
Top Finance Position	5	$91,797			$72,229		
Between $5 million and $10 million							
CEO/Executive Director	7	$175,171			$177,459		
Youth development: youth community service clubs							
$250 thousand or less							
CEO/Executive Director	9	$46,180			$48,645		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth community service clubs							
Between $500 thousand and $1 million							
CEO/Executive Director	13	$86,325		$66,992	$77,250	$103,039	
Between $1 million and $2.5 million							
CEO/Executive Director	8	$96,394			$86,382		
Youth development: youth development agricultural							
$250 thousand or less							
CEO/Executive Director	6	$32,640			$34,873		
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	$60,373		$51,779	$62,000	$67,584	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$76,611		$59,556	$74,660	$88,665	
Between $1 million and $2.5 million							
CEO/Executive Director	6	$85,847			$90,296		
Youth development: youth development business							
$250 thousand or less							
CEO/Executive Director	8	$44,572			$46,492		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	$79,453			$78,738		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$108,366			$100,852		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth development business							
Between $1 million and $2.5 million							
CEO/Executive Director	17	$139,100		$95,501	$124,719	$184,726	
Between $2.5 million and $5 million							
CEO/Executive Director	9	$230,262			$235,987		
Between $5 million and $10 million							
CEO/Executive Director	6	$338,052			$297,935		
Youth development: youth development citizenship							
$250 thousand or less							
CEO/Executive Director	10	$47,581		$28,571	$48,000	$64,877	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	$65,259			$80,237		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$81,499			$84,926		
Between $1 million and $2.5 million							
CEO/Executive Director	7	$142,167			$135,620		
Youth development: youth development N.E.C.							
$250 thousand or less							
CEO/Executive Director	35	$48,134	$28,447	$34,564	$40,961	$59,796	$77,360
Between $250 thousand and $500 thousand							
CEO/Executive Director	32	$70,196	$41,211	$52,912	$67,161	$77,152	$93,005

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth development N.E.C.							
Between $500 thousand and $1 million							
CEO/Executive Director	18	$86,119		$61,237	$94,209	$110,606	
Between $1 million and $2.5 million							
CEO/Executive Director	31	$124,359	$72,886	$89,906	$106,534	$143,545	$196,560
Between $2.5 million and $5 million							
CEO/Executive Director	17	$114,078		$78,125	$107,437	$158,308	
Top Finance Position	5	$96,192			$97,733		
Between $5 million and $10 million							
CEO/Executive Director	11	$175,844		$139,206	$170,559	$220,101	
Top Finance Position	6	$112,911			$114,744		
Between $10 million and $25 million							
CEO/Executive Director	7	$300,854			$261,554		
Top Finance Position	6	$189,646			$168,279		
Youth development: youth development programs							
$250 thousand or less							
CEO/Executive Director	342	$48,646	$23,140	$33,063	$45,191	$61,228	$75,000
Top Finance Position	12	$50,803		$31,425	$46,054	$57,813	
Top Operations Position	9	$41,938			$33,085		
Top Program Position	20	$40,678	$25,933	$30,962	$40,508	$46,050	$52,376
Between $250 thousand and $500 thousand							
CEO/Executive Director	240	$68,879	$37,486	$52,150	$65,000	$81,795	$101,046
Top Finance Position	9	$54,126			$47,476		
Top Operations Position	11	$55,486		$37,119	$61,610	$68,800	
Top Program Position	8	$51,545			$47,538		

501(c)(3) organizations compensation national by NTEE centile group & budget size

Youth development: youth development programs

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million							
CEO/Executive Director	266	$88,528	$51,193	$66,071	$83,053	$105,675	$132,655
Top Finance Position	7	$66,495			$56,912		
Top Operations Position	13	$92,741		$69,985	$75,000	$119,220	
Top Program Position	7	$75,095			$71,596		
Between $1 million and $2.5 million							
CEO/Executive Director	260	$116,204	$72,869	$88,290	$110,425	$141,132	$171,928
Top Development Position	9	$119,476			$124,779		
Top Finance Position	30	$87,900	$50,826	$62,674	$81,172	$100,851	$137,928
Top Operations Position	21	$98,497	$59,205	$74,085	$94,919	$119,103	$144,326
Between $2.5 million and $5 million							
CEO/Executive Director	102	$155,506	$94,888	$117,657	$145,609	$184,719	$216,968
Top Development Position	11	$119,181		$100,073	$122,718	$140,077	
Top Finance Position	22	$114,120	$66,565	$98,446	$107,257	$138,796	$163,866
Top Operations Position	11	$131,177		$108,640	$121,286	$149,233	
Top Program Position	6	$112,476			$97,995		
Between $5 million and $10 million							
CEO/Executive Director	57	$179,177	$121,408	$135,711	$166,974	$215,231	$268,564
Top Development Position	6	$137,703			$139,278		
Top Finance Position	29	$114,977	$48,337	$95,616	$119,113	$130,404	$143,800
Top Operations Position	13	$150,202		$109,708	$134,560	$175,155	
Top Program Position	7	$143,194			$143,038		

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth development programs							
Between $10 million and $25 million							
CEO/Executive Director	36	$246,570	$136,500	$151,676	$191,128	$260,134	$500,949
Top Development Position	12	$157,275		$113,450	$150,963	$174,914	
Top Education Position	6	$171,862			$174,708		
Top Finance Position	19	$136,243		$110,968	$143,630	$157,672	
Top Human Resources Position	5	$128,776			$128,275		
Top Operations Position	16	$166,346		$126,702	$145,409	$189,546	
Top Program Position	7	$138,427			$146,915		
Between $25 million and $50 million							
CEO/Executive Director	11	$338,806		$257,627	$315,492	$403,372	
Top Finance Position	7	$202,292			$209,477		
Top Operations Position	8	$226,993			$243,743		
Greater than $50 million							
CEO/Executive Director	6	$562,181			$644,553		
Top Finance Position	5	$296,197			$247,641		
Top Operations Position	5	$238,022			$232,806		
Youth development: youth development religious leadership							
$250 thousand or less							
CEO/Executive Director	39	$53,390	$32,193	$39,859	$51,500	$65,383	$79,472
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	$67,944	$41,257	$52,600	$65,232	$79,619	$98,908
Between $500 thousand and $1 million							
CEO/Executive Director	28	$72,303	$48,349	$59,551	$68,694	$82,120	$99,396

501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth development religious leadership							
Between $1 million and $2.5 million							
CEO/Executive Director	28	$101,752	$59,847	$82,759	$101,892	$114,262	$135,733
Between $2.5 million and $5 million							
CEO/Executive Director	8	$152,921			$111,687		
Top Finance Position	5	$107,746			$95,380		

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(01)—government instrumentality							
Between $1 million and $5 million							
CEO/Executive Director	6	$146,911			$143,412		
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	342	$76,213	$25,979	$44,809	$66,292	$96,922	$138,180
Top Administrative Position	13	$48,281		$40,656	$48,048	$56,778	
Top Facilities Position	5	$28,471			$24,545		
Top Finance Position	31	$41,859	$21,345	$29,598	$34,400	$48,000	$68,937
Between $500 thousand and $1 million							
CEO/Executive Director	149	$139,553	$63,822	$88,362	$122,560	$180,243	$226,710
Top Finance Position	10	$52,885		$34,964	$41,504	$73,542	
Top Operations Position	5	$119,691			$142,559		
Between $1 million and $5 million							
CEO/Executive Director	202	$187,398	$72,402	$109,962	$160,339	$225,180	$357,468
Top Administrative Position	27	$104,528	$36,209	$61,511	$105,959	$138,227	$162,959
Top Business Position	7	$198,819			$157,655		
Top Development Position	6	$139,724			$146,424		
Top Finance Position	40	$114,188	$52,157	$72,306	$117,946	$142,025	$166,674
Top Legal Position	7	$186,685			$146,030		
Top Marketing Position	7	$244,766			$182,129		
Top Operations Position	15	$175,719		$123,440	$146,599	$210,310	
Top PR/Communications Position	11	$159,335		$139,656	$158,442	$189,578	
Top Technology Position	6	$147,072			$127,423		

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Greater than $5 million							
CEO/Executive Director	121	$352,172	$124,827	$180,673	$270,249	$415,984	$701,743
Top Administrative Position	25	$200,425	$123,878	$139,019	$177,893	$229,824	$312,191
Top Business Position	21	$284,214	$145,931	$182,845	$220,335	$295,873	$532,359
Top Development Position	10	$254,934		$149,570	$178,540	$272,694	
Top Facilities Position	10	$146,507		$122,863	$139,134	$166,117	
Top Finance Position	71	$234,073	$84,081	$131,333	$195,787	$302,245	$398,817
Top Human Resources Position	16	$211,842		$139,887	$215,048	$269,269	
Top Legal Position	26	$272,694	$135,311	$164,600	$226,944	$295,207	$410,042
Top Marketing Position	11	$181,195		$137,415	$170,221	$211,386	
Top Operations Position	43	$241,077	$139,997	$166,031	$230,189	$293,426	$351,244
Top PR/Communications Position	25	$188,389	$127,226	$142,131	$177,590	$206,282	$262,451
Top Program Position	11	$216,423		$155,018	$178,978	$259,083	
Top Technology Position	27	$209,412	$128,197	$149,292	$169,246	$260,221	$325,777
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	578	$71,798	$20,935	$38,200	$67,274	$91,657	$124,906
Top Administrative Position	34	$62,525	$23,036	$36,934	$53,947	$69,742	$120,981
Top Business Position	134	$102,540	$46,338	$68,296	$97,544	$131,553	$160,148
Top Education Position	27	$106,508	$66,181	$76,138	$103,759	$138,312	$151,112
Top Finance Position	237	$63,120	$19,648	$30,000	$53,363	$84,852	$123,208
Between $500 thousand and $1 million							
CEO/Executive Director	413	$106,682	$41,913	$68,343	$100,261	$137,584	$174,373
Top Administrative Position	27	$90,250	$31,424	$44,485	$76,438	$129,576	$159,286

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
Top Business Position	228	$136,550	$77,825	$97,234	$134,030	$165,143	$205,272
Top Education Position	21	$132,822	$64,165	$101,849	$140,267	$166,398	$184,641
Top Finance Position	311	$110,533	$47,889	$74,934	$100,342	$144,250	$181,239
Between $1 million and $5 million							
CEO/Executive Director	801	$153,996	$56,377	$100,469	$146,866	$191,965	$257,013
Top Administrative Position	54	$145,491	$69,824	$103,875	$146,012	$183,177	$227,098
Top Business Position	486	$185,974	$99,293	$129,183	$176,437	$226,034	$284,121
Top Education Position	28	$154,934	$108,328	$139,642	$160,594	$186,054	$197,128
Top Facilities Position	8	$88,589			$88,104		
Top Finance Position	685	$153,521	$68,051	$102,965	$147,712	$192,286	$246,402
Top Legal Position	17	$190,127		$142,893	$171,248	$222,651	
Top Operations Position	10	$156,797		$109,042	$148,888	$176,381	
Top PR/Communications Position	10	$158,393		$135,366	$147,147	$158,020	
Greater than $5 million							
CEO/Executive Director	320	$287,963	$126,360	$181,609	$238,294	$323,556	$443,342
Top Administrative Position	41	$210,739	$127,579	$158,461	$194,604	$254,154	$288,189
Top Business Position	130	$270,031	$141,275	$200,497	$237,895	$325,371	$421,367
Top Development Position	5	$267,448			$220,392		
Top Education Position	19	$220,822		$162,783	$235,632	$279,248	
Top Facilities Position	6	$181,180			$178,348		
Top Finance Position	305	$248,685	$114,299	$157,757	$222,852	$306,161	$422,509
Top Human Resources Position	14	$231,292		$162,681	$217,202	$275,948	
Top Legal Position	71	$272,180	$163,511	$189,264	$223,976	$293,885	$415,073
Top Marketing Position	13	$226,136		$176,805	$191,369	$265,754	
Top Operations Position	30	$249,688	$131,344	$170,475	$234,330	$307,972	$336,456

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
Top PR/Communications Position	46	$235,232	$148,950	$174,649	$214,923	$270,260	$330,304
Top Program Position	10	$249,233		$143,614	$229,440	$327,758	
Top Technology Position	35	$224,168	$136,305	$158,247	$212,336	$274,070	$328,995
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	2,610	$80,161	$33,486	$50,000	$72,612	$101,570	$135,174
Top Administrative Position	58	$49,360	$19,751	$27,813	$37,863	$55,749	$67,618
Top Business Position	8	$53,968			$52,618		
Top Finance Position	50	$72,588	$23,760	$38,610	$59,308	$97,102	$127,854
Top Marketing Position	7	$44,199			$39,745		
Top Operations Position	27	$64,278	$28,121	$44,701	$57,233	$82,955	$107,936
Top PR/Communications Position	6	$52,345			$52,229		
Top Technology Position	5	$127,558			$136,842		
Between $500 thousand and $1 million							
CEO/Executive Director	1,102	$149,190	$81,933	$102,794	$136,807	$184,029	$234,361
Top Administrative Position	10	$98,446		$56,836	$83,921	$123,331	
Top Business Position	5	$90,168			$78,152		
Top Finance Position	29	$119,658	$33,722	$49,911	$79,789	$141,900	$228,912
Top Operations Position	25	$105,267	$57,199	$75,415	$91,298	$108,802	$140,117
Top PR/Communications Position	5	$61,705			$61,500		
Between $1 million and $5 million							
CEO/Executive Director	1,495	$244,193	$122,748	$158,459	$214,310	$298,766	$403,309

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
Top Administrative Position	82	$147,651	$91,540	$115,815	$143,198	$170,510	$201,530
Top Business Position	60	$161,635	$118,944	$127,640	$144,453	$183,934	$216,655
Top Development Position	9	$162,080			$131,892		
Top Education Position	49	$142,575	$111,973	$124,731	$135,037	$152,746	$178,492
Top Finance Position	276	$151,166	$85,006	$111,253	$140,275	$172,916	$222,248
Top Human Resources Position	23	$140,401	$105,325	$121,372	$137,474	$153,088	$177,873
Top Legal Position	64	$202,660	$119,758	$148,543	$180,907	$245,405	$280,493
Top Marketing Position	70	$155,003	$116,812	$130,024	$145,165	$174,454	$204,018
Top Operations Position	179	$172,047	$108,328	$131,085	$160,258	$199,148	$240,685
Top PR/Communications Position	95	$150,668	$111,960	$125,014	$142,314	$167,019	$192,121
Top Program Position	29	$155,909	$112,394	$122,331	$158,452	$190,982	$198,797
Top Technology Position	65	$171,460	$123,192	$137,686	$157,753	$185,443	$248,592
Greater than $5 million							
CEO/Executive Director	481	$592,288	$217,972	$297,598	$436,395	$705,384	$1,123,981
Top Administrative Position	79	$236,953	$139,479	$173,061	$215,619	$272,131	$346,495
Top Business Position	138	$223,539	$132,970	$154,112	$190,066	$264,434	$351,671
Top Development Position	20	$205,665	$138,695	$159,011	$209,206	$246,037	$272,984
Top Education Position	65	$209,911	$138,420	$154,256	$181,222	$238,468	$317,300
Top Facilities Position	6	$189,534			$166,765		
Top Finance Position	322	$250,093	$135,009	$168,408	$215,344	$288,224	$404,179
Top Human Resources Position	65	$223,346	$129,987	$162,101	$189,524	$276,819	$348,626
Top Legal Position	113	$348,114	$172,779	$209,999	$296,154	$400,988	$633,138
Top Marketing Position	125	$227,378	$132,927	$159,473	$202,459	$275,247	$349,256
Top Operations Position	189	$318,285	$151,763	$185,226	$255,545	$363,838	$594,250
Top PR/Communications Position	142	$229,034	$131,986	$154,148	$204,513	$273,667	$344,228

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
Top Program Position	36	$193,703	$122,291	$147,976	$179,451	$229,380	$266,797
Top Technology Position	154	$221,888	$135,298	$152,182	$191,363	$261,753	$337,498
501(c)(07)—social & recreational clubs							
$500 thousand or less							
CEO/Executive Director	41	$49,512	$19,699	$33,580	$43,833	$66,085	$78,184
Top Administrative Position	11	$54,710		$37,585	$49,300	$73,200	
Top Finance Position	15	$33,607		$20,900	$31,625	$42,051	
Between $500 thousand and $1 million							
CEO/Executive Director	39	$100,360	$58,687	$76,220	$90,000	$120,721	$148,236
Top Administrative Position	26	$95,203	$50,914	$60,825	$82,873	$115,378	$163,704
Top Facilities Position	5	$61,289			$66,250		
Top Finance Position	8	$57,435			$53,128		
Between $1 million and $5 million							
CEO/Executive Director	338	$151,953	$91,138	$111,208	$141,391	$182,114	$226,148
Top Administrative Position	284	$151,699	$93,455	$112,477	$143,192	$180,769	$224,946
Top Facilities Position	84	$148,170	$106,308	$121,259	$147,112	$164,978	$211,079
Top Finance Position	85	$110,781	$61,736	$77,848	$107,238	$132,530	$174,562
Top Operations Position	44	$156,122	$98,250	$115,929	$161,825	$192,443	$228,314
Greater than $5 million							
CEO/Executive Director	386	$300,041	$156,862	$203,391	$270,393	$363,032	$457,217
Top Administrative Position	362	$303,774	$158,755	$206,973	$271,842	$366,211	$461,346
Top Business Position	7	$154,091			$160,253		

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—social & recreational clubs							
Greater than $5 million							
Top Education Position	6	$166,751			$169,956		
Top Facilities Position	256	$211,940	$132,811	$157,563	$203,409	$250,321	$302,546
Top Finance Position	305	$167,118	$112,284	$126,970	$150,448	$190,484	$242,808
Top Human Resources Position	15	$182,011		$157,903	$171,828	$204,569	
Top Marketing Position	5	$159,309			$150,215		
Top Operations Position	89	$295,207	$148,393	$219,307	$274,241	$363,220	$469,244
Top PR/Communications Position	6	$165,484			$168,288		
Top Technology Position	6	$188,033			$192,348		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
CEO/Executive Director	11	$34,009		$25,909	$32,748	$37,739	
Top Administrative Position	90	$26,571	$16,843	$18,675	$26,000	$32,186	$36,400
Top Finance Position	7	$33,704			$33,049		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$54,330			$52,500		
Top Administrative Position	35	$39,266	$17,840	$24,225	$35,425	$49,900	$64,890
Between $1 million and $5 million							
CEO/Executive Director	11	$116,049		$75,433	$125,017	$157,748	
Top Administrative Position	14	$48,767		$25,933	$37,072	$51,289	
Top Finance Position	6	$110,697			$113,494		
Greater than $5 million							
CEO/Executive Director	19	$255,447		$150,788	$265,351	$314,240	

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08)—fraternal beneficiary societies & associations							
Greater than $5 million							
Top Administrative Position	5	$148,543			$164,861		
Top Business Position	7	$184,273			$137,207		
Top Finance Position	22	$168,583	$90,854	$120,109	$151,579	$200,604	$295,754
Top Human Resources Position	5	$153,134			$139,744		
Top Marketing Position	5	$140,970			$148,323		
Top Technology Position	5	$215,674			$190,970		
501(c)(09)—voluntary employees beneficiary associations							
Between $1 million and $5 million							
Top Administrative Position	7	$92,021			$85,519		
Greater than $5 million							
CEO/Executive Director	35	$268,083	$145,413	$177,608	$238,997	$339,394	$475,239
Top Administrative Position	43	$174,910	$84,447	$129,214	$169,060	$200,643	$282,958
Top Finance Position	24	$198,631	$121,096	$169,042	$199,383	$224,254	$269,343
Top Legal Position	7	$252,162			$238,277		
Top Operations Position	11	$250,770		$173,472	$227,177	$256,046	
Top Technology Position	14	$205,380		$152,750	$179,368	$240,954	
501(c)(10)—domestic fraternal societies & associations							
$500 thousand or less							
CEO/Executive Director	9	$35,264			$28,986		
Top Administrative Position	5	$39,308			$29,000		

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
$500 thousand or less							
CEO/Executive Director	17	$44,954		$19,491	$25,200	$36,000	
Top Administrative Position	8	$74,997			$55,242		
Top Finance Position	9	$43,668			$38,104		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$83,397		$64,735	$84,377	$95,159	
Top Administrative Position	11	$76,589		$39,047	$69,514	$110,157	
Top Finance Position	12	$58,287		$38,937	$53,854	$66,579	
Between $1 million and $5 million							
CEO/Executive Director	79	$130,999	$60,891	$89,618	$111,702	$160,639	$217,012
Top Administrative Position	69	$126,132	$60,891	$85,484	$111,702	$146,450	$217,012
Top Finance Position	19	$80,721		$49,813	$79,005	$115,160	
Top Operations Position	9	$164,944			$157,515		
Greater than $5 million							
CEO/Executive Director	392	$315,803	$159,478	$221,687	$284,245	$373,612	$484,937
Top Administrative Position	233	$266,642	$151,467	$179,646	$245,172	$320,124	$397,190
Top Business Position	17	$224,062		$172,899	$201,265	$262,711	
Top Facilities Position	23	$196,368	$143,658	$157,928	$186,484	$229,296	$254,704
Top Finance Position	239	$199,136	$121,823	$146,968	$176,829	$234,367	$278,115
Top Human Resources Position	42	$197,855	$145,023	$160,634	$178,206	$240,349	$276,222
Top Legal Position	12	$270,108		$191,411	$239,740	$296,941	
Top Marketing Position	6	$203,103			$209,955		
Top Operations Position	228	$227,236	$149,104	$167,359	$198,207	$243,426	$311,152
Top PR/Communications Position	18	$206,687		$159,097	$193,082	$224,584	
Top Technology Position	80	$205,943	$151,643	$169,046	$193,994	$223,361	$283,621

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—cemetery companies							
$500 thousand or less							
CEO/Executive Director	38	$49,487	$24,663	$35,663	$43,288	$59,243	$78,361
Top Administrative Position	19	$52,205		$39,569	$48,937	$63,763	
Top Finance Position	20	$36,492	$17,437	$23,296	$34,883	$49,702	$55,526
Between $500 thousand and $1 million							
CEO/Executive Director	19	$96,189		$74,319	$87,017	$110,550	
Top Administrative Position	10	$77,890		$61,872	$78,760	$86,109	
Top Finance Position	8	$100,204			$68,938		
Between $1 million and $5 million							
CEO/Executive Director	53	$149,464	$68,251	$104,000	$140,793	$188,315	$243,823
Top Administrative Position	17	$115,807		$102,938	$122,808	$140,793	
Top Finance Position	13	$109,446		$71,006	$95,150	$126,670	
Greater than $5 million							
CEO/Executive Director	15	$376,927		$266,090	$395,849	$447,732	
Top Administrative Position	7	$231,044			$200,645		
Top Finance Position	11	$251,178		$170,007	$227,028	$303,812	
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	86	$61,265	$30,396	$47,053	$60,021	$75,482	$88,760
Top Administrative Position	12	$47,662		$44,888	$47,836	$54,887	
Top Finance Position	40	$56,930	$23,389	$44,535	$59,249	$70,477	$82,162
Between $500 thousand and $1 million							

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $500 thousand and $1 million							
CEO/Executive Director	101	$90,040	$62,795	$73,973	$84,662	$104,147	$126,748
Top Administrative Position	6	$79,801			$81,736		
Top Finance Position	19	$85,337		$65,469	$83,981	$95,662	
Top Operations Position	6	$69,486			$73,358		
Between $1 million and $5 million							
CEO/Executive Director	304	$150,684	$91,734	$106,449	$137,892	$165,036	$217,709
Top Administrative Position	16	$127,193		$100,150	$112,051	$141,885	
Top Finance Position	92	$123,799	$72,705	$84,182	$104,206	$136,621	$166,252
Top Marketing Position	5	$89,876			$82,832		
Top Operations Position	51	$95,513	$62,456	$75,539	$91,017	$112,663	$131,430
Greater than $5 million							
CEO/Executive Director	258	$464,239	$175,881	$227,649	$333,267	$529,140	$927,736
Top Administrative Position	24	$271,665	$92,297	$137,762	$189,584	$283,869	$490,620
Top Business Position	41	$253,296	$110,261	$157,788	$213,489	$282,285	$460,864
Top Development Position	10	$213,405		$163,472	$189,018	$248,590	
Top Education Position	10	$175,040		$145,015	$158,181	$213,405	
Top Facilities Position	9	$193,687			$161,870		
Top Finance Position	196	$240,263	$111,970	$139,574	$191,112	$297,519	$411,172
Top Human Resources Position	63	$198,420	$107,515	$120,264	$178,324	$235,067	$295,279
Top Legal Position	10	$242,169		$189,547	$222,274	$325,571	
Top Marketing Position	52	$209,135	$89,544	$131,159	$179,499	$241,486	$356,944
Top Operations Position	131	$218,519	$100,898	$131,063	$190,696	$281,655	$386,672
Top Technology Position	109	$244,100	$118,780	$151,612	$196,472	$273,891	$406,162

Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(15)—mutual insurance company other than life or marine							
$500 thousand or less							
Top Finance Position	22	$46,981	$20,850	$29,743	$43,247	$58,521	$72,819
501(c)(19)—post or organization of past or present members of the armed forces							
$500 thousand or less							
CEO/Executive Director	12	$46,175		$27,418	$45,400	$62,111	
Top Finance Position	25	$27,326	$17,322	$20,602	$26,494	$32,120	$37,827
Between $500 thousand and $1 million							
CEO/Executive Director	5	$63,113			$59,185		
Between $1 million and $5 million							
CEO/Executive Director	5	$136,598			$155,639		
Top Finance Position	5	$60,624			$61,651		
Greater than $5 million							
CEO/Executive Director	7	$317,881			$310,581		
Top Finance Position	7	$201,650			$205,336		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees								
$500 thousand or less								
CEO/Executive Director								
	F	172	$73,903	$31,969	$47,165	$66,161	$93,220	$121,063
	M	155	$79,623	$23,921	$44,115	$66,413	$102,926	$155,413
	U	15	$67,466		$33,644	$67,456	$92,506	
Top Administrative Position								
	F	10	$48,809		$40,742	$48,288	$55,967	
Top Finance Position								
	F	14	$38,527		$21,346	$30,153	$34,985	
	M	15	$46,429		$34,833	$42,250	$55,342	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	57	$127,245	$56,231	$81,731	$112,357	$160,113	$230,790
	M	85	$147,935	$68,078	$92,938	$144,532	$188,509	$223,500
	U	7	$137,982			$151,759		
Top Finance Position								
	F	5	$51,823			$38,751		
Between $1 million and $5 million								
CEO/Executive Director								
	F	78	$166,503	$65,841	$104,568	$142,682	$190,934	$255,655
	M	114	$201,317	$82,297	$113,615	$180,837	$246,895	$372,692
	U	10	$191,716		$108,566	$149,592	$295,365	
Top Administrative Position								
	F	13	$93,586		$51,148	$76,985	$135,176	
	M	13	$115,361		$72,363	$113,279	$141,278	

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees								
Between $1 million and $5 million								
Top Business Position								
	M	5	$234,226			$210,221		
Top Finance Position								
	F	21	$119,915	$52,409	$84,967	$118,293	$153,957	$180,791
	M	19	$107,858		$69,063	$108,466	$137,828	
Top Legal Position								
	F	5	$191,642			$146,030		
Top Operations Position								
	F	6	$159,149			$137,619		
	M	9	$186,765			$171,544		
Top PR/Communications Position								
	F	5	$139,045			$148,428		
	M	6	$176,243			$189,578		
Greater than $5 million								
CEO/Executive Director								
	F	24	$264,325	$92,838	$121,249	$181,802	$315,541	$428,888
	M	95	$376,749	$133,285	$191,000	$296,045	$473,794	$711,246
Top Administrative Position								
	F	6	$192,831			$139,133		
	M	18	$188,432		$142,425	$179,283	$191,064	
Top Business Position								
	F	7	$289,454			$222,398		
	M	14	$281,594		$177,551	$212,782	$288,245	
Top Development Position								
	M	6	$245,195			$158,403		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees								
Greater than $5 million								
Top Facilities Position								
	M	9	$137,111			$129,217		
Top Finance Position								
	F	25	$236,862	$108,966	$133,011	$195,787	$303,656	$407,650
	M	43	$231,878	$76,515	$132,182	$214,919	$296,777	$373,757
Top Human Resources Position								
	F	12	$180,259		$127,083	$177,573	$241,399	
Top Legal Position								
	F	11	$271,952		$148,216	$224,889	$328,474	
	M	12	$272,407		$167,279	$229,707	$294,776	
Top Marketing Position								
	F	6	$162,551			$163,664		
Top Operations Position								
	F	19	$240,699		$178,239	$194,479	$276,120	
	M	23	$245,168	$136,159	$154,679	$256,362	$300,123	$340,006
Top PR/Communications Position								
	F	12	$167,144		$133,908	$166,359	$190,336	
	M	11	$199,933		$157,268	$189,698	$206,647	
Top Program Position								
	F	5	$172,302			$174,176		
	M	6	$253,191			$259,083		
Top Technology Position								
	F	5	$144,766			$134,693		
	M	19	$222,708		$165,458	$194,396	$269,849	

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
$500 thousand or less								
CEO/Executive Director								
	F	172	$66,029	$19,113	$34,973	$61,165	$82,761	$117,090
	M	380	$74,443	$21,425	$39,825	$71,627	$94,684	$128,972
	U	26	$71,309	$33,182	$50,999	$70,723	$84,026	$119,980
Top Administrative Position								
	F	25	$59,202	$23,635	$39,293	$52,434	$61,674	$84,902
	M	7	$63,232			$59,641		
Top Business Position								
	F	7	$89,815			$94,181		
	M	125	$103,328	$47,629	$70,170	$97,782	$131,950	$159,960
Top Education Position								
	M	25	$108,492	$64,001	$76,773	$104,401	$140,382	$154,676
Top Finance Position								
	F	71	$48,563	$19,119	$30,008	$43,693	$63,237	$83,600
	M	160	$69,807	$20,411	$30,460	$62,248	$99,520	$138,883
	U	6	$57,058			$42,643		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	82	$102,183	$40,182	$69,299	$91,650	$135,301	$171,603
	M	319	$107,530	$42,928	$68,319	$101,378	$138,938	$174,501
	U	12	$114,873		$69,630	$97,277	$142,909	
Top Administrative Position								
	F	17	$64,923		$38,250	$55,937	$76,790	
	M	8	$144,409			$137,426		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
Between $500 thousand and $1 million								
Top Business Position								
	F	5	$119,597			$101,899		
	M	215	$137,535	$78,404	$97,343	$134,041	$165,407	$206,586
	U	8	$120,664			$129,541		
Top Education Position								
	M	18	$137,462		$106,894	$142,385	$164,336	
Top Finance Position								
	F	62	$80,211	$39,040	$51,539	$75,427	$98,979	$136,494
	M	241	$118,337	$56,400	$82,531	$112,279	$151,234	$189,289
	U	8	$110,448			$84,755		
Between $1 million and $5 million								
CEO/Executive Director								
	F	110	$133,497	$68,019	$93,729	$132,000	$160,653	$206,133
	M	664	$157,661	$50,873	$103,059	$151,248	$199,202	$260,052
	U	27	$147,383	$72,378	$90,136	$131,719	$186,324	$224,468
Top Administrative Position								
	F	40	$131,107	$61,701	$92,728	$139,138	$161,182	$191,302
	M	12	$189,479		$118,110	$202,429	$242,055	
Top Business Position								
	F	16	$160,175		$121,913	$184,659	$200,011	
	M	462	$186,847	$99,567	$129,592	$176,437	$226,989	$284,302
	U	8	$187,130			$155,061		
Top Education Position								
	M	24	$150,485	$99,962	$139,092	$159,417	$178,218	$191,775

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
Between $1 million and $5 million								
Top Facilities Position								
	M	7	$98,681			$110,252		
Top Finance Position								
	F	98	$111,222	$49,969	$78,191	$104,734	$137,571	$165,939
	M	568	$161,596	$78,575	$111,742	$157,096	$198,054	$252,701
	U	19	$130,303		$65,837	$106,189	$171,239	
Top Legal Position								
	F	8	$173,258			$164,339		
	M	8	$202,930			$176,423		
Top Operations Position								
	M	6	$165,594			$144,749		
Top PR/Communications Position								
	M	7	$163,366			$147,627		
Greater than $5 million								
CEO/Executive Director								
	F	51	$244,972	$112,991	$173,120	$211,703	$259,296	$342,088
	M	256	$284,847	$126,800	$186,136	$243,791	$330,726	$457,622
	U	13	$517,968		$218,210	$264,951	$353,398	
Top Administrative Position								
	F	21	$167,835	$122,759	$146,576	$160,588	$194,604	$237,549
	M	19	$256,590		$187,850	$254,154	$282,177	
Top Business Position								
	F	9	$279,119			$205,332		
	M	117	$267,093	$134,691	$199,382	$238,214	$327,688	$417,966

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
Greater than $5 million								
Top Education Position								
	F	10	$179,589		$152,438	$162,783	$225,371	
	M	9	$266,636			$254,330		
Top Finance Position								
	F	66	$205,314	$80,464	$126,620	$173,178	$232,234	$366,567
	M	224	$261,663	$124,481	$173,300	$231,102	$319,531	$434,053
	U	15	$245,711		$192,729	$278,733	$311,262	
Top Human Resources Position								
	F	8	$219,568			$208,002		
	M	6	$246,923			$236,214		
Top Legal Position								
	F	29	$246,021	$166,683	$187,401	$231,475	$283,940	$340,578
	M	36	$300,720	$160,342	$182,951	$220,898	$310,411	$560,406
	U	6	$227,377			$213,009		
Top Marketing Position								
	F	5	$227,746			$177,858		
	M	8	$225,130			$244,089		
Top Operations Position								
	F	9	$171,294			$157,581		
	M	17	$270,711		$205,340	$280,562	$309,157	
Top PR/Communications Position								
	F	13	$221,544		$177,858	$208,517	$257,176	
	M	32	$243,260	$158,045	$178,320	$220,796	$276,043	$325,503
Top Program Position								
	M	6	$250,654			$208,138		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
Greater than $5 million								
Top Technology Position								
	F	5	$183,933			$178,673		
	M	25	$236,344	$137,022	$164,599	$227,238	$294,350	$375,162
	U	5	$203,521			$185,509		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
$500 thousand or less								
CEO/Executive Director								
	F	1,595	$72,835	$31,200	$46,922	$66,024	$93,329	$121,120
	M	914	$93,116	$38,716	$58,552	$85,245	$119,683	$155,869
	U	101	$78,615	$32,000	$51,669	$70,367	$100,000	$134,900
Top Administrative Position								
	F	48	$42,594	$19,499	$28,143	$37,863	$54,690	$63,861
	M	9	$88,263			$40,000		
Top Business Position								
	F	7	$49,677			$51,235		
Top Finance Position								
	F	26	$69,776	$24,000	$38,735	$60,921	$95,413	$122,770
	M	22	$77,980	$21,896	$34,260	$65,020	$97,614	$126,291
Top Marketing Position								
	F	7	$44,199			$39,745		
Top Operations Position								
	F	21	$61,994	$29,945	$43,350	$57,233	$81,900	$100,350
	M	6	$72,271			$60,094		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
$500 thousand or less								
Top PR/Communications Position								
	F	6	$52,345			$52,229		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	478	$131,731	$77,697	$96,033	$120,123	$158,040	$201,167
	M	597	$163,267	$86,112	$116,026	$151,054	$201,026	$248,256
	U	27	$147,039	$92,133	$116,412	$137,700	$162,495	$209,961
Top Administrative Position								
	F	8	$76,804			$73,769		
Top Finance Position								
	F	13	$76,695		$43,916	$74,990	$101,917	
	M	16	$154,566		$58,828	$128,518	$220,422	
Top Operations Position								
	F	20	$98,174	$54,484	$65,773	$89,997	$107,189	$122,082
Between $1 million and $5 million								
CEO/Executive Director								
	F	541	$211,830	$107,718	$141,800	$187,500	$259,012	$340,265
	M	918	$262,815	$131,930	$169,897	$231,693	$314,775	$432,905
	U	36	$255,651	$143,100	$158,551	$243,601	$315,207	$385,762
Top Administrative Position								
	F	46	$132,556	$79,704	$103,996	$127,511	$160,509	$176,514
	M	31	$163,959	$116,275	$140,123	$153,500	$186,094	$219,520
	U	5	$185,419			$145,681		
Top Business Position								
	F	31	$160,897	$119,007	$127,838	$142,314	$187,785	$215,984

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
Between $1 million and $5 million								
	M	26	$164,176	$120,372	$125,640	$153,725	$179,517	$222,659
Top Development Position								
	F	6	$163,716			$132,730		
Top Education Position								
	F	26	$138,702	$113,595	$128,482	$136,892	$151,709	$163,981
	M	20	$149,279	$101,377	$122,120	$134,651	$174,423	$203,403
Top Finance Position								
	F	174	$139,253	$74,995	$102,033	$125,869	$161,118	$199,288
	M	90	$176,514	$104,008	$133,964	$155,225	$196,895	$281,328
	U	12	$133,801		$128,447	$145,074	$157,871	
Top Human Resources Position								
	F	18	$143,902		$126,532	$136,979	$151,720	
Top Legal Position								
	F	19	$186,197		$145,192	$176,880	$220,269	
	M	43	$210,172	$116,868	$151,332	$186,379	$259,121	$299,005
Top Marketing Position								
	F	45	$150,011	$119,153	$130,760	$144,341	$166,836	$194,242
	M	21	$162,199	$121,132	$125,867	$161,510	$202,641	$216,337
Top Operations Position								
	F	111	$163,300	$111,481	$130,358	$154,724	$190,795	$227,826
	M	58	$190,756	$106,077	$132,273	$177,538	$210,734	$273,500
	U	10	$160,625		$135,852	$155,099	$181,792	
Top PR/Communications Position								
	F	54	$142,887	$111,937	$124,539	$141,416	$153,430	$175,359
	M	40	$160,376	$112,553	$127,327	$150,063	$180,404	$208,305

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
Between $1 million and $5 million								
Top Program Position								
	F	15	$146,173		$117,524	$136,950	$175,877	
	M	13	$168,299		$158,452	$176,680	$194,479	
Top Technology Position								
	F	10	$135,841		$130,042	$137,622	$155,347	
	M	53	$177,855	$124,882	$139,307	$167,718	$200,651	$264,818
Greater than $5 million								
CEO/Executive Director								
	F	134	$434,813	$185,539	$248,441	$378,059	$533,098	$792,967
	M	329	$650,051	$232,682	$320,168	$461,131	$772,832	$1,235,632
	U	18	$708,832		$319,659	$473,081	$852,204	
Top Administrative Position								
	F	44	$226,376	$137,649	$166,257	$210,285	$240,451	$340,699
	M	33	$256,503	$147,979	$186,618	$257,437	$320,746	$344,594
Top Business Position								
	F	62	$205,543	$132,333	$147,131	$178,307	$256,084	$294,544
	M	71	$233,188	$138,451	$163,834	$197,121	$267,429	$362,538
	U	5	$309,694			$208,976		
Top Development Position								
	F	9	$196,892			$173,307		
	M	9	$216,852			$224,319		
Top Education Position								
	F	38	$200,416	$132,563	$148,773	$178,638	$236,530	$303,551
	M	27	$223,274	$147,529	$155,582	$183,214	$246,187	$381,299

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
Greater than $5 million								
Top Finance Position								
	F	136	$214,140	$127,002	$148,555	$200,582	$251,087	$317,542
	M	175	$277,816	$140,290	$175,276	$235,619	$337,859	$434,739
	U	11	$253,539		$207,436	$253,376	$281,371	
Top Human Resources Position								
	F	52	$207,315	$126,971	$153,666	$185,157	$247,095	$321,483
	M	10	$262,788		$242,071	$272,464	$279,963	
Top Legal Position								
	F	43	$332,282	$173,303	$200,834	$245,856	$388,020	$636,920
	M	65	$366,308	$174,547	$224,274	$310,084	$410,237	$628,103
	U	5	$247,752			$236,957		
Top Marketing Position								
	F	69	$218,903	$132,301	$155,791	$193,954	$264,999	$328,586
	M	49	$242,475	$142,448	$175,099	$217,560	$298,365	$370,122
	U	7	$205,248			$187,229		
Top Operations Position								
	F	77	$309,827	$156,463	$184,494	$261,175	$346,855	$566,946
	M	106	$325,705	$140,126	$192,097	$250,944	$384,053	$595,515
	U	6	$295,740			$230,512		
Top PR/Communications Position								
	F	67	$212,732	$131,204	$150,533	$178,160	$250,015	$312,835
	M	69	$249,048	$139,319	$174,979	$219,812	$293,001	$380,774
	U	6	$180,908			$176,456		
Top Program Position								
	F	14	$174,178		$125,108	$180,224	$203,732	
	M	20	$212,235	$146,625	$154,835	$188,302	$249,513	$280,974

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
Greater than $5 million								
Top Technology Position								
	F	19	$210,272		$150,757	$205,846	$259,304	
	M	123	$222,917	$134,705	$151,906	$189,917	$255,418	$340,115
	U	12	$229,741		$185,194	$212,143	$288,148	
501(c)(07)—social & recreational clubs								
$500 thousand or less								
CEO/Executive Director								
	F	17	$52,702		$34,008	$50,294	$73,066	
	M	23	$47,965	$28,017	$34,155	$43,833	$54,397	$70,443
Top Administrative Position								
	M	9	$47,161			$47,622		
Top Finance Position								
	F	5	$38,877			$31,625		
	M	9	$30,182			$30,000		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	9	$77,795			$84,036		
	M	27	$105,245	$63,481	$78,854	$94,665	$123,460	$148,543
Top Administrative Position								
	F	6	$62,521			$57,186		
	M	17	$101,640		$68,014	$88,279	$122,746	

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—social & recreational clubs								
Between $1 million and $5 million								
CEO/Executive Director								
	F	59	$133,208	$86,824	$98,922	$123,940	$156,565	$201,042
	M	273	$155,913	$95,450	$112,883	$147,087	$186,687	$229,763
	U	6	$156,106			$143,381		
Top Administrative Position								
	F	43	$133,374	$78,390	$98,922	$124,167	$151,106	$199,441
	M	235	$154,906	$98,456	$115,331	$147,250	$183,017	$225,654
	U	6	$157,412			$143,381		
Top Facilities Position								
	M	82	$148,338	$107,741	$121,911	$147,112	$164,411	$211,587
Top Finance Position								
	F	51	$106,860	$60,960	$76,841	$103,739	$127,103	$169,856
	M	32	$116,978	$62,978	$89,247	$118,264	$134,042	$181,631
Top Operations Position								
	M	41	$157,601	$100,000	$116,819	$161,485	$194,020	$234,884
Greater than $5 million								
CEO/Executive Director								
	F	51	$226,111	$134,550	$160,423	$224,006	$265,945	$343,620
	M	327	$311,462	$171,799	$215,351	$279,394	$372,522	$477,256
	U	8	$304,497			$255,825		
Top Administrative Position								
	F	40	$232,823	$120,603	$155,801	$232,608	$270,732	$351,267
	M	316	$311,878	$173,292	$216,570	$279,103	$373,768	$479,210
	U	6	$349,948			$272,604		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—social & recreational clubs								
Greater than $5 million								
Top Education Position								
	M	6	$166,751			$169,956		
Top Facilities Position								
	M	247	$213,487	$132,992	$158,000	$206,493	$251,637	$308,344
	U	7	$155,440			$139,606		
Top Finance Position								
	F	150	$153,542	$109,908	$121,013	$143,989	$181,092	$210,932
	M	141	$177,957	$114,455	$130,857	$162,363	$205,882	$258,293
	U	14	$203,418		$132,365	$178,637	$260,208	
Top Human Resources Position								
	F	12	$178,319		$151,686	$167,655	$194,631	
Top Marketing Position								
	F	5	$159,309			$150,215		
Top Operations Position								
	F	7	$237,864			$231,657		
	M	79	$298,744	$153,574	$224,375	$279,633	$365,524	$469,244
Top Technology Position								
	M	5	$196,618			$209,891		
501(c)(08)—fraternal beneficiary societies & associations								
$500 thousand or less								
CEO/Executive Director								
	M	10	$33,909		$25,203	$32,089	$38,628	

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08)—fraternal beneficiary societies & associations								
$500 thousand or less								
Top Administrative Position								
	M	83	$26,641	$16,810	$18,300	$26,000	$32,494	$36,400
Top Finance Position								
	F	5	$35,216			$33,049		
Between $500 thousand and $1 million								
CEO/Executive Director								
	M	7	$57,496			$54,478		
Top Administrative Position								
	M	30	$36,208	$18,129	$23,813	$34,175	$45,250	$53,216
Between $1 million and $5 million								
CEO/Executive Director								
	M	10	$115,913		$62,717	$126,508	$169,555	
Top Administrative Position								
	M	13	$51,133		$26,000	$41,383	$53,250	
Greater than $5 million								
CEO/Executive Director								
	M	15	$288,803		$191,494	$285,879	$337,791	
Top Business Position								
	M	7	$184,273			$137,207		
Top Finance Position								
	F	5	$203,832			$169,113		
	M	14	$172,306		$121,077	$154,197	$200,604	
Top Human Resources Position								
	F	5	$153,134			$139,744		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(09)—voluntary employees beneficiary associations								
Between $1 million and $5 million								
Top Administrative Position								
	F	5	$88,914			$85,519		
Greater than $5 million								
CEO/Executive Director								
	F	17	$227,661		$156,903	$181,675	$277,367	
	M	18	$306,259		$213,276	$287,687	$389,685	
Top Administrative Position								
	F	19	$167,921		$129,984	$166,842	$193,008	
	M	23	$180,563	$74,651	$114,018	$172,359	$226,676	$307,602
Top Finance Position								
	F	12	$187,304		$166,825	$195,561	$201,114	
	M	12	$209,958		$186,320	$200,631	$229,466	
Top Operations Position								
	F	7	$275,913			$227,897		
Top Technology Position								
	F	5	$147,209			$144,974		
	M	9	$237,697			$223,285		
501(c)(10)—domestic fraternal societies & associations								
$500 thousand or less								
CEO/Executive Director								
	M	9	$35,264			$28,986		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies								
$500 thousand or less								
CEO/Executive Director								
	M	14	$47,985		$20,417	$26,845	$35,619	
Top Finance Position								
	F	7	$39,731			$38,104		
Between $500 thousand and $1 million								
CEO/Executive Director								
	M	12	$82,703		$66,132	$84,377	$93,659	
Top Administrative Position								
	M	7	$85,871			$82,882		
Top Finance Position								
	F	8	$57,760			$57,917		
Between $1 million and $5 million								
CEO/Executive Director								
	F	15	$118,337		$76,903	$111,014	$129,930	
	M	61	$134,872	$62,236	$94,690	$114,476	$171,589	$217,862
Top Administrative Position								
	F	16	$110,216		$76,420	$104,605	$116,778	
	M	50	$131,859	$62,153	$95,463	$117,783	$156,456	$218,530
Top Finance Position								
	F	13	$81,811		$49,465	$85,353	$110,645	
	M	6	$78,359			$66,607		
Top Operations Position								
	M	7	$173,526			$166,283		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies								
Greater than $5 million								
CEO/Executive Director								
	F	41	$295,140	$144,972	$195,837	$266,220	$331,582	$473,715
	M	342	$320,164	$161,230	$224,892	$284,614	$376,080	$488,221
	U	9	$244,239			$248,047		
Top Administrative Position								
	F	42	$249,887	$123,819	$169,910	$203,701	$313,864	$392,348
	M	185	$271,667	$154,766	$186,006	$253,325	$323,710	$401,904
	U	6	$228,979			$225,732		
Top Business Position								
	F	7	$220,577			$212,746		
	M	10	$226,501		$173,047	$198,119	$256,402	
Top Facilities Position								
	M	22	$194,704	$143,245	$156,393	$183,588	$219,960	$255,710
Top Finance Position								
	F	116	$193,424	$117,487	$143,208	$169,585	$215,990	$265,780
	M	115	$204,818	$123,167	$151,684	$192,275	$242,571	$278,808
	U	8	$200,280			$174,475		
Top Human Resources Position								
	F	31	$196,088	$152,811	$161,039	$178,250	$224,300	$274,885
	M	10	$207,665		$164,207	$187,357	$257,264	
Top Legal Position								
	F	6	$234,778			$216,172		
	M	6	$305,438			$257,018		
Top Operations Position								
	F	6	$292,551			$240,303		
	M	220	$225,877	$149,111	$166,964	$196,496	$243,426	$309,797

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies								
Greater than $5 million								
Top PR/Communications Position								
	F	7	$222,869			$208,956		
	M	11	$196,389		$151,499	$164,702	$213,906	
Top Technology Position								
	F	6	$193,691			$205,224		
	M	71	$207,251	$153,530	$168,908	$195,794	$223,749	$283,548
501(c)(13)—cemetery companies								
$500 thousand or less								
CEO/Executive Director								
	M	32	$52,233	$30,885	$38,512	$46,028	$62,156	$79,513
Top Administrative Position								
	M	18	$51,354		$39,352	$46,896	$61,244	
Top Finance Position								
	F	8	$33,038			$27,223		
	M	10	$37,979		$26,399	$37,163	$47,683	
Between $500 thousand and $1 million								
CEO/Executive Director								
	M	15	$99,220		$75,960	$87,017	$115,776	
Top Administrative Position								
	M	8	$83,996			$81,092		
Top Finance Position								
	M	6	$102,162			$67,761		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—cemetery companies								
Between $1 million and $5 million								
CEO/Executive Director								
	F	13	$145,449		$126,540	$146,622	$162,917	
	M	38	$148,855	$50,927	$102,963	$139,279	$197,164	$243,643
Top Administrative Position								
	F	6	$112,785			$115,270		
	M	11	$117,455		$102,988	$122,808	$141,531	
Top Finance Position								
	M	9	$125,325			$116,183		
Greater than $5 million								
CEO/Executive Director								
	M	13	$379,715		$270,677	$395,849	$432,175	
Top Administrative Position								
	M	7	$231,044			$200,645		
Top Finance Position								
	F	5	$156,823			$151,488		
	M	6	$329,806			$288,648		
501(c)(14)—state chartered credit unions, mutual reserve funds								
$500 thousand or less								
CEO/Executive Director								
	F	62	$61,070	$36,828	$47,707	$59,546	$73,679	$88,608
	M	20	$63,608	$28,084	$47,768	$66,120	$76,120	$92,199
Top Administrative Position								
	F	8	$44,203			$46,024		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—state chartered credit unions, mutual reserve funds								
$500 thousand or less								
Top Finance Position								
	F	30	$56,598	$23,389	$46,568	$59,249	$68,361	$82,495
	M	8	$65,303			$71,902		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	64	$88,395	$63,656	$73,947	$84,315	$99,185	$122,658
	M	35	$91,443	$55,864	$73,755	$85,747	$105,393	$144,036
Top Finance Position								
	F	14	$92,358		$71,413	$90,634	$108,687	
	M	5	$65,678			$62,506		
Between $1 million and $5 million								
CEO/Executive Director								
	F	150	$136,152	$87,891	$100,843	$127,199	$148,256	$198,911
	M	149	$163,129	$96,798	$115,950	$144,395	$179,160	$217,606
	U	5	$215,782			$212,829		
Top Administrative Position								
	F	11	$122,897		$99,983	$108,577	$124,239	
	M	5	$136,645			$146,107		
Top Finance Position								
	F	45	$101,446	$67,538	$79,809	$93,717	$115,157	$147,614
	M	47	$145,201	$75,875	$88,815	$119,030	$150,597	$180,695
Top Operations Position								
	F	35	$96,542	$64,014	$74,058	$91,811	$112,453	$130,731
	M	16	$93,263		$76,032	$88,179	$115,111	

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—state chartered credit unions, mutual reserve funds								
Greater than $5 million								
CEO/Executive Director								
	F	59	$364,208	$160,795	$194,337	$265,835	$392,197	$638,928
	M	192	$483,088	$189,377	$242,124	$360,845	$595,008	$939,555
	U	7	$790,349			$324,336		
Top Administrative Position								
	F	15	$258,325		$141,318	$194,261	$284,015	
	M	9	$293,898			$184,906		
Top Business Position								
	F	13	$200,497		$110,261	$199,641	$227,814	
	M	27	$264,061	$142,404	$175,274	$222,997	$300,240	$451,574
Top Development Position								
	M	6	$202,747			$189,018		
Top Education Position								
	F	5	$162,862			$148,604		
	M	5	$187,219			$162,806		
Top Facilities Position								
	M	7	$166,145			$138,700		
Top Finance Position								
	F	77	$213,532	$108,545	$132,360	$160,526	$230,275	$357,812
	M	112	$253,866	$115,713	$152,227	$214,211	$321,073	$453,861
	U	7	$316,652			$228,746		
Top Human Resources Position								
	F	52	$194,155	$107,430	$119,791	$162,721	$233,492	$295,491
	M	6	$185,489			$189,764		
	U	5	$258,287			$231,395		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—state chartered credit unions, mutual reserve funds								
Greater than $5 million								
Top Legal Position								
	M	6	$268,682			$266,169		
Top Marketing Position								
	F	31	$189,017	$106,797	$128,332	$165,146	$229,727	$273,877
	M	20	$246,600	$125,887	$149,346	$198,866	$266,250	$426,796
Top Operations Position								
	F	74	$204,110	$99,746	$127,589	$171,696	$235,879	$343,551
	M	50	$255,564	$129,018	$163,830	$222,818	$320,112	$412,966
	U	7	$106,225			$109,465		
Top Technology Position								
	F	15	$166,649		$127,786	$175,177	$181,962	
	M	90	$244,992	$120,812	$151,879	$209,389	$290,190	$427,857
501(c)(15)—mutual insurance company other than life or marine								
$500 thousand or less								
Top Finance Position								
	F	10	$39,592		$29,743	$40,196	$50,651	
	M	11	$54,911		$28,875	$53,785	$70,211	
501(c)(19)—post or organization of past or present members of the armed forces								
$500 thousand or less								
CEO/Executive Director								
	M	9	$45,670			$49,400		

Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(19)—post or organization of past or present members of the armed forces								
$500 thousand or less								
Top Finance Position								
	F	14	$28,711		$26,048	$29,636	$32,938	
	M	11	$25,562		$20,051	$23,040	$31,200	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
$250 thousand or less							
CEO/Executive Director	205	$48,666	$21,963	$32,000	$45,250	$62,034	$76,489
Top Administrative Position	6	$29,168			$27,390		
Top Finance Position	8	$35,314			$33,179		
Between $250 thousand and $500 thousand							
CEO/Executive Director	138	$72,952	$40,378	$50,000	$68,444	$92,433	$114,529
Top Administrative Position	5	$51,744			$50,225		
Top Finance Position	12	$60,803		$29,338	$57,452	$75,440	
Between $500 thousand and $1 million							
CEO/Executive Director	138	$85,027	$44,477	$56,916	$80,819	$101,788	$132,583
Top Business Position	10	$128,749		$97,013	$121,206	$151,828	
Top Finance Position	14	$71,584		$49,106	$78,279	$87,748	
Between $1 million and $2.5 million							
CEO/Executive Director	139	$114,392	$61,296	$76,368	$95,514	$135,053	$189,487
Top Administrative Position	9	$104,765			$86,877		
Top Business Position	7	$92,921			$89,067		
Top Finance Position	15	$82,945		$59,060	$78,163	$112,522	
Top Operations Position	9	$76,066			$76,605		
Between $2.5 million and $5 million							
CEO/Executive Director	73	$138,220	$62,111	$85,036	$117,674	$174,998	$247,560
Top Administrative Position	5	$104,685			$84,975		
Top Development Position	6	$95,438			$95,259		
Top Finance Position	20	$88,249	$42,780	$64,156	$70,985	$83,209	$164,975
Top Operations Position	8	$71,574			$65,529		
Between $5 million and $10 million							
CEO/Executive Director	58	$162,153	$96,134	$125,925	$153,387	$195,527	$230,190
Top Administrative Position	9	$169,243			$141,328		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Between $5 million and $10 million							
Top Finance Position	21	$110,574	$63,247	$86,762	$104,624	$129,097	$163,486
Top Operations Position	9	$101,976			$100,802		
Between $10 million and $25 million							
CEO/Executive Director	44	$213,658	$108,538	$132,708	$185,536	$236,073	$342,328
Top Administrative Position	9	$130,098			$132,494		
Top Development Position	6	$131,176			$132,424		
Top Finance Position	24	$149,853	$100,490	$121,789	$147,079	$176,340	$213,632
Top Human Resources Position	6	$134,070			$128,160		
Top Operations Position	14	$254,729		$134,296	$165,071	$203,799	
Between $25 million and $50 million							
CEO/Executive Director	22	$332,445	$85,196	$145,446	$263,867	$386,814	$453,760
Top Administrative Position	8	$168,855			$158,989		
Top Education Position	5	$168,662			$142,770		
Top Finance Position	17	$198,798		$127,500	$161,447	$200,941	
Top Operations Position	8	$351,165			$220,847		
Greater than $50 million							
CEO/Executive Director	24	$540,476	$266,854	$303,650	$382,024	$674,150	$780,635
Top Administrative Position	11	$268,183		$164,520	$282,830	$376,811	
Top Education Position	5	$255,593			$235,872		
Top Finance Position	20	$285,840	$200,253	$210,586	$246,932	$336,177	$364,063
Top Human Resources Position	5	$241,722			$209,288		
Top Operations Position	13	$348,651		$264,354	$297,000	$344,687	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
$250 thousand or less							
CEO/Executive Director	39	$55,273	$29,704	$41,158	$52,160	$62,277	$82,393
Top Administrative Position	7	$43,888			$40,656		
Between $250 thousand and $500 thousand							
CEO/Executive Director	57	$71,994	$47,652	$53,860	$62,051	$78,606	$104,161
Between $500 thousand and $1 million							
CEO/Executive Director	69	$85,583	$46,411	$65,453	$80,424	$96,623	$137,718
Top Administrative Position	5	$56,014			$60,354		
Between $1 million and $2.5 million							
CEO/Executive Director	83	$104,717	$62,250	$82,894	$100,713	$127,650	$149,845
Top Administrative Position	9	$119,632			$106,804		
Top Finance Position	17	$92,588		$73,596	$93,300	$100,455	
Between $2.5 million and $5 million							
CEO/Executive Director	39	$141,378	$87,233	$103,860	$129,842	$165,745	$200,496
Top Administrative Position	5	$159,630			$147,785		
Top Finance Position	11	$120,466		$89,983	$104,834	$155,366	
Top Operations Position	5	$159,197			$135,372		
Between $5 million and $10 million							
CEO/Executive Director	35	$160,139	$99,151	$117,349	$152,826	$183,001	$239,662
Top Administrative Position	5	$167,825			$175,320		
Top Finance Position	21	$120,586	$79,405	$97,102	$113,160	$144,443	$176,099
Top Operations Position	8	$118,189			$111,165		
Between $10 million and $25 million							
CEO/Executive Director	27	$196,585	$122,628	$137,057	$190,143	$239,360	$291,699
Top Administrative Position	5	$135,371			$133,622		
Top Finance Position	22	$134,547	$84,403	$100,740	$128,457	$157,571	$218,915
Top Human Resources Position	5	$123,163			$138,600		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Between $10 million and $25 million							
Top Operations Position	9	$120,571			$113,041		
Greater than $50 million							
CEO/Executive Director	12	$491,592		$389,879	$486,350	$548,509	
Top Finance Position	11	$345,126		$267,722	$325,093	$396,361	
Top Operations Position	6	$441,077			$398,405		
Arizona							
$250 thousand or less							
CEO/Executive Director	233	$48,626	$20,165	$31,000	$46,994	$62,231	$79,866
Top Administrative Position	5	$45,178			$57,207		
Top Finance Position	13	$39,174		$20,592	$36,000	$49,874	
Top Program Position	6	$44,579			$36,919		
Between $250 thousand and $500 thousand							
CEO/Executive Director	163	$70,172	$32,267	$46,451	$65,334	$92,672	$108,489
Top Administrative Position	7	$64,522			$58,059		
Top Finance Position	15	$51,803		$32,329	$50,000	$64,708	
Between $500 thousand and $1 million							
CEO/Executive Director	186	$99,690	$50,023	$65,014	$87,535	$120,146	$160,518
Top Finance Position	17	$68,891		$50,985	$64,419	$81,000	
Top Operations Position	6	$75,739			$67,056		
Between $1 million and $2.5 million							
CEO/Executive Director	253	$118,250	$63,848	$77,622	$100,000	$142,412	$191,430
Top Administrative Position	14	$78,542		$66,146	$80,807	$90,387	
Top Business Position	10	$126,288		$67,018	$126,256	$181,349	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Between $1 million and $2.5 million							
Top Finance Position	43	$90,946	$34,419	$47,647	$71,965	$114,250	$195,130
Top Operations Position	23	$86,479	$40,328	$55,255	$79,054	$109,126	$156,099
Between $2.5 million and $5 million							
CEO/Executive Director	143	$146,727	$80,639	$101,300	$127,198	$164,924	$232,907
Top Administrative Position	8	$118,856			$112,551		
Top Business Position	11	$115,656		$83,936	$102,886	$149,471	
Top Development Position	6	$121,872			$117,916		
Top Finance Position	30	$96,241	$67,967	$78,677	$86,607	$105,518	$121,490
Top Operations Position	18	$116,615		$87,442	$101,738	$144,991	
Between $5 million and $10 million							
CEO/Executive Director	124	$173,793	$83,078	$109,556	$142,586	$219,735	$276,284
Top Administrative Position	18	$175,084		$117,482	$127,988	$195,782	
Top Business Position	8	$127,411			$119,723		
Top Development Position	7	$144,873			$119,488		
Top Finance Position	44	$119,055	$78,569	$92,054	$109,875	$138,817	$170,336
Top Marketing Position	5	$166,200			$134,381		
Top Operations Position	22	$153,057	$87,326	$97,693	$132,209	$168,041	$198,184
Top PR/Communications Position	6	$138,794			$134,418		
Top Technology Position	6	$131,387			$121,941		
Between $10 million and $25 million							
CEO/Executive Director	88	$247,693	$115,238	$149,047	$205,304	$260,843	$485,416
Top Administrative Position	10	$202,092		$148,810	$164,055	$223,759	
Top Business Position	7	$170,045			$148,556		
Top Development Position	12	$156,330		$115,490	$136,736	$199,273	
Top Finance Position	55	$144,883	$82,672	$102,293	$125,278	$174,273	$241,771
Top Human Resources Position	5	$128,188			$125,368		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Between $10 million and $25 million							
Top Marketing Position	7	$172,352			$168,199		
Top Operations Position	24	$182,771	$100,234	$130,899	$164,539	$205,680	$294,215
Top PR/Communications Position	7	$158,548			$142,131		
Top Program Position	5	$140,231			$118,948		
Top Technology Position	11	$160,846		$121,182	$147,096	$193,254	
Between $25 million and $50 million							
CEO/Executive Director	39	$297,400	$131,541	$203,102	$264,064	$358,097	$496,806
Top Administrative Position	5	$177,157			$147,418		
Top Development Position	5	$174,615			$152,168		
Top Finance Position	27	$193,424	$89,492	$135,640	$156,377	$215,921	$346,549
Top Human Resources Position	6	$195,165			$184,066		
Top Operations Position	17	$197,556		$128,499	$152,445	$185,909	
Top Technology Position	8	$213,167			$172,421		
Greater than $50 million							
CEO/Executive Director	36	$520,153	$211,915	$283,049	$401,470	$555,525	$993,404
Top Administrative Position	8	$263,631			$260,355		
Top Business Position	6	$252,448			$193,821		
Top Development Position	9	$208,602			$197,694		
Top Finance Position	37	$257,607	$131,453	$170,107	$207,165	$333,180	$380,187
Top Human Resources Position	8	$210,450			$183,905		
Top Legal Position	7	$382,651			$345,115		
Top Marketing Position	5	$265,130			$252,731		
Top Operations Position	21	$312,656	$151,486	$190,745	$269,546	$441,736	$549,258
Top Program Position	6	$331,455			$217,700		
Top Technology Position	16	$255,220		$143,571	$210,303	$299,107	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
$250 thousand or less							
CEO/Executive Director	87	$49,124	$20,630	$30,609	$39,475	$57,736	$88,881
Top Finance Position	5	$51,731			$45,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	57	$69,337	$38,450	$46,871	$59,850	$79,375	$126,335
Between $500 thousand and $1 million							
CEO/Executive Director	54	$84,467	$42,452	$59,611	$78,906	$104,384	$132,409
Top Finance Position	6	$49,763			$38,565		
Between $1 million and $2.5 million							
CEO/Executive Director	77	$110,604	$55,257	$72,097	$94,867	$130,373	$191,965
Top Finance Position	14	$69,263		$52,237	$59,815	$88,984	
Between $2.5 million and $5 million							
CEO/Executive Director	43	$151,641	$75,059	$94,377	$130,000	$167,797	$262,334
Top Administrative Position	8	$104,546			$103,126		
Top Finance Position	9	$116,524			$113,003		
Between $5 million and $10 million							
CEO/Executive Director	38	$136,219	$68,456	$91,661	$118,741	$159,587	$213,352
Top Administrative Position	5	$155,668			$143,549		
Top Finance Position	18	$95,216		$78,144	$98,276	$111,523	
Between $10 million and $25 million							
CEO/Executive Director	45	$203,187	$105,529	$138,463	$156,892	$228,259	$311,670
Top Administrative Position	8	$137,885			$144,352		
Top Finance Position	23	$128,707	$86,314	$100,505	$114,905	$135,049	$197,616
Top Operations Position	12	$177,991		$107,772	$119,705	$148,034	
Between $25 million and $50 million							
CEO/Executive Director	29	$299,268	$128,679	$187,767	$229,046	$300,238	$423,578

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Between $25 million and $50 million							
Top Administrative Position	5	$151,684			$125,845		
Top Development Position	6	$149,834			$122,557		
Top Finance Position	20	$161,253	$89,095	$108,434	$138,702	$157,981	$184,342
Top Operations Position	13	$231,764		$162,950	$182,969	$269,564	
Greater than $50 million							
CEO/Executive Director	15	$473,736		$336,701	$437,907	$551,493	
Top Administrative Position	5	$260,642			$171,758		
Top Finance Position	14	$275,152		$172,319	$213,631	$404,244	
Top Operations Position	10	$296,056		$230,246	$266,681	$316,827	
California							
$250 thousand or less							
CEO/Executive Director	1,187	$49,985	$20,519	$28,926	$45,480	$63,087	$85,908
Top Administrative Position	31	$38,798	$22,000	$23,100	$32,240	$49,927	$75,112
Top Education Position	6	$27,095			$21,851		
Top Finance Position	86	$39,011	$17,702	$21,510	$31,566	$45,157	$67,657
Top Operations Position	22	$48,429	$25,629	$31,736	$48,743	$60,259	$72,975
Top Program Position	18	$49,289		$26,790	$45,817	$72,828	
Between $250 thousand and $500 thousand							
CEO/Executive Director	1,175	$78,385	$36,658	$54,546	$74,491	$95,000	$125,000
Top Administrative Position	31	$54,357	$24,360	$42,519	$53,066	$66,355	$84,430
Top Business Position	8	$97,661			$107,375		
Top Finance Position	97	$62,577	$21,594	$33,000	$53,700	$80,495	$114,377
Top Operations Position	33	$59,089	$29,645	$38,600	$54,000	$73,521	$99,090

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between $250 thousand and $500 thousand							
Top Program Position	24	$58,960	$30,966	$41,622	$51,528	$69,795	$104,570
Between $500 thousand and $1 million							
CEO/Executive Director	1,285	$101,822	$49,999	$70,102	$93,380	$123,600	$160,059
Top Administrative Position	32	$85,208	$35,124	$43,621	$73,979	$112,667	$156,585
Top Business Position	14	$119,173		$39,128	$99,269	$203,963	
Top Development Position	12	$80,360		$41,386	$65,902	$110,342	
Top Education Position	9	$145,363			$159,036		
Top Finance Position	119	$83,830	$24,755	$44,375	$74,513	$102,231	$163,752
Top Legal Position	6	$115,120			$119,460		
Top Operations Position	46	$93,409	$46,291	$62,601	$82,619	$124,323	$147,562
Top Program Position	20	$72,162	$51,187	$56,297	$62,035	$83,363	$113,702
Between $1 million and $2.5 million							
CEO/Executive Director	1,651	$129,656	$68,430	$89,274	$117,531	$154,656	$203,162
Top Administrative Position	70	$103,089	$51,611	$70,052	$99,177	$132,311	$160,338
Top Business Position	42	$152,336	$72,831	$105,866	$147,577	$197,842	$242,244
Top Development Position	34	$130,872	$74,125	$105,030	$120,436	$159,524	$176,298
Top Education Position	20	$137,374	$82,118	$108,549	$139,096	$169,274	$195,562
Top Facilities Position	6	$98,168			$114,898		
Top Finance Position	242	$106,644	$51,999	$71,802	$94,659	$131,344	$178,176
Top Human Resources Position	6	$103,238			$101,897		
Top Legal Position	14	$172,707		$119,012	$149,097	$191,664	
Top Marketing Position	5	$165,823			$145,197		
Top Operations Position	110	$119,244	$64,929	$83,224	$108,631	$143,703	$170,068
Top PR/Communications Position	6	$133,002			$139,822		
Top Program Position	44	$102,730	$50,711	$74,005	$109,913	$123,011	$148,502
Top Technology Position	20	$137,101	$97,177	$113,502	$134,333	$162,244	$197,087

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between $2.5 million and $5 million							
CEO/Executive Director	1,140	$164,448	$90,465	$115,348	$148,698	$194,957	$249,700
Top Administrative Position	94	$147,257	$98,545	$115,158	$134,869	$174,353	$222,610
Top Business Position	45	$150,060	$69,655	$104,980	$127,500	$170,160	$233,661
Top Development Position	81	$129,514	$99,547	$109,720	$129,477	$150,327	$165,703
Top Education Position	38	$162,765	$113,576	$124,498	$145,503	$199,994	$239,130
Top Facilities Position	6	$127,835			$120,534		
Top Finance Position	293	$120,524	$64,435	$95,859	$117,169	$141,349	$174,077
Top Human Resources Position	21	$130,526	$108,544	$111,953	$125,429	$144,879	$164,965
Top Legal Position	15	$192,992		$153,090	$181,051	$223,901	
Top Marketing Position	21	$150,251	$108,263	$121,889	$129,488	$158,357	$209,563
Top Operations Position	144	$142,462	$86,387	$105,684	$125,810	$156,135	$210,801
Top PR/Communications Position	28	$138,337	$104,479	$112,061	$133,279	$151,734	$183,817
Top Program Position	57	$131,988	$103,198	$113,403	$124,374	$143,411	$182,186
Top Technology Position	22	$250,541	$112,813	$121,509	$129,709	$170,188	$273,643
Between $5 million and $10 million							
CEO/Executive Director	825	$201,030	$101,717	$137,884	$181,554	$239,740	$321,208
Top Administrative Position	101	$164,795	$101,150	$120,874	$154,435	$194,604	$254,611
Top Business Position	77	$167,966	$88,810	$121,968	$141,619	$189,054	$248,999
Top Development Position	110	$145,310	$108,916	$121,260	$137,784	$159,992	$193,380
Top Education Position	49	$160,319	$110,327	$123,869	$145,620	$180,876	$242,038
Top Facilities Position	20	$167,994	$112,471	$125,231	$139,171	$223,278	$269,714
Top Finance Position	377	$144,257	$78,249	$105,160	$133,972	$167,733	$214,373
Top Human Resources Position	32	$139,270	$108,131	$111,641	$116,068	$144,357	$184,904
Top Legal Position	20	$202,658	$113,541	$121,955	$178,254	$257,803	$334,081
Top Marketing Position	32	$143,082	$105,665	$109,323	$129,105	$170,557	$213,366
Top Operations Position	185	$156,701	$106,266	$121,887	$143,904	$175,616	$224,083

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between $5 million and $10 million							
Top PR/Communications Position	40	$137,706	$111,799	$123,554	$135,556	$154,665	$171,364
Top Program Position	73	$134,199	$102,036	$111,924	$130,964	$142,464	$183,283
Top Technology Position	43	$159,958	$114,246	$131,161	$144,980	$165,130	$197,123
Between $10 million and $25 million							
CEO/Executive Director	731	$268,125	$135,959	$172,553	$225,274	$315,045	$434,531
Top Administrative Position	119	$204,161	$119,869	$146,276	$173,111	$226,961	$325,165
Top Business Position	78	$191,640	$113,443	$128,219	$148,870	$210,584	$306,409
Top Development Position	189	$163,942	$117,962	$131,313	$156,470	$186,766	$218,474
Top Education Position	104	$163,422	$115,271	$136,784	$155,562	$191,220	$217,009
Top Facilities Position	30	$186,933	$106,390	$129,379	$148,555	$247,544	$313,781
Top Finance Position	500	$174,202	$100,318	$126,173	$164,591	$205,823	$243,333
Top Human Resources Position	101	$154,958	$112,252	$128,070	$148,098	$177,984	$208,662
Top Legal Position	32	$212,955	$122,621	$177,924	$220,550	$239,209	$329,751
Top Marketing Position	55	$164,112	$119,018	$135,349	$147,415	$184,622	$228,290
Top Operations Position	259	$181,315	$113,074	$132,231	$170,844	$205,691	$265,497
Top PR/Communications Position	55	$164,400	$115,097	$128,868	$159,248	$183,542	$212,540
Top Program Position	104	$148,889	$109,578	$122,254	$140,982	$164,403	$198,938
Top Technology Position	96	$164,452	$117,669	$135,267	$152,764	$179,972	$215,583
Between $25 million and $50 million							
CEO/Executive Director	299	$356,281	$165,655	$225,396	$291,967	$427,218	$628,491
Top Administrative Position	68	$197,957	$110,819	$137,750	$174,727	$218,948	$279,882
Top Business Position	36	$235,301	$128,162	$154,703	$213,165	$283,524	$354,258
Top Development Position	102	$200,878	$133,827	$155,654	$194,557	$234,718	$298,236
Top Education Position	49	$190,867	$132,849	$156,683	$179,627	$213,949	$274,816
Top Facilities Position	17	$176,277		$148,005	$167,960	$191,307	
Top Finance Position	230	$216,231	$128,569	$160,033	$201,549	$257,861	$329,616

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between $25 million and $50 million							
Top Human Resources Position	83	$171,986	$120,303	$140,580	$168,277	$193,754	$232,437
Top Legal Position	20	$265,147	$162,503	$179,338	$226,217	$315,089	$363,587
Top Marketing Position	34	$193,454	$121,263	$137,775	$187,413	$232,651	$271,343
Top Operations Position	136	$226,746	$137,923	$169,820	$206,536	$257,365	$332,684
Top PR/Communications Position	30	$187,764	$124,008	$141,252	$170,737	$217,081	$271,805
Top Program Position	46	$175,561	$127,374	$145,250	$163,865	$186,608	$235,312
Top Technology Position	70	$190,380	$123,159	$151,685	$174,733	$218,820	$251,286
Greater than $50 million							
CEO/Executive Director	330	$610,405	$209,404	$296,958	$429,067	$688,551	$1,060,133
Top Administrative Position	97	$274,428	$147,126	$188,355	$237,657	$312,840	$432,404
Top Business Position	46	$340,347	$158,646	$189,901	$243,003	$389,106	$574,709
Top Development Position	117	$301,400	$182,491	$214,390	$270,728	$317,079	$416,434
Top Education Position	69	$385,800	$189,095	$222,625	$292,863	$380,745	$548,486
Top Facilities Position	33	$228,962	$151,912	$165,751	$182,370	$245,917	$355,251
Top Finance Position	299	$335,380	$145,501	$199,261	$262,907	$362,116	$508,514
Top Human Resources Position	117	$297,739	$140,676	$184,604	$234,992	$329,001	$512,277
Top Legal Position	57	$418,251	$203,118	$260,770	$347,080	$507,540	$693,895
Top Marketing Position	47	$301,273	$176,318	$211,260	$261,674	$359,156	$518,285
Top Operations Position	184	$371,463	$176,454	$221,368	$290,131	$424,181	$543,776
Top PR/Communications Position	62	$245,057	$151,011	$192,414	$227,554	$275,052	$371,990
Top Program Position	68	$233,881	$132,349	$171,602	$208,676	$268,399	$365,667
Top Technology Position	127	$294,610	$148,803	$188,660	$232,635	$329,463	$497,320

All organizations state by budget size

Colorado

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less							
CEO/Executive Director	419	$52,356	$24,000	$35,887	$49,800	$65,000	$82,446
Top Administrative Position	5	$37,229			$42,644		
Top Finance Position	12	$45,076		$27,590	$38,365	$61,543	
Top Operations Position	9	$29,193			$31,005		
Top Program Position	14	$37,506		$30,521	$36,000	$42,421	
Between $250 thousand and $500 thousand							
CEO/Executive Director	318	$74,825	$36,096	$52,746	$70,000	$92,116	$113,826
Top Finance Position	17	$61,458		$30,000	$40,000	$74,062	
Top Operations Position	5	$67,439			$68,636		
Between $500 thousand and $1 million							
CEO/Executive Director	347	$93,583	$51,409	$68,192	$86,792	$109,417	$146,010
Top Administrative Position	7	$60,562			$41,613		
Top Finance Position	17	$88,168		$62,600	$81,457	$100,790	
Top Operations Position	15	$78,077		$54,303	$71,908	$102,961	
Top Program Position	6	$75,111			$73,771		
Between $1 million and $2.5 million							
CEO/Executive Director	420	$117,154	$61,580	$76,448	$103,766	$137,957	$189,079
Top Administrative Position	11	$117,431		$70,910	$109,533	$143,087	
Top Business Position	9	$153,065			$179,411		
Top Finance Position	39	$100,715	$43,164	$61,328	$84,356	$127,095	$183,469
Top Operations Position	26	$110,319	$60,601	$71,894	$114,975	$131,638	$149,349
Top Program Position	5	$114,900			$112,320		
Between $2.5 million and $5 million							
CEO/Executive Director	253	$151,446	$81,188	$106,563	$138,831	$176,775	$235,878
Top Administrative Position	12	$150,876		$130,145	$156,053	$183,338	
Top Business Position	15	$112,437		$90,760	$122,502	$129,448	

All organizations state by budget size

Colorado

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
Top Development Position	15	$142,735		$119,295	$132,027	$146,647	
Top Education Position	5	$136,784			$137,708		
Top Finance Position	51	$106,310	$62,500	$82,619	$99,143	$132,293	$155,672
Top Human Resources Position	5	$123,067			$149,711		
Top Operations Position	38	$121,931	$70,115	$100,984	$120,337	$137,017	$177,804
Top PR/Communications Position	7	$115,491			$114,550		
Top Program Position	12	$123,780		$122,165	$124,314	$132,135	
Top Technology Position	8	$135,494			$131,551		
Between $5 million and $10 million							
CEO/Executive Director	127	$170,406	$97,629	$121,226	$148,240	$191,831	$271,164
Top Administrative Position	10	$179,250		$130,603	$165,090	$261,954	
Top Business Position	13	$140,412		$108,739	$128,186	$191,266	
Top Development Position	11	$134,225		$115,093	$125,032	$144,852	
Top Finance Position	62	$117,180	$65,537	$92,167	$111,769	$137,724	$166,488
Top Operations Position	26	$144,963	$88,957	$115,893	$135,676	$185,673	$200,994
Top PR/Communications Position	9	$172,024			$160,029		
Top Program Position	6	$110,034			$121,846		
Top Technology Position	7	$143,434			$143,873		
Between $10 million and $25 million							
CEO/Executive Director	130	$248,686	$137,766	$171,240	$220,215	$295,157	$392,065
Top Administrative Position	15	$196,768		$126,249	$135,648	$246,115	
Top Business Position	12	$215,102		$165,234	$187,443	$249,345	
Top Development Position	29	$150,257	$101,183	$110,927	$131,233	$183,280	$213,888
Top Education Position	12	$158,476		$126,448	$167,095	$176,891	
Top Finance Position	88	$157,302	$106,024	$118,736	$136,993	$176,425	$232,525
Top Human Resources Position	15	$147,711		$119,735	$131,686	$178,941	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Between $10 million and $25 million							
Top Legal Position	13	$185,623		$153,523	$172,697	$209,975	
Top Marketing Position	15	$173,179		$128,744	$169,567	$211,811	
Top Operations Position	49	$171,703	$115,624	$131,686	$155,358	$207,469	$244,241
Top PR/Communications Position	12	$184,665		$136,177	$193,274	$212,431	
Top Program Position	14	$144,725		$130,034	$136,991	$158,162	
Top Technology Position	22	$147,001	$112,125	$121,625	$133,419	$160,872	$196,481
Between $25 million and $50 million							
CEO/Executive Director	58	$330,513	$186,028	$235,284	$300,802	$384,659	$509,035
Top Administrative Position	8	$181,547			$188,422		
Top Business Position	9	$217,833			$206,136		
Top Development Position	14	$195,899		$154,130	$192,120	$221,866	
Top Education Position	10	$157,136		$127,989	$144,533	$165,919	
Top Finance Position	50	$193,460	$126,019	$147,900	$197,846	$219,854	$244,774
Top Human Resources Position	14	$161,843		$138,182	$150,519	$187,887	
Top Marketing Position	8	$224,266			$222,031		
Top Operations Position	29	$188,233	$127,974	$153,420	$177,733	$223,581	$242,740
Top PR/Communications Position	8	$164,177			$170,674		
Top Program Position	5	$152,469			$156,792		
Top Technology Position	14	$159,947		$137,322	$153,616	$175,736	
Greater than $50 million							
CEO/Executive Director	49	$637,697	$251,875	$323,573	$491,622	$787,336	$1,006,324
Top Administrative Position	11	$379,745		$185,673	$209,886	$373,111	
Top Business Position	9	$428,041			$241,806		
Top Development Position	9	$258,796			$221,405		
Top Education Position	6	$423,471			$338,129		
Top Finance Position	42	$315,270	$136,276	$169,009	$255,394	$381,427	$538,202

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Greater than $50 million							
Top Human Resources Position	8	$211,338			$218,903		
Top Legal Position	11	$502,193		$306,798	$402,211	$527,635	
Top Marketing Position	6	$236,688			$234,803		
Top Operations Position	28	$428,912	$145,752	$182,272	$232,540	$400,516	$668,372
Top PR/Communications Position	6	$219,138			$208,634		
Top Technology Position	17	$250,687		$187,266	$223,783	$319,055	
Connecticut							
$250 thousand or less							
CEO/Executive Director	149	$53,350	$22,195	$31,500	$50,436	$67,813	$87,135
Top Finance Position	5	$34,776			$26,900		
Between $250 thousand and $500 thousand							
CEO/Executive Director	136	$80,378	$43,087	$60,363	$75,896	$93,488	$117,457
Top Program Position	6	$76,644			$79,817		
Between $500 thousand and $1 million							
CEO/Executive Director	177	$100,163	$49,452	$73,662	$91,998	$119,433	$157,561
Top Business Position	7	$183,824			$196,550		
Top Finance Position	17	$133,143		$72,985	$134,943	$193,387	
Between $1 million and $2.5 million							
CEO/Executive Director	236	$129,854	$66,133	$92,228	$119,857	$159,169	$203,769
Top Administrative Position	8	$145,435			$131,244		
Top Business Position	5	$147,566			$153,423		
Top Development Position	7	$179,797			$141,472		
Top Education Position	6	$145,204			$144,432		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Between $1 million and $2.5 million							
Top Finance Position	27	$138,088	$70,600	$86,929	$131,702	$194,663	$209,842
Top Operations Position	11	$141,663		$97,080	$110,594	$161,142	
Top Program Position	5	$150,777			$143,259		
Between $2.5 million and $5 million							
CEO/Executive Director	170	$165,603	$98,762	$123,928	$152,668	$189,296	$242,709
Top Administrative Position	12	$145,440		$109,575	$142,737	$180,258	
Top Business Position	6	$176,291			$155,673		
Top Development Position	17	$150,813		$134,250	$146,336	$167,579	
Top Finance Position	57	$125,211	$68,808	$88,540	$111,566	$143,071	$216,651
Top Operations Position	21	$125,444	$83,778	$106,055	$129,990	$138,883	$165,580
Top PR/Communications Position	5	$144,490			$149,034		
Between $5 million and $10 million							
CEO/Executive Director	148	$193,137	$109,523	$140,256	$176,591	$228,904	$304,695
Top Administrative Position	21	$205,363	$126,650	$135,652	$156,166	$253,052	$409,762
Top Business Position	8	$180,828			$178,867		
Top Development Position	19	$135,358		$119,984	$126,499	$150,148	
Top Education Position	11	$147,610		$115,649	$140,134	$171,584	
Top Facilities Position	10	$199,169		$146,695	$209,948	$226,138	
Top Finance Position	83	$139,734	$93,754	$106,788	$130,204	$164,194	$198,511
Top Marketing Position	5	$126,010			$112,181		
Top Operations Position	29	$165,797	$109,684	$121,696	$149,635	$178,320	$255,211
Top PR/Communications Position	6	$148,485			$117,822		
Top Program Position	9	$129,550			$129,406		
Between $10 million and $25 million							
CEO/Executive Director	119	$272,150	$145,192	$175,143	$237,243	$344,187	$412,639
Top Administrative Position	23	$174,522	$107,280	$126,955	$149,799	$183,840	$319,285

All organizations state by budget size

Connecticut

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
Top Business Position	14	$166,363		$123,799	$138,602	$218,610	
Top Development Position	34	$169,507	$113,527	$137,523	$161,285	$209,673	$229,431
Top Education Position	13	$145,091		$119,616	$141,858	$156,441	
Top Facilities Position	13	$162,402		$135,472	$143,834	$162,498	
Top Finance Position	91	$171,807	$108,597	$129,372	$157,281	$195,745	$235,987
Top Human Resources Position	17	$134,926		$119,320	$130,352	$139,494	
Top Marketing Position	7	$158,772			$160,872		
Top Operations Position	41	$163,363	$117,794	$128,155	$151,674	$197,605	$224,842
Top PR/Communications Position	5	$237,515			$210,066		
Top Program Position	14	$157,129		$137,008	$148,962	$175,603	
Top Technology Position	14	$158,463		$144,503	$150,723	$155,909	
Between $25 million and $50 million							
CEO/Executive Director	56	$428,298	$202,598	$254,739	$334,252	$518,437	$617,538
Top Administrative Position	14	$207,117		$165,773	$188,685	$237,567	
Top Business Position	5	$172,251			$199,709		
Top Development Position	16	$215,369		$186,993	$203,718	$243,020	
Top Education Position	11	$178,507		$143,928	$180,566	$212,951	
Top Facilities Position	9	$154,843			$159,975		
Top Finance Position	50	$252,726	$129,395	$168,452	$211,265	$317,309	$421,271
Top Human Resources Position	17	$198,166		$138,004	$155,860	$223,632	
Top Marketing Position	9	$219,518			$171,081		
Top Operations Position	25	$268,870	$137,895	$161,843	$206,982	$281,571	$456,846
Top PR/Communications Position	7	$182,556			$166,908		
Top Program Position	5	$165,484			$159,042		
Top Technology Position	12	$189,776		$142,692	$162,882	$189,562	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Greater than $50 million							
CEO/Executive Director	50	$845,378	$202,334	$470,945	$708,492	$1,184,680	$1,507,882
Top Administrative Position	14	$282,298		$223,778	$263,498	$335,838	
Top Business Position	6	$189,441			$186,935		
Top Development Position	24	$323,274	$202,075	$229,114	$303,583	$385,200	$487,640
Top Education Position	17	$340,647		$253,010	$281,357	$392,655	
Top Finance Position	41	$433,222	$217,792	$272,631	$355,194	$477,419	$820,746
Top Human Resources Position	13	$312,539		$226,269	$262,787	$404,310	
Top Legal Position	8	$316,021			$300,776		
Top Marketing Position	9	$266,243			$258,443		
Top Operations Position	14	$618,312		$274,085	$409,932	$839,557	
Top PR/Communications Position	11	$303,280		$242,042	$281,859	$359,249	
Top Program Position	6	$276,662			$227,826		
Top Technology Position	13	$254,612		$178,648	$248,734	$262,608	
Delaware							
$250 thousand or less							
CEO/Executive Director	56	$53,060	$23,761	$33,931	$50,272	$65,000	$92,096
Between $250 thousand and $500 thousand							
CEO/Executive Director	46	$72,079	$32,134	$46,918	$65,912	$87,435	$109,108
Between $500 thousand and $1 million							
CEO/Executive Director	43	$97,200	$52,136	$68,917	$85,585	$103,607	$170,406
Between $1 million and $2.5 million							
CEO/Executive Director	56	$124,624	$70,586	$82,009	$106,259	$143,361	$193,922

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Between $2.5 million and $5 million							
CEO/Executive Director	32	$144,139	$83,749	$99,819	$136,454	$161,331	$179,462
Between $5 million and $10 million							
CEO/Executive Director	29	$172,141	$108,696	$124,249	$147,328	$215,270	$243,664
Top Finance Position	9	$113,407			$120,045		
Between $10 million and $25 million							
CEO/Executive Director	19	$194,566		$154,806	$181,378	$198,389	
Top Finance Position	7	$128,013			$124,334		
Top Operations Position	5	$153,290			$150,445		
Between $25 million and $50 million							
CEO/Executive Director	11	$332,692		$233,862	$359,386	$403,927	
Top Education Position	6	$159,998			$146,044		
Top Finance Position	7	$184,325			$157,192		
Greater than $50 million							
CEO/Executive Director	9	$853,538			$467,933		
Top Finance Position	7	$493,982			$576,299		
Top Human Resources Position	6	$365,763			$347,944		
Top Operations Position	6	$422,784			$404,311		
Top Technology Position	5	$447,044			$383,344		
District of Columbia							
$250 thousand or less							
CEO/Executive Director	117	$59,234	$23,142	$33,570	$54,167	$78,494	$102,444
Top Finance Position	5	$64,322			$60,000		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between $250 thousand and $500 thousand							
CEO/Executive Director	141	$113,671	$52,063	$74,991	$102,861	$135,000	$197,646
Top Finance Position	7	$78,842			$84,541		
Top Operations Position	9	$84,985			$85,038		
Between $500 thousand and $1 million							
CEO/Executive Director	222	$144,963	$72,626	$99,435	$129,063	$177,627	$233,811
Top Finance Position	12	$91,866		$42,404	$58,969	$93,999	
Top Operations Position	5	$97,547			$91,116		
Top Program Position	5	$117,662			$121,949		
Between $1 million and $2.5 million							
CEO/Executive Director	354	$190,763	$90,094	$120,676	$167,631	$235,912	$321,367
Top Administrative Position	13	$173,932		$134,070	$165,961	$174,350	
Top Development Position	15	$124,848		$114,022	$127,869	$138,957	
Top Education Position	8	$150,017			$147,230		
Top Finance Position	42	$125,931	$61,925	$91,893	$118,976	$166,467	$179,678
Top Legal Position	15	$169,414		$145,163	$160,399	$200,668	
Top Marketing Position	5	$139,846			$135,000		
Top Operations Position	50	$145,883	$105,315	$118,136	$138,524	$161,148	$202,545
Top PR/Communications Position	24	$146,298	$119,387	$126,823	$134,325	$155,543	$199,072
Top Program Position	23	$149,506	$117,600	$129,514	$151,641	$166,614	$194,243
Top Technology Position	5	$155,902			$134,123		
Between $2.5 million and $5 million							
CEO/Executive Director	242	$256,839	$124,627	$158,242	$220,551	$302,310	$454,892
Top Administrative Position	25	$166,984	$104,039	$113,381	$149,122	$194,169	$279,093
Top Business Position	10	$150,994		$120,163	$129,313	$201,442	
Top Development Position	26	$150,932	$116,407	$128,444	$145,293	$168,335	$192,080
Top Education Position	11	$149,976		$117,328	$132,542	$154,783	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between $2.5 million and $5 million							
Top Finance Position	80	$155,130	$97,901	$112,748	$136,652	$180,581	$249,133
Top Human Resources Position	5	$206,553			$180,249		
Top Legal Position	17	$171,304		$145,609	$156,071	$193,587	
Top Marketing Position	11	$126,347		$104,442	$120,902	$143,969	
Top Operations Position	78	$167,063	$109,429	$126,738	$151,590	$197,683	$234,639
Top PR/Communications Position	47	$153,308	$102,996	$121,298	$139,964	$160,534	$244,453
Top Program Position	51	$150,400	$117,713	$121,934	$138,631	$164,157	$189,021
Top Technology Position	15	$143,319		$124,324	$138,618	$166,272	
Between $5 million and $10 million							
CEO/Executive Director	213	$336,872	$157,644	$207,896	$269,920	$389,709	$592,919
Top Administrative Position	39	$171,529	$119,263	$136,167	$169,193	$195,016	$228,407
Top Business Position	26	$188,814	$131,786	$140,091	$167,001	$194,334	$239,090
Top Development Position	43	$159,571	$122,781	$135,571	$154,445	$185,174	$199,516
Top Education Position	19	$179,018		$144,315	$163,962	$190,810	
Top Finance Position	108	$196,282	$115,390	$140,546	$181,226	$215,890	$283,338
Top Human Resources Position	19	$150,319		$127,022	$141,876	$163,984	
Top Legal Position	29	$242,636	$156,762	$175,524	$214,167	$240,904	$346,162
Top Marketing Position	23	$161,837	$124,340	$132,483	$152,009	$174,629	$204,871
Top Operations Position	77	$186,245	$114,612	$140,675	$175,211	$218,143	$263,332
Top PR/Communications Position	62	$179,726	$119,350	$138,796	$170,157	$191,624	$245,517
Top Program Position	41	$170,192	$119,027	$138,874	$158,556	$189,499	$230,543
Top Technology Position	32	$167,785	$115,547	$127,870	$152,735	$184,554	$232,391
Between $10 million and $25 million							
CEO/Executive Director	175	$428,372	$162,736	$218,494	$326,465	$479,968	$703,437
Top Administrative Position	35	$206,384	$123,735	$142,237	$182,852	$225,210	$306,479
Top Business Position	24	$199,037	$143,040	$155,177	$199,882	$228,944	$266,415

All organizations state by budget size

District of Columbia

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
Top Development Position	56	$180,686	$128,363	$142,634	$171,558	$206,171	$264,564
Top Education Position	28	$195,411	$119,053	$136,225	$207,499	$232,786	$274,480
Top Facilities Position	6	$187,595			$163,576		
Top Finance Position	111	$218,890	$132,300	$154,923	$198,794	$253,200	$301,217
Top Human Resources Position	22	$174,374	$127,001	$148,842	$171,436	$187,364	$229,028
Top Legal Position	22	$383,181	$178,822	$201,171	$295,643	$453,435	$748,303
Top Marketing Position	20	$198,909	$133,605	$172,557	$187,355	$230,696	$261,508
Top Operations Position	88	$234,240	$121,776	$145,644	$195,376	$265,012	$409,311
Top PR/Communications Position	50	$228,181	$145,554	$163,591	$203,989	$274,342	$325,013
Top Program Position	40	$186,286	$130,430	$149,536	$183,270	$213,241	$252,306
Top Technology Position	27	$193,432	$118,047	$146,907	$171,571	$217,663	$303,143
Between $25 million and $50 million							
CEO/Executive Director	75	$549,455	$212,058	$289,598	$437,711	$573,199	$1,006,882
Top Administrative Position	12	$231,585		$191,612	$248,195	$266,271	
Top Business Position	10	$192,401		$171,742	$184,799	$214,337	
Top Development Position	23	$217,631	$153,821	$175,888	$210,994	$264,875	$290,545
Top Education Position	17	$218,221		$161,927	$198,012	$270,054	
Top Finance Position	57	$248,786	$158,638	$193,764	$222,525	$272,356	$354,291
Top Human Resources Position	26	$201,613	$134,389	$154,798	$194,778	$237,519	$295,220
Top Legal Position	29	$281,805	$153,715	$198,290	$238,000	$295,264	$458,666
Top Marketing Position	13	$220,779		$195,578	$217,560	$253,854	
Top Operations Position	33	$288,435	$160,116	$184,031	$258,906	$311,748	$441,110
Top PR/Communications Position	32	$249,092	$169,937	$197,346	$226,302	$272,268	$350,399
Top Program Position	28	$205,789	$142,984	$160,848	$199,735	$233,855	$277,437
Top Technology Position	25	$205,884	$144,208	$165,849	$196,059	$224,861	$296,057

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Greater than $50 million							
CEO/Executive Director	77	$866,778	$289,550	$376,423	$577,442	$1,016,111	$1,574,449
Top Administrative Position	24	$301,486	$204,182	$234,340	$279,378	$363,315	$442,884
Top Business Position	20	$310,504	$175,606	$241,940	$268,535	$369,782	$408,529
Top Development Position	23	$340,244	$194,416	$243,748	$325,654	$428,915	$475,075
Top Education Position	17	$445,922		$253,969	$424,687	$515,752	
Top Finance Position	71	$378,027	$197,265	$229,762	$290,969	$448,796	$621,765
Top Human Resources Position	24	$280,676	$165,458	$201,568	$242,350	$328,060	$377,342
Top Legal Position	45	$416,399	$205,743	$241,563	$321,754	$519,553	$666,840
Top Marketing Position	15	$380,984		$283,326	$369,784	$479,809	
Top Operations Position	41	$438,425	$198,293	$258,249	$353,440	$516,353	$736,924
Top PR/Communications Position	27	$315,160	$160,561	$216,252	$283,445	$385,970	$529,357
Top Program Position	25	$251,689	$161,863	$202,339	$239,909	$286,495	$326,738
Top Technology Position	32	$291,369	$168,275	$214,141	$250,634	$334,466	$463,194
Florida							
$250 thousand or less							
CEO/Executive Director	675	$49,288	$20,000	$30,011	$46,849	$62,314	$80,597
Top Administrative Position	16	$33,327		$20,916	$30,290	$35,560	
Top Finance Position	33	$42,482	$17,823	$25,000	$36,400	$60,000	$68,920
Top Operations Position	14	$28,250		$20,102	$25,750	$33,930	
Top Program Position	10	$33,534		$25,394	$31,543	$44,181	
Between $250 thousand and $500 thousand							
CEO/Executive Director	470	$71,635	$31,385	$47,880	$65,365	$90,000	$119,534
Top Administrative Position	24	$52,127	$24,625	$29,750	$35,894	$53,021	$124,212

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between $250 thousand and $500 thousand							
Top Finance Position	33	$53,893	$23,280	$32,100	$49,209	$72,907	$88,490
Top Operations Position	12	$63,063		$43,150	$56,153	$79,320	
Top Program Position	6	$51,103			$53,127		
Between $500 thousand and $1 million							
CEO/Executive Director	548	$89,831	$40,366	$61,596	$81,847	$108,452	$140,518
Top Administrative Position	20	$49,422	$18,924	$32,550	$45,829	$65,604	$75,268
Top Business Position	12	$88,885		$66,272	$88,448	$105,428	
Top Finance Position	43	$60,080	$29,663	$36,188	$52,642	$77,608	$90,153
Top Operations Position	17	$73,370		$58,000	$68,333	$89,220	
Top Program Position	7	$57,365			$51,500		
Between $1 million and $2.5 million							
CEO/Executive Director	637	$119,074	$61,685	$79,894	$104,385	$142,916	$192,191
Top Administrative Position	33	$91,557	$32,920	$63,070	$82,346	$107,453	$162,364
Top Business Position	18	$113,177		$85,771	$105,239	$132,885	
Top Education Position	10	$87,476		$60,233	$86,212	$102,536	
Top Finance Position	96	$80,410	$36,094	$51,258	$68,324	$106,203	$135,546
Top Operations Position	32	$104,294	$48,892	$64,725	$86,314	$123,733	$212,046
Top Program Position	6	$126,049			$112,996		
Between $2.5 million and $5 million							
CEO/Executive Director	400	$156,064	$77,882	$103,832	$133,035	$179,561	$252,248
Top Administrative Position	31	$136,101	$74,481	$93,031	$138,217	$169,445	$224,516
Top Business Position	15	$132,923		$91,450	$125,409	$150,607	
Top Development Position	20	$140,587	$89,270	$99,899	$129,066	$176,108	$183,570
Top Facilities Position	6	$150,745			$145,599		
Top Finance Position	138	$102,771	$54,434	$75,798	$97,059	$117,776	$165,531
Top Marketing Position	8	$122,828			$124,331		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between $2.5 million and $5 million							
Top Operations Position	60	$112,651	$76,138	$82,988	$104,439	$125,637	$162,516
Top PR/Communications Position	7	$141,703			$138,200		
Top Program Position	8	$118,707			$125,540		
Top Technology Position	6	$146,942			$146,205		
Between $5 million and $10 million							
CEO/Executive Director	367	$208,915	$110,234	$134,703	$178,230	$242,953	$312,176
Top Administrative Position	52	$219,430	$121,269	$150,249	$216,838	$263,116	$347,168
Top Business Position	13	$190,360		$121,400	$178,689	$204,340	
Top Development Position	27	$164,534	$110,381	$133,412	$162,505	$179,158	$248,201
Top Education Position	8	$166,318			$164,117		
Top Facilities Position	21	$196,230	$131,904	$169,140	$184,086	$236,409	$267,211
Top Finance Position	176	$127,423	$70,408	$99,257	$119,901	$144,907	$188,084
Top Human Resources Position	13	$124,378		$104,285	$122,860	$137,753	
Top Legal Position	9	$148,732			$146,025		
Top Marketing Position	16	$149,640		$111,342	$138,408	$165,626	
Top Operations Position	83	$158,709	$89,499	$105,942	$132,607	$181,526	$263,260
Top PR/Communications Position	10	$135,615		$130,084	$133,907	$142,004	
Top Program Position	9	$135,046			$122,905		
Top Technology Position	12	$260,635		$128,222	$169,997	$192,980	
Between $10 million and $25 million							
CEO/Executive Director	301	$259,569	$118,522	$153,747	$208,356	$320,881	$485,965
Top Administrative Position	50	$265,205	$110,020	$133,234	$192,106	$370,950	$519,470
Top Business Position	29	$163,849	$115,889	$130,388	$146,008	$187,985	$228,519
Top Development Position	42	$133,129	$101,305	$110,348	$121,652	$146,835	$181,353
Top Education Position	16	$138,093		$116,938	$140,211	$166,296	
Top Facilities Position	29	$190,077	$125,136	$150,905	$178,432	$241,342	$258,147

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between $10 million and $25 million							
Top Finance Position	197	$155,194	$81,608	$109,456	$139,715	$184,970	$246,791
Top Human Resources Position	23	$158,949	$88,591	$112,878	$138,621	$198,307	$241,294
Top Marketing Position	20	$158,972	$112,365	$119,028	$141,637	$192,201	$242,571
Top Operations Position	92	$192,680	$113,812	$124,149	$162,992	$215,347	$336,707
Top PR/Communications Position	17	$163,364		$133,956	$144,782	$184,967	
Top Program Position	19	$149,939		$105,849	$123,100	$181,201	
Top Technology Position	31	$155,715	$100,825	$115,728	$136,447	$181,483	$224,192
Between $25 million and $50 million							
CEO/Executive Director	130	$344,999	$142,341	$197,239	$299,396	$439,057	$582,471
Top Administrative Position	23	$289,508	$140,685	$153,806	$170,793	$285,952	$654,793
Top Business Position	16	$188,362		$136,562	$179,470	$226,362	
Top Development Position	30	$192,487	$125,482	$141,737	$183,725	$227,724	$245,081
Top Education Position	11	$153,387		$129,951	$137,857	$173,064	
Top Facilities Position	8	$179,520			$149,227		
Top Finance Position	99	$192,034	$94,586	$141,185	$182,749	$229,595	$292,475
Top Human Resources Position	30	$158,190	$110,214	$121,902	$141,391	$181,544	$210,661
Top Marketing Position	21	$195,319	$137,854	$150,988	$175,241	$206,387	$338,175
Top Operations Position	69	$222,560	$122,450	$160,200	$189,636	$258,976	$333,192
Top PR/Communications Position	11	$183,725		$147,952	$208,517	$221,130	
Top Program Position	10	$156,119		$116,849	$142,317	$179,332	
Top Technology Position	30	$176,643	$123,770	$130,073	$145,099	$203,275	$255,339
Greater than $50 million							
CEO/Executive Director	117	$643,026	$176,395	$228,821	$401,704	$815,262	$1,408,754
Top Administrative Position	29	$291,536	$153,187	$179,015	$224,223	$303,723	$405,523
Top Business Position	18	$295,666		$170,769	$229,842	$259,401	
Top Development Position	26	$252,893	$161,546	$176,008	$207,372	$295,209	$383,826

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Greater than $50 million							
Top Education Position	18	$290,615		$220,353	$259,978	$329,991	
Top Finance Position	90	$340,253	$141,696	$171,376	$243,221	$336,537	$711,998
Top Human Resources Position	31	$318,866	$119,957	$165,758	$246,548	$379,190	$657,945
Top Legal Position	18	$439,504		$214,588	$295,742	$559,127	
Top Marketing Position	16	$273,766		$179,995	$231,550	$260,778	
Top Operations Position	71	$383,826	$139,294	$171,016	$261,838	$393,688	$808,304
Top PR/Communications Position	14	$262,820		$144,707	$221,691	$363,374	
Top Program Position	16	$320,428		$150,644	$178,791	$276,896	
Top Technology Position	41	$302,503	$126,272	$158,244	$222,648	$388,945	$603,790
Georgia							
$250 thousand or less							
CEO/Executive Director	379	$47,740	$19,751	$29,403	$44,096	$60,401	$80,915
Top Administrative Position	6	$32,575			$31,500		
Top Finance Position	21	$37,064	$17,500	$19,588	$32,799	$44,737	$72,000
Top Operations Position	13	$28,818		$18,000	$25,000	$37,000	
Top Program Position	5	$50,832			$61,492		
Between $250 thousand and $500 thousand							
CEO/Executive Director	284	$72,361	$35,198	$48,257	$63,164	$85,810	$117,506
Top Finance Position	20	$58,603	$26,834	$33,780	$48,738	$64,708	$78,599
Top Operations Position	10	$74,391		$40,599	$47,400	$68,436	
Top Program Position	5	$35,993			$35,897		
Between $500 thousand and $1 million							
CEO/Executive Director	285	$92,352	$45,200	$59,400	$83,925	$110,670	$155,161

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Between $500 thousand and $1 million							
Top Finance Position	19	$60,165		$29,372	$67,197	$77,512	
Top Operations Position	13	$61,542		$37,875	$43,029	$93,859	
Between $1 million and $2.5 million							
CEO/Executive Director	307	$125,106	$63,992	$79,542	$103,600	$148,478	$207,351
Top Administrative Position	10	$73,467		$61,398	$71,864	$83,051	
Top Business Position	5	$95,060			$88,115		
Top Development Position	9	$90,489			$81,912		
Top Finance Position	37	$82,957	$50,848	$65,000	$78,104	$97,798	$113,234
Top Operations Position	25	$88,759	$56,100	$69,600	$93,788	$105,739	$115,710
Top Program Position	6	$71,229			$75,236		
Between $2.5 million and $5 million							
CEO/Executive Director	176	$177,542	$93,010	$119,317	$148,911	$202,343	$292,875
Top Administrative Position	14	$116,894		$79,156	$115,952	$149,860	
Top Development Position	10	$136,074		$103,905	$117,563	$140,258	
Top Finance Position	50	$111,926	$51,775	$70,462	$100,668	$137,045	$200,072
Top Operations Position	20	$119,596	$63,576	$85,041	$112,364	$137,943	$193,431
Between $5 million and $10 million							
CEO/Executive Director	149	$192,546	$94,486	$119,474	$165,321	$236,023	$343,686
Top Administrative Position	17	$153,019		$106,840	$124,492	$194,061	
Top Business Position	12	$137,491		$91,063	$138,521	$176,871	
Top Development Position	16	$140,508		$104,766	$141,560	$172,710	
Top Finance Position	68	$124,235	$74,002	$94,504	$113,830	$153,618	$184,228
Top Marketing Position	6	$151,494			$140,024		
Top Operations Position	35	$147,412	$91,715	$111,506	$141,700	$172,418	$207,610
Top Technology Position	6	$178,461			$160,743		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Between $10 million and $25 million							
CEO/Executive Director	132	$287,735	$133,540	$153,215	$246,270	$361,666	$468,402
Top Administrative Position	26	$179,415	$84,495	$122,124	$157,306	$218,816	$270,749
Top Business Position	18	$159,638		$133,028	$147,163	$189,879	
Top Development Position	30	$143,644	$84,548	$120,428	$135,068	$188,258	$199,753
Top Education Position	14	$115,233		$96,733	$113,504	$131,306	
Top Facilities Position	6	$208,947			$206,237		
Top Finance Position	92	$163,779	$99,910	$118,683	$145,546	$190,555	$259,154
Top Human Resources Position	14	$174,081		$120,316	$138,161	$194,656	
Top Marketing Position	13	$169,791		$117,118	$139,749	$204,603	
Top Operations Position	39	$172,061	$113,705	$132,413	$158,852	$207,541	$231,412
Top PR/Communications Position	10	$195,080		$158,422	$174,730	$248,505	
Top Program Position	9	$172,275			$183,298		
Top Technology Position	12	$162,155		$131,690	$152,808	$206,845	
Between $25 million and $50 million							
CEO/Executive Director	57	$346,730	$174,914	$227,073	$276,822	$358,229	$500,132
Top Administrative Position	19	$219,596		$143,101	$161,461	$216,028	
Top Development Position	12	$171,582		$148,462	$174,630	$186,523	
Top Education Position	11	$154,718		$141,395	$157,934	$173,428	
Top Finance Position	42	$222,513	$132,811	$148,174	$173,622	$230,157	$264,552
Top Human Resources Position	7	$148,936			$139,985		
Top Marketing Position	5	$162,127			$164,272		
Top Operations Position	27	$220,790	$144,609	$156,226	$173,123	$222,692	$255,603
Top PR/Communications Position	5	$263,322			$135,659		
Top Program Position	5	$160,201			$166,261		
Top Technology Position	9	$198,799			$192,126		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Greater than $50 million							
CEO/Executive Director	90	$789,105	$273,589	$391,185	$527,801	$835,708	$1,294,346
Top Administrative Position	21	$305,139	$139,200	$158,588	$257,348	$374,252	$467,186
Top Business Position	19	$317,342		$198,610	$215,631	$340,306	
Top Development Position	20	$331,479	$198,832	$221,332	$259,733	$321,809	$369,769
Top Education Position	17	$339,288		$196,687	$224,082	$308,551	
Top Facilities Position	5	$265,160			$282,734		
Top Finance Position	81	$348,449	$178,424	$229,797	$295,549	$420,722	$535,189
Top Human Resources Position	33	$290,433	$172,117	$195,751	$234,312	$333,067	$426,954
Top Legal Position	23	$440,657	$209,427	$244,647	$332,681	$400,252	$881,947
Top Marketing Position	14	$235,655		$190,893	$235,440	$278,058	
Top Operations Position	56	$405,994	$201,908	$222,615	$303,511	$442,753	$728,518
Top PR/Communications Position	17	$248,945		$185,319	$214,886	$267,294	
Top Program Position	7	$293,819			$294,266		
Top Technology Position	33	$289,597	$178,565	$196,687	$236,132	$320,434	$468,748
Hawaii							
$250 thousand or less							
CEO/Executive Director	62	$55,534	$26,787	$35,683	$48,500	$72,326	$89,946
Between $250 thousand and $500 thousand							
CEO/Executive Director	60	$73,180	$39,375	$56,901	$69,255	$83,666	$105,207
Between $500 thousand and $1 million							
CEO/Executive Director	60	$95,027	$60,747	$69,713	$82,283	$93,602	$146,958
Between $1 million and $2.5 million							
CEO/Executive Director	78	$118,249	$69,391	$82,138	$100,186	$135,702	$172,410

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Between $1 million and $2.5 million							
Top Finance Position	17	$101,431		$61,147	$72,879	$110,979	
Top Operations Position	5	$99,563			$122,145		
Between $2.5 million and $5 million							
CEO/Executive Director	51	$137,485	$69,348	$100,201	$130,419	$170,530	$215,986
Top Finance Position	15	$157,271		$86,694	$109,286	$175,415	
Between $5 million and $10 million							
CEO/Executive Director	50	$175,032	$100,219	$124,966	$178,764	$212,437	$252,276
Top Finance Position	19	$139,712		$110,565	$123,762	$144,479	
Top Operations Position	8	$138,877			$141,915		
Between $10 million and $25 million							
CEO/Executive Director	30	$199,344	$99,592	$141,869	$174,157	$251,181	$319,767
Top Administrative Position	7	$145,153			$138,996		
Top Finance Position	25	$127,637	$77,287	$93,840	$128,666	$152,725	$181,455
Top Operations Position	10	$141,173		$111,359	$162,103	$174,080	
Between $25 million and $50 million							
CEO/Executive Director	10	$279,245		$184,288	$241,277	$382,440	
Top Finance Position	7	$209,722			$212,418		
Top Operations Position	6	$183,392			$169,667		
Greater than $50 million							
CEO/Executive Director	10	$906,727		$503,870	$597,510	$856,382	
Top Development Position	5	$236,456			$225,623		
Top Finance Position	10	$516,857		$269,286	$314,081	$717,918	
Top Legal Position	5	$285,623			$173,647		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
$250 thousand or less							
CEO/Executive Director	69	$47,138	$21,004	$31,618	$43,915	$55,000	$73,078
Between $250 thousand and $500 thousand							
CEO/Executive Director	60	$66,957	$34,580	$48,751	$61,774	$75,286	$104,376
Between $500 thousand and $1 million							
CEO/Executive Director	65	$80,312	$45,429	$56,479	$75,000	$87,000	$125,914
Between $1 million and $2.5 million							
CEO/Executive Director	75	$112,912	$65,259	$85,465	$109,689	$132,844	$159,466
Top Administrative Position	9	$96,081			$96,639		
Between $2.5 million and $5 million							
CEO/Executive Director	34	$154,981	$90,365	$99,098	$122,421	$149,681	$310,451
Top Administrative Position	16	$94,486		$69,868	$103,194	$116,087	
Top Finance Position	12	$97,109		$83,420	$92,531	$109,992	
Between $5 million and $10 million							
CEO/Executive Director	21	$147,419	$95,000	$102,437	$151,197	$195,749	$224,787
Top Administrative Position	6	$173,476			$156,517		
Top Finance Position	6	$132,243			$134,336		
Top Operations Position	5	$130,913			$146,008		
Between $10 million and $25 million							
CEO/Executive Director	16	$218,431		$161,743	$221,729	$258,013	
Top Finance Position	15	$129,254		$99,665	$124,082	$153,554	
Top Operations Position	7	$175,699			$154,995		
Between $25 million and $50 million							
CEO/Executive Director	9	$275,247			$217,385		
Top Finance Position	7	$178,119			$148,310		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Greater than $50 million							
CEO/Executive Director	6	$579,530			$412,659		
Illinois							
$250 thousand or less							
CEO/Executive Director	452	$48,362	$21,671	$30,635	$46,671	$60,333	$76,336
Top Administrative Position	11	$35,936		$17,919	$26,000	$35,605	
Top Business Position	5	$77,961			$95,930		
Top Finance Position	41	$41,695	$19,500	$22,000	$31,200	$55,504	$71,812
Top Operations Position	11	$47,039		$37,276	$46,980	$57,809	
Top Program Position	12	$36,920		$31,976	$33,816	$42,585	
Between $250 thousand and $500 thousand							
CEO/Executive Director	431	$73,139	$35,000	$49,610	$66,480	$89,026	$120,000
Top Administrative Position	18	$46,411		$30,814	$38,970	$56,132	
Top Business Position	7	$132,697			$147,741		
Top Finance Position	47	$66,302	$20,391	$36,500	$54,600	$86,436	$122,827
Top Operations Position	13	$62,872		$45,864	$60,000	$76,758	
Top Program Position	9	$43,448			$46,447		
Between $500 thousand and $1 million							
CEO/Executive Director	494	$95,890	$46,405	$63,934	$84,432	$113,565	$160,202
Top Administrative Position	20	$73,498	$49,007	$53,657	$64,314	$83,624	$115,588
Top Business Position	24	$165,014	$103,396	$139,763	$169,172	$186,030	$235,766
Top Education Position	12	$149,488		$142,208	$161,409	$177,206	
Top Finance Position	54	$103,645	$34,324	$51,556	$94,427	$148,915	$179,680
Top Operations Position	9	$79,642			$75,000		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between $500 thousand and $1 million							
Top Program Position	6	$85,228			$100,938		
Between $1 million and $2.5 million							
CEO/Executive Director	637	$128,739	$64,481	$85,000	$112,380	$157,786	$214,440
Top Administrative Position	23	$112,926	$65,437	$73,194	$99,500	$125,555	$179,908
Top Business Position	46	$191,973	$106,699	$164,535	$189,280	$236,510	$271,358
Top Development Position	16	$118,449		$108,878	$123,298	$126,611	
Top Education Position	18	$129,189		$80,082	$126,109	$182,256	
Top Finance Position	106	$130,257	$44,825	$72,544	$119,657	$180,247	$229,533
Top Operations Position	34	$116,758	$62,637	$75,178	$104,794	$130,827	$194,472
Top PR/Communications Position	6	$126,714			$119,779		
Top Program Position	9	$141,654			$121,473		
Top Technology Position	6	$124,782			$126,210		
Between $2.5 million and $5 million							
CEO/Executive Director	396	$170,095	$80,253	$106,130	$142,779	$206,388	$318,722
Top Administrative Position	29	$146,980	$76,574	$100,276	$146,586	$185,064	$215,243
Top Business Position	29	$210,101	$102,144	$129,590	$207,961	$274,999	$365,043
Top Development Position	26	$117,452	$71,227	$107,834	$121,864	$133,444	$154,675
Top Education Position	15	$150,668		$122,276	$137,399	$175,215	
Top Facilities Position	11	$136,412		$116,464	$150,633	$161,053	
Top Finance Position	123	$140,502	$61,617	$87,818	$120,000	$162,976	$258,120
Top Human Resources Position	5	$144,491			$132,008		
Top Legal Position	5	$177,634			$188,883		
Top Marketing Position	8	$125,819			$124,919		
Top Operations Position	46	$143,884	$70,385	$103,795	$129,463	$175,687	$207,015
Top PR/Communications Position	13	$143,552		$123,202	$143,355	$167,411	
Top Program Position	18	$117,140		$91,123	$122,595	$135,241	

All organizations state by budget size

Illinois

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
Top Technology Position	5	$154,973			$160,222		
Between $5 million and $10 million							
CEO/Executive Director	333	$215,279	$103,309	$131,800	$184,000	$257,437	$359,746
Top Administrative Position	56	$179,881	$97,285	$121,502	$162,911	$230,232	$287,422
Top Business Position	27	$168,349	$119,772	$128,938	$154,774	$197,461	$232,623
Top Development Position	35	$146,266	$112,378	$118,664	$134,587	$168,987	$198,290
Top Education Position	26	$160,138	$111,084	$138,668	$156,211	$177,314	$213,184
Top Facilities Position	21	$209,033	$119,187	$167,106	$211,468	$243,714	$311,438
Top Finance Position	153	$146,747	$75,062	$101,928	$134,087	$176,952	$220,629
Top Human Resources Position	11	$160,659		$118,958	$132,368	$149,616	
Top Legal Position	10	$221,714		$181,707	$230,531	$247,492	
Top Marketing Position	21	$155,695	$109,188	$133,150	$155,572	$168,475	$200,489
Top Operations Position	59	$174,200	$88,767	$110,232	$148,087	$182,233	$224,771
Top PR/Communications Position	27	$143,506	$108,742	$125,064	$143,726	$158,501	$187,258
Top Program Position	23	$141,883	$113,659	$118,198	$132,027	$161,031	$195,669
Top Technology Position	27	$155,691	$125,769	$134,562	$148,510	$176,308	$197,664
Between $10 million and $25 million							
CEO/Executive Director	249	$284,543	$132,467	$170,627	$233,439	$328,116	$497,628
Top Administrative Position	42	$206,337	$114,893	$129,249	$166,093	$249,320	$306,484
Top Business Position	35	$188,640	$113,135	$124,936	$158,413	$220,878	$312,533
Top Development Position	39	$157,022	$110,942	$131,875	$155,201	$185,301	$200,039
Top Education Position	23	$174,864	$115,500	$134,378	$156,523	$191,055	$237,992
Top Facilities Position	17	$182,418		$137,130	$150,500	$246,484	
Top Finance Position	168	$171,838	$88,832	$121,035	$158,503	$205,226	$262,730
Top Human Resources Position	21	$168,904	$95,915	$134,223	$159,263	$185,575	$227,982
Top Legal Position	16	$208,711		$145,854	$176,988	$247,287	

All organizations state by budget size

Illinois

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
Top Marketing Position	32	$171,529	$116,442	$132,665	$152,500	$207,852	$249,296
Top Operations Position	86	$183,960	$96,250	$134,056	$162,993	$212,475	$310,659
Top PR/Communications Position	25	$174,297	$117,586	$130,843	$167,413	$214,211	$264,286
Top Program Position	28	$160,240	$106,324	$115,777	$149,166	$169,285	$240,159
Top Technology Position	50	$179,571	$116,048	$137,945	$158,498	$199,162	$295,798
Between $25 million and $50 million							
CEO/Executive Director	109	$317,516	$144,157	$200,930	$274,447	$375,934	$576,664
Top Administrative Position	24	$195,240	$125,890	$144,366	$177,152	$198,445	$262,276
Top Business Position	17	$214,131		$179,071	$213,489	$255,590	
Top Development Position	24	$207,551	$125,375	$140,887	$171,586	$255,171	$305,356
Top Education Position	17	$196,159		$152,827	$185,406	$241,740	
Top Finance Position	90	$195,832	$121,705	$136,102	$169,798	$240,819	$299,611
Top Human Resources Position	26	$172,815	$114,811	$129,634	$158,355	$195,389	$278,860
Top Legal Position	11	$243,833		$203,555	$248,615	$280,133	
Top Marketing Position	10	$237,415		$182,746	$230,675	$268,432	
Top Operations Position	43	$196,223	$136,110	$160,027	$180,958	$210,245	$268,515
Top PR/Communications Position	15	$189,053		$171,905	$193,361	$223,230	
Top Program Position	17	$173,325		$158,184	$164,376	$195,945	
Top Technology Position	23	$189,899	$122,326	$142,382	$181,970	$241,599	$261,634
Greater than $50 million							
CEO/Executive Director	136	$684,812	$252,987	$341,698	$519,883	$770,278	$1,402,999
Top Administrative Position	47	$333,196	$145,192	$186,811	$254,698	$385,539	$609,836
Top Business Position	24	$295,972	$140,108	$170,256	$245,236	$330,081	$518,848
Top Development Position	50	$276,437	$130,190	$172,912	$241,912	$306,095	$396,256
Top Education Position	43	$327,977	$159,894	$178,441	$260,316	$380,001	$487,655
Top Facilities Position	12	$316,712		$198,939	$264,528	$336,598	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Greater than $50 million							
Top Finance Position	125	$353,264	$152,930	$202,660	$278,031	$424,279	$694,290
Top Human Resources Position	47	$325,710	$149,113	$202,841	$253,218	$374,295	$593,419
Top Legal Position	39	$372,606	$170,249	$205,436	$306,534	$412,572	$809,245
Top Marketing Position	28	$312,357	$157,375	$204,668	$253,857	$333,404	$540,573
Top Operations Position	76	$410,677	$164,435	$200,881	$292,605	$438,575	$769,029
Top PR/Communications Position	25	$287,239	$180,452	$202,921	$253,798	$321,655	$486,354
Top Program Position	17	$274,868		$157,593	$256,869	$321,017	
Top Technology Position	59	$267,752	$155,077	$181,004	$215,882	$275,832	$401,108
Indiana							
$250 thousand or less							
CEO/Executive Director	287	$49,371	$24,137	$33,089	$46,000	$61,821	$78,071
Top Administrative Position	16	$29,233		$18,535	$21,650	$33,073	
Top Finance Position	10	$45,487		$24,792	$49,089	$61,170	
Top Operations Position	6	$35,197			$40,500		
Top Program Position	5	$30,123			$29,855		
Between $250 thousand and $500 thousand							
CEO/Executive Director	243	$65,555	$36,416	$47,571	$60,166	$77,322	$102,328
Top Administrative Position	16	$44,635		$29,699	$42,359	$56,124	
Top Business Position	8	$124,966			$107,960		
Top Finance Position	13	$43,633		$31,200	$41,560	$59,290	
Between $500 thousand and $1 million							
CEO/Executive Director	285	$84,780	$43,984	$60,000	$76,979	$96,001	$137,800
Top Administrative Position	9	$63,396			$65,716		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Between $500 thousand and $1 million							
Top Business Position	9	$133,692			$139,081		
Top Finance Position	27	$77,522	$30,230	$42,145	$64,350	$86,750	$159,705
Top Operations Position	9	$87,269			$72,350		
Between $1 million and $2.5 million							
CEO/Executive Director	300	$109,594	$59,067	$76,744	$99,215	$129,061	$169,649
Top Administrative Position	17	$77,759		$54,944	$71,612	$99,950	
Top Business Position	18	$128,058		$73,269	$123,372	$177,605	
Top Education Position	8	$148,800			$156,778		
Top Finance Position	49	$102,745	$40,986	$59,346	$86,316	$136,500	$180,671
Top Operations Position	16	$97,856		$65,920	$86,248	$118,857	
Between $2.5 million and $5 million							
CEO/Executive Director	182	$146,758	$75,000	$102,936	$129,288	$168,403	$225,907
Top Administrative Position	14	$117,117		$94,531	$113,153	$136,820	
Top Business Position	18	$161,039		$100,387	$127,689	$226,006	
Top Development Position	6	$121,291			$130,508		
Top Finance Position	56	$116,491	$43,336	$74,284	$94,901	$152,436	$221,526
Top Operations Position	28	$122,213	$66,590	$88,786	$122,794	$151,130	$181,794
Top Program Position	5	$131,399			$106,780		
Between $5 million and $10 million							
CEO/Executive Director	126	$174,088	$92,499	$125,992	$147,719	$191,023	$272,713
Top Administrative Position	10	$147,525		$120,961	$153,582	$170,560	
Top Business Position	7	$142,526			$140,842		
Top Development Position	10	$142,150		$99,316	$136,959	$179,170	
Top Finance Position	63	$120,830	$68,646	$87,864	$115,185	$136,928	$180,382
Top Operations Position	23	$128,404	$86,809	$99,344	$115,646	$137,104	$181,982

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Between $10 million and $25 million							
CEO/Executive Director	105	$239,909	$114,579	$147,779	$196,152	$252,649	$339,294
Top Administrative Position	17	$156,887		$120,141	$146,232	$186,835	
Top Business Position	10	$160,301		$120,482	$139,329	$182,792	
Top Development Position	10	$154,055		$121,373	$153,245	$191,670	
Top Education Position	7	$126,938			$119,017		
Top Finance Position	76	$148,166	$88,974	$110,721	$130,954	$164,083	$238,215
Top Human Resources Position	12	$124,604		$95,321	$113,121	$158,344	
Top Marketing Position	7	$198,987			$181,453		
Top Operations Position	39	$172,815	$95,833	$121,810	$147,584	$203,969	$269,201
Top PR/Communications Position	5	$169,956			$167,886		
Top Technology Position	11	$142,513		$118,818	$141,745	$173,683	
Between $25 million and $50 million							
CEO/Executive Director	47	$311,146	$143,733	$234,749	$278,860	$369,434	$448,712
Top Administrative Position	11	$146,315		$113,437	$127,263	$140,343	
Top Business Position	5	$181,979			$189,895		
Top Development Position	13	$149,653		$132,807	$137,767	$172,174	
Top Education Position	5	$154,891			$147,120		
Top Finance Position	37	$163,275	$106,677	$122,889	$160,319	$199,446	$228,112
Top Human Resources Position	9	$148,131			$136,697		
Top Marketing Position	8	$156,827			$152,318		
Top Operations Position	20	$207,109	$118,619	$161,810	$188,933	$235,804	$301,783
Top Program Position	5	$155,058			$159,556		
Top Technology Position	7	$160,635			$165,492		
Greater than $50 million							
CEO/Executive Director	56	$600,366	$206,590	$320,887	$442,939	$720,777	$1,068,629
Top Administrative Position	17	$208,295		$145,591	$156,903	$215,158	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Greater than $50 million							
Top Business Position	7	$201,667			$190,989		
Top Development Position	21	$219,457	$124,521	$174,425	$201,641	$282,355	$300,999
Top Education Position	20	$241,234	$155,700	$170,092	$201,942	$219,814	$266,167
Top Finance Position	49	$326,611	$156,284	$188,896	$285,489	$364,601	$556,560
Top Human Resources Position	12	$295,212		$165,520	$227,458	$273,658	
Top Legal Position	8	$386,290			$285,407		
Top Marketing Position	9	$204,424			$167,684		
Top Operations Position	20	$380,811	$171,523	$191,894	$292,449	$359,759	$672,803
Top PR/Communications Position	7	$195,446			$167,684		
Top Program Position	8	$208,298			$196,100		
Top Technology Position	14	$228,419		$170,635	$202,114	$222,114	
Iowa							
$250 thousand or less							
CEO/Executive Director	185	$52,942	$23,781	$38,076	$50,564	$67,283	$82,813
Top Administrative Position	5	$28,278			$23,152		
Top Finance Position	11	$54,296		$40,391	$45,800	$59,698	
Top Program Position	7	$34,004			$37,152		
Between $250 thousand and $500 thousand							
CEO/Executive Director	135	$69,876	$34,948	$47,176	$64,232	$85,655	$108,964
Top Finance Position	9	$72,300			$53,000		
Between $500 thousand and $1 million							
CEO/Executive Director	144	$92,617	$44,199	$61,373	$79,669	$107,584	$147,941
Top Administrative Position	5	$48,151			$50,813		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Between $500 thousand and $1 million							
Top Business Position	6	$120,680			$121,851		
Top Finance Position	14	$94,261		$51,702	$90,538	$116,522	
Between $1 million and $2.5 million							
CEO/Executive Director	169	$120,749	$61,019	$81,713	$101,457	$142,370	$204,379
Top Administrative Position	21	$85,611	$62,246	$65,723	$73,000	$97,294	$124,950
Top Business Position	10	$116,012		$66,569	$113,961	$160,144	
Top Finance Position	29	$92,274	$35,969	$61,071	$69,178	$133,992	$166,848
Top Operations Position	6	$94,248			$81,652		
Between $2.5 million and $5 million							
CEO/Executive Director	94	$136,611	$84,175	$99,776	$116,415	$152,778	$212,729
Top Administrative Position	11	$105,958		$76,734	$94,891	$125,912	
Top Business Position	7	$131,449			$147,712		
Top Finance Position	27	$88,046	$36,005	$57,476	$82,901	$115,162	$144,765
Top Operations Position	9	$108,666			$118,902		
Top Technology Position	5	$110,220			$117,507		
Between $5 million and $10 million							
CEO/Executive Director	82	$156,561	$87,930	$115,785	$137,638	$179,664	$251,430
Top Administrative Position	14	$124,423		$98,224	$113,003	$145,386	
Top Finance Position	40	$107,505	$72,690	$87,755	$102,518	$116,371	$130,246
Top Operations Position	15	$155,475		$99,606	$124,112	$176,316	
Between $10 million and $25 million							
CEO/Executive Director	90	$206,736	$109,233	$140,042	$181,883	$226,812	$304,305
Top Administrative Position	12	$213,093		$131,933	$203,949	$249,597	
Top Business Position	5	$142,874			$124,606		
Top Finance Position	65	$125,727	$80,966	$99,651	$120,949	$146,728	$177,797
Top Human Resources Position	6	$154,448			$155,444		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Between $10 million and $25 million							
Top Operations Position	21	$164,429	$117,071	$128,362	$149,815	$174,467	$228,098
Between $25 million and $50 million							
CEO/Executive Director	37	$298,231	$163,365	$189,594	$239,559	$312,286	$410,841
Top Finance Position	25	$167,666	$116,356	$128,651	$160,355	$201,840	$231,062
Top Operations Position	15	$206,110		$187,592	$210,673	$226,900	
Top Technology Position	7	$183,637			$134,693		
Greater than $50 million							
CEO/Executive Director	33	$509,238	$305,507	$350,043	$428,918	$569,179	$785,898
Top Administrative Position	14	$180,930		$135,828	$152,390	$187,248	
Top Business Position	7	$192,187			$188,390		
Top Development Position	15	$202,989		$178,170	$184,061	$234,050	
Top Education Position	18	$196,588		$171,725	$184,339	$200,554	
Top Finance Position	35	$257,378	$140,740	$178,995	$225,604	$286,363	$442,606
Top Marketing Position	5	$189,894			$130,125		
Top Operations Position	8	$324,566			$297,117		
Top PR/Communications Position	5	$174,206			$151,416		
Top Technology Position	13	$230,670		$169,322	$202,629	$248,086	
Kansas							
$250 thousand or less							
CEO/Executive Director	141	$49,243	$23,750	$32,000	$45,700	$59,706	$75,995
Top Finance Position	5	$44,605			$41,538		
Between $250 thousand and $500 thousand							
CEO/Executive Director	103	$70,830	$31,473	$50,072	$64,799	$87,288	$120,978

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Between $250 thousand and $500 thousand							
Top Finance Position	5	$47,963			$32,754		
Between $500 thousand and $1 million							
CEO/Executive Director	118	$91,672	$47,635	$60,066	$79,283	$109,064	$158,268
Top Administrative Position	8	$58,472			$60,112		
Top Finance Position	10	$64,576		$35,738	$50,312	$94,503	
Between $1 million and $2.5 million							
CEO/Executive Director	137	$107,717	$59,194	$74,686	$95,288	$126,825	$176,530
Top Administrative Position	13	$72,352		$58,692	$61,648	$72,360	
Top Business Position	6	$94,279			$104,407		
Top Finance Position	26	$83,929	$43,442	$63,126	$72,722	$84,858	$142,983
Top Operations Position	10	$110,009		$57,297	$89,504	$138,652	
Between $2.5 million and $5 million							
CEO/Executive Director	73	$128,795	$62,712	$86,915	$115,086	$143,344	$211,181
Top Administrative Position	14	$91,951		$86,121	$95,319	$100,700	
Top Finance Position	29	$90,403	$47,198	$65,826	$78,820	$107,169	$155,703
Top Operations Position	7	$112,744			$106,290		
Between $5 million and $10 million							
CEO/Executive Director	64	$183,951	$103,221	$114,556	$140,495	$194,831	$257,338
Top Administrative Position	17	$145,073		$99,500	$154,243	$181,246	
Top Finance Position	30	$127,206	$66,750	$93,670	$110,799	$145,479	$187,727
Top Operations Position	10	$197,290		$93,616	$151,704	$225,461	
Between $10 million and $25 million							
CEO/Executive Director	79	$195,101	$128,401	$152,644	$187,768	$232,598	$270,821
Top Administrative Position	12	$192,711		$126,630	$175,182	$222,938	
Top Development Position	6	$137,987			$139,060		
Top Finance Position	56	$127,659	$72,285	$104,151	$124,262	$150,179	$173,716

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Between $10 million and $25 million							
Top Operations Position	20	$164,006	$107,247	$128,941	$153,991	$187,214	$214,471
Top Program Position	7	$180,887			$179,785		
Between $25 million and $50 million							
CEO/Executive Director	28	$298,331	$190,180	$217,332	$266,954	$331,755	$394,591
Top Administrative Position	10	$167,447		$124,739	$143,067	$190,681	
Top Education Position	7	$141,739			$158,351		
Top Finance Position	28	$186,617	$114,191	$126,989	$150,206	$176,577	$215,161
Top Operations Position	11	$185,795		$156,821	$196,452	$212,197	
Top Technology Position	6	$153,215			$151,570		
Greater than $50 million							
CEO/Executive Director	22	$457,763	$222,010	$286,734	$418,461	$559,865	$775,024
Top Development Position	5	$215,351			$182,101		
Top Education Position	5	$178,206			$162,784		
Top Finance Position	18	$229,391		$157,931	$212,012	$302,832	
Top Operations Position	13	$297,622		$187,143	$289,576	$369,115	
Top Technology Position	6	$246,845			$255,685		
Kentucky							
$250 thousand or less							
CEO/Executive Director	174	$47,024	$21,693	$30,000	$43,700	$55,421	$75,012
Top Administrative Position	5	$27,564			$26,500		
Top Finance Position	8	$51,944			$21,866		
Between $250 thousand and $500 thousand							
CEO/Executive Director	124	$74,217	$31,871	$48,854	$69,657	$90,407	$124,311

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Between $250 thousand and $500 thousand							
Top Finance Position	7	$42,864			$47,671		
Between $500 thousand and $1 million							
CEO/Executive Director	113	$90,336	$46,400	$61,155	$79,999	$109,000	$148,743
Top Administrative Position	8	$69,211			$64,450		
Top Business Position	6	$108,745			$88,793		
Top Finance Position	8	$70,192			$79,099		
Between $1 million and $2.5 million							
CEO/Executive Director	158	$115,555	$60,074	$76,047	$100,579	$144,273	$192,009
Top Administrative Position	11	$72,263		$40,081	$61,798	$88,125	
Top Business Position	5	$99,074			$107,642		
Top Finance Position	29	$77,495	$44,387	$47,545	$66,930	$96,066	$142,841
Top Operations Position	5	$98,322			$100,749		
Between $2.5 million and $5 million							
CEO/Executive Director	85	$147,505	$69,846	$102,000	$126,544	$167,181	$203,531
Top Administrative Position	5	$105,569			$102,000		
Top Finance Position	20	$103,873	$41,132	$69,783	$84,679	$129,935	$164,810
Top Operations Position	8	$118,945			$112,964		
Between $5 million and $10 million							
CEO/Executive Director	62	$189,315	$101,492	$131,886	$165,502	$211,851	$317,344
Top Administrative Position	12	$136,381		$101,762	$120,474	$163,985	
Top Business Position	6	$162,763			$131,392		
Top Finance Position	36	$142,356	$69,378	$91,047	$112,919	$155,492	$240,488
Top Operations Position	11	$141,610		$102,927	$122,547	$163,376	
Between $10 million and $25 million							
CEO/Executive Director	62	$192,714	$109,093	$139,654	$173,360	$230,601	$286,182
Top Administrative Position	10	$138,257		$96,659	$134,228	$174,349	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Between $10 million and $25 million							
Top Development Position	7	$113,311			$125,873		
Top Finance Position	40	$122,913	$85,096	$95,552	$122,313	$137,672	$175,284
Top Human Resources Position	6	$116,776			$119,446		
Top Operations Position	14	$151,940		$107,440	$139,067	$181,912	
Top Technology Position	6	$141,696			$147,869		
Between $25 million and $50 million							
CEO/Executive Director	37	$255,012	$136,124	$186,492	$267,709	$304,275	$386,280
Top Administrative Position	10	$189,335		$160,763	$181,859	$236,579	
Top Development Position	8	$125,173			$122,371		
Top Education Position	5	$152,916			$157,786		
Top Finance Position	28	$152,644	$86,660	$134,602	$144,402	$189,754	$213,233
Top Human Resources Position	7	$138,621			$147,155		
Top Marketing Position	5	$168,112			$171,146		
Top Operations Position	15	$144,305		$122,890	$150,809	$158,005	
Top Technology Position	10	$140,924		$131,258	$141,427	$157,708	
Greater than $50 million							
CEO/Executive Director	48	$510,698	$223,401	$258,757	$347,888	$544,596	$1,020,704
Top Administrative Position	19	$198,790		$140,215	$170,748	$211,614	
Top Business Position	6	$208,862			$200,602		
Top Development Position	11	$189,489		$133,929	$168,912	$216,503	
Top Education Position	11	$191,230		$159,729	$170,313	$187,509	
Top Facilities Position	9	$225,604			$216,259		
Top Finance Position	46	$272,258	$135,183	$157,066	$201,707	$267,647	$562,075
Top Human Resources Position	16	$215,823		$148,118	$170,737	$215,854	
Top Legal Position	7	$420,837			$490,361		
Top Operations Position	30	$336,191	$159,565	$171,076	$240,394	$348,810	$552,019

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Greater than $50 million							
Top PR/Communications Position	7	$164,206			$159,085		
Top Technology Position	15	$232,457		$169,417	$190,441	$243,853	
Louisiana							
$250 thousand or less							
CEO/Executive Director	149	$48,639	$22,500	$30,928	$43,000	$62,194	$76,847
Top Administrative Position	5	$32,648			$24,000		
Top Finance Position	10	$45,155		$28,795	$35,699	$58,188	
Top Program Position	5	$28,299			$30,008		
Between $250 thousand and $500 thousand							
CEO/Executive Director	126	$67,773	$28,475	$44,467	$62,296	$86,806	$104,365
Top Administrative Position	7	$44,875			$44,667		
Top Finance Position	7	$48,907			$38,104		
Between $500 thousand and $1 million							
CEO/Executive Director	139	$90,090	$44,950	$58,304	$81,341	$109,509	$140,893
Top Finance Position	12	$72,594		$45,903	$65,006	$99,071	
Top Operations Position	6	$72,101			$66,971		
Between $1 million and $2.5 million							
CEO/Executive Director	169	$108,691	$58,178	$74,461	$95,500	$126,969	$181,342
Top Administrative Position	11	$98,195		$37,985	$75,000	$144,840	
Top Finance Position	17	$87,307		$59,149	$89,800	$116,991	
Between $2.5 million and $5 million							
CEO/Executive Director	95	$153,804	$75,463	$93,821	$124,167	$186,062	$268,050
Top Administrative Position	5	$148,027			$124,167		

All organizations state by budget size

Louisiana

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million							
Top Finance Position	28	$111,292	$53,393	$80,376	$114,490	$130,492	$170,437
Top Operations Position	6	$138,059			$113,873		
Between $5 million and $10 million							
CEO/Executive Director	86	$157,588	$91,120	$115,175	$140,871	$173,233	$243,536
Top Administrative Position	9	$177,746			$123,989		
Top Finance Position	31	$111,221	$64,174	$84,470	$105,019	$123,203	$146,949
Top Operations Position	7	$114,225			$102,086		
Between $10 million and $25 million							
CEO/Executive Director	58	$210,220	$111,265	$138,674	$174,271	$260,844	$339,422
Top Administrative Position	6	$132,319			$130,535		
Top Finance Position	38	$140,420	$83,562	$117,204	$133,640	$162,762	$210,138
Top Human Resources Position	5	$125,738			$124,859		
Top Operations Position	20	$181,551	$116,500	$132,746	$150,639	$209,097	$247,583
Between $25 million and $50 million							
CEO/Executive Director	32	$319,868	$143,683	$179,886	$252,659	$408,310	$555,378
Top Administrative Position	6	$182,530			$162,724		
Top Development Position	7	$182,119			$177,550		
Top Education Position	6	$159,841			$135,531		
Top Finance Position	20	$175,496	$117,458	$138,851	$155,367	$225,955	$263,172
Top Human Resources Position	5	$158,874			$154,949		
Top Marketing Position	5	$205,972			$214,555		
Top Operations Position	14	$233,684		$159,766	$181,426	$234,863	
Top PR/Communications Position	5	$177,365			$159,569		
Greater than $50 million							
CEO/Executive Director	20	$530,563	$200,718	$219,438	$343,919	$597,730	$1,257,701
Top Administrative Position	6	$224,141			$212,886		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Greater than $50 million							
Top Development Position	5	$288,576			$215,327		
Top Education Position	7	$322,300			$268,522		
Top Finance Position	16	$273,588		$152,482	$180,962	$295,623	
Top Legal Position	5	$344,400			$285,987		
Top Operations Position	16	$308,659		$169,295	$209,372	$424,672	
Maine							
$250 thousand or less							
CEO/Executive Director	132	$47,300	$21,962	$30,053	$47,256	$61,233	$71,146
Top Finance Position	7	$60,946			$34,741		
Top Program Position	6	$46,760			$39,262		
Between $250 thousand and $500 thousand							
CEO/Executive Director	110	$73,615	$39,560	$52,472	$69,042	$84,696	$106,895
Between $500 thousand and $1 million							
CEO/Executive Director	112	$86,933	$53,549	$63,895	$82,305	$99,836	$129,912
Top Administrative Position	7	$66,556			$64,189		
Top Finance Position	6	$105,792			$79,060		
Between $1 million and $2.5 million							
CEO/Executive Director	127	$109,650	$59,084	$82,221	$101,052	$125,717	$178,052
Top Administrative Position	7	$79,283			$94,864		
Top Finance Position	23	$91,759	$28,635	$61,082	$79,147	$122,170	$161,514
Between $2.5 million and $5 million							
CEO/Executive Director	80	$139,258	$89,042	$101,325	$119,468	$143,662	$211,902
Top Finance Position	17	$93,702		$72,229	$85,230	$102,851	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Between $5 million and $10 million							
CEO/Executive Director	49	$156,140	$92,319	$107,893	$150,711	$186,274	$212,911
Top Finance Position	24	$107,866	$76,946	$83,412	$103,827	$122,373	$149,292
Top Operations Position	9	$124,689			$114,354		
Between $10 million and $25 million							
CEO/Executive Director	54	$250,549	$122,571	$145,414	$225,817	$313,124	$384,206
Top Administrative Position	5	$139,033			$147,209		
Top Development Position	10	$153,493		$129,115	$142,536	$167,552	
Top Finance Position	40	$135,437	$66,528	$93,723	$122,468	$157,993	$204,977
Top Operations Position	14	$149,772		$125,489	$134,421	$174,926	
Top Technology Position	5	$129,667			$124,288		
Between $25 million and $50 million							
CEO/Executive Director	17	$244,329		$180,433	$251,963	$299,030	
Top Finance Position	18	$158,828		$120,566	$158,980	$173,565	
Top Operations Position	6	$147,079			$151,068		
Greater than $50 million							
CEO/Executive Director	25	$556,973	$209,519	$306,846	$477,245	$605,627	$990,306
Top Administrative Position	9	$314,780			$374,456		
Top Development Position	6	$223,688			$188,288		
Top Education Position	6	$294,792			$322,360		
Top Finance Position	26	$318,803	$161,170	$204,725	$284,439	$366,915	$437,107
Top Operations Position	13	$332,045		$222,172	$319,871	$406,658	
Top Technology Position	7	$263,240			$280,833		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
$250 thousand or less							
CEO/Executive Director	296	$52,505	$20,000	$31,312	$49,981	$65,969	$90,000
Top Finance Position	12	$30,943		$22,258	$28,668	$37,000	
Top Program Position	6	$35,559			$35,101		
Between $250 thousand and $500 thousand							
CEO/Executive Director	224	$83,528	$38,281	$54,322	$74,675	$99,330	$137,338
Top Finance Position	12	$71,162		$35,740	$49,847	$75,246	
Top Operations Position	5	$50,981			$58,673		
Between $500 thousand and $1 million							
CEO/Executive Director	241	$107,499	$46,442	$69,240	$93,238	$129,166	$184,253
Top Administrative Position	6	$61,439			$52,864		
Top Finance Position	19	$73,854		$53,330	$62,436	$81,728	
Top Operations Position	6	$73,914			$69,914		
Top Program Position	5	$73,587			$71,596		
Between $1 million and $2.5 million							
CEO/Executive Director	324	$138,421	$71,447	$91,275	$119,207	$173,262	$223,554
Top Administrative Position	14	$121,148		$106,496	$116,150	$151,309	
Top Business Position	14	$128,403		$82,306	$142,622	$173,815	
Top Development Position	6	$124,112			$121,693		
Top Education Position	7	$125,834			$113,357		
Top Finance Position	42	$122,892	$40,949	$72,470	$99,416	$153,606	$208,382
Top Operations Position	22	$102,332	$66,411	$77,412	$90,892	$115,576	$161,991
Top Program Position	8	$118,323			$111,465		
Between $2.5 million and $5 million							
CEO/Executive Director	206	$182,697	$89,781	$118,464	$153,176	$217,643	$306,098
Top Administrative Position	15	$147,206		$125,339	$150,256	$170,358	
Top Business Position	16	$153,494		$120,254	$138,634	$200,100	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between $2.5 million and $5 million							
Top Development Position	13	$169,451		$128,439	$152,204	$170,950	
Top Education Position	13	$164,375		$136,831	$152,746	$194,880	
Top Facilities Position	6	$171,071			$145,830		
Top Finance Position	82	$132,554	$62,033	$99,025	$121,262	$145,910	$185,532
Top Legal Position	7	$161,303			$144,956		
Top Marketing Position	7	$172,514			$153,818		
Top Operations Position	26	$176,593	$105,709	$132,339	$153,789	$182,701	$236,818
Top PR/Communications Position	10	$131,910		$115,640	$128,301	$132,894	
Top Program Position	13	$139,153		$126,126	$144,449	$166,073	
Between $5 million and $10 million							
CEO/Executive Director	178	$194,463	$97,398	$130,752	$169,043	$220,644	$329,038
Top Administrative Position	16	$174,562		$139,890	$158,764	$200,827	
Top Business Position	11	$160,708		$124,779	$167,718	$192,781	
Top Development Position	16	$137,877		$118,384	$126,757	$139,606	
Top Education Position	10	$148,957		$116,873	$150,381	$181,281	
Top Finance Position	87	$135,172	$81,798	$104,436	$130,485	$155,335	$189,135
Top Human Resources Position	8	$127,625			$123,476		
Top Legal Position	5	$141,867			$133,788		
Top Marketing Position	7	$180,953			$163,990		
Top Operations Position	33	$166,108	$105,406	$116,884	$156,185	$191,817	$247,409
Top PR/Communications Position	16	$168,530		$132,167	$154,846	$178,181	
Top Program Position	11	$150,360		$119,096	$136,668	$168,973	
Top Technology Position	14	$140,044		$129,531	$132,976	$144,550	
Between $10 million and $25 million							
CEO/Executive Director	147	$304,841	$138,549	$187,272	$246,960	$383,868	$531,130
Top Administrative Position	24	$193,942	$88,492	$124,441	$163,822	$229,187	$343,294

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between $10 million and $25 million							
Top Business Position	21	$193,535	$122,437	$138,519	$188,515	$236,845	$249,997
Top Development Position	24	$163,499	$131,134	$138,628	$150,360	$179,837	$204,437
Top Education Position	16	$194,757		$142,839	$164,661	$259,151	
Top Facilities Position	11	$177,875		$116,185	$128,785	$193,993	
Top Finance Position	106	$175,886	$101,155	$123,960	$152,175	$199,445	$293,108
Top Human Resources Position	18	$180,685		$119,507	$164,143	$208,493	
Top Legal Position	6	$343,157			$260,349		
Top Marketing Position	13	$208,094		$153,098	$179,576	$247,715	
Top Operations Position	47	$217,641	$124,092	$138,487	$157,585	$236,045	$391,945
Top PR/Communications Position	11	$181,501		$151,903	$179,576	$220,553	
Top Program Position	23	$157,497	$117,375	$123,866	$134,064	$175,393	$214,768
Top Technology Position	22	$197,782	$120,715	$132,995	$178,694	$248,175	$329,263
Between $25 million and $50 million							
CEO/Executive Director	76	$393,974	$189,137	$239,225	$355,543	$505,763	$633,166
Top Administrative Position	10	$271,166		$189,809	$202,474	$245,621	
Top Business Position	8	$198,298			$180,263		
Top Development Position	23	$201,262	$127,376	$161,289	$193,599	$227,228	$272,206
Top Education Position	15	$175,293		$146,358	$156,045	$194,615	
Top Facilities Position	8	$207,338			$179,081		
Top Finance Position	62	$217,291	$122,526	$157,392	$206,583	$253,419	$317,519
Top Human Resources Position	24	$161,574	$122,454	$136,472	$150,882	$179,851	$220,240
Top Legal Position	7	$198,629			$197,123		
Top Marketing Position	8	$198,103			$176,169		
Top Operations Position	36	$227,653	$131,827	$163,596	$195,109	$262,810	$309,359
Top PR/Communications Position	16	$207,880		$172,718	$187,331	$216,745	
Top Program Position	13	$180,738		$135,546	$149,458	$196,462	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between $25 million and $50 million							
Top Technology Position	19	$164,101		$132,903	$139,018	$186,107	
Greater than $50 million							
CEO/Executive Director	69	$840,828	$235,925	$344,666	$570,585	$797,073	$1,519,265
Top Administrative Position	17	$358,415		$212,122	$218,068	$375,722	
Top Business Position	11	$272,014		$221,827	$274,851	$308,387	
Top Development Position	27	$313,399	$158,866	$200,633	$230,658	$327,483	$437,010
Top Education Position	15	$455,853		$214,456	$260,083	$354,918	
Top Finance Position	61	$422,297	$161,665	$212,980	$279,308	$476,974	$812,020
Top Human Resources Position	29	$300,783	$152,433	$187,479	$261,506	$357,684	$523,586
Top Legal Position	17	$388,582		$251,125	$330,300	$505,709	
Top Marketing Position	10	$245,268		$172,179	$228,331	$305,052	
Top Operations Position	31	$439,883	$174,386	$204,768	$395,485	$574,593	$803,072
Top PR/Communications Position	19	$257,447		$176,675	$232,607	$308,175	
Top Program Position	11	$279,472		$204,869	$216,849	$280,323	
Top Technology Position	28	$392,004	$180,848	$208,328	$274,827	$384,278	$637,015
Massachusetts							
$250 thousand or less							
CEO/Executive Director	375	$50,843	$22,049	$31,350	$47,969	$64,317	$83,532
Top Administrative Position	10	$43,212		$29,580	$40,769	$57,742	
Top Finance Position	35	$55,148	$18,330	$21,531	$38,000	$75,728	$117,682
Top Operations Position	8	$38,101			$31,007		
Top Program Position	13	$39,456		$34,955	$41,302	$46,200	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between $250 thousand and $500 thousand							
CEO/Executive Director	301	$82,520	$40,000	$59,069	$77,237	$101,587	$125,105
Top Business Position	11	$136,779		$92,637	$131,950	$161,748	
Top Finance Position	33	$78,630	$29,407	$52,875	$70,000	$110,000	$129,803
Top Operations Position	6	$54,948			$57,413		
Between $500 thousand and $1 million							
CEO/Executive Director	394	$105,986	$60,168	$74,632	$95,910	$124,324	$165,498
Top Administrative Position	8	$75,600			$74,815		
Top Business Position	12	$145,332		$75,627	$145,725	$198,622	
Top Finance Position	40	$97,119	$35,963	$51,271	$86,218	$121,992	$196,038
Top Operations Position	14	$100,689		$84,781	$115,264	$124,328	
Top Program Position	8	$106,380			$103,685		
Between $1 million and $2.5 million							
CEO/Executive Director	566	$142,496	$76,256	$94,727	$120,595	$160,611	$225,520
Top Administrative Position	19	$145,139		$88,070	$151,529	$188,001	
Top Business Position	21	$149,937	$61,798	$94,081	$164,800	$189,160	$252,663
Top Development Position	15	$118,461		$110,092	$126,045	$130,474	
Top Education Position	8	$141,574			$140,361		
Top Finance Position	75	$125,927	$57,449	$78,366	$106,439	$142,673	$182,962
Top Marketing Position	7	$114,248			$104,027		
Top Operations Position	31	$140,133	$88,983	$98,829	$130,292	$165,743	$192,013
Top PR/Communications Position	11	$110,588		$96,687	$116,226	$127,152	
Top Program Position	15	$122,011		$108,441	$123,608	$140,250	
Top Technology Position	6	$151,941			$141,107		
Between $2.5 million and $5 million							
CEO/Executive Director	316	$179,185	$97,915	$122,443	$161,482	$205,280	$290,265
Top Administrative Position	36	$143,767	$77,669	$91,041	$119,767	$174,029	$255,837

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between $2.5 million and $5 million							
Top Business Position	16	$130,751		$110,046	$126,712	$149,459	
Top Development Position	32	$136,620	$109,912	$117,209	$131,549	$157,105	$175,291
Top Education Position	12	$139,422		$101,726	$119,072	$163,669	
Top Facilities Position	7	$181,386			$177,758		
Top Finance Position	101	$127,920	$64,451	$87,533	$118,750	$155,792	$184,949
Top Legal Position	8	$221,913			$173,018		
Top Marketing Position	8	$159,271			$128,917		
Top Operations Position	45	$168,192	$102,196	$123,432	$134,249	$168,878	$292,672
Top PR/Communications Position	9	$160,277			$148,867		
Top Program Position	22	$142,926	$107,895	$117,310	$132,621	$169,817	$195,328
Top Technology Position	9	$157,479			$167,878		
Between $5 million and $10 million							
CEO/Executive Director	242	$229,893	$121,443	$151,920	$209,395	$272,366	$347,298
Top Administrative Position	39	$207,747	$118,504	$130,654	$148,708	$264,103	$361,916
Top Business Position	22	$176,818	$123,372	$139,593	$158,773	$194,783	$243,242
Top Development Position	48	$161,293	$112,938	$126,893	$154,449	$185,031	$227,616
Top Education Position	16	$179,513		$128,456	$143,720	$223,525	
Top Facilities Position	15	$172,876		$144,886	$153,864	$203,593	
Top Finance Position	146	$167,906	$101,296	$121,981	$144,317	$186,034	$259,663
Top Human Resources Position	15	$152,114		$131,910	$144,297	$167,310	
Top Legal Position	7	$163,729			$162,671		
Top Marketing Position	10	$181,208		$149,890	$193,081	$210,641	
Top Operations Position	61	$171,729	$110,258	$129,977	$146,775	$186,114	$240,907
Top PR/Communications Position	22	$160,338	$115,580	$127,610	$150,911	$184,322	$201,465
Top Program Position	29	$145,835	$105,058	$116,619	$139,264	$166,201	$189,747
Top Technology Position	15	$166,451		$124,996	$170,934	$187,183	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between $10 million and $25 million							
CEO/Executive Director	242	$310,644	$137,933	$185,129	$244,065	$363,103	$483,944
Top Administrative Position	40	$202,882	$137,548	$156,292	$171,773	$213,674	$333,564
Top Business Position	24	$217,693	$122,179	$147,628	$196,017	$283,480	$348,365
Top Development Position	66	$168,409	$121,235	$134,426	$161,168	$185,121	$225,491
Top Education Position	28	$153,971	$119,102	$130,141	$143,556	$165,578	$200,247
Top Facilities Position	14	$166,985		$146,832	$157,038	$177,119	
Top Finance Position	174	$194,877	$114,337	$136,376	$167,866	$207,707	$259,119
Top Human Resources Position	39	$150,744	$108,563	$118,292	$133,797	$158,704	$171,986
Top Legal Position	9	$246,915			$200,544		
Top Marketing Position	18	$187,468		$139,824	$167,879	$220,362	
Top Operations Position	92	$184,281	$109,685	$137,594	$173,589	$208,102	$290,412
Top PR/Communications Position	16	$187,708		$148,216	$166,563	$189,957	
Top Program Position	36	$147,560	$115,805	$124,408	$134,775	$156,369	$195,033
Top Technology Position	38	$167,047	$122,229	$133,588	$160,192	$174,192	$211,336
Between $25 million and $50 million							
CEO/Executive Director	135	$366,897	$170,999	$206,762	$284,853	$449,098	$608,529
Top Administrative Position	24	$185,953	$120,824	$138,083	$189,261	$240,115	$258,839
Top Development Position	42	$230,914	$158,816	$181,718	$242,618	$273,236	$302,453
Top Education Position	16	$183,997		$137,296	$165,187	$210,338	
Top Facilities Position	15	$163,812		$144,606	$153,080	$172,927	
Top Finance Position	121	$208,166	$125,333	$150,335	$175,720	$251,315	$293,349
Top Human Resources Position	36	$160,350	$119,547	$128,735	$150,430	$188,183	$213,224
Top Legal Position	6	$312,830			$214,839		
Top Marketing Position	16	$172,226		$135,852	$152,222	$193,653	
Top Operations Position	66	$217,592	$140,348	$165,752	$220,218	$258,299	$300,993
Top PR/Communications Position	12	$213,614		$150,505	$176,753	$214,018	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between $25 million and $50 million							
Top Program Position	18	$178,883		$149,530	$166,297	$201,981	
Top Technology Position	25	$173,833	$121,667	$131,575	$152,680	$195,075	$235,088
Greater than $50 million							
CEO/Executive Director	158	$790,850	$275,282	$351,887	$553,774	$898,703	$1,541,338
Top Administrative Position	41	$307,823	$137,960	$203,332	$256,632	$346,070	$555,171
Top Business Position	22	$300,063	$158,491	$180,495	$236,874	$389,143	$480,365
Top Development Position	74	$368,940	$173,967	$225,586	$297,182	$479,953	$667,322
Top Education Position	50	$367,992	$191,909	$235,710	$285,605	$457,048	$639,845
Top Facilities Position	13	$275,501		$181,438	$208,658	$350,193	
Top Finance Position	152	$475,005	$162,970	$213,104	$299,597	$483,748	$782,692
Top Human Resources Position	58	$307,401	$158,168	$182,219	$242,168	$319,659	$550,184
Top Legal Position	44	$430,227	$150,523	$235,114	$316,145	$532,328	$835,950
Top Marketing Position	19	$254,966		$214,122	$237,299	$284,007	
Top Operations Position	81	$552,893	$163,564	$222,595	$323,782	$490,452	$852,143
Top PR/Communications Position	35	$280,428	$131,891	$169,181	$226,003	$311,860	$574,401
Top Program Position	22	$260,278	$132,081	$178,059	$230,187	$284,298	$412,253
Top Technology Position	69	$377,040	$146,671	$181,564	$236,046	$382,639	$580,258
Michigan							
$250 thousand or less							
CEO/Executive Director	401	$45,872	$20,215	$29,937	$43,958	$56,312	$73,819
Top Administrative Position	11	$43,659		$37,930	$45,099	$49,000	
Top Finance Position	19	$35,233		$28,400	$32,420	$40,402	
Top Operations Position	7	$35,229			$32,178		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
$250 thousand or less							
Top Program Position	6	$30,416			$30,133		
Between $250 thousand and $500 thousand							
CEO/Executive Director	301	$72,181	$39,988	$50,000	$65,000	$85,127	$119,959
Top Administrative Position	12	$48,757		$44,308	$50,952	$54,469	
Top Finance Position	18	$43,152		$30,041	$46,257	$53,985	
Between $500 thousand and $1 million							
CEO/Executive Director	351	$86,848	$46,000	$60,000	$80,145	$100,984	$131,841
Top Administrative Position	22	$66,578	$43,634	$51,709	$57,965	$74,839	$91,715
Top Business Position	12	$110,701		$77,085	$122,004	$145,794	
Top Finance Position	49	$76,483	$31,736	$39,493	$63,401	$95,266	$128,651
Top Operations Position	9	$69,853			$65,274		
Between $1 million and $2.5 million							
CEO/Executive Director	441	$111,432	$56,377	$76,727	$96,195	$130,532	$179,319
Top Administrative Position	35	$99,157	$59,365	$78,022	$102,836	$125,380	$137,357
Top Business Position	18	$134,014		$84,722	$125,583	$160,884	
Top Development Position	5	$108,744			$92,438		
Top Education Position	5	$140,933			$134,265		
Top Finance Position	64	$89,224	$31,059	$51,285	$78,370	$114,839	$161,233
Top Operations Position	20	$85,747	$41,242	$51,504	$69,134	$108,459	$154,561
Between $2.5 million and $5 million							
CEO/Executive Director	259	$147,597	$77,284	$99,009	$126,921	$167,023	$236,585
Top Administrative Position	23	$133,747	$63,800	$97,720	$115,522	$154,952	$223,860
Top Business Position	21	$157,532	$85,418	$113,055	$158,141	$199,399	$209,348
Top Development Position	7	$139,466			$117,814		
Top Education Position	5	$214,667			$172,187		
Top Finance Position	91	$111,589	$58,645	$78,458	$99,972	$137,078	$181,681

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Between $2.5 million and $5 million							
Top Legal Position	5	$185,887			$146,030		
Top Operations Position	28	$117,715	$68,688	$80,464	$113,280	$142,753	$181,188
Top PR/Communications Position	6	$142,700			$157,250		
Top Program Position	6	$150,724			$123,679		
Between $5 million and $10 million							
CEO/Executive Director	176	$178,767	$94,774	$122,019	$166,817	$215,020	$290,320
Top Administrative Position	19	$140,306		$109,092	$119,796	$161,403	
Top Business Position	7	$152,916			$149,695		
Top Development Position	10	$141,824		$113,874	$122,355	$131,905	
Top Education Position	5	$156,945			$142,175		
Top Finance Position	76	$115,761	$60,765	$82,523	$110,208	$140,499	$175,859
Top Human Resources Position	6	$112,319			$108,993		
Top Operations Position	28	$143,289	$98,346	$111,415	$133,615	$162,053	$185,663
Top PR/Communications Position	5	$139,504			$130,775		
Top Program Position	6	$141,452			$139,439		
Top Technology Position	10	$167,037		$127,716	$143,329	$162,984	
Between $10 million and $25 million							
CEO/Executive Director	169	$244,400	$132,467	$154,179	$205,173	$275,288	$416,447
Top Administrative Position	20	$162,550	$105,655	$126,164	$170,691	$182,674	$230,285
Top Business Position	14	$171,852		$137,131	$163,451	$208,613	
Top Development Position	20	$163,771	$110,257	$126,855	$139,305	$193,931	$240,407
Top Finance Position	98	$150,260	$85,892	$108,472	$140,412	$179,945	$227,408
Top Human Resources Position	16	$127,463		$117,855	$122,935	$141,825	
Top Marketing Position	9	$155,116			$145,328		
Top Operations Position	50	$168,415	$113,787	$129,215	$154,255	$184,077	$241,256
Top PR/Communications Position	5	$146,951			$119,801		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Between $10 million and $25 million							
Top Program Position	10	$163,093		$132,029	$161,328	$178,547	
Top Technology Position	19	$162,069		$124,997	$150,216	$177,009	
Between $25 million and $50 million							
CEO/Executive Director	58	$347,891	$163,653	$203,864	$284,090	$434,271	$548,095
Top Administrative Position	9	$215,275			$213,866		
Top Business Position	7	$183,684			$165,809		
Top Development Position	10	$188,289		$155,673	$167,311	$192,950	
Top Finance Position	47	$201,670	$129,408	$154,643	$188,675	$239,065	$310,784
Top Human Resources Position	11	$182,439		$152,618	$164,153	$202,554	
Top Marketing Position	5	$155,337			$158,959		
Top Operations Position	18	$198,869		$178,994	$196,286	$217,351	
Top Technology Position	14	$184,776		$136,462	$170,179	$232,679	
Greater than $50 million							
CEO/Executive Director	76	$693,938	$179,878	$266,234	$401,810	$704,718	$1,105,186
Top Administrative Position	15	$254,580		$127,699	$179,708	$293,292	
Top Business Position	15	$318,866		$180,904	$247,789	$304,958	
Top Development Position	20	$236,595	$136,325	$160,686	$224,025	$287,828	$329,414
Top Education Position	20	$255,364	$148,722	$171,458	$202,978	$323,497	$384,394
Top Finance Position	69	$328,596	$139,567	$174,093	$248,558	$369,015	$471,740
Top Human Resources Position	19	$370,866		$183,639	$230,791	$358,604	
Top Legal Position	8	$549,440			$366,697		
Top Marketing Position	19	$273,983		$154,269	$227,750	$257,323	
Top Operations Position	29	$286,579	$159,733	$183,738	$244,978	$330,318	$503,938
Top PR/Communications Position	10	$207,813		$143,793	$197,976	$254,591	
Top Program Position	12	$226,137		$152,664	$177,022	$230,475	
Top Technology Position	24	$361,011	$156,648	$178,679	$239,849	$355,634	$822,828

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
$250 thousand or less							
CEO/Executive Director	348	$51,282	$23,933	$33,400	$47,975	$64,805	$81,348
Top Administrative Position	6	$44,658			$43,316		
Top Finance Position	21	$62,912	$26,668	$30,000	$38,100	$88,656	$127,000
Top Operations Position	5	$46,151			$44,522		
Top Program Position	12	$41,906		$26,135	$44,218	$51,624	
Between $250 thousand and $500 thousand							
CEO/Executive Director	263	$73,354	$37,953	$50,495	$69,690	$88,053	$111,996
Top Administrative Position	6	$51,188			$57,386		
Top Finance Position	16	$53,375		$28,481	$47,493	$67,255	
Top Operations Position	8	$54,775			$52,330		
Top Program Position	5	$58,996			$57,612		
Between $500 thousand and $1 million							
CEO/Executive Director	297	$92,649	$51,246	$68,400	$88,027	$110,812	$142,961
Top Administrative Position	9	$46,755			$53,018		
Top Business Position	6	$133,808			$146,632		
Top Finance Position	25	$74,686	$36,745	$47,572	$62,164	$81,350	$137,293
Top Operations Position	6	$72,021			$43,000		
Between $1 million and $2.5 million							
CEO/Executive Director	371	$111,126	$60,432	$79,657	$102,224	$135,370	$174,780
Top Administrative Position	22	$90,907	$56,444	$69,172	$89,227	$110,240	$128,724
Top Business Position	17	$113,220		$48,034	$113,300	$163,518	
Top Education Position	6	$113,051			$101,890		
Top Finance Position	67	$81,960	$38,717	$57,454	$68,363	$96,678	$150,804
Top Operations Position	9	$84,510			$84,241		
Between $2.5 million and $5 million							
CEO/Executive Director	231	$153,378	$82,978	$103,068	$129,928	$166,893	$247,933

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Between $2.5 million and $5 million							
Top Administrative Position	20	$97,589	$51,998	$67,223	$85,512	$111,010	$160,724
Top Business Position	16	$118,416		$61,067	$99,380	$145,371	
Top Development Position	7	$110,802			$113,737		
Top Finance Position	87	$95,648	$53,135	$64,841	$85,301	$112,499	$140,784
Top Human Resources Position	9	$110,299			$115,635		
Top Operations Position	26	$137,789	$77,540	$111,313	$121,970	$174,264	$206,975
Top Program Position	6	$149,648			$144,021		
Top Technology Position	5	$127,990			$127,458		
Between $5 million and $10 million							
CEO/Executive Director	191	$178,908	$101,798	$126,523	$161,715	$215,686	$277,621
Top Administrative Position	35	$143,217	$97,880	$115,163	$128,654	$159,313	$221,265
Top Business Position	23	$153,401	$53,555	$115,517	$145,731	$207,010	$254,188
Top Development Position	12	$156,320		$126,008	$135,958	$144,414	
Top Education Position	9	$124,047			$128,880		
Top Finance Position	104	$125,329	$65,487	$82,162	$119,945	$153,452	$202,045
Top Operations Position	28	$164,850	$112,528	$123,637	$153,337	$186,566	$229,329
Top Program Position	6	$136,974			$134,669		
Top Technology Position	9	$174,972			$151,612		
Between $10 million and $25 million							
CEO/Executive Director	146	$215,128	$113,260	$144,776	$191,358	$260,324	$339,841
Top Administrative Position	32	$187,518	$115,280	$130,299	$147,090	$184,116	$284,198
Top Business Position	12	$140,827		$92,427	$124,295	$166,792	
Top Development Position	25	$164,906	$122,262	$133,985	$165,228	$183,271	$195,090
Top Education Position	6	$152,703			$144,033		
Top Finance Position	98	$140,970	$90,133	$109,725	$131,334	$168,878	$201,996
Top Human Resources Position	12	$138,947		$120,953	$139,390	$155,745	

All organizations state by budget size

Minnesota

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
Top Marketing Position	9	$143,099			$153,812		
Top Operations Position	40	$175,612	$112,198	$128,597	$161,250	$216,453	$248,318
Top PR/Communications Position	10	$149,351		$119,126	$149,534	$172,150	
Top Program Position	16	$133,912		$116,119	$121,652	$144,100	
Top Technology Position	7	$153,950			$147,682		
Between $25 million and $50 million							
CEO/Executive Director	61	$302,522	$151,818	$204,972	$260,933	$393,157	$467,853
Top Administrative Position	21	$183,435	$122,297	$136,765	$157,480	$205,675	$257,375
Top Business Position	9	$204,961			$187,578		
Top Development Position	18	$192,231		$160,517	$190,442	$210,731	
Top Education Position	8	$159,302			$165,081		
Top Finance Position	52	$195,381	$114,961	$142,571	$181,164	$219,133	$289,511
Top Human Resources Position	22	$171,926	$125,212	$134,153	$166,133	$183,637	$252,241
Top Marketing Position	8	$177,655			$172,638		
Top Operations Position	32	$219,506	$136,813	$160,744	$180,004	$243,600	$332,220
Top PR/Communications Position	7	$166,379			$135,495		
Top Program Position	7	$181,588			$162,639		
Top Technology Position	12	$193,848		$137,833	$181,178	$236,618	
Greater than $50 million							
CEO/Executive Director	61	$604,603	$256,755	$337,632	$415,128	$616,628	$922,475
Top Administrative Position	21	$296,518	$148,020	$171,345	$215,950	$283,974	$415,128
Top Business Position	8	$273,503			$248,708		
Top Development Position	23	$239,191	$176,310	$185,379	$214,780	$299,485	$336,916
Top Education Position	16	$243,553		$181,271	$236,699	$281,163	
Top Finance Position	54	$296,253	$159,249	$186,218	$224,770	$295,286	$510,132
Top Human Resources Position	16	$289,005		$167,590	$207,613	$284,248	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Greater than $50 million							
Top Legal Position	11	$353,810		$208,386	$294,558	$353,632	
Top Marketing Position	12	$238,393		$152,303	$187,624	$320,595	
Top Operations Position	29	$339,667	$180,668	$190,174	$215,325	$305,241	$428,437
Top PR/Communications Position	7	$237,584			$168,996		
Top Program Position	5	$225,297			$209,239		
Top Technology Position	24	$269,189	$144,172	$162,479	$195,506	$274,128	$533,003
Mississippi							
$250 thousand or less							
CEO/Executive Director	101	$47,507	$22,500	$28,490	$42,000	$57,846	$79,813
Top Administrative Position	5	$26,392			$27,780		
Top Finance Position	7	$37,245			$35,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	77	$72,775	$30,726	$45,587	$64,866	$88,786	$128,880
Top Finance Position	6	$52,891			$50,234		
Between $500 thousand and $1 million							
CEO/Executive Director	78	$90,477	$37,716	$48,125	$71,163	$121,083	$165,045
Top Administrative Position	6	$57,067			$38,927		
Top Business Position	7	$88,213			$87,022		
Top Finance Position	10	$64,589		$34,550	$44,919	$70,656	
Between $1 million and $2.5 million							
CEO/Executive Director	80	$133,315	$57,087	$71,730	$105,845	$143,191	$281,029
Top Finance Position	11	$63,527		$39,787	$64,737	$75,632	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Between $2.5 million and $5 million							
CEO/Executive Director	42	$131,721	$78,232	$88,214	$117,549	$142,088	$170,102
Top Administrative Position	6	$116,519			$113,318		
Top Finance Position	18	$85,932		$62,047	$74,961	$93,073	
Top Operations Position	7	$88,664			$92,041		
Between $5 million and $10 million							
CEO/Executive Director	36	$196,579	$89,870	$126,770	$155,755	$198,479	$243,791
Top Finance Position	20	$118,675	$43,783	$66,293	$82,655	$99,309	$175,356
Between $10 million and $25 million							
CEO/Executive Director	26	$230,794	$164,709	$188,051	$218,019	$275,102	$315,291
Top Administrative Position	6	$156,652			$142,504		
Top Finance Position	24	$129,812	$91,115	$98,978	$129,561	$149,768	$172,393
Top Operations Position	7	$168,418			$173,567		
Between $25 million and $50 million							
CEO/Executive Director	11	$322,369		$149,237	$170,572	$244,146	
Top Administrative Position	6	$219,636			$213,313		
Top Finance Position	8	$135,342			$122,322		
Greater than $50 million							
CEO/Executive Director	16	$420,159		$335,957	$373,232	$516,462	
Top Administrative Position	9	$275,505			$284,572		
Top Finance Position	13	$209,366		$138,703	$194,960	$232,348	
Top Human Resources Position	5	$201,911			$205,202		
Top Operations Position	9	$272,156			$221,939		
Top Technology Position	6	$212,156			$184,891		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
$250 thousand or less							
CEO/Executive Director	254	$45,925	$22,000	$28,864	$40,480	$57,948	$75,491
Top Administrative Position	7	$26,602			$24,333		
Top Finance Position	20	$32,370	$18,975	$20,817	$25,500	$41,034	$49,287
Top Program Position	11	$38,639		$23,958	$39,436	$53,797	
Between $250 thousand and $500 thousand							
CEO/Executive Director	203	$72,872	$34,436	$47,991	$70,096	$93,078	$114,257
Top Administrative Position	11	$61,007		$30,933	$42,658	$55,498	
Top Business Position	7	$110,262			$96,864		
Top Finance Position	25	$74,874	$33,272	$37,100	$53,398	$96,864	$153,178
Top Operations Position	6	$65,999			$55,929		
Between $500 thousand and $1 million							
CEO/Executive Director	207	$89,212	$44,572	$60,568	$80,500	$110,527	$151,491
Top Business Position	7	$130,521			$133,372		
Top Finance Position	11	$94,307		$56,887	$83,502	$118,818	
Between $1 million and $2.5 million							
CEO/Executive Director	276	$115,468	$60,630	$78,749	$101,830	$136,790	$187,838
Top Administrative Position	16	$110,929		$63,399	$90,517	$131,051	
Top Business Position	11	$141,567		$95,755	$135,313	$184,151	
Top Development Position	5	$113,150			$117,175		
Top Finance Position	33	$100,555	$41,984	$60,000	$101,588	$129,293	$141,918
Top Operations Position	14	$97,952		$65,175	$92,504	$129,740	
Between $2.5 million and $5 million							
CEO/Executive Director	159	$172,611	$79,928	$105,299	$152,452	$208,959	$280,820
Top Administrative Position	10	$133,097		$91,660	$140,140	$181,802	
Top Business Position	13	$146,713		$103,052	$153,980	$167,137	
Top Development Position	9	$121,664			$118,157		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Between $2.5 million and $5 million							
Top Education Position	6	$90,434			$86,275		
Top Finance Position	60	$119,132	$52,364	$83,008	$105,225	$141,482	$196,382
Top Operations Position	17	$130,944		$99,775	$107,992	$165,637	
Between $5 million and $10 million							
CEO/Executive Director	142	$192,238	$93,962	$120,444	$170,383	$223,146	$312,597
Top Administrative Position	19	$161,204		$104,718	$122,090	$200,461	
Top Business Position	13	$149,365		$128,578	$149,913	$172,266	
Top Development Position	17	$136,532		$119,443	$135,601	$152,258	
Top Facilities Position	5	$161,494			$118,841		
Top Finance Position	72	$127,074	$75,823	$100,710	$123,923	$143,682	$187,295
Top Marketing Position	7	$157,079			$161,021		
Top Operations Position	27	$152,924	$89,972	$106,581	$139,305	$153,068	$291,870
Top PR/Communications Position	7	$139,528			$138,271		
Top Program Position	5	$136,444			$134,007		
Between $10 million and $25 million							
CEO/Executive Director	121	$245,551	$108,123	$153,984	$208,329	$311,798	$405,016
Top Administrative Position	31	$212,651	$109,821	$121,390	$171,577	$243,515	$326,971
Top Business Position	9	$179,948			$152,184		
Top Development Position	18	$159,264		$128,903	$144,722	$166,391	
Top Education Position	7	$125,038			$120,722		
Top Finance Position	82	$148,433	$85,918	$107,318	$134,591	$165,527	$218,273
Top Human Resources Position	10	$133,204		$112,290	$122,594	$158,883	
Top Marketing Position	9	$191,981			$138,537		
Top Operations Position	45	$152,872	$101,411	$115,415	$139,877	$183,995	$228,429
Top PR/Communications Position	5	$239,064			$214,532		
Top Program Position	5	$124,305			$123,155		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Between $10 million and $25 million							
Top Technology Position	12	$150,351		$125,941	$135,031	$186,298	
Between $25 million and $50 million							
CEO/Executive Director	58	$315,437	$142,316	$209,454	$288,988	$382,224	$531,020
Top Administrative Position	17	$216,796		$147,576	$222,489	$263,683	
Top Business Position	7	$204,164			$193,106		
Top Development Position	14	$178,993		$155,412	$170,661	$196,892	
Top Education Position	10	$157,428		$133,169	$168,615	$173,988	
Top Finance Position	39	$178,628	$99,650	$116,103	$152,092	$225,060	$296,233
Top Marketing Position	5	$185,173			$201,639		
Top Operations Position	22	$205,653	$123,018	$150,069	$186,289	$245,738	$316,777
Top Program Position	5	$167,151			$206,771		
Top Technology Position	10	$155,624		$120,415	$137,776	$196,643	
Greater than $50 million							
CEO/Executive Director	89	$853,556	$260,044	$350,613	$502,943	$809,141	$1,269,265
Top Administrative Position	26	$320,529	$144,636	$172,511	$237,679	$359,963	$627,420
Top Business Position	13	$297,850		$153,041	$201,265	$328,538	
Top Development Position	16	$252,529		$184,128	$214,039	$269,147	
Top Education Position	14	$274,386		$220,383	$264,235	$283,397	
Top Facilities Position	6	$255,479			$252,420		
Top Finance Position	61	$411,592	$142,799	$188,571	$268,072	$434,682	$817,014
Top Human Resources Position	18	$402,072		$186,120	$250,381	$331,769	
Top Legal Position	13	$485,051		$211,528	$428,647	$653,701	
Top Marketing Position	10	$183,623		$153,004	$164,401	$187,668	
Top Operations Position	54	$448,823	$208,526	$255,640	$333,491	$440,579	$584,566
Top PR/Communications Position	5	$263,961			$313,356		
Top Technology Position	21	$352,038	$164,575	$193,040	$245,690	$371,191	$466,345

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
$250 thousand or less							
CEO/Executive Director	144	$46,058	$22,192	$31,277	$42,490	$57,723	$71,452
Top Administrative Position	7	$31,887			$30,475		
Top Finance Position	8	$33,143			$31,485		
Between $250 thousand and $500 thousand							
CEO/Executive Director	112	$69,711	$33,826	$46,340	$60,410	$79,796	$106,166
Top Administrative Position	6	$120,005			$81,860		
Between $500 thousand and $1 million							
CEO/Executive Director	99	$77,536	$41,674	$54,163	$69,284	$89,120	$125,195
Top Finance Position	11	$56,077		$31,369	$51,406	$63,148	
Between $1 million and $2.5 million							
CEO/Executive Director	106	$99,064	$61,132	$70,433	$87,682	$112,206	$143,507
Top Administrative Position	6	$125,856			$131,877		
Top Finance Position	20	$79,155	$45,625	$62,297	$75,822	$85,862	$123,264
Between $2.5 million and $5 million							
CEO/Executive Director	61	$118,400	$65,130	$85,777	$111,649	$143,249	$181,482
Top Finance Position	20	$100,440	$48,522	$67,027	$82,416	$114,132	$144,837
Top Operations Position	7	$113,472			$118,155		
Between $5 million and $10 million							
CEO/Executive Director	47	$149,887	$86,769	$105,257	$130,527	$180,353	$223,528
Top Administrative Position	6	$162,835			$152,356		
Top Finance Position	30	$95,372	$60,021	$71,449	$90,875	$115,049	$127,277
Top Operations Position	10	$116,168		$102,491	$122,469	$136,733	
Between $10 million and $25 million							
CEO/Executive Director	30	$211,377	$114,776	$127,618	$170,225	$300,564	$337,976
Top Administrative Position	8	$196,260			$172,551		
Top Finance Position	24	$128,500	$88,286	$102,714	$123,835	$142,331	$180,144

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Between $10 million and $25 million							
Top Operations Position	11	$164,135		$144,644	$156,397	$185,317	
Between $25 million and $50 million							
CEO/Executive Director	15	$224,699		$160,207	$209,870	$281,921	
Top Finance Position	12	$167,048		$130,229	$155,985	$208,830	
Top Operations Position	5	$155,221			$141,685		
Greater than $50 million							
CEO/Executive Director	13	$563,554		$368,895	$469,711	$670,765	
Top Finance Position	11	$286,965		$179,432	$256,995	$341,257	
Top Operations Position	6	$276,712			$256,192		
Nebraska							
$250 thousand or less							
CEO/Executive Director	116	$49,301	$23,626	$32,094	$46,458	$60,000	$80,458
Top Finance Position	6	$41,331			$31,008		
Between $250 thousand and $500 thousand							
CEO/Executive Director	97	$71,644	$38,486	$51,000	$68,097	$86,373	$114,466
Top Finance Position	7	$57,694			$52,500		
Between $500 thousand and $1 million							
CEO/Executive Director	103	$85,174	$44,005	$57,430	$75,787	$106,851	$133,300
Top Finance Position	11	$78,259		$44,949	$62,062	$103,131	
Between $1 million and $2.5 million							
CEO/Executive Director	114	$115,124	$60,922	$80,852	$103,783	$134,578	$168,582
Top Administrative Position	11	$78,803		$61,864	$75,499	$102,820	
Top Finance Position	20	$92,097	$45,128	$58,005	$75,400	$115,930	$151,506

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Between $1 million and $2.5 million							
Top Operations Position	6	$91,878			$75,960		
Between $2.5 million and $5 million							
CEO/Executive Director	59	$137,846	$66,631	$90,616	$116,391	$141,585	$215,108
Top Finance Position	18	$122,876		$80,859	$107,633	$119,265	
Between $5 million and $10 million							
CEO/Executive Director	41	$170,142	$88,929	$127,816	$148,064	$191,301	$246,189
Top Administrative Position	5	$156,217			$128,638		
Top Development Position	5	$134,587			$144,124		
Top Finance Position	26	$107,310	$46,543	$79,833	$98,497	$119,045	$151,997
Between $10 million and $25 million							
CEO/Executive Director	35	$209,996	$85,249	$131,746	$182,746	$264,349	$360,594
Top Finance Position	23	$155,283	$67,542	$109,944	$143,630	$164,691	$248,586
Top Operations Position	8	$190,191			$165,892		
Between $25 million and $50 million							
CEO/Executive Director	17	$291,500		$224,402	$266,800	$343,461	
Top Finance Position	12	$197,123		$156,859	$180,898	$212,909	
Greater than $50 million							
CEO/Executive Director	22	$513,171	$264,981	$336,775	$476,100	$566,332	$768,381
Top Administrative Position	7	$202,061			$174,101		
Top Development Position	6	$203,833			$189,134		
Top Education Position	6	$289,541			$180,060		
Top Finance Position	18	$299,867		$183,317	$230,499	$360,143	
Top Human Resources Position	6	$245,623			$177,803		
Top Marketing Position	5	$199,586			$150,842		
Top Operations Position	10	$352,499		$230,009	$244,103	$472,341	
Top Technology Position	6	$221,087			$195,628		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
$250 thousand or less							
CEO/Executive Director	78	$50,981	$18,850	$29,678	$48,167	$62,554	$90,085
Between $250 thousand and $500 thousand							
CEO/Executive Director	53	$65,085	$28,065	$47,795	$58,875	$86,202	$105,357
Top Finance Position	6	$30,751			$32,378		
Between $500 thousand and $1 million							
CEO/Executive Director	60	$102,463	$49,282	$66,021	$81,642	$131,979	$172,775
Top Finance Position	5	$109,519			$64,908		
Between $1 million and $2.5 million							
CEO/Executive Director	83	$119,033	$65,936	$84,407	$103,927	$136,377	$192,459
Top Administrative Position	5	$118,505			$113,279		
Top Business Position	5	$183,724			$199,774		
Top Finance Position	17	$98,068		$60,348	$78,408	$129,761	
Top Operations Position	5	$121,754			$116,000		
Between $2.5 million and $5 million							
CEO/Executive Director	42	$159,336	$85,223	$107,726	$134,722	$188,804	$244,890
Top Finance Position	13	$106,294		$93,264	$100,461	$132,782	
Top Operations Position	5	$129,442			$96,388		
Between $5 million and $10 million							
CEO/Executive Director	29	$182,364	$125,703	$131,533	$183,027	$205,115	$244,863
Top Finance Position	12	$171,229		$97,491	$130,724	$178,777	
Between $10 million and $25 million							
CEO/Executive Director	17	$216,185		$158,060	$187,797	$230,741	
Top Finance Position	12	$154,045		$115,512	$157,009	$184,173	
Between $25 million and $50 million							
CEO/Executive Director	14	$292,880		$169,468	$287,162	$440,427	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Between $25 million and $50 million							
Top Finance Position	11	$160,006		$125,132	$129,813	$198,269	
Top Operations Position	5	$185,353			$184,057		
Greater than $50 million							
CEO/Executive Director	9	$335,940			$335,410		
New Hampshire							
$250 thousand or less							
CEO/Executive Director	110	$49,828	$21,035	$29,700	$51,380	$63,916	$76,110
Top Finance Position	6	$43,726			$42,175		
Between $250 thousand and $500 thousand							
CEO/Executive Director	85	$75,197	$41,938	$52,000	$67,000	$84,391	$117,386
Between $500 thousand and $1 million							
CEO/Executive Director	91	$85,488	$48,000	$60,619	$81,915	$98,622	$127,413
Top Finance Position	6	$86,515			$93,363		
Between $1 million and $2.5 million							
CEO/Executive Director	113	$110,290	$63,988	$77,244	$99,273	$132,531	$163,111
Top Administrative Position	6	$98,179			$102,990		
Top Finance Position	12	$83,040		$55,825	$63,554	$112,927	
Between $2.5 million and $5 million							
CEO/Executive Director	61	$156,315	$85,416	$105,501	$128,303	$173,620	$269,367
Top Finance Position	18	$133,854		$83,754	$106,095	$135,772	
Between $5 million and $10 million							
CEO/Executive Director	35	$168,870	$63,207	$121,664	$151,624	$214,649	$256,765
Top Administrative Position	7	$140,079			$131,841		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Between $5 million and $10 million							
Top Finance Position	11	$128,161		$111,641	$125,397	$145,317	
Top Operations Position	6	$152,821			$142,075		
Between $10 million and $25 million							
CEO/Executive Director	48	$252,078	$124,236	$166,675	$200,315	$240,501	$370,809
Top Development Position	5	$162,947			$163,888		
Top Finance Position	34	$181,535	$86,326	$112,961	$145,652	$158,019	$173,348
Top Operations Position	11	$219,535		$147,238	$167,559	$216,967	
Between $25 million and $50 million							
CEO/Executive Director	23	$311,264	$158,608	$202,951	$258,353	$339,780	$597,423
Top Education Position	5	$213,684			$154,193		
Top Finance Position	22	$166,208	$108,392	$122,584	$163,703	$196,217	$239,624
Top Human Resources Position	6	$133,226			$140,957		
Top Operations Position	7	$165,015			$144,742		
Top Technology Position	5	$170,279			$152,703		
Greater than $50 million							
CEO/Executive Director	25	$548,082	$215,157	$319,797	$407,550	$553,926	$1,153,889
Top Development Position	11	$287,199		$170,170	$209,577	$323,290	
Top Education Position	6	$367,302			$279,130		
Top Finance Position	27	$313,985	$176,199	$203,846	$285,851	$363,767	$515,876
Top Human Resources Position	7	$280,995			$226,597		
Top Legal Position	5	$468,880			$355,023		
Top Operations Position	9	$381,759			$318,441		
Top Technology Position	9	$263,876			$201,260		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
$250 thousand or less							
CEO/Executive Director	222	$44,288	$19,020	$25,791	$39,362	$59,483	$72,338
Top Administrative Position	5	$61,412			$54,782		
Top Finance Position	13	$40,892		$24,000	$28,000	$43,000	
Between $250 thousand and $500 thousand							
CEO/Executive Director	172	$72,220	$35,000	$50,000	$69,000	$89,625	$107,138
Top Finance Position	12	$49,106		$34,033	$44,614	$63,601	
Between $500 thousand and $1 million							
CEO/Executive Director	243	$104,040	$48,162	$69,660	$92,840	$118,998	$172,661
Top Administrative Position	7	$79,603			$78,719		
Top Finance Position	19	$71,712		$41,427	$68,005	$95,510	
Top Operations Position	9	$77,816			$77,867		
Between $1 million and $2.5 million							
CEO/Executive Director	332	$142,614	$68,196	$94,041	$123,597	$166,037	$233,535
Top Administrative Position	13	$107,867		$80,000	$128,660	$144,692	
Top Business Position	5	$189,304			$197,984		
Top Development Position	10	$119,345		$108,246	$119,049	$129,531	
Top Education Position	7	$167,677			$219,742		
Top Finance Position	45	$117,167	$39,327	$72,418	$101,070	$143,753	$185,769
Top Operations Position	17	$88,826		$74,037	$90,869	$106,545	
Top PR/Communications Position	5	$132,746			$133,196		
Top Program Position	12	$114,555		$69,153	$114,013	$141,389	
Between $2.5 million and $5 million							
CEO/Executive Director	195	$185,903	$96,219	$121,890	$157,636	$230,342	$314,433
Top Administrative Position	14	$134,345		$99,688	$121,478	$164,399	
Top Business Position	16	$219,239		$128,252	$251,110	$312,486	
Top Development Position	10	$171,419		$122,883	$158,260	$169,444	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Between $2.5 million and $5 million							
Top Education Position	5	$159,620			$166,289		
Top Finance Position	61	$134,883	$61,801	$83,419	$117,718	$165,718	$233,416
Top Operations Position	20	$169,532	$81,944	$109,880	$160,585	$216,313	$239,763
Top PR/Communications Position	7	$136,542			$128,679		
Top Program Position	8	$121,476			$122,181		
Top Technology Position	5	$137,308			$129,434		
Between $5 million and $10 million							
CEO/Executive Director	221	$212,948	$120,911	$149,931	$184,298	$254,817	$324,654
Top Administrative Position	38	$163,143	$105,105	$117,093	$148,393	$184,912	$272,507
Top Business Position	24	$188,455	$112,159	$116,838	$143,541	$229,910	$328,290
Top Development Position	16	$148,553		$115,894	$135,821	$166,680	
Top Education Position	9	$148,540			$140,550		
Top Facilities Position	14	$192,095		$153,459	$201,807	$218,248	
Top Finance Position	114	$154,619	$92,113	$110,129	$129,027	$168,442	$245,979
Top Human Resources Position	8	$163,368			$157,921		
Top Legal Position	5	$176,771			$182,930		
Top Operations Position	56	$163,151	$106,243	$120,889	$143,005	$193,271	$263,771
Top PR/Communications Position	7	$138,395			$136,460		
Top Program Position	11	$146,442		$106,079	$134,923	$185,651	
Top Technology Position	6	$137,644			$116,981		
Between $10 million and $25 million							
CEO/Executive Director	138	$261,559	$138,382	$179,025	$226,775	$324,151	$431,580
Top Administrative Position	23	$218,608	$113,782	$135,468	$174,169	$246,431	$379,652
Top Business Position	14	$183,776		$127,060	$176,397	$212,348	
Top Development Position	20	$164,365	$105,039	$139,275	$161,679	$186,772	$224,167
Top Education Position	18	$172,232		$135,574	$161,339	$199,728	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Between $10 million and $25 million							
Top Facilities Position	8	$212,869			$148,658		
Top Finance Position	90	$168,382	$96,560	$120,814	$153,752	$213,193	$246,442
Top Human Resources Position	15	$146,227		$114,851	$127,989	$155,599	
Top Marketing Position	10	$167,120		$122,330	$140,499	$164,694	
Top Operations Position	42	$176,285	$110,183	$123,153	$162,456	$206,960	$281,087
Top PR/Communications Position	11	$186,205		$138,440	$170,000	$223,237	
Top Program Position	11	$160,215		$128,035	$141,745	$160,034	
Top Technology Position	15	$191,814		$129,214	$147,990	$246,899	
Between $25 million and $50 million							
CEO/Executive Director	64	$370,798	$169,536	$211,854	$328,373	$498,810	$639,300
Top Administrative Position	13	$202,889		$169,440	$191,526	$218,643	
Top Development Position	17	$220,848		$145,876	$215,723	$247,975	
Top Education Position	10	$173,006		$135,500	$164,359	$213,820	
Top Finance Position	51	$207,346	$112,228	$143,830	$199,374	$259,686	$338,900
Top Human Resources Position	10	$205,763		$170,995	$182,754	$210,079	
Top Marketing Position	5	$163,718			$136,645		
Top Operations Position	25	$225,820	$132,423	$172,086	$200,977	$261,297	$340,853
Top Program Position	8	$160,582			$155,406		
Top Technology Position	10	$202,870		$135,941	$203,978	$212,664	
Greater than $50 million							
CEO/Executive Director	40	$854,736	$187,116	$270,845	$545,013	$976,991	$1,602,465
Top Administrative Position	17	$320,239		$211,609	$284,436	$411,492	
Top Development Position	18	$300,444		$218,606	$310,438	$347,311	
Top Education Position	17	$329,749		$189,435	$283,669	$387,714	
Top Facilities Position	7	$312,180			$265,676		
Top Finance Position	41	$349,510	$175,679	$203,131	$320,218	$425,450	$549,272

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Greater than $50 million							
Top Human Resources Position	17	$355,571		$224,574	$288,400	$478,086	
Top Legal Position	12	$351,584		$200,608	$288,245	$476,847	
Top Marketing Position	5	$357,692			$262,243		
Top Operations Position	22	$354,603	$183,702	$201,552	$245,963	$409,415	$706,804
Top Technology Position	14	$330,408		$201,326	$283,175	$418,898	
New Mexico							
$250 thousand or less							
CEO/Executive Director	117	$46,866	$21,248	$33,000	$41,827	$56,145	$78,549
Top Administrative Position	6	$36,494			$35,327		
Between $250 thousand and $500 thousand							
CEO/Executive Director	98	$62,711	$28,506	$48,153	$60,069	$75,525	$98,973
Between $500 thousand and $1 million							
CEO/Executive Director	113	$83,257	$38,465	$58,197	$74,203	$94,194	$130,208
Top Administrative Position	6	$49,436			$40,300		
Top Finance Position	6	$53,562			$52,097		
Between $1 million and $2.5 million							
CEO/Executive Director	145	$105,244	$60,984	$76,445	$94,663	$121,154	$162,388
Top Finance Position	24	$88,097	$55,154	$67,616	$75,791	$100,752	$112,695
Top Operations Position	6	$98,940			$90,015		
Between $2.5 million and $5 million							
CEO/Executive Director	61	$134,718	$78,350	$94,710	$127,807	$161,286	$206,482
Top Administrative Position	8	$111,071			$128,257		
Top Business Position	6	$110,555			$115,325		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Between $2.5 million and $5 million							
Top Finance Position	25	$102,192	$56,088	$77,627	$88,263	$127,968	$153,198
Between $5 million and $10 million							
CEO/Executive Director	40	$141,018	$97,443	$112,067	$133,907	$165,801	$194,140
Top Finance Position	18	$104,098		$86,033	$105,754	$121,358	
Top Operations Position	6	$132,815			$122,810		
Between $10 million and $25 million							
CEO/Executive Director	33	$267,313	$113,495	$135,505	$219,768	$245,671	$417,845
Top Administrative Position	6	$180,079			$165,447		
Top Development Position	5	$139,468			$120,446		
Top Finance Position	19	$122,349		$97,199	$106,445	$135,091	
Top Operations Position	8	$128,751			$127,319		
Top Technology Position	7	$157,774			$141,200		
Between $25 million and $50 million							
CEO/Executive Director	10	$237,474		$173,150	$230,898	$291,859	
Top Finance Position	6	$161,751			$192,188		
Greater than $50 million							
CEO/Executive Director	6	$513,444			$521,521		
Top Finance Position	6	$355,662			$333,279		
New York							
$250 thousand or less							
CEO/Executive Director	682	$47,938	$20,152	$29,790	$45,000	$61,782	$77,979
Top Administrative Position	15	$41,127		$25,608	$44,855	$54,200	
Top Business Position	5	$86,417			$91,948		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
$250 thousand or less							
Top Finance Position	52	$38,064	$17,846	$23,946	$33,827	$48,352	$57,943
Top Operations Position	12	$36,081		$22,482	$30,302	$50,306	
Top Program Position	15	$33,887		$23,794	$32,005	$41,225	
Between $250 thousand and $500 thousand							
CEO/Executive Director	637	$75,164	$33,387	$50,000	$70,240	$92,020	$120,029
Top Administrative Position	13	$71,955		$32,152	$51,822	$81,104	
Top Business Position	11	$107,677		$82,236	$106,887	$134,927	
Top Education Position	5	$77,374			$91,912		
Top Finance Position	54	$58,306	$24,531	$33,107	$53,202	$77,963	$98,725
Top Operations Position	10	$74,669		$38,712	$52,543	$94,030	
Top Program Position	14	$64,701		$33,047	$47,298	$80,978	
Between $500 thousand and $1 million							
CEO/Executive Director	846	$98,900	$48,458	$66,000	$88,403	$120,000	$163,635
Top Administrative Position	21	$69,457	$33,183	$38,250	$60,000	$100,395	$103,638
Top Business Position	20	$156,756	$87,165	$115,407	$153,158	$177,570	$216,048
Top Development Position	6	$110,208			$65,746		
Top Education Position	11	$91,226		$40,650	$79,998	$136,230	
Top Finance Position	77	$97,482	$37,539	$60,474	$79,212	$122,499	$177,171
Top Operations Position	16	$88,517		$59,787	$88,104	$107,498	
Top Program Position	9	$76,205			$67,373		
Between $1 million and $2.5 million							
CEO/Executive Director	1,067	$139,325	$68,968	$90,609	$121,962	$170,099	$224,072
Top Administrative Position	51	$120,126	$55,002	$84,193	$125,590	$146,855	$170,136
Top Business Position	41	$209,186	$58,782	$118,192	$181,492	$259,284	$388,401
Top Development Position	26	$135,211	$77,985	$112,126	$124,368	$153,552	$194,366
Top Education Position	24	$128,697	$57,684	$84,980	$108,404	$162,333	$206,723

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between $1 million and $2.5 million							
Top Finance Position	195	$114,333	$47,181	$64,636	$99,138	$144,806	$193,375
Top Legal Position	13	$135,694		$121,549	$139,124	$162,840	
Top Operations Position	76	$113,655	$54,623	$87,202	$112,633	$136,118	$175,575
Top PR/Communications Position	6	$139,350			$129,021		
Top Program Position	35	$127,478	$81,955	$112,561	$124,712	$138,863	$176,233
Top Technology Position	5	$139,207			$143,386		
Between $2.5 million and $5 million							
CEO/Executive Director	707	$184,295	$95,275	$122,104	$161,509	$216,680	$285,153
Top Administrative Position	82	$154,878	$89,378	$112,012	$138,635	$173,932	$249,385
Top Business Position	41	$198,449	$85,000	$123,392	$171,286	$252,417	$391,003
Top Development Position	65	$146,709	$105,855	$119,814	$137,856	$159,572	$201,117
Top Education Position	29	$138,411	$95,147	$112,413	$129,712	$160,559	$172,375
Top Facilities Position	11	$138,477		$125,713	$136,767	$157,993	
Top Finance Position	240	$130,362	$67,288	$88,036	$120,437	$152,840	$202,752
Top Human Resources Position	8	$121,549			$124,127		
Top Legal Position	21	$198,345	$117,910	$176,060	$187,034	$222,651	$248,956
Top Marketing Position	10	$155,873		$124,544	$148,279	$190,802	
Top Operations Position	102	$150,024	$86,446	$114,242	$142,659	$171,846	$208,937
Top PR/Communications Position	20	$155,189	$115,744	$126,246	$144,443	$174,791	$208,747
Top Program Position	63	$139,745	$104,360	$120,644	$139,000	$158,007	$173,442
Top Technology Position	10	$142,580		$114,347	$141,618	$155,084	
Between $5 million and $10 million							
CEO/Executive Director	670	$230,837	$119,983	$150,929	$201,793	$267,383	$362,776
Top Administrative Position	102	$199,483	$117,170	$140,797	$180,449	$239,424	$328,384
Top Business Position	46	$189,537	$94,344	$118,419	$145,991	$211,385	$394,377
Top Development Position	103	$161,027	$119,192	$128,933	$150,450	$181,985	$223,838

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between $5 million and $10 million							
Top Education Position	56	$151,929	$111,798	$120,014	$147,107	$179,086	$207,934
Top Facilities Position	33	$197,996	$126,700	$147,388	$190,062	$244,213	$268,505
Top Finance Position	383	$151,772	$85,742	$111,575	$138,823	$178,919	$222,333
Top Human Resources Position	28	$152,517	$113,463	$116,203	$132,569	$155,277	$211,972
Top Legal Position	30	$203,123	$134,250	$146,287	$178,638	$230,816	$301,441
Top Marketing Position	28	$159,511	$112,895	$119,620	$142,155	$196,065	$218,262
Top Operations Position	179	$161,591	$99,973	$118,031	$147,808	$186,503	$243,554
Top PR/Communications Position	51	$155,480	$113,522	$126,280	$143,618	$178,008	$195,370
Top Program Position	76	$150,828	$112,785	$123,649	$147,583	$169,991	$202,402
Top Technology Position	39	$161,621	$114,036	$131,395	$146,412	$187,758	$242,572
Between $10 million and $25 million							
CEO/Executive Director	560	$289,165	$144,799	$183,660	$245,795	$341,407	$473,452
Top Administrative Position	113	$183,652	$112,385	$130,382	$162,031	$216,114	$272,848
Top Business Position	51	$196,818	$112,704	$133,782	$153,293	$216,946	$338,003
Top Development Position	143	$179,406	$122,266	$141,331	$171,608	$205,441	$242,730
Top Education Position	86	$171,565	$120,298	$131,749	$160,232	$195,991	$245,768
Top Facilities Position	31	$184,804	$122,008	$138,337	$160,357	$215,733	$287,833
Top Finance Position	378	$192,644	$98,657	$126,004	$166,964	$224,972	$309,722
Top Human Resources Position	76	$164,195	$121,457	$129,842	$156,239	$184,935	$242,929
Top Legal Position	47	$222,087	$148,782	$161,060	$197,744	$222,276	$309,562
Top Marketing Position	39	$171,825	$121,381	$135,308	$163,604	$205,127	$229,403
Top Operations Position	176	$199,744	$114,997	$142,303	$191,180	$246,839	$290,338
Top PR/Communications Position	49	$177,178	$127,077	$137,476	$158,198	$208,670	$237,223
Top Program Position	95	$175,537	$112,930	$133,293	$160,618	$203,632	$257,738
Top Technology Position	66	$175,487	$118,801	$133,802	$152,834	$192,740	$260,284

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between $25 million and $50 million							
CEO/Executive Director	277	$394,345	$165,436	$209,571	$298,508	$452,725	$724,268
Top Administrative Position	52	$222,196	$120,485	$152,880	$193,043	$257,143	$348,073
Top Business Position	19	$285,226		$188,218	$250,234	$345,501	
Top Development Position	80	$234,190	$126,679	$177,717	$229,644	$282,908	$322,974
Top Education Position	42	$188,136	$119,140	$151,295	$176,045	$229,105	$266,833
Top Facilities Position	25	$209,833	$117,504	$136,761	$166,482	$208,684	$253,450
Top Finance Position	238	$234,303	$118,534	$152,294	$197,079	$275,475	$371,344
Top Human Resources Position	71	$234,633	$130,248	$139,921	$154,728	$206,341	$268,952
Top Legal Position	37	$242,993	$137,546	$180,154	$237,205	$268,536	$337,189
Top Marketing Position	19	$250,820		$188,382	$224,728	$271,252	
Top Operations Position	116	$229,850	$136,932	$176,378	$216,523	$272,177	$342,597
Top PR/Communications Position	39	$235,884	$141,547	$180,535	$228,958	$271,130	$290,232
Top Program Position	53	$184,065	$131,676	$145,328	$174,867	$204,412	$252,635
Top Technology Position	49	$199,662	$136,524	$153,155	$180,147	$233,625	$258,463
Greater than $50 million							
CEO/Executive Director	318	$726,479	$245,907	$348,903	$504,062	$816,416	$1,117,801
Top Administrative Position	95	$308,977	$167,211	$200,530	$284,703	$355,094	$491,832
Top Business Position	35	$297,516	$153,321	$215,406	$266,558	$348,190	$504,382
Top Development Position	123	$369,614	$172,596	$229,000	$303,650	$392,760	$554,538
Top Education Position	93	$368,955	$176,688	$225,978	$303,920	$440,675	$602,550
Top Facilities Position	36	$314,944	$174,687	$205,088	$261,715	$342,677	$414,530
Top Finance Position	298	$386,243	$176,196	$216,821	$283,444	$413,311	$550,021
Top Human Resources Position	101	$317,276	$162,556	$195,921	$241,594	$333,642	$438,858
Top Legal Position	110	$423,983	$183,329	$220,668	$302,555	$452,844	$564,492
Top Marketing Position	36	$274,725	$171,529	$211,133	$252,845	$334,360	$404,807
Top Operations Position	157	$371,312	$176,019	$221,453	$294,536	$415,138	$599,840

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Greater than $50 million							
Top PR/Communications Position	69	$333,433	$185,064	$219,307	$282,190	$404,177	$532,014
Top Program Position	64	$267,091	$173,579	$195,484	$241,908	$317,114	$374,228
Top Technology Position	124	$312,443	$153,708	$183,596	$238,464	$321,581	$425,298
North Carolina							
$250 thousand or less							
CEO/Executive Director	517	$47,166	$22,000	$30,900	$42,777	$59,430	$77,856
Top Administrative Position	15	$30,720		$25,875	$27,877	$38,321	
Top Finance Position	24	$46,726	$19,508	$24,320	$40,902	$55,989	$88,702
Top Operations Position	8	$45,237			$42,369		
Top Program Position	10	$39,059		$28,061	$39,301	$42,400	
Between $250 thousand and $500 thousand							
CEO/Executive Director	380	$66,289	$32,164	$45,135	$60,439	$81,812	$101,654
Top Administrative Position	9	$44,158			$44,608		
Top Finance Position	23	$44,707	$25,349	$31,133	$39,750	$48,399	$73,369
Top Operations Position	6	$36,718			$36,137		
Between $500 thousand and $1 million							
CEO/Executive Director	433	$85,558	$42,977	$57,975	$77,275	$100,732	$138,578
Top Administrative Position	8	$52,495			$42,154		
Top Finance Position	23	$59,647	$26,116	$35,924	$46,379	$70,771	$121,040
Top Operations Position	13	$64,048		$42,601	$54,600	$85,000	
Between $1 million and $2.5 million							
CEO/Executive Director	467	$108,400	$60,450	$73,448	$90,640	$124,566	$169,495
Top Administrative Position	5	$106,962			$73,012		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Between $1 million and $2.5 million							
Top Business Position	8	$86,235			$73,238		
Top Development Position	6	$108,991			$113,382		
Top Finance Position	61	$72,493	$36,734	$47,409	$65,934	$88,405	$126,828
Top Legal Position	5	$122,102			$119,078		
Top Operations Position	24	$92,189	$34,935	$56,952	$94,651	$106,787	$165,316
Between $2.5 million and $5 million							
CEO/Executive Director	285	$134,213	$71,639	$88,903	$113,872	$157,443	$201,682
Top Administrative Position	24	$120,603	$58,997	$87,844	$114,147	$149,988	$193,489
Top Business Position	9	$98,216			$71,189		
Top Development Position	13	$116,401		$82,488	$113,455	$126,026	
Top Education Position	6	$121,550			$116,208		
Top Finance Position	74	$99,012	$48,928	$65,636	$91,735	$114,828	$145,656
Top Operations Position	29	$110,909	$61,030	$74,042	$108,321	$125,331	$146,231
Top PR/Communications Position	5	$111,851			$121,540		
Top Program Position	6	$129,247			$137,987		
Between $5 million and $10 million							
CEO/Executive Director	200	$161,439	$86,436	$102,074	$141,969	$202,722	$264,025
Top Administrative Position	11	$148,830		$127,967	$143,723	$176,332	
Top Business Position	7	$120,923			$142,353		
Top Development Position	14	$116,357		$79,582	$126,930	$165,939	
Top Education Position	5	$124,221			$101,939		
Top Finance Position	83	$110,193	$68,230	$84,638	$110,327	$133,457	$153,921
Top Operations Position	40	$133,845	$76,307	$100,647	$123,338	$170,989	$203,558
Top PR/Communications Position	5	$159,590			$161,183		
Top Technology Position	8	$115,324			$117,406		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Between $10 million and $25 million							
CEO/Executive Director	155	$242,948	$102,211	$132,585	$192,394	$270,273	$415,318
Top Administrative Position	21	$185,339	$107,580	$120,579	$145,439	$184,103	$373,353
Top Business Position	14	$168,098		$130,581	$153,365	$196,699	
Top Development Position	29	$139,130	$106,924	$122,240	$134,576	$164,456	$184,397
Top Education Position	10	$141,920		$115,202	$139,483	$161,393	
Top Facilities Position	8	$164,676			$147,514		
Top Finance Position	86	$148,017	$81,702	$107,555	$136,551	$177,333	$221,224
Top Human Resources Position	8	$116,556			$117,963		
Top Marketing Position	5	$139,609			$134,613		
Top Operations Position	43	$135,736	$92,963	$107,370	$127,013	$156,141	$184,073
Top Program Position	10	$154,701		$123,397	$130,527	$154,722	
Top Technology Position	5	$187,847			$151,194		
Between $25 million and $50 million							
CEO/Executive Director	71	$329,888	$146,751	$227,406	$274,523	$418,228	$536,589
Top Administrative Position	11	$175,304		$122,718	$155,730	$220,866	
Top Business Position	7	$204,731			$191,300		
Top Development Position	21	$165,858	$121,445	$130,517	$159,664	$192,653	$225,692
Top Education Position	10	$153,136		$122,787	$144,142	$187,137	
Top Facilities Position	8	$164,987			$158,893		
Top Finance Position	58	$193,372	$117,319	$135,035	$180,903	$229,907	$282,099
Top Human Resources Position	16	$148,589		$117,906	$132,838	$157,594	
Top Marketing Position	12	$164,816		$133,471	$167,207	$196,744	
Top Operations Position	32	$205,900	$115,049	$157,061	$186,807	$250,379	$323,447
Top PR/Communications Position	7	$179,844			$174,709		
Top Program Position	6	$262,075			$178,917		
Top Technology Position	16	$169,942		$131,390	$144,800	$179,011	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Greater than $50 million							
CEO/Executive Director	75	$697,248	$211,708	$317,515	$472,877	$855,989	$1,485,684
Top Administrative Position	24	$311,743	$140,188	$197,271	$252,782	$355,049	$568,682
Top Business Position	12	$279,043		$216,734	$243,821	$289,763	
Top Development Position	21	$253,961	$112,264	$157,564	$216,019	$289,817	$404,821
Top Education Position	18	$293,868		$182,113	$216,487	$347,040	
Top Finance Position	67	$345,399	$134,270	$187,498	$255,690	$387,089	$756,946
Top Human Resources Position	22	$276,940	$149,052	$178,421	$251,420	$297,007	$459,632
Top Legal Position	11	$395,461		$259,970	$355,699	$493,453	
Top Marketing Position	9	$199,816			$156,698		
Top Operations Position	39	$336,630	$164,918	$213,495	$293,425	$384,619	$585,830
Top PR/Communications Position	9	$205,952			$160,584		
Top Program Position	8	$204,877			$199,583		
Top Technology Position	31	$286,432	$131,353	$149,608	$215,975	$330,327	$489,536
North Dakota							
$250 thousand or less							
CEO/Executive Director	54	$50,672	$23,549	$38,105	$50,000	$64,137	$78,080
Between $250 thousand and $500 thousand							
CEO/Executive Director	44	$79,012	$31,744	$55,303	$70,997	$96,100	$130,835
Between $500 thousand and $1 million							
CEO/Executive Director	46	$104,324	$48,914	$64,131	$83,796	$127,258	$181,348
Top Administrative Position	6	$78,753			$58,264		
Top Finance Position	5	$82,443			$74,990		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Between $1 million and $2.5 million							
CEO/Executive Director	53	$116,599	$70,200	$82,423	$104,789	$125,950	$168,481
Top Finance Position	10	$73,602		$45,382	$69,929	$99,986	
Between $2.5 million and $5 million							
CEO/Executive Director	36	$165,927	$84,750	$106,734	$130,802	$183,556	$259,372
Top Administrative Position	14	$125,814		$95,830	$107,843	$144,496	
Top Finance Position	15	$96,113		$79,533	$93,900	$109,832	
Between $5 million and $10 million							
CEO/Executive Director	18	$206,767		$139,195	$166,783	$198,492	
Top Administrative Position	9	$149,214			$137,999		
Top Finance Position	16	$107,502		$78,622	$100,052	$106,622	
Top Operations Position	6	$124,914			$117,004		
Between $10 million and $25 million							
CEO/Executive Director	30	$210,031	$131,340	$155,799	$201,270	$256,029	$291,464
Top Administrative Position	6	$224,185			$168,552		
Top Finance Position	23	$124,643	$95,242	$100,530	$111,761	$150,759	$172,699
Top Operations Position	9	$160,528			$169,584		
Between $25 million and $50 million							
CEO/Executive Director	14	$310,396		$230,857	$291,017	$355,309	
Top Finance Position	10	$159,738		$141,823	$161,865	$189,381	
Top Operations Position	7	$175,772			$164,008		
Greater than $50 million							
CEO/Executive Director	10	$432,695		$275,823	$339,473	$507,113	
Top Administrative Position	6	$337,237			$309,860		
Top Finance Position	8	$345,578			$380,454		
Top Operations Position	7	$345,130			$374,397		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
$250 thousand or less							
CEO/Executive Director	478	$47,257	$21,246	$30,000	$42,603	$59,012	$74,720
Top Administrative Position	22	$31,040	$18,447	$23,813	$30,244	$37,832	$45,313
Top Business Position	5	$36,513			$31,900		
Top Finance Position	27	$33,775	$17,181	$22,604	$31,231	$42,784	$53,614
Top Operations Position	8	$35,853			$23,313		
Top Program Position	8	$35,936			$38,396		
Between $250 thousand and $500 thousand							
CEO/Executive Director	375	$69,976	$35,384	$48,138	$63,507	$84,879	$114,133
Top Administrative Position	22	$37,700	$17,297	$29,507	$35,897	$46,600	$58,939
Top Business Position	7	$86,215			$79,605		
Top Education Position	5	$62,830			$73,399		
Top Finance Position	31	$50,736	$18,332	$25,809	$47,943	$70,361	$83,662
Top Operations Position	10	$40,652		$28,972	$36,593	$49,909	
Between $500 thousand and $1 million							
CEO/Executive Director	374	$86,557	$43,406	$61,886	$78,905	$103,070	$136,900
Top Administrative Position	27	$62,954	$25,624	$41,259	$52,000	$64,389	$103,210
Top Business Position	16	$128,627		$100,271	$124,768	$155,841	
Top Finance Position	42	$80,047	$23,585	$49,429	$74,384	$107,097	$141,400
Top Operations Position	7	$70,509			$68,018		
Top Program Position	5	$57,456			$58,100		
Between $1 million and $2.5 million							
CEO/Executive Director	463	$109,592	$62,674	$77,953	$99,100	$133,042	$172,454
Top Administrative Position	26	$91,122	$46,441	$56,725	$83,913	$122,227	$142,159
Top Business Position	18	$103,816		$76,862	$102,626	$125,112	
Top Education Position	5	$122,925			$130,201		
Top Finance Position	84	$85,526	$40,287	$52,374	$77,009	$106,736	$153,640

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Between $1 million and $2.5 million							
Top Operations Position	21	$89,580	$39,956	$72,100	$82,280	$114,141	$144,126
Top Program Position	5	$51,252			$45,000		
Between $2.5 million and $5 million							
CEO/Executive Director	268	$149,635	$75,551	$94,413	$126,173	$164,376	$237,849
Top Administrative Position	38	$127,088	$54,123	$83,255	$114,699	$164,135	$201,605
Top Business Position	8	$111,300			$91,468		
Top Development Position	11	$124,355		$110,031	$121,402	$160,267	
Top Finance Position	97	$106,000	$58,589	$79,809	$100,508	$121,515	$160,730
Top Human Resources Position	5	$97,940			$115,848		
Top Legal Position	6	$203,641			$209,877		
Top Operations Position	26	$109,407	$54,888	$80,141	$105,854	$132,925	$160,009
Between $5 million and $10 million							
CEO/Executive Director	224	$168,392	$86,083	$113,891	$150,709	$204,653	$274,662
Top Administrative Position	27	$139,068	$68,285	$105,270	$123,531	$177,181	$231,591
Top Business Position	11	$164,655		$139,804	$153,512	$183,327	
Top Development Position	22	$127,040	$95,448	$114,115	$119,880	$146,557	$158,068
Top Education Position	7	$137,936			$133,499		
Top Facilities Position	7	$171,962			$162,574		
Top Finance Position	115	$116,509	$69,424	$82,667	$110,618	$135,969	$175,450
Top Human Resources Position	7	$101,214			$96,798		
Top Operations Position	45	$130,656	$86,812	$98,156	$116,530	$132,250	$218,166
Top Program Position	8	$154,088			$153,261		
Top Technology Position	12	$138,958		$121,126	$143,984	$160,763	
Between $10 million and $25 million							
CEO/Executive Director	192	$245,403	$124,064	$157,605	$222,332	$316,928	$406,559
Top Administrative Position	24	$181,835	$93,619	$113,662	$144,102	$206,035	$301,448

All organizations state by budget size

Ohio

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
Top Business Position	8	$187,916			$194,679		
Top Development Position	36	$183,296	$119,713	$130,290	$162,725	$184,042	$237,469
Top Education Position	16	$149,904		$124,090	$148,446	$151,292	
Top Facilities Position	5	$174,471			$121,829		
Top Finance Position	130	$146,266	$89,369	$112,080	$134,903	$173,117	$217,093
Top Human Resources Position	19	$136,154		$113,766	$127,603	$160,826	
Top Marketing Position	12	$156,967		$125,937	$149,909	$195,245	
Top Operations Position	63	$158,768	$103,290	$120,337	$155,457	$187,328	$232,665
Top PR/Communications Position	8	$144,517			$132,787		
Top Program Position	12	$166,650		$139,262	$157,865	$176,113	
Top Technology Position	21	$163,567	$112,875	$136,157	$148,670	$190,933	$224,412
Between $25 million and $50 million							
CEO/Executive Director	87	$315,125	$161,889	$205,177	$291,486	$401,580	$496,353
Top Administrative Position	18	$163,880		$128,891	$157,929	$195,560	
Top Business Position	11	$184,281		$147,010	$172,408	$206,144	
Top Development Position	27	$182,913	$129,869	$148,377	$159,883	$189,627	$289,175
Top Education Position	11	$167,552		$135,166	$144,965	$199,815	
Top Facilities Position	10	$149,335		$116,947	$139,988	$166,940	
Top Finance Position	75	$183,956	$98,326	$140,470	$171,056	$211,212	$247,451
Top Human Resources Position	12	$162,621		$122,036	$149,591	$197,386	
Top Legal Position	7	$192,653			$154,097		
Top Marketing Position	13	$151,423		$126,703	$159,029	$166,658	
Top Operations Position	39	$199,366	$116,976	$139,497	$189,261	$244,237	$280,823
Top PR/Communications Position	9	$169,875			$145,769		
Top Program Position	9	$177,882			$185,353		
Top Technology Position	11	$173,356		$151,919	$175,695	$194,388	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Greater than $50 million							
CEO/Executive Director	74	$899,381	$285,694	$374,980	$493,010	$714,501	$1,160,490
Top Administrative Position	31	$283,961	$145,292	$188,603	$214,535	$290,013	$512,469
Top Business Position	18	$281,279		$183,642	$223,514	$274,228	
Top Development Position	29	$231,412	$159,735	$168,427	$217,451	$278,410	$326,313
Top Education Position	29	$260,630	$167,381	$189,857	$226,978	$312,652	$367,469
Top Finance Position	69	$336,822	$144,330	$177,757	$227,517	$322,212	$555,454
Top Human Resources Position	26	$293,470	$136,815	$181,473	$231,233	$257,052	$525,989
Top Legal Position	21	$422,516	$207,221	$220,168	$274,078	$457,799	$921,903
Top Marketing Position	17	$230,047		$152,135	$182,712	$222,428	
Top Operations Position	24	$517,930	$123,888	$176,357	$244,360	$394,913	$1,082,776
Top PR/Communications Position	14	$249,586		$159,365	$197,431	$259,810	
Top Program Position	8	$266,671			$155,432		
Top Technology Position	23	$247,516	$138,673	$175,231	$246,700	$275,601	$308,735
Oklahoma							
$250 thousand or less							
CEO/Executive Director	175	$47,831	$20,554	$30,107	$45,000	$58,712	$80,887
Top Finance Position	12	$45,253		$27,948	$35,749	$52,911	
Between $250 thousand and $500 thousand							
CEO/Executive Director	116	$76,608	$39,635	$52,708	$70,804	$92,378	$120,951
Top Administrative Position	7	$37,550			$36,923		
Between $500 thousand and $1 million							
CEO/Executive Director	109	$81,900	$42,830	$57,093	$74,320	$99,848	$124,342
Top Administrative Position	6	$75,075			$64,476		

All organizations state by budget size

Oklahoma

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million							
Top Business Position	6	$93,183			$72,986		
Top Finance Position	6	$96,082			$96,828		
Top Operations Position	6	$56,704			$46,033		
Between $1 million and $2.5 million							
CEO/Executive Director	114	$103,323	$55,663	$73,357	$95,216	$126,394	$166,408
Top Administrative Position	7	$61,766			$43,854		
Top Finance Position	19	$86,689		$58,390	$78,919	$107,337	
Top Operations Position	6	$96,283			$106,630		
Between $2.5 million and $5 million							
CEO/Executive Director	82	$137,241	$61,816	$81,848	$121,620	$174,727	$227,364
Top Administrative Position	7	$108,007			$85,714		
Top Development Position	5	$107,575			$109,589		
Top Finance Position	25	$102,034	$59,966	$81,021	$89,892	$124,032	$147,239
Top Operations Position	11	$128,631		$105,628	$114,777	$161,203	
Between $5 million and $10 million							
CEO/Executive Director	50	$208,706	$85,677	$107,177	$148,849	$194,252	$288,094
Top Administrative Position	8	$198,277			$131,178		
Top Finance Position	21	$98,358	$62,594	$73,082	$89,874	$125,581	$139,917
Top Operations Position	12	$211,239		$107,577	$129,497	$147,922	
Between $10 million and $25 million							
CEO/Executive Director	45	$193,609	$126,362	$150,000	$177,279	$219,494	$300,880
Top Finance Position	27	$131,360	$73,826	$86,172	$122,771	$131,979	$184,878
Top Operations Position	10	$119,623		$101,154	$112,326	$137,491	
Between $25 million and $50 million							
CEO/Executive Director	20	$331,482	$177,964	$231,889	$339,856	$434,270	$477,010
Top Administrative Position	7	$211,527			$207,382		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Between $25 million and $50 million							
Top Finance Position	15	$181,387		$139,691	$158,647	$195,183	
Top Operations Position	15	$188,948		$152,069	$179,370	$231,809	
Greater than $50 million							
CEO/Executive Director	30	$543,656	$279,072	$335,810	$513,261	$619,070	$906,688
Top Administrative Position	18	$317,023		$195,455	$287,487	$382,605	
Top Development Position	11	$211,898		$156,983	$188,889	$254,552	
Top Education Position	5	$261,065			$291,067		
Top Finance Position	29	$282,873	$127,031	$172,769	$239,058	$317,897	$387,050
Top Human Resources Position	8	$279,576			$188,109		
Top Legal Position	5	$246,714			$293,059		
Top Operations Position	22	$310,851	$129,276	$202,482	$234,718	$363,458	$445,048
Top PR/Communications Position	5	$180,015			$158,502		
Top Technology Position	12	$252,292		$178,989	$214,978	$262,208	
Oregon							
$250 thousand or less							
CEO/Executive Director	270	$49,558	$21,736	$32,422	$47,001	$60,033	$78,015
Top Administrative Position	5	$35,668			$31,093		
Top Finance Position	13	$36,931		$20,200	$32,402	$45,420	
Top Program Position	11	$36,190		$30,850	$34,568	$44,784	
Between $250 thousand and $500 thousand							
CEO/Executive Director	268	$72,880	$38,706	$50,540	$67,719	$87,599	$111,839
Top Administrative Position	6	$45,276			$48,391		
Top Finance Position	8	$46,066			$40,298		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Between $500 thousand and $1 million							
CEO/Executive Director	274	$90,861	$46,980	$59,768	$77,115	$107,818	$143,761
Top Administrative Position	10	$55,083		$44,894	$54,105	$70,689	
Top Finance Position	15	$71,081		$47,814	$73,493	$88,619	
Top Operations Position	9	$64,202			$63,357		
Between $1 million and $2.5 million							
CEO/Executive Director	304	$109,587	$63,892	$80,422	$101,200	$129,777	$167,918
Top Administrative Position	19	$93,058		$42,761	$99,951	$126,712	
Top Business Position	10	$120,828		$64,001	$97,617	$158,625	
Top Finance Position	30	$94,112	$48,086	$65,207	$83,397	$123,155	$149,092
Top Operations Position	14	$96,391		$80,159	$84,647	$113,722	
Between $2.5 million and $5 million							
CEO/Executive Director	183	$138,367	$82,185	$103,004	$124,160	$159,915	$215,207
Top Administrative Position	12	$145,668		$108,657	$136,657	$176,756	
Top Business Position	6	$117,630			$94,060		
Top Finance Position	43	$97,188	$56,964	$74,172	$92,118	$115,037	$137,722
Top Operations Position	17	$116,474		$81,107	$108,515	$131,165	
Top Program Position	5	$134,723			$151,513		
Between $5 million and $10 million							
CEO/Executive Director	141	$155,000	$91,820	$115,715	$147,557	$185,181	$233,937
Top Administrative Position	11	$141,395		$105,153	$129,284	$175,892	
Top Finance Position	62	$107,034	$60,784	$79,700	$102,532	$124,420	$158,536
Top Operations Position	24	$129,434	$88,303	$97,163	$119,272	$132,897	$179,428
Top Program Position	5	$131,677			$123,821		
Top Technology Position	5	$142,426			$136,086		
Between $10 million and $25 million							
CEO/Executive Director	102	$217,141	$117,577	$144,888	$185,127	$268,532	$336,825

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Between $10 million and $25 million							
Top Administrative Position	9	$184,101			$158,906		
Top Development Position	13	$162,823		$132,327	$151,241	$186,638	
Top Finance Position	67	$143,985	$78,071	$97,842	$132,492	$172,146	$209,319
Top Human Resources Position	11	$157,637		$140,730	$161,207	$171,045	
Top Marketing Position	9	$195,063			$177,511		
Top Operations Position	38	$159,474	$78,477	$114,816	$150,033	$183,602	$235,587
Top Program Position	6	$140,253			$146,225		
Top Technology Position	11	$171,237		$129,428	$145,647	$155,788	
Between $25 million and $50 million							
CEO/Executive Director	35	$280,655	$128,375	$209,892	$257,411	$352,862	$480,427
Top Administrative Position	13	$221,151		$164,912	$192,473	$216,233	
Top Development Position	9	$171,339			$159,364		
Top Finance Position	25	$151,826	$80,329	$112,821	$162,503	$174,107	$226,936
Top Human Resources Position	5	$137,908			$132,785		
Top Operations Position	15	$171,099		$131,666	$175,700	$204,185	
Top Program Position	5	$163,616			$179,858		
Top Technology Position	5	$181,227			$209,891		
Greater than $50 million							
CEO/Executive Director	40	$646,744	$289,241	$392,755	$506,393	$638,957	$1,210,587
Top Administrative Position	10	$201,852		$172,648	$204,113	$211,117	
Top Business Position	5	$301,286			$252,656		
Top Development Position	11	$252,287		$223,327	$233,080	$286,955	
Top Education Position	9	$264,970			$287,148		
Top Finance Position	32	$372,717	$178,919	$206,433	$290,125	$365,172	$817,504
Top Human Resources Position	13	$260,133		$188,788	$222,572	$291,557	
Top Legal Position	9	$244,330			$244,985		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Greater than $50 million							
Top Operations Position	16	$299,847		$232,588	$266,616	$338,761	
Top Technology Position	13	$317,424		$172,494	$232,392	$304,260	
Pennsylvania							
$250 thousand or less							
CEO/Executive Director	550	$47,197	$20,980	$30,000	$43,055	$60,000	$80,000
Top Administrative Position	27	$30,911	$17,352	$19,940	$27,294	$40,880	$47,118
Top Finance Position	35	$35,127	$18,436	$21,597	$29,810	$41,603	$59,350
Top Operations Position	9	$33,927			$27,229		
Top Program Position	7	$40,061			$37,331		
Between $250 thousand and $500 thousand							
CEO/Executive Director	526	$71,497	$39,104	$51,049	$65,087	$84,630	$114,165
Top Administrative Position	16	$44,460		$29,649	$39,440	$56,921	
Top Business Position	10	$92,282		$57,451	$94,079	$128,843	
Top Education Position	6	$50,139			$29,127		
Top Finance Position	36	$50,733	$19,979	$32,050	$43,670	$57,378	$72,188
Top Operations Position	7	$48,485			$55,000		
Top Program Position	6	$49,103			$45,619		
Between $500 thousand and $1 million							
CEO/Executive Director	576	$92,702	$47,150	$63,805	$85,049	$113,750	$147,472
Top Administrative Position	26	$76,018	$33,149	$41,983	$59,587	$82,996	$132,236
Top Business Position	13	$95,369		$71,640	$94,534	$134,041	
Top Education Position	7	$100,383			$116,228		
Top Finance Position	49	$76,659	$33,740	$45,000	$77,994	$96,508	$126,518

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between $500 thousand and $1 million							
Top Operations Position	17	$69,475		$55,808	$62,433	$80,328	
Top Program Position	5	$121,612			$149,142		
Between $1 million and $2.5 million							
CEO/Executive Director	714	$121,431	$62,100	$79,803	$104,868	$144,783	$193,083
Top Administrative Position	28	$99,087	$32,802	$54,582	$99,818	$124,331	$171,967
Top Business Position	30	$153,708	$42,234	$106,728	$175,276	$208,513	$243,958
Top Development Position	12	$123,010		$112,077	$122,004	$142,549	
Top Education Position	5	$169,952			$161,012		
Top Finance Position	125	$102,810	$38,783	$61,939	$85,615	$126,480	$181,969
Top Legal Position	5	$181,800			$196,983		
Top Operations Position	29	$105,253	$63,921	$83,413	$108,266	$130,030	$146,506
Top PR/Communications Position	6	$126,624			$119,705		
Top Program Position	5	$146,439			$162,453		
Between $2.5 million and $5 million							
CEO/Executive Director	526	$152,107	$84,396	$103,443	$133,878	$178,471	$238,604
Top Administrative Position	45	$131,177	$79,278	$103,329	$130,000	$153,210	$175,119
Top Business Position	33	$167,678	$58,033	$96,466	$149,765	$244,453	$283,492
Top Development Position	21	$127,401	$71,287	$106,642	$128,980	$143,077	$173,560
Top Education Position	6	$185,736			$162,506		
Top Facilities Position	9	$144,018			$155,398		
Top Finance Position	151	$127,081	$62,346	$84,797	$108,345	$154,380	$226,417
Top Human Resources Position	8	$141,884			$147,205		
Top Legal Position	8	$174,480			$168,931		
Top Marketing Position	7	$128,229			$140,484		
Top Operations Position	43	$143,071	$83,718	$106,790	$143,111	$167,692	$190,666
Top PR/Communications Position	8	$144,354			$137,414		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between $2.5 million and $5 million							
Top Program Position	15	$128,167		$86,757	$122,616	$161,028	
Top Technology Position	10	$170,266		$146,910	$157,960	$189,530	
Between $5 million and $10 million							
CEO/Executive Director	354	$189,923	$99,679	$123,927	$167,028	$220,942	$296,081
Top Administrative Position	42	$159,782	$73,681	$100,487	$147,635	$184,300	$264,820
Top Business Position	24	$185,455	$109,497	$116,260	$172,040	$214,552	$318,092
Top Development Position	29	$134,676	$109,752	$115,513	$127,516	$145,449	$167,893
Top Education Position	14	$131,336		$107,386	$125,833	$156,138	
Top Facilities Position	12	$186,653		$152,641	$182,938	$201,692	
Top Finance Position	160	$126,544	$66,712	$94,202	$118,046	$151,666	$188,323
Top Human Resources Position	9	$113,385			$107,526		
Top Legal Position	6	$165,195			$165,486		
Top Marketing Position	8	$163,547			$159,311		
Top Operations Position	52	$154,529	$102,297	$113,347	$145,993	$173,505	$226,878
Top PR/Communications Position	5	$121,870			$131,574		
Top Program Position	11	$127,794		$113,780	$118,854	$138,110	
Top Technology Position	18	$157,495		$122,871	$153,614	$170,148	
Between $10 million and $25 million							
CEO/Executive Director	369	$229,352	$120,689	$152,946	$196,439	$269,117	$370,228
Top Administrative Position	52	$183,550	$104,749	$123,970	$144,429	$198,112	$338,945
Top Business Position	34	$185,046	$119,045	$131,462	$179,009	$206,757	$284,709
Top Development Position	52	$165,846	$119,458	$131,828	$156,845	$174,244	$238,014
Top Education Position	23	$166,057	$119,035	$134,979	$152,256	$186,485	$223,398
Top Facilities Position	18	$171,009		$115,117	$126,096	$200,621	
Top Finance Position	231	$151,930	$92,674	$115,238	$139,003	$172,776	$218,843
Top Human Resources Position	48	$139,361	$85,326	$110,700	$132,407	$158,646	$191,043

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between $10 million and $25 million							
Top Legal Position	6	$236,470			$210,061		
Top Marketing Position	13	$196,861		$148,676	$173,022	$205,348	
Top Operations Position	97	$168,991	$104,778	$124,166	$153,443	$185,082	$244,291
Top PR/Communications Position	11	$149,791		$123,132	$136,404	$177,012	
Top Program Position	25	$149,334	$120,222	$127,884	$135,250	$159,140	$183,850
Top Technology Position	37	$162,915	$121,802	$131,265	$161,276	$185,200	$216,504
Between $25 million and $50 million							
CEO/Executive Director	159	$337,424	$154,518	$196,156	$273,859	$361,072	$591,343
Top Administrative Position	36	$193,877	$119,468	$137,490	$164,084	$197,840	$242,193
Top Business Position	14	$157,824		$139,101	$155,698	$182,940	
Top Development Position	36	$178,580	$127,733	$147,840	$165,611	$203,053	$242,739
Top Education Position	23	$174,712	$120,037	$144,385	$165,794	$192,416	$240,376
Top Facilities Position	12	$160,788		$146,718	$159,969	$178,130	
Top Finance Position	121	$207,573	$126,376	$152,669	$187,341	$233,601	$296,483
Top Human Resources Position	38	$172,205	$124,438	$137,171	$168,753	$198,687	$225,557
Top Marketing Position	25	$170,650	$124,846	$143,142	$161,668	$193,991	$232,162
Top Operations Position	59	$216,900	$127,209	$153,231	$183,302	$253,022	$363,293
Top PR/Communications Position	15	$177,792		$145,884	$158,389	$179,784	
Top Program Position	17	$163,082		$123,099	$155,113	$167,113	
Top Technology Position	30	$181,385	$117,761	$153,597	$172,304	$199,693	$235,023
Greater than $50 million							
CEO/Executive Director	202	$756,134	$202,424	$315,059	$527,881	$883,705	$1,278,380
Top Administrative Position	79	$301,235	$163,426	$180,157	$229,853	$341,640	$445,013
Top Business Position	29	$309,385	$151,083	$193,808	$282,882	$395,973	$526,020
Top Development Position	80	$318,606	$157,478	$188,156	$237,881	$338,911	$494,037
Top Education Position	77	$371,767	$153,099	$206,181	$241,546	$381,766	$513,555

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Greater than $50 million							
Top Facilities Position	15	$313,484		$168,635	$267,416	$374,176	
Top Finance Position	164	$406,656	$150,863	$194,390	$290,543	$430,859	$615,965
Top Human Resources Position	65	$283,949	$150,551	$177,563	$240,885	$312,721	$466,749
Top Legal Position	57	$423,382	$166,544	$232,244	$320,967	$469,766	$608,745
Top Marketing Position	23	$226,201	$151,910	$168,559	$213,625	$281,118	$342,541
Top Operations Position	108	$413,823	$163,192	$206,426	$296,191	$449,281	$690,620
Top PR/Communications Position	38	$247,329	$129,677	$157,103	$206,973	$321,848	$413,720
Top Program Position	18	$287,420		$158,059	$263,381	$293,427	
Top Technology Position	78	$307,526	$151,973	$173,758	$237,232	$367,696	$537,607
Puerto Rico							
$250 thousand or less							
CEO/Executive Director	17	$45,170		$24,669	$36,060	$49,285	
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	$45,885		$30,317	$33,636	$59,641	
Between $500 thousand and $1 million							
CEO/Executive Director	26	$52,863	$30,259	$34,875	$56,276	$62,889	$73,277
Top Administrative Position	6	$38,457			$30,750		
Between $1 million and $2.5 million							
CEO/Executive Director	26	$64,529	$34,970	$48,897	$61,009	$73,948	$94,818
Between $2.5 million and $5 million							
CEO/Executive Director	8	$104,034			$86,271		
Between $5 million and $10 million							
CEO/Executive Director	15	$121,853		$88,340	$116,103	$142,098	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
Between $5 million and $10 million							
Top Finance Position	6	$69,829			$67,608		
Top Operations Position	5	$66,118			$68,001		
Between $10 million and $25 million							
CEO/Executive Director	16	$163,528		$108,301	$138,182	$204,840	
Top Administrative Position	5	$99,206			$75,589		
Top Finance Position	5	$77,111			$69,530		
Top Human Resources Position	5	$65,793			$69,139		
Between $25 million and $50 million							
CEO/Executive Director	7	$178,480			$151,800		
Greater than $50 million							
CEO/Executive Director	5	$840,567			$242,911		
Top Finance Position	5	$166,476			$123,491		
Rhode Island							
$250 thousand or less							
CEO/Executive Director	59	$51,933	$21,256	$36,225	$50,000	$62,048	$77,689
Between $250 thousand and $500 thousand							
CEO/Executive Director	55	$82,838	$29,871	$51,145	$74,780	$93,921	$138,526
Between $500 thousand and $1 million							
CEO/Executive Director	50	$101,996	$44,600	$68,039	$97,217	$131,527	$164,836
Between $1 million and $2.5 million							
CEO/Executive Director	75	$128,213	$68,948	$97,209	$124,619	$141,057	$210,160
Top Administrative Position	5	$87,883			$62,400		
Top Business Position	6	$179,874			$154,691		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Between $1 million and $2.5 million							
Top Finance Position	8	$119,010			$118,704		
Between $2.5 million and $5 million							
CEO/Executive Director	55	$168,385	$93,744	$114,130	$137,556	$177,482	$240,466
Top Administrative Position	8	$152,130			$127,926		
Top Finance Position	19	$131,549		$85,939	$100,165	$120,600	
Between $5 million and $10 million							
CEO/Executive Director	47	$168,862	$115,166	$131,319	$160,931	$199,117	$228,739
Top Administrative Position	8	$145,673			$144,863		
Top Finance Position	30	$117,090	$70,499	$96,390	$116,688	$127,188	$158,788
Top Operations Position	7	$140,142			$137,899		
Between $10 million and $25 million							
CEO/Executive Director	33	$289,057	$143,120	$173,989	$240,151	$323,785	$417,145
Top Development Position	6	$151,780			$152,759		
Top Finance Position	26	$168,313	$106,734	$131,379	$155,807	$174,655	$216,708
Top Operations Position	11	$182,441		$139,523	$161,264	$195,710	
Between $25 million and $50 million							
CEO/Executive Director	13	$345,245		$194,350	$216,287	$526,048	
Top Finance Position	12	$183,948		$128,965	$155,217	$200,925	
Top Operations Position	7	$203,943			$217,147		
Greater than $50 million							
CEO/Executive Director	17	$655,668		$386,809	$625,863	$840,187	
Top Administrative Position	7	$370,900			$342,429		
Top Development Position	8	$372,474			$280,773		
Top Education Position	7	$428,981			$308,191		
Top Finance Position	12	$439,028		$327,193	$376,472	$575,727	
Top Human Resources Position	6	$349,087			$311,915		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Greater than $50 million							
Top Operations Position	6	$342,410			$283,434		
Top Technology Position	6	$356,291			$247,082		
South Carolina							
$250 thousand or less							
CEO/Executive Director	216	$47,725	$18,745	$29,922	$43,202	$60,080	$78,750
Top Administrative Position	5	$34,929			$27,324		
Top Finance Position	9	$36,449			$36,000		
Top Operations Position	5	$39,202			$36,000		
Between $250 thousand and $500 thousand							
CEO/Executive Director	173	$70,072	$34,720	$48,300	$62,780	$82,700	$109,744
Top Finance Position	15	$43,563		$29,718	$43,345	$57,918	
Top Program Position	5	$41,436			$33,592		
Between $500 thousand and $1 million							
CEO/Executive Director	151	$87,155	$48,177	$57,247	$74,100	$102,494	$141,617
Top Business Position	5	$93,944			$88,416		
Top Finance Position	8	$69,476			$62,882		
Between $1 million and $2.5 million							
CEO/Executive Director	216	$121,047	$59,730	$73,300	$101,449	$136,230	$196,512
Top Administrative Position	9	$92,514			$81,055		
Top Finance Position	16	$89,245		$60,648	$84,267	$111,819	
Top Operations Position	8	$116,736			$101,806		
Between $2.5 million and $5 million							
CEO/Executive Director	110	$140,418	$73,005	$96,220	$123,090	$171,586	$228,603

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Between $2.5 million and $5 million							
Top Development Position	5	$128,021			$125,748		
Top Finance Position	16	$113,158		$95,753	$113,961	$140,859	
Top Operations Position	7	$171,238			$161,956		
Between $5 million and $10 million							
CEO/Executive Director	73	$171,091	$95,161	$115,744	$146,823	$211,300	$248,706
Top Administrative Position	6	$147,373			$140,554		
Top Finance Position	24	$107,118	$71,316	$87,184	$101,940	$120,618	$132,726
Top Operations Position	11	$157,232		$121,785	$131,520	$199,071	
Between $10 million and $25 million							
CEO/Executive Director	61	$258,260	$126,291	$173,726	$216,849	$289,517	$494,407
Top Administrative Position	10	$150,644		$103,981	$150,889	$184,196	
Top Business Position	6	$189,705			$176,087		
Top Development Position	10	$122,888		$112,569	$119,663	$140,675	
Top Education Position	5	$167,493			$183,282		
Top Finance Position	43	$140,324	$86,425	$99,929	$127,430	$170,854	$231,628
Top Operations Position	27	$158,623	$92,149	$108,242	$144,254	$179,126	$267,854
Top PR/Communications Position	5	$192,893			$162,836		
Between $25 million and $50 million							
CEO/Executive Director	25	$294,474	$146,747	$185,764	$268,838	$363,624	$414,501
Top Administrative Position	7	$218,767			$147,425		
Top Development Position	5	$179,848			$163,796		
Top Education Position	5	$225,256			$158,006		
Top Finance Position	17	$162,085		$122,864	$147,425	$200,502	
Top Human Resources Position	5	$149,294			$161,847		
Top Operations Position	8	$189,822			$182,473		
Top Technology Position	5	$197,038			$175,351		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Greater than $50 million							
CEO/Executive Director	29	$554,251	$246,061	$300,699	$427,335	$655,526	$799,500
Top Administrative Position	11	$196,019		$124,789	$175,705	$222,819	
Top Development Position	7	$206,484			$203,722		
Top Education Position	8	$180,131			$171,008		
Top Finance Position	20	$229,759	$93,011	$128,989	$203,065	$247,381	$426,754
Top Human Resources Position	8	$224,553			$153,241		
Top Operations Position	13	$453,108		$203,235	$394,518	$635,144	
Top Program Position	6	$148,658			$147,453		
Top Technology Position	11	$264,666		$150,009	$222,973	$315,025	
South Dakota							
$250 thousand or less							
CEO/Executive Director	78	$51,120	$23,369	$31,757	$44,650	$71,332	$84,599
Between $250 thousand and $500 thousand							
CEO/Executive Director	37	$74,488	$37,521	$50,354	$62,733	$94,156	$130,737
Between $500 thousand and $1 million							
CEO/Executive Director	39	$81,113	$46,922	$54,156	$79,014	$104,889	$115,245
Between $1 million and $2.5 million							
CEO/Executive Director	64	$106,223	$59,827	$71,379	$96,020	$122,371	$175,438
Top Administrative Position	9	$95,407			$99,455		
Top Finance Position	12	$75,567		$54,912	$56,251	$107,526	
Between $2.5 million and $5 million							
CEO/Executive Director	30	$118,858	$72,318	$90,116	$117,208	$147,527	$173,321
Top Administrative Position	7	$105,145			$77,139		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Between $2.5 million and $5 million							
Top Finance Position	15	$74,323		$59,706	$73,005	$91,528	
Between $5 million and $10 million							
CEO/Executive Director	33	$149,533	$84,317	$105,753	$137,521	$209,738	$222,463
Top Administrative Position	12	$169,002		$126,482	$143,968	$218,848	
Top Business Position	7	$70,938			$66,514		
Top Finance Position	8	$97,007			$104,159		
Between $10 million and $25 million							
CEO/Executive Director	36	$201,414	$123,152	$147,183	$192,362	$246,994	$300,837
Top Administrative Position	11	$190,546		$176,401	$196,033	$228,191	
Top Finance Position	23	$136,337	$91,825	$106,812	$121,417	$163,107	$200,157
Top Operations Position	6	$149,710			$167,587		
Between $25 million and $50 million							
CEO/Executive Director	9	$232,544			$241,122		
Top Finance Position	6	$161,109			$138,633		
Greater than $50 million							
CEO/Executive Director	7	$745,569			$552,201		
Tennessee							
$250 thousand or less							
CEO/Executive Director	386	$47,851	$22,614	$30,000	$42,724	$58,168	$79,782
Top Administrative Position	11	$38,655		$29,359	$33,920	$43,493	
Top Finance Position	18	$41,211		$29,576	$38,000	$47,250	
Top Program Position	6	$26,709			$19,925		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Between $250 thousand and $500 thousand							
CEO/Executive Director	230	$73,975	$35,218	$48,413	$64,079	$86,612	$120,209
Top Administrative Position	7	$32,039			$31,824		
Top Finance Position	20	$45,882	$18,290	$20,308	$31,971	$51,590	$101,453
Top Operations Position	6	$52,529			$41,520		
Between $500 thousand and $1 million							
CEO/Executive Director	246	$84,488	$45,987	$59,270	$75,961	$102,777	$132,830
Top Administrative Position	6	$55,253			$52,170		
Top Business Position	8	$82,666			$87,007		
Top Finance Position	16	$84,448		$52,050	$80,984	$103,211	
Top Operations Position	9	$76,377			$69,691		
Between $1 million and $2.5 million							
CEO/Executive Director	303	$115,489	$60,474	$79,085	$101,600	$137,647	$185,732
Top Administrative Position	13	$86,309		$64,718	$74,852	$91,698	
Top Business Position	7	$138,754			$115,752		
Top Finance Position	36	$82,108	$39,390	$59,250	$78,703	$111,030	$127,890
Top Operations Position	29	$98,557	$48,198	$62,644	$73,738	$120,260	$161,069
Between $2.5 million and $5 million							
CEO/Executive Director	205	$145,071	$73,150	$95,500	$128,251	$165,053	$228,607
Top Administrative Position	9	$159,423			$134,769		
Top Business Position	5	$192,081			$149,867		
Top Development Position	8	$141,999			$127,897		
Top Finance Position	66	$105,864	$58,015	$76,971	$90,400	$113,531	$170,642
Top Operations Position	32	$114,238	$65,175	$79,736	$106,444	$128,594	$183,564
Between $5 million and $10 million							
CEO/Executive Director	145	$171,767	$88,304	$118,921	$155,294	$198,167	$250,685
Top Administrative Position	13	$158,198		$109,345	$146,004	$186,919	

All organizations state by budget size

Tennessee

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
Top Development Position	12	$113,768		$83,263	$122,420	$151,782	
Top Education Position	6	$120,075			$96,625		
Top Finance Position	61	$106,297	$66,237	$82,398	$108,505	$128,573	$149,406
Top Operations Position	27	$131,170	$83,881	$99,991	$113,748	$163,499	$184,876
Top Program Position	7	$156,719			$133,310		
Top Technology Position	5	$111,980			$98,553		
Between $10 million and $25 million							
CEO/Executive Director	110	$248,872	$105,910	$135,189	$210,906	$321,283	$441,605
Top Administrative Position	9	$175,808			$142,720		
Top Business Position	6	$161,800			$149,632		
Top Development Position	27	$143,061	$115,054	$122,849	$135,000	$157,786	$175,010
Top Education Position	7	$104,952			$104,938		
Top Finance Position	59	$150,894	$88,435	$106,343	$138,891	$169,530	$228,445
Top Human Resources Position	7	$118,833			$115,511		
Top Marketing Position	5	$192,950			$185,448		
Top Operations Position	26	$161,882	$106,768	$121,636	$154,782	$180,968	$234,540
Top Program Position	5	$152,487			$149,968		
Top Technology Position	10	$137,565		$106,571	$134,813	$157,415	
Between $25 million and $50 million							
CEO/Executive Director	56	$350,681	$141,113	$202,293	$254,942	$377,677	$705,531
Top Administrative Position	15	$138,071		$106,238	$115,000	$170,015	
Top Business Position	6	$196,690			$127,743		
Top Development Position	15	$172,422		$119,257	$163,209	$201,078	
Top Education Position	13	$141,954		$114,322	$142,062	$147,082	
Top Finance Position	47	$179,671	$97,573	$119,834	$166,617	$202,754	$274,249
Top Human Resources Position	12	$112,643		$85,387	$109,509	$130,444	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Between $25 million and $50 million							
Top Marketing Position	6	$204,112			$155,813		
Top Operations Position	25	$205,185	$110,847	$127,931	$148,326	$229,916	$317,663
Top Technology Position	8	$162,073			$133,613		
Greater than $50 million							
CEO/Executive Director	62	$536,472	$191,834	$245,521	$356,495	$677,620	$1,010,707
Top Administrative Position	22	$253,688	$149,778	$200,009	$232,349	$280,749	$372,338
Top Business Position	9	$224,346			$187,348		
Top Development Position	16	$287,033		$175,245	$235,600	$340,218	
Top Education Position	10	$239,311		$147,964	$225,882	$293,853	
Top Finance Position	61	$284,256	$123,838	$171,588	$212,664	$302,799	$487,900
Top Human Resources Position	16	$285,395		$151,112	$194,147	$302,878	
Top Legal Position	12	$399,970		$194,534	$322,984	$435,510	
Top Marketing Position	8	$265,270			$207,957		
Top Operations Position	31	$318,100	$157,723	$193,077	$221,274	$333,784	$641,357
Top PR/Communications Position	6	$182,320			$179,498		
Top Technology Position	13	$263,934		$182,253	$221,150	$341,161	
Texas							
$250 thousand or less							
CEO/Executive Director	847	$49,555	$21,603	$30,000	$45,000	$63,046	$81,924
Top Administrative Position	27	$36,442	$20,175	$29,344	$33,472	$43,084	$47,468
Top Development Position	5	$29,909			$23,310		
Top Finance Position	61	$37,295	$17,258	$21,540	$31,200	$45,038	$54,600
Top Operations Position	18	$49,226		$32,206	$39,443	$55,951	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
$250 thousand or less							
Top Program Position	15	$35,933		$24,808	$35,000	$46,375	
Between $250 thousand and $500 thousand							
CEO/Executive Director	631	$74,592	$35,368	$49,445	$66,132	$89,958	$117,500
Top Administrative Position	18	$39,665		$24,304	$40,810	$49,430	
Top Business Position	8	$57,019			$51,889		
Top Finance Position	36	$45,591	$21,730	$29,325	$41,898	$57,135	$68,628
Top Operations Position	15	$59,607		$37,590	$57,000	$67,568	
Top Program Position	17	$48,413		$28,044	$44,798	$72,615	
Between $500 thousand and $1 million							
CEO/Executive Director	636	$90,958	$45,833	$61,763	$82,644	$106,599	$143,707
Top Administrative Position	16	$56,384		$37,610	$50,339	$60,684	
Top Business Position	10	$73,785		$54,357	$65,033	$89,694	
Top Development Position	5	$49,056			$48,396		
Top Education Position	7	$76,118			$64,165		
Top Finance Position	48	$70,400	$29,907	$37,805	$62,273	$84,737	$139,384
Top Operations Position	27	$67,530	$28,761	$42,610	$60,950	$83,628	$120,000
Top Program Position	11	$82,044		$39,523	$61,500	$96,644	
Between $1 million and $2.5 million							
CEO/Executive Director	746	$115,968	$56,592	$77,578	$102,238	$135,011	$188,321
Top Administrative Position	40	$84,187	$33,461	$56,198	$78,867	$106,595	$134,126
Top Business Position	13	$96,544		$57,354	$81,233	$122,592	
Top Development Position	13	$123,416		$101,900	$122,992	$150,832	
Top Education Position	11	$118,017		$92,888	$114,602	$133,592	
Top Finance Position	104	$92,195	$44,329	$55,046	$79,919	$107,715	$128,664
Top Legal Position	5	$110,785			$118,304		
Top Operations Position	50	$114,636	$58,281	$74,209	$104,116	$138,154	$182,300

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between $1 million and $2.5 million							
Top Technology Position	5	$196,152			$180,540		
Between $2.5 million and $5 million							
CEO/Executive Director	414	$158,996	$82,359	$103,023	$132,897	$185,088	$257,589
Top Administrative Position	39	$114,678	$67,467	$94,579	$111,014	$133,798	$150,231
Top Business Position	21	$132,130	$67,740	$79,843	$115,718	$160,628	$187,270
Top Development Position	29	$126,851	$100,965	$113,238	$124,302	$148,712	$160,844
Top Education Position	7	$166,941			$118,481		
Top Finance Position	111	$119,721	$64,700	$77,809	$105,276	$136,185	$199,138
Top Human Resources Position	5	$100,956			$120,629		
Top Legal Position	6	$156,343			$120,685		
Top Marketing Position	8	$157,976			$132,079		
Top Operations Position	49	$122,157	$65,944	$79,279	$118,351	$131,005	$177,151
Top PR/Communications Position	10	$152,312		$117,102	$156,594	$183,552	
Top Program Position	11	$109,853		$92,693	$104,087	$119,113	
Top Technology Position	5	$186,293			$164,037		
Between $5 million and $10 million							
CEO/Executive Director	352	$192,004	$96,990	$124,256	$165,569	$225,381	$322,301
Top Administrative Position	65	$152,962	$99,833	$111,865	$142,184	$180,061	$222,657
Top Business Position	22	$156,448	$100,491	$113,894	$135,118	$186,152	$255,322
Top Development Position	36	$133,841	$84,655	$112,891	$129,046	$158,839	$184,569
Top Education Position	14	$152,011		$112,388	$140,150	$155,728	
Top Finance Position	160	$122,832	$67,019	$86,659	$109,655	$143,042	$189,091
Top Human Resources Position	5	$167,103			$145,317		
Top Legal Position	9	$192,764			$169,127		
Top Marketing Position	13	$138,957		$118,318	$137,731	$154,625	
Top Operations Position	74	$145,497	$91,125	$108,070	$131,512	$160,008	$205,959

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between $5 million and $10 million							
Top PR/Communications Position	8	$171,872			$130,036		
Top Program Position	24	$123,302	$91,268	$105,660	$120,679	$140,848	$153,892
Top Technology Position	14	$167,172		$119,436	$145,351	$200,791	
Between $10 million and $25 million							
CEO/Executive Director	287	$254,908	$113,690	$149,362	$216,644	$318,016	$424,738
Top Administrative Position	55	$212,215	$98,604	$123,511	$184,214	$268,278	$379,116
Top Business Position	16	$157,088		$96,632	$166,088	$189,491	
Top Development Position	64	$146,031	$102,119	$118,726	$139,474	$166,111	$198,036
Top Education Position	20	$140,225	$83,010	$102,796	$131,913	$169,681	$207,212
Top Facilities Position	17	$146,362		$120,038	$128,542	$201,348	
Top Finance Position	194	$148,387	$74,958	$103,936	$137,399	$180,246	$223,994
Top Human Resources Position	27	$146,912	$85,068	$117,586	$139,517	$150,756	$237,477
Top Legal Position	10	$194,025		$152,105	$186,132	$216,165	
Top Marketing Position	20	$168,446	$132,786	$140,326	$160,658	$199,847	$218,097
Top Operations Position	99	$179,733	$106,036	$123,526	$155,502	$209,647	$300,556
Top PR/Communications Position	21	$173,681	$124,709	$133,692	$153,402	$203,957	$229,797
Top Program Position	20	$142,224	$101,045	$110,616	$140,838	$166,625	$187,427
Top Technology Position	35	$155,964	$115,888	$122,929	$146,231	$182,054	$234,930
Between $25 million and $50 million							
CEO/Executive Director	120	$386,634	$154,342	$196,750	$298,804	$463,446	$631,340
Top Administrative Position	23	$204,269	$110,806	$141,346	$172,169	$200,344	$258,560
Top Business Position	13	$195,580		$145,237	$184,490	$243,890	
Top Development Position	31	$174,983	$125,953	$134,904	$167,080	$205,648	$251,705
Top Education Position	11	$152,764		$129,894	$153,798	$179,880	
Top Facilities Position	8	$151,176			$155,900		
Top Finance Position	91	$198,524	$119,760	$145,213	$187,263	$240,979	$303,575

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between $25 million and $50 million							
Top Human Resources Position	22	$160,233	$115,170	$127,049	$142,207	$200,300	$235,679
Top Legal Position	10	$269,354		$220,457	$253,293	$264,713	
Top Marketing Position	15	$174,256		$129,996	$155,434	$198,941	
Top Operations Position	50	$208,980	$117,797	$148,669	$187,791	$262,580	$305,538
Top PR/Communications Position	8	$171,618			$167,083		
Top Program Position	17	$151,541		$130,084	$142,147	$157,131	
Top Technology Position	34	$296,670	$106,614	$130,405	$151,799	$210,531	$292,762
Greater than $50 million							
CEO/Executive Director	138	$862,065	$214,980	$318,900	$513,004	$944,926	$1,601,247
Top Administrative Position	42	$275,727	$131,401	$151,164	$213,319	$326,998	$386,101
Top Business Position	23	$294,729	$142,131	$187,415	$256,139	$345,163	$546,091
Top Development Position	44	$270,319	$142,006	$160,551	$230,296	$339,424	$424,593
Top Education Position	36	$289,434	$126,820	$172,614	$227,595	$302,586	$489,313
Top Facilities Position	15	$226,224		$178,820	$190,148	$232,370	
Top Finance Position	121	$420,591	$138,745	$193,479	$272,615	$412,145	$693,403
Top Human Resources Position	39	$273,214	$138,738	$165,124	$195,963	$310,979	$459,910
Top Legal Position	25	$436,026	$144,429	$220,276	$341,118	$594,955	$727,537
Top Marketing Position	21	$287,179	$154,223	$187,723	$246,480	$346,701	$404,801
Top Operations Position	78	$505,993	$157,406	$205,355	$287,210	$440,906	$762,006
Top PR/Communications Position	27	$263,718	$125,074	$166,177	$245,911	$364,600	$413,213
Top Program Position	9	$225,599			$204,300		
Top Technology Position	44	$334,142	$139,706	$161,024	$204,827	$344,697	$700,799

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
$250 thousand or less							
CEO/Executive Director	78	$47,145	$21,186	$30,844	$40,886	$60,000	$78,485
Between $250 thousand and $500 thousand							
CEO/Executive Director	75	$69,950	$44,277	$54,755	$68,185	$81,711	$100,323
Top Finance Position	5	$56,917			$54,362		
Between $500 thousand and $1 million							
CEO/Executive Director	64	$96,037	$45,247	$67,734	$86,156	$117,370	$159,176
Between $1 million and $2.5 million							
CEO/Executive Director	95	$119,544	$51,689	$75,552	$103,129	$143,809	$213,345
Top Business Position	5	$114,068			$88,838		
Top Finance Position	11	$72,614		$52,184	$73,149	$94,879	
Between $2.5 million and $5 million							
CEO/Executive Director	63	$137,496	$70,516	$91,282	$121,674	$160,268	$217,551
Top Finance Position	12	$93,249		$83,095	$94,093	$104,914	
Top Operations Position	6	$155,126			$151,994		
Between $5 million and $10 million							
CEO/Executive Director	36	$168,128	$106,203	$122,362	$145,350	$180,121	$245,499
Top Finance Position	9	$111,331			$94,125		
Between $10 million and $25 million							
CEO/Executive Director	32	$222,339	$133,456	$150,882	$189,196	$257,980	$373,446
Top Development Position	5	$147,164			$126,950		
Top Finance Position	18	$138,845		$119,443	$139,998	$154,665	
Top Operations Position	6	$154,309			$156,301		
Top Program Position	5	$130,711			$143,172		
Between $25 million and $50 million							
CEO/Executive Director	8	$296,180			$284,087		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Between $25 million and $50 million							
Top Finance Position	8	$189,244			$181,793		
Top Operations Position	5	$229,418			$168,448		
Greater than $50 million							
CEO/Executive Director	7	$478,503			$389,836		
Top Finance Position	5	$242,251			$199,331		
Top Technology Position	5	$242,845			$207,317		
Vermont							
$250 thousand or less							
CEO/Executive Director	99	$48,247	$21,522	$31,763	$47,357	$60,668	$74,499
Top Program Position	8	$35,493			$35,465		
Between $250 thousand and $500 thousand							
CEO/Executive Director	94	$73,409	$44,119	$54,887	$66,654	$81,581	$105,321
Between $500 thousand and $1 million							
CEO/Executive Director	110	$80,988	$49,256	$62,500	$76,530	$88,975	$106,319
Between $1 million and $2.5 million							
CEO/Executive Director	84	$103,898	$66,252	$78,562	$95,576	$116,623	$140,782
Top Business Position	5	$51,652			$51,195		
Top Finance Position	11	$97,375		$60,717	$74,842	$93,317	
Between $2.5 million and $5 million							
CEO/Executive Director	42	$136,452	$76,194	$93,007	$117,524	$160,410	$218,751
Top Administrative Position	5	$116,917			$92,335		
Top Finance Position	8	$115,323			$105,297		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Between $5 million and $10 million							
CEO/Executive Director	47	$153,313	$95,098	$111,193	$139,792	$173,251	$241,273
Top Finance Position	12	$115,963		$97,982	$113,307	$144,258	
Top Operations Position	5	$175,090			$178,893		
Top Program Position	5	$158,999			$129,163		
Between $10 million and $25 million							
CEO/Executive Director	22	$172,339	$110,429	$122,724	$155,622	$208,415	$264,352
Top Finance Position	14	$134,231		$101,643	$126,703	$161,541	
Between $25 million and $50 million							
CEO/Executive Director	14	$244,008		$163,243	$194,898	$316,609	
Top Finance Position	10	$179,538		$144,792	$173,802	$195,436	
Greater than $50 million							
CEO/Executive Director	16	$444,569		$319,782	$389,907	$510,839	
Top Administrative Position	5	$267,525			$212,120		
Top Development Position	5	$234,183			$201,070		
Top Finance Position	16	$261,508		$173,272	$223,454	$285,940	
Top Human Resources Position	7	$233,863			$202,915		
Top Operations Position	8	$320,433			$231,774		
Top Technology Position	5	$175,259			$169,518		
Virginia							
$250 thousand or less							
CEO/Executive Director	364	$51,513	$21,661	$32,844	$47,702	$67,137	$84,940
Top Administrative Position	7	$34,261			$36,180		
Top Finance Position	18	$52,684		$27,629	$36,335	$66,105	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
$250 thousand or less							
Top Operations Position	10	$24,686		$18,093	$20,849	$33,117	
Top Program Position	11	$35,400		$27,167	$30,035	$37,465	
Between $250 thousand and $500 thousand							
CEO/Executive Director	348	$78,250	$38,623	$52,996	$68,511	$92,562	$128,858
Top Administrative Position	12	$33,669		$22,266	$35,812	$44,257	
Top Finance Position	30	$53,256	$17,843	$33,903	$43,944	$63,581	$94,440
Top Operations Position	10	$55,181		$42,048	$47,509	$65,431	
Top Program Position	6	$56,956			$49,003		
Between $500 thousand and $1 million							
CEO/Executive Director	389	$101,898	$48,244	$64,415	$88,030	$126,433	$183,393
Top Administrative Position	18	$68,957		$48,216	$63,006	$91,994	
Top Finance Position	28	$89,807	$26,400	$47,592	$75,990	$129,407	$169,015
Top Operations Position	12	$92,221		$54,769	$94,319	$121,268	
Between $1 million and $2.5 million							
CEO/Executive Director	473	$141,015	$60,099	$85,000	$120,405	$170,439	$242,291
Top Administrative Position	26	$102,876	$46,192	$63,874	$102,074	$137,456	$163,714
Top Business Position	9	$113,578			$120,625		
Top Development Position	12	$122,857		$101,999	$129,907	$151,215	
Top Education Position	7	$115,945			$117,510		
Top Finance Position	66	$102,244	$43,361	$55,893	$92,013	$139,529	$171,760
Top Marketing Position	9	$130,836			$143,840		
Top Operations Position	34	$156,574	$74,907	$104,842	$133,740	$170,268	$276,726
Top PR/Communications Position	11	$117,710		$116,080	$132,384	$148,391	
Top Program Position	8	$137,179			$144,781		
Top Technology Position	17	$135,455		$117,088	$126,079	$185,093	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between $2.5 million and $5 million							
CEO/Executive Director	307	$193,747	$87,522	$109,945	$162,500	$245,566	$348,927
Top Administrative Position	25	$141,978	$84,407	$97,980	$125,736	$178,272	$212,333
Top Business Position	12	$191,854		$134,011	$189,866	$228,642	
Top Development Position	20	$119,018	$85,907	$103,833	$115,484	$132,213	$147,029
Top Education Position	15	$135,078		$125,133	$126,692	$145,965	
Top Finance Position	86	$129,329	$66,620	$84,313	$118,334	$157,612	$204,132
Top Human Resources Position	9	$126,154			$117,315		
Top Legal Position	8	$209,676			$196,433		
Top Marketing Position	11	$162,091		$136,036	$153,465	$181,517	
Top Operations Position	57	$159,914	$93,675	$125,939	$156,152	$187,059	$225,405
Top PR/Communications Position	21	$145,008	$122,657	$129,471	$145,181	$160,719	$174,262
Top Program Position	22	$148,145	$101,204	$115,315	$134,696	$164,748	$197,197
Top Technology Position	16	$178,790		$137,737	$161,236	$199,855	
Between $5 million and $10 million							
CEO/Executive Director	227	$244,430	$108,149	$150,379	$202,710	$308,280	$406,137
Top Administrative Position	28	$186,731	$106,475	$118,208	$154,613	$240,340	$256,629
Top Business Position	17	$155,804		$138,451	$151,537	$170,108	
Top Development Position	32	$152,593	$110,612	$120,932	$144,435	$190,397	$213,280
Top Education Position	19	$169,644		$134,768	$154,539	$178,807	
Top Facilities Position	11	$172,234		$131,191	$139,606	$192,176	
Top Finance Position	107	$156,154	$63,628	$109,756	$140,804	$179,853	$237,780
Top Human Resources Position	19	$139,096		$116,525	$125,684	$171,064	
Top Legal Position	8	$266,123			$209,983		
Top Marketing Position	21	$165,609	$131,614	$148,743	$161,371	$186,676	$204,642
Top Operations Position	61	$184,716	$110,586	$128,761	$173,084	$224,611	$274,627
Top PR/Communications Position	28	$161,116	$129,102	$136,663	$151,053	$181,204	$221,323

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between $5 million and $10 million							
Top Program Position	17	$147,079		$113,267	$150,783	$169,691	
Top Technology Position	27	$160,131	$123,500	$134,948	$152,654	$175,460	$205,466
Between $10 million and $25 million							
CEO/Executive Director	181	$350,498	$141,493	$196,913	$280,910	$392,356	$586,165
Top Administrative Position	31	$198,652	$102,552	$132,167	$170,785	$250,351	$287,248
Top Business Position	24	$175,505	$113,609	$131,370	$161,472	$209,581	$239,375
Top Development Position	40	$197,079	$132,394	$149,738	$173,960	$209,611	$328,705
Top Education Position	23	$186,434	$117,435	$147,868	$160,441	$200,020	$259,490
Top Facilities Position	6	$180,190			$142,576		
Top Finance Position	129	$195,325	$104,561	$137,016	$170,453	$230,714	$304,076
Top Human Resources Position	30	$177,416	$118,941	$143,983	$169,968	$212,735	$240,148
Top Legal Position	21	$326,648	$197,975	$237,580	$267,150	$322,094	$545,778
Top Marketing Position	23	$177,528	$126,162	$143,466	$170,221	$205,316	$248,051
Top Operations Position	72	$228,327	$106,867	$126,431	$178,860	$246,735	$338,702
Top PR/Communications Position	42	$213,025	$135,253	$163,877	$209,202	$256,971	$296,398
Top Program Position	27	$177,954	$126,853	$138,101	$161,392	$204,159	$242,845
Top Technology Position	41	$243,071	$116,568	$146,154	$179,126	$247,031	$291,116
Between $25 million and $50 million							
CEO/Executive Director	80	$524,238	$217,881	$301,661	$383,892	$510,673	$713,723
Top Administrative Position	17	$234,364		$173,410	$257,850	$283,542	
Top Business Position	9	$236,219			$222,483		
Top Development Position	24	$222,097	$135,466	$151,251	$211,514	$261,918	$318,447
Top Education Position	14	$160,831		$132,817	$150,470	$179,520	
Top Facilities Position	5	$208,718			$203,715		
Top Finance Position	77	$271,733	$125,763	$162,931	$212,682	$280,634	$371,338
Top Human Resources Position	23	$173,025	$107,082	$123,996	$154,270	$198,487	$259,575

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between $25 million and $50 million							
Top Legal Position	11	$492,732		$234,626	$261,554	$281,198	
Top Marketing Position	18	$175,538		$147,814	$162,800	$182,150	
Top Operations Position	36	$283,354	$130,209	$159,351	$227,394	$336,239	$405,130
Top PR/Communications Position	17	$214,861		$145,559	$192,116	$244,986	
Top Program Position	19	$189,031		$149,273	$184,937	$211,265	
Top Technology Position	25	$246,549	$136,293	$149,550	$182,300	$261,323	$306,609
Greater than $50 million							
CEO/Executive Director	77	$675,325	$243,071	$328,965	$461,882	$681,660	$1,347,290
Top Administrative Position	25	$225,274	$136,853	$172,684	$198,036	$246,409	$353,633
Top Business Position	18	$245,812		$162,255	$203,963	$276,807	
Top Development Position	26	$270,151	$157,586	$190,962	$221,961	$296,970	$431,126
Top Education Position	23	$317,184	$192,690	$204,169	$251,453	$389,432	$463,179
Top Facilities Position	6	$204,740			$170,714		
Top Finance Position	61	$322,506	$164,400	$199,254	$255,997	$364,495	$487,211
Top Human Resources Position	22	$304,043	$139,849	$194,160	$238,215	$320,790	$361,727
Top Legal Position	21	$407,227	$177,654	$247,890	$349,323	$530,607	$714,114
Top Marketing Position	17	$278,787		$144,977	$188,412	$387,681	
Top Operations Position	35	$349,709	$175,625	$218,164	$305,565	$412,705	$580,732
Top PR/Communications Position	15	$243,151		$140,636	$208,760	$262,261	
Top Program Position	19	$308,157		$219,355	$243,722	$429,404	
Top Technology Position	32	$330,713	$140,795	$177,810	$227,217	$450,185	$605,240

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
$250 thousand or less							
CEO/Executive Director	351	$53,094	$21,693	$32,265	$47,675	$65,954	$85,310
Top Administrative Position	11	$34,305		$22,172	$28,520	$39,195	
Top Finance Position	18	$33,409		$19,500	$29,229	$37,926	
Top Operations Position	5	$39,495			$42,039		
Top Program Position	11	$37,475		$29,050	$40,500	$44,907	
Between $250 thousand and $500 thousand							
CEO/Executive Director	276	$74,883	$36,753	$51,439	$66,614	$84,506	$119,620
Top Administrative Position	12	$74,939		$46,594	$53,509	$64,461	
Top Business Position	7	$73,088			$61,399		
Top Education Position	5	$80,468			$98,107		
Top Finance Position	10	$56,735		$41,846	$58,085	$66,353	
Top Program Position	5	$54,170			$58,571		
Between $500 thousand and $1 million							
CEO/Executive Director	326	$92,795	$49,730	$63,484	$82,279	$106,108	$149,909
Top Administrative Position	15	$69,440		$49,214	$63,085	$80,345	
Top Business Position	6	$92,290			$90,458		
Top Education Position	5	$100,637			$102,859		
Top Finance Position	30	$85,500	$27,476	$40,670	$67,788	$98,104	$162,577
Top Operations Position	11	$97,960		$40,449	$73,148	$126,454	
Between $1 million and $2.5 million							
CEO/Executive Director	366	$110,651	$62,755	$77,926	$103,948	$135,545	$165,495
Top Administrative Position	13	$96,508		$79,235	$101,174	$120,560	
Top Business Position	15	$147,284		$94,798	$142,419	$187,465	
Top Education Position	7	$126,933			$131,845		
Top Finance Position	49	$88,522	$46,663	$56,015	$74,163	$126,889	$143,598
Top Human Resources Position	5	$67,702			$70,256		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Between $1 million and $2.5 million							
Top Operations Position	12	$100,068		$72,810	$86,739	$114,991	
Between $2.5 million and $5 million							
CEO/Executive Director	209	$148,737	$87,862	$106,994	$132,824	$172,450	$216,473
Top Administrative Position	28	$131,398	$84,701	$102,872	$129,134	$146,800	$174,637
Top Business Position	8	$146,954			$140,467		
Top Development Position	9	$111,640			$121,047		
Top Education Position	8	$131,786			$128,716		
Top Finance Position	73	$112,769	$65,985	$83,094	$107,685	$135,052	$180,129
Top Operations Position	23	$106,052	$43,901	$75,107	$117,021	$126,845	$162,654
Top PR/Communications Position	5	$152,013			$121,389		
Top Program Position	6	$114,928			$120,738		
Top Technology Position	6	$131,463			$135,159		
Between $5 million and $10 million							
CEO/Executive Director	142	$169,702	$101,206	$126,119	$153,417	$196,452	$244,450
Top Administrative Position	19	$154,315		$122,510	$154,736	$189,377	
Top Business Position	7	$195,966			$219,477		
Top Development Position	11	$135,617		$114,057	$121,045	$153,409	
Top Education Position	5	$184,709			$198,479		
Top Finance Position	72	$135,117	$80,496	$93,661	$119,787	$158,445	$228,008
Top Human Resources Position	7	$129,225			$130,692		
Top Operations Position	12	$150,313		$114,327	$143,406	$164,141	
Top Program Position	10	$122,338		$112,348	$126,565	$144,665	
Between $10 million and $25 million							
CEO/Executive Director	132	$239,982	$136,492	$169,175	$217,042	$277,392	$387,636
Top Administrative Position	24	$181,081	$130,687	$141,705	$162,778	$208,933	$233,495
Top Business Position	12	$187,400		$146,287	$184,400	$231,450	

All organizations state by budget size

Washington

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million							
Top Development Position	30	$170,691	$114,602	$136,775	$149,323	$167,759	$188,767
Top Education Position	10	$143,663		$131,990	$141,721	$156,664	
Top Finance Position	84	$152,830	$95,205	$127,506	$147,288	$188,466	$222,769
Top Human Resources Position	14	$119,497		$105,237	$129,625	$135,304	
Top Legal Position	7	$183,402			$181,330		
Top Marketing Position	12	$146,447		$120,188	$134,299	$155,502	
Top Operations Position	41	$174,016	$118,653	$140,098	$160,979	$199,400	$236,203
Top PR/Communications Position	12	$142,093		$120,822	$127,048	$164,763	
Top Program Position	15	$180,178		$130,762	$153,932	$216,453	
Top Technology Position	19	$156,678		$126,625	$141,876	$178,001	
Between $25 million and $50 million							
CEO/Executive Director	51	$337,806	$176,578	$217,831	$284,227	$420,471	$566,056
Top Administrative Position	13	$241,283		$145,678	$171,217	$245,478	
Top Development Position	14	$186,727		$153,396	$188,613	$209,057	
Top Education Position	12	$165,618		$129,489	$154,600	$166,124	
Top Finance Position	45	$183,328	$102,285	$129,367	$164,847	$200,146	$270,671
Top Human Resources Position	17	$155,336		$129,533	$150,092	$170,589	
Top Marketing Position	6	$163,269			$146,050		
Top Operations Position	25	$223,183	$131,101	$169,234	$232,980	$255,264	$296,537
Top PR/Communications Position	6	$209,474			$209,412		
Top Program Position	8	$215,346			$141,444		
Top Technology Position	18	$195,296		$175,162	$188,936	$204,469	
Greater than $50 million							
CEO/Executive Director	57	$645,792	$207,362	$306,556	$454,038	$777,242	$1,425,201
Top Administrative Position	14	$244,886		$198,516	$233,488	$296,249	
Top Business Position	6	$269,177			$217,400		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Greater than $50 million							
Top Development Position	20	$224,039	$142,985	$165,861	$203,338	$247,266	$324,226
Top Education Position	8	$268,531			$237,774		
Top Facilities Position	5	$281,150			$185,552		
Top Finance Position	50	$325,845	$127,269	$174,124	$282,659	$364,474	$587,264
Top Human Resources Position	14	$309,350		$153,625	$196,860	$294,749	
Top Legal Position	8	$333,762			$334,573		
Top Marketing Position	11	$232,131		$169,240	$197,596	$257,942	
Top Operations Position	33	$365,101	$164,720	$192,270	$274,142	$350,822	$790,853
Top PR/Communications Position	5	$342,991			$241,775		
Top Technology Position	20	$255,880	$128,499	$161,622	$202,987	$302,190	$388,870
West Virginia							
$250 thousand or less							
CEO/Executive Director	77	$47,173	$20,000	$28,128	$41,700	$55,375	$76,571
Top Finance Position	6	$47,856			$36,492		
Between $250 thousand and $500 thousand							
CEO/Executive Director	61	$58,446	$32,000	$42,063	$53,333	$73,333	$95,300
Top Finance Position	5	$44,146			$40,537		
Between $500 thousand and $1 million							
CEO/Executive Director	72	$75,336	$37,961	$46,707	$66,259	$91,126	$134,648
Top Business Position	5	$106,069			$99,102		
Top Finance Position	8	$64,276			$50,088		
Between $1 million and $2.5 million							
CEO/Executive Director	98	$83,748	$49,223	$58,133	$77,764	$98,672	$129,019

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Between $1 million and $2.5 million							
Top Business Position	5	$137,135			$130,605		
Top Finance Position	15	$107,123		$51,524	$82,543	$146,280	
Between $2.5 million and $5 million							
CEO/Executive Director	47	$111,194	$69,335	$79,631	$102,956	$139,044	$149,693
Top Finance Position	20	$86,955	$57,836	$68,465	$83,933	$92,238	$112,766
Top Operations Position	6	$78,393			$76,840		
Between $5 million and $10 million							
CEO/Executive Director	28	$138,562	$82,451	$93,596	$121,438	$184,454	$232,070
Top Finance Position	10	$82,474		$66,882	$71,147	$86,140	
Top Operations Position	6	$122,631			$104,322		
Between $10 million and $25 million							
CEO/Executive Director	36	$185,366	$104,718	$128,961	$164,129	$218,026	$235,218
Top Administrative Position	6	$143,289			$145,421		
Top Finance Position	28	$136,453	$72,331	$94,436	$110,203	$157,282	$173,743
Top Operations Position	7	$94,262			$103,462		
Between $25 million and $50 million							
CEO/Executive Director	14	$323,334		$185,455	$253,622	$388,356	
Top Finance Position	14	$156,279		$113,232	$144,819	$194,313	
Greater than $50 million							
CEO/Executive Director	8	$565,994			$567,199		
Top Finance Position	8	$388,726			$355,910		
Top Operations Position	7	$307,756			$269,746		
Top Technology Position	6	$327,602			$295,356		

All organizations state by budget size

Wisconsin

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less							
CEO/Executive Director	283	$49,523	$22,196	$32,856	$47,080	$61,259	$78,737
Top Administrative Position	13	$37,030		$30,000	$38,490	$49,245	
Top Finance Position	22	$40,455	$20,242	$26,170	$37,855	$51,080	$56,945
Between $250 thousand and $500 thousand							
CEO/Executive Director	238	$71,988	$40,802	$54,171	$66,009	$86,596	$110,044
Top Administrative Position	5	$54,362			$49,992		
Top Finance Position	16	$55,142		$39,729	$56,719	$66,645	
Top Operations Position	6	$56,207			$50,648		
Between $500 thousand and $1 million							
CEO/Executive Director	240	$90,852	$52,270	$67,212	$82,902	$102,266	$141,540
Top Administrative Position	13	$67,696		$49,204	$53,252	$89,660	
Top Business Position	7	$94,539			$90,242		
Top Finance Position	19	$95,149		$42,438	$67,505	$131,922	
Top Operations Position	9	$87,601			$72,745		
Between $1 million and $2.5 million							
CEO/Executive Director	308	$131,718	$65,043	$82,510	$110,813	$153,100	$217,251
Top Administrative Position	23	$90,008	$46,700	$65,265	$83,743	$110,786	$139,767
Top Business Position	22	$116,581	$53,624	$70,159	$127,179	$153,473	$173,119
Top Finance Position	52	$104,542	$42,032	$61,333	$83,347	$138,708	$173,431
Top Operations Position	12	$106,377		$73,466	$103,973	$117,756	
Between $2.5 million and $5 million							
CEO/Executive Director	190	$146,290	$84,530	$102,856	$124,582	$164,215	$222,664
Top Administrative Position	20	$121,378	$88,893	$98,245	$121,580	$140,609	$153,681
Top Business Position	11	$148,221		$107,759	$144,333	$205,800	
Top Facilities Position	5	$136,748			$139,649		
Top Finance Position	63	$117,988	$59,833	$77,857	$95,635	$127,615	$171,949

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Between $2.5 million and $5 million							
Top Operations Position	20	$127,111	$78,794	$88,275	$117,985	$147,616	$192,608
Between $5 million and $10 million							
CEO/Executive Director	112	$188,273	$90,028	$119,660	$162,966	$221,427	$332,435
Top Administrative Position	17	$166,125		$118,369	$142,131	$203,137	
Top Business Position	7	$151,487			$132,439		
Top Development Position	5	$147,223			$116,514		
Top Finance Position	59	$119,485	$73,898	$85,605	$116,077	$133,942	$169,204
Top Marketing Position	5	$155,796			$159,473		
Top Operations Position	22	$145,125	$82,830	$108,423	$133,498	$167,038	$240,610
Top PR/Communications Position	6	$174,858			$166,469		
Top Technology Position	8	$141,979			$132,543		
Between $10 million and $25 million							
CEO/Executive Director	98	$240,736	$117,775	$165,789	$228,169	$282,042	$330,218
Top Administrative Position	10	$154,709		$100,177	$135,474	$187,050	
Top Business Position	6	$143,670			$145,692		
Top Development Position	10	$142,483		$125,222	$140,895	$164,063	
Top Finance Position	71	$132,625	$81,416	$99,571	$129,049	$172,266	$191,519
Top Human Resources Position	20	$128,777	$107,483	$110,595	$121,236	$138,684	$164,098
Top Operations Position	34	$163,601	$109,497	$137,736	$159,244	$182,853	$244,287
Top Program Position	7	$133,692			$125,390		
Top Technology Position	7	$155,338			$144,008		
Between $25 million and $50 million							
CEO/Executive Director	37	$317,236	$193,301	$256,217	$314,650	$355,800	$495,839
Top Administrative Position	8	$229,519			$199,104		
Top Business Position	7	$157,909			$151,240		
Top Development Position	13	$186,051		$133,808	$166,422	$202,213	

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Between $25 million and $50 million							
Top Education Position	5	$166,020			$168,452		
Top Finance Position	33	$175,489	$96,311	$129,027	$156,409	$206,646	$283,614
Top Human Resources Position	8	$156,575			$156,304		
Top Operations Position	15	$194,996		$150,251	$207,642	$235,956	
Top Technology Position	5	$213,072			$198,183		
Greater than $50 million							
CEO/Executive Director	47	$591,444	$241,972	$343,597	$459,453	$670,209	$1,136,563
Top Administrative Position	12	$239,547		$158,079	$194,428	$231,262	
Top Business Position	6	$305,676			$233,032		
Top Development Position	12	$213,397		$153,670	$208,555	$245,928	
Top Education Position	11	$327,828		$162,802	$216,050	$259,154	
Top Finance Position	43	$311,193	$144,753	$193,569	$244,295	$355,978	$581,621
Top Human Resources Position	9	$275,974			$234,901		
Top Legal Position	6	$470,105			$444,487		
Top Marketing Position	7	$195,408			$201,157		
Top Operations Position	19	$421,937		$255,472	$295,342	$522,173	
Top PR/Communications Position	6	$228,654			$223,057		
Top Technology Position	11	$325,190		$229,046	$261,247	$362,512	
Wyoming							
$250 thousand or less							
CEO/Executive Director	55	$49,288	$20,790	$33,388	$46,125	$59,077	$85,407
Top Finance Position	5	$28,076			$28,618		

All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Between $250 thousand and $500 thousand							
CEO/Executive Director	54	$70,425	$39,408	$53,389	$66,180	$83,795	$108,016
Between $500 thousand and $1 million							
CEO/Executive Director	51	$75,925	$45,942	$60,122	$76,838	$90,151	$105,017
Between $1 million and $2.5 million							
CEO/Executive Director	43	$101,753	$60,919	$67,642	$80,653	$129,611	$160,687
Top Finance Position	5	$78,910			$53,383		
Between $2.5 million and $5 million							
CEO/Executive Director	29	$129,967	$79,796	$101,864	$112,904	$158,624	$181,805
Top Finance Position	7	$83,467			$74,480		
Top Operations Position	5	$87,954			$81,273		
Between $5 million and $10 million							
CEO/Executive Director	19	$120,886		$93,126	$106,084	$144,732	
Top Finance Position	7	$107,169			$107,960		
Between $10 million and $25 million							
CEO/Executive Director	11	$218,343		$173,824	$221,535	$259,618	
Top Administrative Position	5	$240,159			$234,116		
Top Operations Position	5	$181,645			$178,922		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
$500 thousand or less								
CEO/Executive Director								
	F	177	$53,880	$25,202	$36,267	$50,230	$64,915	$86,015
	M	149	$64,569	$23,753	$42,000	$60,000	$86,759	$108,087
	U	17	$52,145		$36,622	$49,678	$66,660	
Top Administrative Position								
	F	5	$33,662			$31,000		
	M	6	$44,237			$39,613		
Top Finance Position								
	F	10	$39,708		$27,698	$32,313	$52,462	
	M	9	$60,564			$45,000		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	74	$73,131	$42,435	$50,400	$71,972	$89,666	$101,708
	M	56	$101,573	$55,400	$70,244	$96,977	$125,373	$160,634
	U	8	$79,252			$69,790		
Top Business Position								
	M	9	$126,086			$119,971		
Top Finance Position								
	F	6	$60,876			$56,060		
	M	8	$79,614			$82,637		
Between $1 million and $5 million								
CEO/Executive Director								
	F	104	$103,369	$61,891	$75,702	$87,352	$112,470	$157,720
	M	94	$148,770	$67,698	$95,986	$133,856	$191,520	$250,654
	U	14	$89,694		$57,888	$86,311	$123,145	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
Between $1 million and $5 million								
Top Administrative Position								
	F	8	$110,226			$85,926		
	M	6	$97,417			$92,900		
Top Business Position								
	M	8	$121,450			$103,623		
Top Development Position								
	M	7	$85,661			$76,254		
Top Finance Position								
	F	22	$76,609	$43,303	$53,446	$68,137	$89,579	$112,572
	M	13	$101,827		$71,677	$82,490	$118,179	
Top Operations Position								
	F	6	$90,734			$88,537		
	M	11	$64,799		$36,752	$61,284	$76,773	
Greater than $5 million								
CEO/Executive Director								
	F	39	$194,697	$95,749	$119,682	$151,618	$196,953	$369,284
	M	102	$291,454	$98,244	$139,107	$199,895	$320,804	$455,591
	U	7	$252,792			$229,000		
Top Administrative Position								
	F	12	$160,775		$118,332	$139,708	$180,177	
	M	23	$200,488	$124,621	$134,078	$152,605	$246,018	$375,777
Top Development Position								
	F	9	$133,824			$136,958		
	M	7	$171,156			$132,916		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
Greater than $5 million								
Top Education Position								
	F	6	$173,873			$163,863		
	M	10	$174,288		$128,705	$143,561	$199,527	
Top Facilities Position								
	M	5	$143,785			$169,953		
Top Finance Position								
	F	40	$169,955	$77,086	$112,577	$141,162	$186,471	$232,257
	M	38	$198,860	$87,264	$128,975	$173,821	$225,085	$349,045
Top Human Resources Position								
	F	13	$184,842		$115,460	$135,230	$173,676	
Top Legal Position								
	M	6	$274,048			$189,672		
Top Operations Position								
	F	16	$171,280		$116,479	$149,828	$217,168	
	M	24	$355,465	$109,352	$167,271	$258,406	$319,857	$779,300
Top Technology Position								
	M	5	$198,746			$178,531		
Alaska								
$500 thousand or less								
CEO/Executive Director								
	F	59	$61,588	$35,540	$50,054	$57,617	$69,906	$93,671
	M	32	$72,395	$45,077	$51,027	$61,000	$80,841	$124,677
	U	5	$61,802			$58,000		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska								
$500 thousand or less								
Top Administrative Position								
	F	5	$37,988			$37,926		
	M	5	$55,125			$56,700		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	40	$82,715	$46,475	$61,904	$80,881	$94,879	$131,225
	M	29	$89,539	$46,902	$68,275	$76,967	$100,900	$139,722
Between $1 million and $5 million								
CEO/Executive Director								
	F	74	$115,180	$76,648	$84,333	$105,722	$138,836	$164,789
	M	41	$118,461	$66,188	$88,500	$110,972	$149,027	$179,698
	U	7	$117,866			$129,842		
Top Administrative Position								
	F	8	$134,236			$100,185		
	M	6	$133,492			$147,118		
Top Finance Position								
	F	21	$95,863	$67,420	$74,296	$93,300	$104,658	$145,005
	M	6	$131,583			$128,988		
Top Operations Position								
	M	5	$162,709			$146,900		
Greater than $5 million								
CEO/Executive Director								
	F	35	$223,848	$107,176	$128,023	$179,530	$248,773	$449,180
	M	39	$256,084	$118,621	$138,186	$193,405	$292,623	$471,898

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska								
Greater than $5 million								
Top Administrative Position								
	F	6	$190,774			$154,861		
	M	7	$176,658			$175,320		
Top Facilities Position								
	M	6	$164,286			$160,185		
Top Finance Position								
	F	30	$136,649	$77,668	$98,780	$117,644	$152,200	$226,219
	M	20	$227,225	$97,164	$106,311	$152,295	$312,186	$422,152
	U	7	$134,078			$129,022		
Top Human Resources Position								
	F	5	$157,357			$144,003		
	M	5	$127,433			$89,915		
Top Operations Position								
	F	12	$177,418		$105,561	$113,762	$157,917	
	M	12	$245,885		$116,222	$196,693	$352,681	
Arizona								
$500 thousand or less								
CEO/Executive Director								
	F	217	$57,737	$24,367	$36,920	$53,500	$74,572	$96,905
	M	162	$57,731	$22,267	$34,568	$50,795	$78,525	$100,183
	U	17	$52,155		$35,568	$47,933	$60,000	
Top Administrative Position								
	F	10	$51,854		$40,821	$57,633	$63,017	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
$500 thousand or less								
Top Finance Position								
	F	16	$39,024		$31,346	$36,250	$50,847	
	M	11	$51,720		$20,259	$49,874	$73,937	
Top Operations Position								
	F	6	$60,264			$43,091		
Top Program Position								
	F	7	$43,787			$37,019		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	104	$91,711	$49,553	$63,228	$84,613	$107,111	$140,421
	M	78	$109,849	$50,512	$68,467	$89,682	$132,458	$169,127
Top Finance Position								
	F	9	$57,116			$60,526		
	M	7	$81,097			$64,419		
Between $1 million and $5 million								
CEO/Executive Director								
	F	197	$113,222	$66,661	$77,912	$98,686	$133,502	$169,167
	M	181	$145,367	$70,750	$95,461	$127,148	$172,574	$240,000
	U	18	$126,834		$82,978	$110,297	$152,230	
Top Administrative Position								
	F	12	$77,984		$62,512	$80,807	$98,171	
	M	9	$118,483			$114,476		
Top Business Position								
	F	8	$87,989			$69,226		
	M	12	$148,619		$109,357	$148,308	$196,147	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Between $1 million and $5 million								
Top Development Position								
	F	6	$86,295			$80,301		
Top Finance Position								
	F	34	$83,958	$41,636	$52,409	$77,683	$95,514	$121,342
	M	36	$102,760	$30,289	$62,742	$86,535	$120,425	$213,434
Top Operations Position								
	F	21	$102,234	$63,238	$74,900	$92,285	$117,328	$157,782
	M	19	$94,516		$55,766	$87,261	$128,913	
Greater than $5 million								
CEO/Executive Director								
	F	99	$208,491	$99,460	$122,591	$173,553	$251,525	$357,032
	M	179	$287,147	$104,656	$137,437	$219,303	$313,513	$553,319
	U	9	$181,277			$185,737		
Top Administrative Position								
	F	12	$145,906		$107,330	$124,458	$166,703	
	M	25	$224,824	$123,278	$131,571	$197,002	$266,853	$356,661
Top Business Position								
	F	10	$196,739		$112,953	$157,099	$194,668	
	M	12	$162,938		$122,236	$141,366	$207,196	
Top Development Position								
	F	19	$173,735		$118,139	$170,181	$208,401	
	M	11	$171,570		$128,198	$159,571	$195,476	
Top Education Position								
	M	5	$295,087			$243,461		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Greater than $5 million								
Top Facilities Position								
	M	6	$166,872			$153,233		
Top Finance Position								
	F	90	$143,340	$84,003	$105,051	$127,858	$172,043	$220,159
	M	68	$209,603	$85,032	$113,765	$168,063	$271,862	$371,927
	U	5	$161,451			$139,474		
Top Human Resources Position								
	F	17	$166,868		$124,723	$140,462	$184,129	
Top Legal Position								
	F	6	$232,540			$262,810		
	M	6	$325,007			$213,493		
Top Marketing Position								
	F	12	$182,436		$132,038	$170,018	$188,798	
	M	8	$186,719			$157,725		
Top Operations Position								
	F	32	$187,720	$88,055	$116,627	$145,188	$197,430	$332,397
	M	48	$227,531	$105,610	$134,421	$179,054	$289,713	$421,280
Top PR/Communications Position								
	F	13	$190,231		$134,381	$140,762	$202,608	
	M	5	$153,768			$151,616		
Top Program Position								
	F	7	$185,737			$136,218		
	M	8	$170,668			$172,342		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Greater than $5 million								
Top Technology Position								
	F	8	$161,435			$149,146		
	M	31	$211,154	$113,140	$126,493	$181,978	$261,777	$329,225
Arkansas								
$500 thousand or less								
CEO/Executive Director								
	F	72	$49,508	$26,442	$31,701	$40,738	$55,710	$84,506
	M	63	$66,385	$24,369	$41,660	$58,345	$85,986	$114,313
	U	9	$53,240			$52,166		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	27	$85,654	$49,788	$60,303	$69,322	$107,168	$132,267
	M	24	$85,076	$39,790	$54,813	$79,900	$98,366	$136,330
Between $1 million and $5 million								
CEO/Executive Director								
	F	58	$114,571	$61,490	$74,138	$94,388	$133,882	$182,339
	M	52	$133,109	$59,003	$84,927	$123,056	$168,627	$209,485
	U	10	$147,028		$95,286	$132,734	$160,829	
Top Administrative Position								
	F	6	$94,464			$79,597		
	M	6	$98,924			$103,126		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas								
Between $1 million and $5 million								
Top Finance Position								
	F	17	$84,234		$53,198	$86,821	$103,125	
	M	6	$97,738			$95,841		
Greater than $5 million								
CEO/Executive Director								
	F	52	$178,012	$76,070	$97,921	$136,940	$196,426	$236,406
	M	72	$283,763	$121,296	$152,286	$217,523	$374,647	$520,510
Top Administrative Position								
	F	10	$167,795		$118,403	$130,290	$170,447	
	M	11	$184,465		$148,192	$171,758	$228,171	
Top Development Position								
	M	5	$155,309			$149,357		
Top Education Position								
	F	5	$146,706			$141,363		
Top Finance Position								
	F	36	$141,938	$62,626	$87,430	$108,914	$150,384	$200,955
	M	36	$175,358	$97,694	$109,447	$136,754	$192,196	$287,544
Top Operations Position								
	F	17	$187,205		$115,753	$162,549	$222,653	
	M	18	$242,318		$150,702	$194,497	$266,350	
Top Technology Position								
	M	6	$226,923			$169,564		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
$500 thousand or less								
CEO/Executive Director								
	F	1,280	$63,356	$24,538	$39,488	$59,556	$80,727	$105,368
	M	905	$67,451	$24,698	$39,400	$60,063	$86,325	$117,190
	U	177	$52,527	$20,282	$27,000	$45,521	$72,200	$93,688
Top Administrative Position								
	F	35	$49,381	$22,175	$31,332	$49,570	$61,236	$84,823
	M	23	$45,132	$19,798	$23,918	$46,200	$63,509	$75,053
Top Business Position								
	M	8	$95,429			$100,805		
Top Education Position								
	F	6	$47,811			$42,500		
Top Finance Position								
	F	93	$49,964	$20,000	$25,905	$40,500	$64,194	$89,633
	M	75	$56,896	$18,415	$27,460	$41,399	$80,377	$112,610
	U	15	$34,070		$19,024	$30,000	$44,991	
Top Operations Position								
	F	32	$55,169	$31,220	$37,581	$51,174	$68,421	$87,212
	M	21	$54,080	$22,506	$29,615	$50,316	$62,000	$104,167
Top Program Position								
	F	29	$54,818	$23,978	$32,400	$47,991	$72,310	$94,033
	M	8	$48,682			$44,401		
	U	5	$64,611			$78,509		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	711	$96,943	$51,751	$71,429	$91,379	$120,000	$150,000
	M	511	$108,478	$46,100	$69,024	$95,000	$131,722	$180,592
	U	63	$102,903	$54,285	$69,853	$92,947	$121,823	$170,056
Top Administrative Position								
	F	18	$63,026		$41,059	$55,089	$75,174	
	M	11	$103,865		$59,135	$106,200	$143,245	
Top Business Position								
	F	6	$47,469			$40,506		
	M	8	$172,951			$200,957		
Top Development Position								
	F	10	$73,028		$42,479	$65,902	$105,071	
Top Education Position								
	M	5	$190,267			$202,904		
Top Finance Position								
	F	56	$72,445	$30,330	$44,563	$72,062	$91,720	$111,559
	M	55	$98,191	$25,280	$50,125	$78,294	$134,366	$200,027
	U	8	$64,786			$56,990		
Top Operations Position								
	F	28	$91,566	$53,308	$66,051	$84,767	$121,671	$136,223
	M	13	$102,977		$55,500	$89,888	$153,274	
	U	5	$78,855			$68,250		
Top Program Position								
	F	16	$67,363		$54,003	$58,821	$70,364	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between $1 million and $5 million								
CEO/Executive Director								
	F	1,488	$134,888	$74,534	$95,451	$124,283	$160,785	$203,022
	M	1,161	$157,101	$77,179	$105,000	$139,539	$191,917	$247,080
	U	142	$129,755	$66,396	$85,164	$120,091	$159,096	$198,097
Top Administrative Position								
	F	85	$118,679	$58,491	$94,372	$122,362	$140,659	$168,685
	M	68	$143,527	$85,848	$103,736	$130,491	$173,746	$232,125
	U	11	$110,071		$60,099	$106,098	$162,241	
Top Business Position								
	F	32	$137,284	$56,899	$82,129	$117,236	$147,143	$213,335
	M	49	$164,432	$104,855	$124,573	$152,386	$201,723	$246,293
	U	6	$116,755			$115,885		
Top Development Position								
	F	72	$119,538	$78,517	$107,606	$119,984	$134,424	$160,857
	M	37	$149,962	$106,616	$119,365	$140,154	$165,703	$185,098
	U	6	$130,835			$123,727		
Top Education Position								
	F	28	$147,432	$105,876	$118,927	$137,711	$169,962	$205,397
	M	28	$163,577	$107,181	$122,067	$159,319	$200,848	$240,368
Top Facilities Position								
	M	10	$116,371		$109,022	$120,822	$130,190	
Top Finance Position								
	F	282	$104,020	$58,167	$75,449	$102,806	$127,221	$146,961
	M	223	$125,728	$58,683	$83,720	$118,723	$151,334	$206,273
	U	30	$125,010	$76,542	$102,611	$121,244	$149,939	$178,517

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between $1 million and $5 million								
Top Human Resources Position								
	F	22	$125,428	$89,893	$111,823	$124,893	$139,779	$149,943
Top Legal Position								
	F	15	$160,317		$116,870	$147,290	$188,132	
	M	13	$210,054		$153,577	$188,293	$237,801	
Top Marketing Position								
	F	16	$149,238		$122,528	$137,074	$149,290	
	M	7	$154,713			$129,477		
Top Operations Position								
	F	145	$131,569	$78,444	$98,323	$118,717	$147,006	$180,025
	M	96	$135,326	$66,188	$98,248	$122,437	$154,805	$201,374
	U	13	$120,204		$83,897	$110,385	$151,334	
Top PR/Communications Position								
	F	23	$138,555	$103,406	$110,852	$137,629	$161,475	$183,206
	M	11	$134,970		$116,750	$136,337	$141,624	
Top Program Position								
	F	68	$115,519	$64,256	$103,650	$120,689	$132,920	$158,650
	M	28	$127,311	$98,234	$111,768	$120,078	$144,953	$164,194
	U	5	$124,692			$117,239		
Top Technology Position								
	M	31	$187,598	$103,911	$119,288	$131,021	$160,067	$215,843
	U	7	$274,439			$171,630		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than $5 million								
CEO/Executive Director								
	F	951	$257,039	$118,602	$157,728	$208,226	$296,274	$427,636
	M	1,122	$347,220	$133,942	$178,684	$255,342	$388,123	$608,157
	U	112	$319,521	$122,610	$157,291	$207,608	$397,859	$563,537
Top Administrative Position								
	F	189	$186,734	$111,041	$134,645	$160,365	$211,486	$285,336
	M	168	$236,311	$125,011	$164,719	$207,714	$277,965	$342,139
	U	28	$215,250	$106,767	$128,487	$176,368	$248,364	$431,790
Top Business Position								
	F	123	$192,853	$96,757	$123,923	$146,749	$216,072	$306,940
	M	102	$244,660	$127,538	$148,403	$190,963	$266,938	$405,104
	U	12	$277,657		$140,462	$236,121	$360,313	
Top Development Position								
	F	338	$185,471	$117,976	$133,049	$165,343	$212,936	$283,720
	M	144	$230,120	$130,334	$151,497	$203,053	$255,989	$333,561
	U	36	$191,558	$121,102	$136,922	$170,744	$243,268	$280,847
Top Education Position								
	F	140	$187,797	$115,305	$136,917	$167,618	$215,489	$294,398
	M	113	$264,915	$125,030	$147,582	$189,450	$263,557	$370,652
	U	18	$255,402		$145,714	$206,967	$292,520	
Top Facilities Position								
	F	13	$176,466		$137,860	$146,526	$182,000	
	M	82	$195,000	$113,240	$135,137	$168,800	$246,786	$287,508
	U	5	$247,260			$160,451		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than $5 million								
Top Finance Position								
	F	636	$188,324	$96,206	$121,930	$160,587	$211,712	$285,301
	M	647	$229,044	$107,462	$139,355	$187,664	$260,524	$356,382
	U	123	$191,323	$101,337	$133,262	$175,310	$231,822	$293,850
Top Human Resources Position								
	F	246	$195,180	$113,546	$134,264	$162,659	$212,470	$302,427
	M	62	$256,185	$128,730	$147,777	$186,702	$256,960	$421,479
	U	25	$212,799	$113,615	$132,440	$168,277	$235,866	$271,055
Top Legal Position								
	F	57	$278,523	$130,408	$179,548	$222,568	$308,949	$486,070
	M	65	$339,984	$147,606	$198,545	$287,145	$409,689	$616,311
	U	7	$290,893			$255,467		
Top Marketing Position								
	F	102	$198,308	$115,850	$135,225	$170,097	$227,529	$314,351
	M	50	$226,379	$116,893	$136,699	$204,736	$284,150	$335,112
	U	16	$174,733		$127,723	$176,518	$228,622	
Top Operations Position								
	F	369	$218,229	$118,151	$136,966	$181,920	$240,702	$335,539
	M	337	$247,465	$120,249	$147,862	$197,630	$273,910	$414,259
	U	58	$193,356	$100,128	$131,877	$158,473	$226,700	$299,498
Top PR/Communications Position								
	F	110	$191,882	$116,486	$133,543	$163,873	$213,274	$286,149
	M	62	$185,394	$111,638	$134,120	$183,381	$219,360	$289,161
	U	15	$185,015		$135,360	$168,851	$223,150	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than $5 million								
Top Program Position								
	F	181	$163,114	$110,000	$122,350	$144,004	$179,454	$235,938
	M	88	$183,822	$115,748	$132,736	$158,101	$212,388	$269,899
	U	22	$161,850	$110,554	$118,298	$143,330	$171,309	$201,803
Top Technology Position								
	F	53	$189,262	$121,819	$144,271	$172,764	$208,327	$261,025
	M	254	$222,900	$127,204	$144,994	$174,911	$230,295	$346,125
	U	29	$233,112	$135,842	$164,767	$200,621	$276,623	$369,941
Colorado								
$500 thousand or less								
CEO/Executive Director								
	F	449	$62,557	$28,448	$41,538	$57,528	$74,800	$99,698
	M	265	$60,959	$24,795	$37,627	$54,667	$79,124	$101,692
	U	23	$64,750	$34,285	$47,201	$61,233	$73,339	$84,613
Top Administrative Position								
	F	6	$32,530			$36,165		
Top Finance Position								
	F	18	$56,335		$34,537	$49,231	$66,837	
	M	10	$42,370		$21,132	$26,379	$35,153	
Top Operations Position								
	F	9	$31,578			$31,005		
	M	5	$63,146			$68,636		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
$500 thousand or less								
Top Program Position								
	F	14	$45,363		$35,666	$41,614	$56,725	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	204	$86,888	$51,617	$68,095	$84,139	$99,398	$126,527
	M	129	$104,699	$48,005	$68,027	$92,700	$134,285	$180,573
	U	14	$88,710		$76,896	$83,984	$89,213	
Top Finance Position								
	F	6	$78,463			$76,729		
	M	10	$98,488		$68,147	$88,312	$115,212	
Top Operations Position								
	F	8	$81,358			$64,432		
	M	6	$77,781			$75,218		
Between $1 million and $5 million								
CEO/Executive Director								
	F	360	$118,399	$64,774	$81,000	$105,932	$140,154	$178,933
	M	290	$146,434	$74,445	$97,183	$129,727	$175,923	$231,639
	U	23	$105,695	$45,219	$64,883	$107,112	$126,000	$187,887
Top Administrative Position								
	F	8	$117,797			$98,753		
	M	15	$143,992		$105,989	$148,707	$175,003	
Top Business Position								
	F	8	$86,295			$74,131		
	M	16	$148,361		$119,347	$132,226	$186,035	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Between $1 million and $5 million								
Top Development Position								
	F	14	$142,420		$119,097	$129,560	$137,019	
Top Education Position								
	M	6	$134,418			$127,890		
Top Finance Position								
	F	49	$107,200	$48,571	$71,838	$99,891	$141,342	$180,122
	M	40	$99,979	$55,421	$74,259	$89,752	$124,171	$159,786
Top Human Resources Position								
	F	5	$127,496			$149,711		
Top Marketing Position								
	F	5	$127,657			$119,796		
Top Operations Position								
	F	42	$116,611	$62,964	$98,297	$119,607	$131,730	$152,472
	M	21	$119,327	$61,201	$70,435	$115,360	$137,399	$176,476
Top PR/Communications Position								
	M	5	$116,558			$114,550		
Top Program Position								
	F	12	$120,744		$109,124	$124,643	$148,592	
	M	5	$122,187			$123,504		
Top Technology Position								
	M	9	$145,478			$137,466		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Greater than $5 million								
CEO/Executive Director								
	F	134	$228,989	$104,762	$137,416	$177,689	$259,294	$391,565
	M	218	$312,568	$130,056	$169,649	$248,409	$344,133	$527,172
	U	12	$463,608		$174,050	$198,436	$305,814	
Top Administrative Position								
	F	20	$255,116	$112,139	$119,129	$143,152	$214,482	$390,987
	M	23	$223,288	$123,224	$144,448	$200,064	$290,783	$357,513
Top Business Position								
	F	20	$180,421	$74,042	$126,715	$172,752	$225,751	$309,212
	M	22	$293,137	$126,024	$171,859	$214,748	$274,381	$431,540
Top Development Position								
	F	36	$167,199	$100,041	$117,677	$143,336	$202,464	$223,653
	M	23	$187,122	$113,749	$137,368	$176,091	$215,319	$263,423
Top Education Position								
	F	21	$162,802	$122,351	$126,507	$160,460	$178,422	$235,817
	M	9	$306,513			$165,979		
Top Facilities Position								
	M	7	$170,067			$173,837		
Top Finance Position								
	F	111	$162,497	$83,476	$112,615	$137,664	$175,664	$242,332
	M	123	$188,704	$106,742	$122,992	$165,642	$226,331	$327,150
	U	8	$346,803			$179,560		
Top Human Resources Position								
	F	28	$157,287	$111,586	$125,927	$147,313	$184,594	$219,302
	M	10	$195,923		$183,166	$186,767	$190,830	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Greater than $5 million								
Top Legal Position								
	F	13	$240,606		$164,527	$212,506	$309,046	
	M	13	$403,960		$184,793	$239,813	$402,211	
Top Marketing Position								
	F	19	$182,429		$130,988	$179,399	$199,265	
	M	12	$224,742		$200,334	$227,781	$260,817	
Top Operations Position								
	F	60	$183,027	$101,161	$121,925	$164,127	$223,111	$276,705
	M	69	$226,192	$131,031	$140,209	$173,261	$222,329	$306,654
Top PR/Communications Position								
	F	23	$181,298	$125,017	$139,117	$177,406	$203,628	$248,923
	M	11	$186,704		$153,401	$206,000	$212,171	
Top Program Position								
	F	17	$145,815		$121,834	$134,928	$151,475	
	M	11	$188,661		$120,465	$156,792	$193,736	
Top Technology Position								
	F	10	$161,845		$132,082	$150,623	$175,495	
	M	49	$182,609	$118,985	$128,096	$151,186	$203,061	$307,425

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
$500 thousand or less								
CEO/Executive Director								
	F	165	$64,980	$27,472	$48,000	$61,488	$81,028	$100,902
	M	99	$70,553	$24,018	$43,854	$64,257	$89,449	$115,124
	U	21	$55,906	$25,000	$27,560	$54,637	$68,100	$82,250
Top Finance Position								
	M	5	$59,402			$40,355		
Top Program Position								
	F	8	$56,765			$42,462		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	108	$95,782	$49,571	$73,646	$92,349	$115,505	$138,046
	M	59	$111,201	$53,845	$75,710	$99,640	$136,946	$180,588
	U	10	$82,356		$74,762	$80,218	$87,202	
Top Business Position								
	M	6	$207,015			$199,058		
Top Finance Position								
	F	6	$77,026			$65,824		
	M	10	$174,462		$145,798	$191,817	$200,311	
Between $1 million and $5 million								
CEO/Executive Director								
	F	206	$135,740	$67,754	$98,280	$131,082	$161,476	$208,563
	M	179	$155,537	$86,036	$111,977	$140,793	$185,646	$232,950
	U	21	$142,593	$91,061	$102,004	$120,000	$165,594	$232,499

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Between $1 million and $5 million								
Top Administrative Position								
	F	9	$122,231			$121,694		
	M	10	$170,758		$138,059	$162,071	$194,505	
Top Business Position								
	F	5	$102,290			$80,311		
	M	6	$214,021			$220,353		
Top Development Position								
	F	13	$173,272		$137,293	$147,365	$175,491	
	M	11	$142,715		$117,855	$140,676	$156,422	
Top Education Position								
	F	6	$123,917			$131,703		
Top Facilities Position								
	M	5	$135,924			$127,346		
Top Finance Position								
	F	43	$114,873	$59,130	$77,412	$108,335	$137,944	$169,986
	M	38	$146,258	$76,002	$92,081	$128,405	$203,342	$250,367
Top Operations Position								
	F	19	$123,224		$97,080	$108,335	$150,548	
	M	12	$128,062		$109,821	$127,362	$138,238	
Top Program Position								
	F	6	$156,949			$145,848		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Greater than $5 million								
CEO/Executive Director								
	F	151	$248,778	$119,660	$146,934	$189,307	$270,059	$383,787
	M	208	$408,503	$146,322	$198,152	$290,555	$464,204	$721,748
	U	14	$334,973		$168,913	$232,282	$334,232	
Top Administrative Position								
	F	35	$181,145	$114,834	$129,362	$156,166	$215,272	$246,053
	M	32	$241,875	$127,967	$149,048	$211,178	$342,058	$377,201
	U	5	$219,673			$213,856		
Top Business Position								
	F	17	$158,040		$111,217	$131,364	$201,403	
	M	15	$196,361		$139,564	$189,260	$235,382	
Top Development Position								
	F	60	$189,678	$111,876	$131,205	$171,598	$225,806	$272,982
	M	29	$261,080	$139,246	$171,825	$237,985	$305,684	$417,291
Top Education Position								
	F	26	$190,650	$115,649	$141,660	$166,594	$219,413	$285,721
	M	24	$234,637	$117,623	$125,022	$196,962	$272,073	$382,097
Top Facilities Position								
	M	30	$196,748	$119,616	$135,478	$159,554	$226,138	$288,368
Top Finance Position								
	F	115	$193,140	$99,875	$116,457	$150,486	$202,141	$323,020
	M	142	$237,255	$119,566	$139,805	$182,338	$288,918	$411,062
	U	8	$216,182			$181,071		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Greater than $5 million								
Top Human Resources Position								
	F	36	$203,251	$114,439	$126,048	$141,535	$237,403	$388,691
	M	12	$203,369		$139,756	$193,202	$213,856	
Top Legal Position								
	F	8	$205,167			$197,641		
	M	8	$426,573			$337,953		
Top Marketing Position								
	F	20	$208,494	$121,726	$137,946	$179,583	$260,341	$300,448
	M	9	$198,747			$160,872		
Top Operations Position								
	F	52	$235,889	$118,029	$130,700	$160,849	$242,728	$435,389
	M	53	$266,345	$120,534	$148,441	$186,681	$258,077	$379,378
Top PR/Communications Position								
	F	18	$218,322		$134,004	$201,882	$284,618	
	M	11	$251,151		$203,882	$221,804	$304,884	
Top Program Position								
	F	22	$152,421	$115,861	$127,623	$141,501	$174,777	$199,721
	M	12	$208,324		$145,227	$159,531	$208,253	
Top Technology Position								
	F	10	$182,312		$157,493	$169,671	$188,505	
	M	31	$206,110	$132,939	$147,043	$162,988	$258,246	$329,107

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware								
$500 thousand or less								
CEO/Executive Director								
	F	61	$64,178	$24,258	$44,200	$62,500	$81,939	$103,530
	M	34	$57,169	$25,902	$35,700	$56,795	$70,250	$91,224
	U	7	$61,198			$53,602		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	25	$91,398	$62,994	$70,005	$83,348	$102,351	$143,697
	M	17	$107,417		$65,022	$91,800	$174,105	
Between $1 million and $5 million								
CEO/Executive Director								
	F	46	$119,252	$74,589	$81,848	$107,679	$133,242	$179,598
	M	40	$145,517	$81,436	$98,025	$128,720	$166,662	$190,156
Greater than $5 million								
CEO/Executive Director								
	F	31	$297,706	$125,000	$145,979	$184,901	$291,387	$413,929
	M	35	$270,722	$120,421	$154,277	$196,267	$267,205	$448,963
Top Administrative Position								
	M	8	$215,491			$162,582		
Top Development Position								
	F	5	$183,516			$196,975		
Top Finance Position								
	F	13	$173,135		$110,000	$120,045	$146,098	
	M	17	$259,656		$124,684	$157,192	$269,024	
Top Human Resources Position								
	F	6	$248,497			$225,306		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware								
Greater than $5 million								
Top Operations Position								
	F	6	$321,852			$210,809		
	M	9	$236,883			$180,735		
Top Technology Position								
	M	5	$381,978			$383,099		
District of Columbia								
$500 thousand or less								
CEO/Executive Director								
	F	135	$85,589	$25,932	$51,594	$76,456	$109,277	$152,363
	M	99	$92,700	$30,960	$47,935	$83,645	$120,000	$160,939
	U	24	$92,752	$36,493	$55,825	$77,962	$108,681	$150,165
Top Finance Position								
	F	5	$72,078			$84,541		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	100	$130,081	$68,930	$89,933	$119,435	$161,398	$207,349
	M	107	$160,575	$78,251	$110,806	$140,000	$189,261	$251,912
	U	15	$132,813		$93,454	$110,590	$153,755	
Top Finance Position								
	F	6	$70,036			$67,528		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Between $1 million and $5 million								
CEO/Executive Director								
	F	278	$195,908	$94,918	$125,489	$163,472	$238,500	$317,002
	M	276	$244,420	$104,933	$156,020	$214,546	$298,741	$421,916
	U	42	$184,823	$85,479	$119,976	$156,882	$232,761	$329,704
Top Administrative Position								
	F	23	$173,005	$124,503	$129,830	$165,961	$176,937	$252,561
	M	15	$163,773		$112,711	$134,070	$185,286	
Top Business Position								
	F	8	$151,364			$128,772		
Top Development Position								
	F	29	$134,882	$107,698	$118,081	$133,618	$145,500	$188,085
	M	11	$161,044		$142,890	$157,738	$173,164	
Top Education Position								
	F	13	$139,743		$120,923	$132,542	$162,697	
	M	6	$172,202			$147,230		
Top Finance Position								
	F	59	$141,619	$69,504	$103,200	$139,238	$168,662	$215,955
	M	52	$155,240	$94,640	$113,232	$134,752	$187,419	$215,530
	U	11	$115,589		$101,780	$111,875	$130,724	
Top Legal Position								
	F	15	$148,583		$120,958	$151,817	$165,211	
	M	17	$189,683		$159,416	$191,405	$206,846	
Top Marketing Position								
	F	11	$135,027		$111,647	$135,000	$150,023	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Between $1 million and $5 million								
Top Operations Position								
	F	75	$154,299	$102,683	$123,559	$141,074	$184,462	$212,441
	M	40	$169,228	$118,762	$125,920	$149,266	$203,083	$261,452
	U	13	$152,575		$124,425	$156,024	$172,724	
Top PR/Communications Position								
	F	41	$135,125	$105,354	$124,905	$133,845	$146,317	$156,280
	M	26	$176,809	$117,936	$127,561	$146,720	$203,125	$256,740
Top Program Position								
	F	42	$147,862	$117,327	$120,274	$140,115	$161,679	$191,295
	M	29	$148,486	$118,331	$122,885	$139,424	$166,538	$194,561
Top Technology Position								
	F	5	$140,803			$135,158		
	M	12	$143,537		$113,828	$145,909	$164,539	
Greater than $5 million								
CEO/Executive Director								
	F	226	$353,120	$153,268	$192,026	$289,996	$435,285	$637,559
	M	295	$561,911	$193,854	$257,159	$383,450	$588,460	$1,123,655
	U	19	$479,007		$215,821	$258,249	$384,804	
Top Administrative Position								
	F	57	$218,886	$138,270	$160,299	$198,794	$250,544	$292,139
	M	44	$229,723	$121,032	$152,896	$202,432	$272,645	$371,954
	U	9	$149,276			$140,553		
Top Business Position								
	F	46	$203,987	$139,266	$163,310	$187,671	$230,285	$287,098
	M	32	$250,081	$142,571	$165,429	$212,609	$260,274	$390,623

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than $5 million								
Top Development Position								
	F	82	$196,825	$131,751	$149,031	$177,725	$216,945	$287,040
	M	54	$224,055	$122,545	$145,463	$192,990	$261,837	$377,775
	U	9	$174,717			$179,088		
Top Education Position								
	F	41	$207,091	$125,897	$155,531	$194,411	$243,567	$295,335
	M	35	$306,409	$133,002	$160,594	$233,367	$319,732	$565,405
	U	5	$189,654			$180,627		
Top Facilities Position								
	M	7	$199,992			$178,043		
Top Finance Position								
	F	146	$212,504	$134,554	$161,670	$203,952	$249,473	$286,797
	M	170	$290,818	$141,681	$176,620	$222,153	$334,269	$499,525
	U	31	$195,203	$117,662	$139,331	$180,415	$232,406	$290,581
Top Human Resources Position								
	F	63	$197,633	$123,979	$135,097	$183,782	$229,667	$299,935
	M	22	$234,703	$147,289	$154,657	$183,938	$254,124	$334,553
	U	6	$176,013			$182,307		
Top Legal Position								
	F	55	$315,079	$175,896	$199,123	$253,314	$362,099	$618,436
	M	61	$369,327	$173,961	$218,865	$255,859	$448,468	$674,906
	U	9	$279,830			$215,968		
Top Marketing Position								
	F	40	$209,723	$128,585	$145,100	$181,149	$225,956	$309,741
	M	27	$271,028	$160,212	$199,875	$240,321	$335,016	$432,506

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than $5 million								
Top Operations Position								
	F	111	$236,921	$120,022	$147,350	$200,350	$253,398	$345,014
	M	109	$291,601	$130,490	$162,788	$226,775	$354,925	$519,507
	U	19	$229,738		$153,875	$184,782	$262,408	
Top PR/Communications Position								
	F	86	$217,898	$133,366	$160,486	$192,158	$241,786	$307,859
	M	80	$242,701	$136,510	$164,788	$205,715	$281,817	$379,687
	U	5	$175,393			$179,088		
Top Program Position								
	F	74	$195,755	$130,496	$150,963	$184,335	$220,785	$264,807
	M	54	$201,659	$131,812	$149,591	$197,261	$244,001	$286,986
	U	6	$184,692			$169,221		
Top Technology Position								
	F	27	$196,638	$118,047	$132,923	$171,448	$229,262	$320,373
	M	77	$227,702	$131,865	$154,850	$198,789	$261,256	$347,077
	U	12	$185,031		$163,349	$181,035	$182,955	
Florida								
$500 thousand or less								
CEO/Executive Director								
	F	628	$56,785	$22,781	$35,032	$52,176	$70,021	$94,476
	M	458	$60,700	$24,180	$36,037	$55,000	$77,052	$104,169
	U	59	$58,919	$26,640	$35,903	$53,660	$72,221	$99,208

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
$500 thousand or less								
Top Administrative Position								
	F	20	$32,029	$20,111	$23,147	$32,717	$37,223	$47,552
	M	19	$57,827		$29,709	$32,025	$69,686	
Top Finance Position								
	F	44	$43,418	$22,575	$28,480	$37,956	$56,580	$68,380
	M	20	$60,963	$17,703	$32,247	$52,691	$84,304	$112,040
Top Operations Position								
	F	17	$39,997		$24,803	$35,006	$45,000	
	M	7	$48,763			$30,702		
Top Program Position								
	F	13	$39,130		$27,948	$35,060	$52,600	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	302	$86,160	$43,414	$60,044	$80,991	$105,577	$129,226
	M	225	$95,851	$39,000	$63,121	$83,228	$118,162	$162,029
	U	21	$78,122	$50,414	$58,240	$71,467	$93,200	$117,935
Top Administrative Position								
	F	9	$60,745			$62,482		
	M	6	$41,722			$42,300		
	U	5	$38,281			$42,000		
Top Business Position								
	M	10	$98,083		$76,342	$93,816	$112,191	
Top Finance Position								
	F	26	$47,598	$25,745	$32,818	$41,234	$61,445	$75,503
	M	14	$88,329		$56,141	$86,606	$99,082	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Between $500 thousand and $1 million								
Top Operations Position								
	F	13	$75,227		$63,401	$68,333	$89,220	
Between $1 million and $5 million								
CEO/Executive Director								
	F	538	$120,924	$65,648	$82,917	$109,011	$141,326	$182,854
	M	461	$148,687	$70,223	$91,289	$127,399	$179,787	$242,360
	U	38	$123,000	$79,607	$90,872	$116,584	$150,882	$182,683
Top Administrative Position								
	F	22	$81,477	$51,978	$63,416	$80,107	$94,915	$107,335
	M	41	$130,294	$45,106	$82,346	$138,217	$171,147	$212,984
Top Business Position								
	F	13	$128,621		$65,000	$101,747	$151,349	
	M	17	$117,822		$93,452	$108,741	$138,451	
Top Development Position								
	F	15	$117,534		$96,551	$108,440	$139,489	
	M	8	$166,075			$156,631		
Top Education Position								
	F	7	$102,601			$89,496		
	M	7	$108,859			$105,486		
Top Facilities Position								
	M	7	$136,686			$129,064		
Top Finance Position								
	F	132	$87,767	$40,751	$60,476	$85,558	$106,854	$132,649
	M	91	$103,196	$40,500	$64,659	$97,439	$122,897	$175,027
	U	11	$84,147		$47,411	$63,604	$112,267	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Between $1 million and $5 million								
Top Marketing Position								
	F	5	$144,561			$144,300		
	M	5	$106,491			$111,943		
Top Operations Position								
	F	46	$108,084	$64,350	$81,871	$97,855	$119,526	$163,891
	M	41	$113,277	$61,762	$78,829	$95,565	$135,778	$203,601
	U	5	$96,050			$102,196		
Top Program Position								
	F	9	$119,573			$121,741		
Top Technology Position								
	M	9	$145,567			$149,722		
Greater than $5 million								
CEO/Executive Director								
	F	357	$233,720	$108,390	$135,228	$178,693	$260,242	$411,226
	M	520	$350,103	$132,810	$172,988	$251,980	$381,206	$640,450
	U	38	$247,235	$124,682	$150,361	$206,792	$294,553	$396,491
Top Administrative Position								
	F	51	$175,421	$98,535	$132,291	$158,662	$195,285	$273,003
	M	100	$296,587	$130,461	$164,276	$242,243	$372,268	$529,064
Top Business Position								
	F	34	$186,018	$109,237	$132,629	$159,662	$205,124	$278,734
	M	36	$228,094	$129,051	$151,967	$187,295	$239,807	$330,606
	U	6	$171,016			$177,244		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Greater than $5 million								
Top Development Position								
	F	76	$168,487	$109,273	$121,865	$151,565	$191,974	$252,137
	M	47	$196,238	$109,002	$132,491	$168,659	$215,975	$310,171
Top Education Position								
	F	32	$168,243	$114,738	$130,077	$146,625	$179,965	$255,851
	M	19	$251,794		$191,087	$212,670	$273,055	
Top Facilities Position								
	M	58	$192,912	$110,842	$141,989	$182,369	$240,109	$269,008
Top Finance Position								
	F	280	$163,094	$76,229	$105,499	$134,188	$186,548	$256,623
	M	261	$205,569	$92,288	$120,941	$164,954	$240,610	$311,450
	U	21	$157,800	$110,253	$117,000	$135,977	$197,610	$253,132
Top Human Resources Position								
	F	72	$198,518	$92,893	$115,975	$140,037	$221,686	$297,506
	M	19	$246,426		$147,160	$204,029	$289,178	
	U	6	$154,654			$167,074		
Top Legal Position								
	F	14	$255,273		$129,661	$166,475	$245,864	
	M	21	$340,063	$126,660	$153,293	$213,659	$410,237	$653,605
Top Marketing Position								
	F	47	$192,314	$112,314	$129,432	$154,161	$204,423	$286,769
	M	19	$210,797		$155,422	$195,130	$239,512	
	U	7	$144,530			$144,175		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Greater than $5 million								
Top Operations Position								
	F	143	$191,718	$93,574	$118,839	$156,342	$209,845	$331,360
	M	156	$276,510	$118,403	$150,550	$200,790	$313,570	$426,750
	U	16	$184,780		$125,737	$153,819	$261,661	
Top PR/Communications Position								
	F	33	$185,184	$113,808	$130,430	$154,161	$219,876	$282,933
	M	16	$201,784		$135,045	$143,219	$227,550	
Top Program Position								
	F	29	$151,603	$104,893	$114,426	$136,508	$176,114	$208,830
	M	23	$264,773	$102,515	$126,317	$164,229	$259,367	$375,044
Top Technology Position								
	F	15	$307,863		$153,502	$239,886	$370,361	
	M	93	$217,050	$116,797	$130,374	$166,023	$224,192	$376,024
	U	6	$142,196			$123,102		
Georgia								
$500 thousand or less								
CEO/Executive Director								
	F	361	$55,886	$22,039	$35,336	$50,000	$67,476	$92,103
	M	266	$62,688	$23,186	$38,231	$56,434	$78,702	$105,211
	U	36	$49,840	$20,000	$24,704	$46,915	$61,534	$89,439
Top Administrative Position								
	F	7	$35,272			$30,000		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
$500 thousand or less								
Top Finance Position								
	F	24	$46,443	$20,981	$27,593	$33,005	$46,961	$67,685
	M	11	$41,980		$18,350	$44,737	$54,978	
	U	6	$62,333			$59,417		
Top Operations Position								
	F	13	$54,318		$21,500	$38,061	$47,344	
	M	9	$37,569			$40,000		
Top Program Position								
	F	7	$42,989			$35,897		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	172	$83,048	$44,348	$57,187	$76,519	$101,498	$124,111
	M	100	$110,599	$47,608	$69,238	$102,765	$149,528	$196,653
	U	13	$75,096		$53,095	$65,000	$84,891	
Top Finance Position								
	F	10	$54,235		$24,931	$37,991	$73,179	
	M	7	$71,308			$67,249		
Top Operations Position								
	F	8	$55,208			$40,411		
	M	5	$71,675			$60,007		
Between $1 million and $5 million								
CEO/Executive Director								
	F	218	$121,354	$65,920	$83,107	$108,238	$148,555	$188,826
	M	241	$163,332	$72,610	$98,000	$136,567	$189,194	$290,247
	U	24	$159,864	$74,210	$91,750	$139,473	$179,140	$269,480

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Between $1 million and $5 million								
Top Administrative Position								
	F	12	$98,908		$60,605	$77,439	$116,671	
	M	12	$98,690		$72,988	$92,728	$118,636	
Top Business Position								
	M	6	$128,170			$121,040		
Top Development Position								
	F	10	$127,001		$97,632	$110,688	$137,618	
	M	6	$99,946			$95,855		
Top Finance Position								
	F	38	$85,781	$41,462	$53,016	$78,654	$104,181	$132,368
	M	45	$114,367	$65,546	$78,104	$100,183	$118,317	$194,251
Top Operations Position								
	F	24	$113,737	$66,682	$85,365	$108,907	$121,060	$141,104
	M	20	$90,333	$49,421	$71,341	$90,584	$98,599	$138,256
Top Program Position								
	F	6	$72,132			$72,252		
Greater than $5 million								
CEO/Executive Director								
	F	143	$358,996	$113,960	$135,744	$191,380	$317,057	$543,804
	M	270	$377,974	$123,454	$177,522	$284,032	$442,189	$688,431
	U	15	$270,933		$123,692	$201,851	$311,366	
Top Administrative Position								
	F	36	$181,442	$104,562	$124,045	$148,499	$196,962	$257,404
	M	44	$247,216	$94,189	$143,620	$195,165	$298,288	$402,956

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Greater than $5 million								
Top Business Position								
	F	24	$170,096	$92,179	$114,616	$172,192	$204,736	$237,094
	M	24	$239,490	$108,903	$146,454	$189,678	$250,860	$349,007
Top Development Position								
	F	45	$171,023	$94,298	$124,421	$164,414	$204,603	$241,006
	M	28	$238,903	$87,214	$141,815	$183,123	$228,042	$322,718
	U	5	$172,140			$150,436		
Top Education Position								
	F	26	$155,381	$92,455	$111,502	$141,139	$174,213	$221,416
	M	14	$284,849		$161,499	$186,110	$235,204	
Top Facilities Position								
	M	11	$201,581		$137,647	$189,125	$271,189	
Top Finance Position								
	F	115	$199,409	$90,387	$115,882	$156,496	$229,349	$335,243
	M	159	$229,133	$99,366	$126,331	$173,123	$268,580	$384,601
	U	9	$191,266			$149,429		
Top Human Resources Position								
	F	39	$226,179	$117,447	$140,302	$189,075	$263,219	$360,291
	M	14	$273,866		$190,617	$227,339	$315,040	
Top Legal Position								
	F	13	$355,966		$209,878	$258,015	$380,285	
	M	15	$476,030		$234,796	$341,179	$412,746	
Top Marketing Position								
	F	23	$187,165	$109,240	$138,670	$184,978	$234,132	$265,533
	M	14	$200,156		$146,418	$187,950	$247,959	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Greater than $5 million								
Top Operations Position								
	F	59	$217,867	$99,356	$133,446	$175,604	$235,325	$314,248
	M	92	$281,260	$127,309	$158,716	$203,397	$289,882	$480,661
	U	6	$306,128			$228,789		
Top PR/Communications Position								
	F	12	$184,098		$145,402	$185,149	$215,034	
	M	20	$253,542	$126,218	$142,771	$213,136	$278,846	$477,939
Top Program Position								
	F	12	$206,524		$140,601	$173,879	$218,001	
	M	10	$207,725		$163,843	$187,342	$259,020	
Top Technology Position								
	F	11	$199,265		$175,084	$204,634	$235,536	
	M	43	$252,807	$151,261	$165,881	$213,257	$282,714	$362,113
	U	6	$216,646			$162,329		
Hawaii								
$500 thousand or less								
CEO/Executive Director								
	F	58	$61,607	$35,175	$41,615	$61,524	$75,220	$91,049
	M	54	$66,789	$25,930	$39,148	$61,528	$81,163	$102,570
	U	10	$65,406		$50,125	$58,953	$72,286	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	34	$93,367	$56,444	$71,286	$81,556	$90,856	$131,206
	M	24	$98,514	$62,280	$67,835	$83,465	$109,367	$162,635
Between $1 million and $5 million								
CEO/Executive Director								
	F	59	$111,528	$69,545	$87,331	$103,000	$128,898	$172,534
	M	64	$139,375	$69,843	$88,632	$125,068	$164,347	$212,661
	U	6	$122,508			$104,681		
Top Finance Position								
	F	14	$103,549		$73,690	$86,694	$110,556	
	M	13	$136,926		$57,500	$90,977	$179,474	
	U	5	$170,731			$142,957		
Top Operations Position								
	M	5	$85,443			$91,283		
Greater than $5 million								
CEO/Executive Director								
	F	37	$196,556	$107,823	$142,867	$180,019	$221,895	$315,168
	M	59	$319,746	$109,738	$142,059	$209,894	$302,441	$568,371
Top Administrative Position								
	F	8	$144,576			$142,356		
	M	10	$209,367		$145,353	$187,396	$219,411	
Top Development Position								
	F	7	$217,078			$225,623		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii								
Greater than $5 million								
Top Finance Position								
	F	32	$146,015	$86,843	$107,355	$131,205	$175,928	$227,701
	M	22	$300,071	$95,727	$129,024	$179,967	$283,583	$744,558
	U	7	$172,578			$125,593		
Top Human Resources Position								
	F	8	$167,459			$115,490		
Top Operations Position								
	F	15	$176,222		$136,948	$158,826	$168,006	
	M	11	$178,814		$128,719	$157,054	$255,325	
Top Program Position								
	M	5	$191,910			$192,822		
Top Technology Position								
	M	9	$348,152			$184,053		
Idaho								
$500 thousand or less								
CEO/Executive Director								
	F	74	$53,777	$28,977	$33,433	$47,168	$64,930	$79,393
	M	48	$59,537	$20,892	$45,501	$56,813	$71,367	$90,332
	U	7	$61,815			$51,344		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	34	$74,735	$37,130	$50,864	$68,503	$84,624	$116,923
	M	31	$86,429	$59,710	$69,565	$78,091	$91,710	$130,656

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho								
Between $1 million and $5 million								
CEO/Executive Director								
	F	52	$113,811	$65,252	$86,326	$108,765	$131,868	$154,870
	M	55	$138,393	$70,014	$92,724	$118,989	$149,237	$198,417
Top Administrative Position								
	F	9	$96,627			$102,249		
	M	14	$93,274		$82,148	$94,108	$113,178	
Top Finance Position								
	F	7	$85,914			$91,694		
	M	7	$105,574			$93,367		
Greater than $5 million								
CEO/Executive Director								
	F	17	$190,995		$114,836	$191,969	$225,787	
	M	34	$263,156	$98,455	$152,381	$195,011	$271,198	$429,123
Top Administrative Position								
	F	5	$349,503			$156,199		
	M	10	$230,229		$190,825	$217,429	$269,661	
Top Finance Position								
	F	13	$147,735		$103,017	$128,631	$159,298	
	M	18	$175,574		$132,493	$142,289	$169,673	
Top Operations Position								
	F	9	$256,817			$146,008		
	M	10	$201,641		$150,615	$180,883	$249,220	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
$500 thousand or less								
CEO/Executive Director								
	F	499	$57,020	$25,516	$38,747	$53,400	$71,012	$88,602
	M	334	$66,267	$26,000	$39,961	$59,850	$82,486	$110,000
	U	50	$55,938	$20,549	$28,727	$46,997	$72,688	$103,693
Top Administrative Position								
	F	16	$41,504		$29,651	$34,302	$50,966	
	M	10	$48,056		$17,744	$33,220	$73,863	
Top Business Position								
	M	12	$109,891		$85,824	$121,221	$148,411	
Top Finance Position								
	F	35	$48,941	$20,563	$32,637	$44,772	$58,465	$71,874
	M	46	$58,732	$19,197	$21,729	$36,598	$91,239	$122,606
	U	7	$58,721			$61,365		
Top Operations Position								
	F	14	$53,207		$38,963	$46,367	$60,578	
	M	10	$58,986		$49,204	$60,709	$65,709	
Top Program Position								
	F	16	$40,007		$31,501	$37,348	$47,218	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	272	$88,959	$46,025	$60,860	$80,049	$102,944	$136,775
	M	192	$108,085	$49,450	$70,586	$98,126	$136,248	$187,729
	U	30	$80,681	$39,443	$52,603	$76,382	$109,880	$128,593

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between $500 thousand and $1 million								
Top Administrative Position								
	F	9	$59,449			$58,242		
	M	7	$89,771			$94,797		
Top Business Position								
	M	22	$169,718	$108,834	$147,984	$169,172	$198,647	$237,557
Top Education Position								
	M	10	$164,458		$155,861	$164,723	$178,301	
Top Finance Position								
	F	16	$72,568		$49,836	$70,270	$85,946	
	M	37	$114,562	$35,159	$51,300	$119,927	$159,383	$191,684
Top Operations Position								
	F	7	$90,528			$77,024		
Between $1 million and $5 million								
CEO/Executive Director								
	F	529	$128,891	$65,235	$83,333	$112,000	$154,000	$219,761
	M	457	$162,647	$75,161	$103,061	$139,765	$201,129	$291,980
	U	47	$145,768	$61,231	$92,656	$132,857	$181,723	$226,578
Top Administrative Position								
	F	21	$116,260	$57,991	$72,703	$114,989	$144,034	$184,403
	M	29	$145,694	$76,592	$99,321	$142,779	$185,064	$219,934
Top Business Position								
	F	8	$123,302			$121,578		
	M	67	$208,019	$110,633	$156,357	$203,171	$261,386	$319,098

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between $1 million and $5 million								
Top Development Position								
	F	30	$117,708	$44,120	$111,100	$123,725	$133,444	$155,137
	M	11	$117,708		$105,105	$109,215	$121,787	
Top Education Position								
	F	18	$128,674		$116,074	$128,878	$168,714	
	M	13	$153,628		$107,279	$173,665	$193,211	
Top Facilities Position								
	M	11	$126,701		$100,915	$140,290	$155,337	
Top Finance Position								
	F	99	$104,302	$47,665	$73,997	$98,517	$127,141	$163,734
	M	123	$163,110	$69,994	$99,606	$153,853	$215,220	$276,385
	U	7	$100,078			$91,672		
Top Human Resources Position								
	F	6	$95,111			$96,678		
Top Marketing Position								
	M	6	$148,034			$136,142		
Top Operations Position								
	F	37	$139,966	$78,104	$105,773	$123,175	$150,450	$203,187
	M	38	$128,947	$64,859	$78,845	$111,152	$179,705	$215,131
	U	5	$101,940			$94,994		
Top PR/Communications Position								
	F	10	$126,764		$118,499	$121,532	$144,170	
	M	8	$155,485			$154,896		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between $1 million and $5 million								
Top Program Position								
	F	18	$128,963		$106,998	$122,595	$158,701	
	M	9	$118,008			$121,473		
Top Technology Position								
	M	9	$148,847			$160,222		
Greater than $5 million								
CEO/Executive Director								
	F	330	$283,824	$111,201	$147,601	$206,708	$318,486	$465,979
	M	468	$360,017	$129,969	$179,273	$270,204	$421,269	$668,164
	U	29	$280,445	$136,647	$163,511	$205,000	$302,052	$466,349
Top Administrative Position								
	F	69	$211,709	$103,941	$131,480	$162,896	$202,991	$317,698
	M	94	$250,527	$125,714	$148,187	$206,658	$283,762	$411,216
	U	6	$154,672			$145,283		
Top Business Position								
	F	50	$204,270	$117,411	$132,421	$173,843	$231,101	$269,993
	M	53	$220,337	$125,210	$146,733	$188,032	$265,492	$343,851
Top Development Position								
	F	90	$207,418	$111,840	$133,143	$166,531	$232,050	$352,856
	M	54	$199,668	$117,602	$130,296	$174,729	$244,209	$295,756
Top Education Position								
	F	55	$201,025	$121,776	$146,563	$167,775	$214,408	$316,458
	M	46	$273,183	$134,847	$156,819	$212,346	$288,416	$409,319
	U	8	$250,045			$232,901		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Greater than $5 million								
Top Facilities Position								
	M	51	$224,655	$121,618	$144,170	$202,948	$265,765	$316,836
Top Finance Position								
	F	235	$172,721	$79,046	$110,708	$148,221	$205,308	$258,387
	M	283	$244,539	$109,192	$143,460	$186,585	$280,704	$428,840
	U	18	$183,893		$116,594	$146,654	$217,987	
Top Human Resources Position								
	F	75	$216,373	$109,952	$132,535	$165,467	$256,268	$374,299
	M	27	$309,366	$153,782	$184,491	$224,837	$339,814	$542,092
Top Legal Position								
	F	45	$264,089	$136,674	$175,407	$228,955	$306,534	$401,972
	M	30	$350,954	$159,641	$213,835	$262,062	$382,512	$804,169
Top Marketing Position								
	F	53	$207,433	$116,889	$139,367	$183,224	$240,086	$275,072
	M	36	$236,243	$130,894	$146,252	$187,378	$257,424	$333,615
Top Operations Position								
	F	130	$227,182	$99,966	$134,878	$174,530	$225,605	$365,782
	M	126	$273,765	$115,488	$148,225	$189,211	$283,138	$439,848
	U	8	$214,928			$169,761		
Top PR/Communications Position								
	F	55	$184,013	$126,792	$144,253	$175,981	$209,567	$251,407
	M	34	$224,078	$110,310	$133,702	$187,505	$269,917	$371,216
Top Program Position								
	F	48	$162,747	$110,253	$116,146	$151,607	$186,170	$247,208
	M	33	$210,977	$112,175	$125,001	$167,471	$247,327	$361,627

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Greater than $5 million								
Top Technology Position								
	F	27	$225,271	$134,040	$151,141	$198,397	$273,288	$338,298
	M	121	$206,631	$123,884	$139,713	$179,379	$227,029	$295,315
	U	11	$205,691		$147,716	$176,244	$277,053	
Indiana								
$500 thousand or less								
CEO/Executive Director								
	F	294	$52,844	$25,247	$37,002	$48,754	$64,285	$79,884
	M	213	$62,565	$26,185	$41,475	$56,574	$77,744	$103,856
	U	23	$53,794	$24,634	$35,728	$60,000	$71,060	$78,743
Top Administrative Position								
	F	14	$36,430		$22,450	$35,986	$45,655	
	M	16	$35,034		$20,159	$25,829	$40,788	
Top Business Position								
	M	8	$124,966			$107,960		
Top Finance Position								
	F	12	$42,955		$29,412	$40,080	$56,430	
	M	11	$46,058		$28,200	$45,000	$62,429	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	152	$79,495	$44,080	$57,206	$71,362	$90,702	$115,874
	M	126	$91,854	$45,641	$65,864	$83,457	$107,963	$154,778
	U	7	$72,212			$65,600		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Between $500 thousand and $1 million								
Top Administrative Position								
	F	5	$55,778			$54,095		
Top Business Position								
	M	8	$133,019			$139,711		
Top Finance Position								
	F	14	$55,762		$39,689	$55,043	$64,025	
	M	11	$99,802		$55,075	$75,200	$160,860	
Top Operations Position								
	F	7	$95,414			$76,000		
Between $1 million and $5 million								
CEO/Executive Director								
	F	234	$107,808	$58,982	$75,212	$99,077	$126,715	$165,022
	M	236	$140,575	$70,400	$95,293	$122,870	$163,577	$220,752
	U	12	$98,799		$78,074	$99,138	$124,511	
Top Administrative Position								
	F	19	$94,950		$63,856	$95,038	$107,445	
	M	11	$103,264		$72,076	$105,000	$131,919	
Top Business Position								
	F	8	$112,563			$89,324		
	M	28	$153,687	$72,442	$91,652	$151,365	$195,954	$246,779
Top Development Position								
	F	5	$90,761			$83,637		
Top Education Position								
	M	8	$170,676			$156,778		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Between $1 million and $5 million								
Top Finance Position								
	F	52	$86,187	$38,126	$55,028	$80,768	$99,060	$128,101
	M	52	$134,851	$52,767	$85,157	$118,789	$182,381	$242,501
Top Operations Position								
	F	25	$103,076	$50,847	$70,599	$101,213	$112,663	$175,580
	M	17	$134,571		$124,674	$144,238	$155,037	
Top Program Position								
	F	5	$77,265			$60,743		
Greater than $5 million								
CEO/Executive Director								
	F	122	$213,407	$101,832	$134,134	$173,775	$252,167	$373,211
	M	206	$330,647	$124,614	$152,675	$224,147	$353,775	$645,961
	U	6	$203,505			$151,959		
Top Administrative Position								
	F	29	$150,016	$101,823	$119,417	$138,982	$166,143	$204,100
	M	25	$192,714	$101,088	$120,141	$162,994	$237,747	$305,406
Top Business Position								
	F	12	$155,708		$129,818	$143,387	$192,220	
	M	17	$179,633		$141,266	$175,559	$211,855	
Top Development Position								
	F	31	$168,652	$115,472	$121,268	$170,587	$200,982	$258,206
	M	21	$186,727	$92,753	$136,630	$177,546	$220,441	$300,999
Top Education Position								
	F	15	$169,339		$130,442	$155,859	$195,129	
	M	17	$227,271		$154,269	$193,123	$212,885	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Greater than $5 million								
Top Facilities Position								
	M	5	$165,778			$157,263		
Top Finance Position								
	F	104	$169,578	$85,241	$105,491	$137,308	$178,201	$262,780
	M	114	$189,079	$89,337	$118,353	$161,230	$238,242	$329,807
	U	7	$246,711			$137,853		
Top Human Resources Position								
	F	25	$174,860	$97,687	$105,766	$133,023	$159,131	$202,808
	M	9	$230,574			$253,587		
Top Legal Position								
	F	8	$366,043			$244,030		
	M	5	$229,681			$233,169		
Top Marketing Position								
	F	15	$179,078		$137,318	$168,092	$195,899	
	M	11	$191,139		$135,002	$161,184	$225,201	
Top Operations Position								
	F	44	$222,965	$91,827	$115,173	$154,829	$242,185	$300,263
	M	52	$207,620	$102,961	$138,155	$179,814	$231,756	$312,267
	U	6	$140,798			$131,215		
Top PR/Communications Position								
	F	10	$179,798		$144,039	$157,818	$214,529	
	M	6	$175,018			$167,785		
Top Program Position								
	F	7	$131,930			$125,158		
	M	12	$193,823		$135,344	$170,948	$215,889	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Greater than $5 million								
Top Technology Position								
	F	5	$130,285			$130,758		
	M	30	$186,266	$123,015	$133,153	$168,054	$203,464	$232,912
Iowa								
$500 thousand or less								
CEO/Executive Director								
	F	185	$57,553	$26,792	$39,309	$53,963	$75,627	$88,618
	M	119	$65,786	$29,973	$45,004	$61,360	$79,616	$102,178
	U	16	$46,979		$34,384	$44,904	$61,498	
Top Finance Position								
	F	12	$58,359		$32,233	$49,400	$59,385	
	M	6	$80,655			$83,568		
Top Program Position								
	M	5	$31,094			$32,604		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	72	$83,583	$47,178	$61,835	$77,684	$100,723	$129,076
	M	65	$106,805	$53,800	$65,000	$87,537	$122,578	$204,150
	U	7	$53,800			$50,813		
Top Business Position								
	M	5	$124,436			$122,230		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Between $500 thousand and $1 million								
Top Finance Position								
	F	7	$80,502			$89,657		
	M	7	$108,020			$91,418		
Between $1 million and $5 million								
CEO/Executive Director								
	F	120	$103,751	$58,910	$79,032	$97,133	$114,203	$159,728
	M	135	$146,776	$82,051	$97,789	$120,746	$179,788	$260,024
	U	8	$122,886			$104,583		
Top Administrative Position								
	F	18	$78,018		$66,946	$75,049	$93,465	
	M	13	$114,579		$65,723	$97,294	$160,313	
Top Business Position								
	F	8	$82,956			$66,979		
	M	9	$157,402			$149,605		
Top Finance Position								
	F	34	$75,209	$31,939	$57,103	$67,760	$83,779	$133,756
	M	20	$117,701	$60,375	$71,725	$108,353	$149,602	$176,747
Top Operations Position								
	F	10	$111,837		$82,267	$106,252	$138,461	
	M	5	$85,022			$83,290		
Greater than $5 million								
CEO/Executive Director								
	F	91	$184,349	$96,236	$119,838	$147,113	$213,950	$286,766
	M	142	$283,197	$115,155	$154,294	$211,858	$341,563	$471,216
	U	9	$254,887			$260,644		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Greater than $5 million								
Top Administrative Position								
	F	16	$149,080		$127,532	$134,370	$183,913	
	M	27	$182,756	$91,863	$106,522	$151,702	$224,954	$307,945
Top Business Position								
	F	10	$151,657		$117,682	$156,145	$181,381	
	M	7	$164,683			$162,409		
Top Development Position								
	F	12	$164,601		$120,278	$139,469	$174,112	
	M	13	$192,135		$178,470	$183,541	$231,863	
Top Education Position								
	F	10	$166,907		$166,263	$174,408	$184,895	
	M	13	$168,980		$134,631	$176,803	$189,113	
Top Facilities Position								
	M	5	$195,241			$192,055		
Top Finance Position								
	F	88	$142,426	$81,712	$97,939	$124,508	$175,813	$227,556
	M	68	$175,303	$93,772	$113,816	$138,149	$217,157	$277,994
	U	9	$135,367			$138,096		
Top Human Resources Position								
	F	10	$183,180		$90,728	$140,080	$213,301	
	M	6	$143,836			$127,786		
Top Marketing Position								
	F	6	$154,183			$157,446		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Greater than $5 million								
Top Operations Position								
	F	28	$170,781	$81,401	$113,388	$138,451	$196,411	$261,067
	M	30	$215,897	$128,573	$150,736	$191,363	$235,469	$358,592
Top PR/Communications Position								
	M	7	$157,828			$151,416		
Top Program Position								
	F	5	$184,914			$164,893		
Top Technology Position								
	F	8	$223,655			$201,217		
	M	17	$187,367		$139,674	$169,322	$187,974	
Kansas								
$500 thousand or less								
CEO/Executive Director								
	F	158	$55,116	$26,226	$37,729	$51,781	$66,012	$86,230
	M	75	$63,857	$24,000	$36,300	$54,720	$82,974	$116,920
	U	11	$67,380		$49,028	$56,505	$77,012	
Top Finance Position								
	F	8	$50,067			$49,748		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	60	$81,700	$48,293	$57,684	$70,081	$95,334	$128,987
	M	54	$102,658	$47,280	$70,150	$88,810	$133,979	$181,504

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
Between $500 thousand and $1 million								
Top Administrative Position								
	F	6	$58,636			$60,112		
Top Finance Position								
	F	8	$49,085			$41,702		
Between $1 million and $5 million								
CEO/Executive Director								
	F	118	$107,737	$60,271	$76,218	$93,962	$122,975	$157,117
	M	85	$126,340	$63,151	$86,124	$112,105	$144,030	$209,633
	U	7	$101,056			$86,297		
Top Administrative Position								
	F	19	$81,187		$63,325	$74,229	$91,706	
	M	8	$85,668			$96,672		
Top Business Position								
	M	5	$140,011			$139,325		
Top Finance Position								
	F	37	$85,884	$53,772	$65,504	$74,214	$85,920	$145,776
	M	17	$93,467		$66,950	$78,820	$111,414	
Top Operations Position								
	F	11	$111,561		$82,678	$101,108	$121,185	
	M	6	$110,355			$112,488		
Greater than $5 million								
CEO/Executive Director								
	F	66	$203,132	$114,051	$131,340	$185,001	$235,836	$340,084
	M	118	$257,034	$116,151	$153,837	$200,438	$287,955	$439,159
	U	9	$208,128			$157,673		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
Greater than $5 million								
Top Administrative Position								
	F	19	$138,082		$111,590	$126,153	$167,566	
	M	19	$198,322		$141,445	$181,246	$233,139	
Top Business Position								
	M	9	$146,953			$139,403		
Top Development Position								
	F	9	$131,203			$134,962		
	M	10	$161,607		$117,196	$132,842	$171,609	
Top Education Position								
	M	9	$156,410			$161,901		
Top Finance Position								
	F	61	$135,204	$66,532	$99,682	$127,268	$159,405	$183,515
	M	67	$172,097	$88,454	$111,356	$131,508	$183,709	$307,716
Top Marketing Position								
	F	5	$164,370			$127,112		
Top Operations Position								
	F	24	$156,753	$76,814	$122,404	$139,611	$172,742	$207,148
	M	29	$248,423	$138,108	$168,362	$203,173	$309,329	$403,405
Top Program Position								
	F	9	$171,851			$141,558		
Top Technology Position								
	M	17	$201,838		$142,046	$187,719	$243,419	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
$500 thousand or less								
CEO/Executive Director								
	F	168	$53,018	$23,170	$34,951	$47,551	$66,968	$85,298
	M	116	$65,676	$27,600	$35,856	$56,549	$84,887	$122,371
	U	14	$61,398		$31,719	$61,945	$79,775	
Top Finance Position								
	F	7	$31,552			$25,231		
	M	7	$64,276			$47,671		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	61	$83,484	$43,095	$60,492	$77,000	$98,528	$135,918
	M	50	$99,019	$51,339	$67,138	$87,221	$129,497	$172,373
Top Administrative Position								
	F	6	$59,999			$62,444		
Top Business Position								
	M	6	$108,745			$88,793		
Between $1 million and $5 million								
CEO/Executive Director								
	F	123	$117,918	$62,155	$80,631	$111,185	$142,642	$177,450
	M	113	$137,907	$64,007	$84,225	$113,952	$173,703	$208,757
	U	7	$101,164			$84,882		
Top Administrative Position								
	F	6	$93,316			$83,857		
	M	8	$79,225			$61,578		
Top Business Position								
	M	7	$118,231			$107,642		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
Between $1 million and $5 million								
Top Finance Position								
	F	26	$76,145	$46,095	$51,578	$67,856	$90,668	$118,454
	M	22	$104,586	$21,436	$68,265	$90,426	$143,597	$163,490
Top Operations Position								
	F	6	$111,921			$108,490		
	M	7	$110,235			$109,698		
Greater than $5 million								
CEO/Executive Director								
	F	72	$227,643	$109,263	$138,278	$179,363	$271,456	$331,082
	M	130	$296,829	$126,461	$157,566	$226,013	$333,022	$444,357
	U	7	$379,522			$248,344		
Top Administrative Position								
	F	31	$149,527	$85,300	$107,821	$141,504	$186,236	$195,688
	M	17	$175,186		$126,952	$174,185	$219,512	
Top Business Position								
	M	14	$162,281		$116,119	$147,482	$208,076	
Top Development Position								
	F	10	$160,680		$121,181	$130,510	$165,509	
	M	20	$141,803	$97,286	$116,799	$138,014	$157,025	$203,013
Top Education Position								
	F	9	$186,623			$159,149		
	M	8	$168,890			$167,848		
Top Facilities Position								
	M	16	$192,931		$133,896	$159,683	$224,385	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
Greater than $5 million								
Top Finance Position								
	F	62	$167,454	$74,577	$93,558	$133,666	$184,032	$240,632
	M	86	$180,397	$91,703	$119,878	$149,588	$202,435	$258,925
Top Human Resources Position								
	F	23	$153,282	$114,371	$125,886	$150,183	$170,737	$209,154
	M	9	$212,118			$138,683		
Top Legal Position								
	F	5	$351,303			$283,109		
	M	6	$276,219			$262,511		
Top Marketing Position								
	F	9	$168,499			$143,665		
Top Operations Position								
	F	28	$187,624	$87,827	$127,984	$155,900	$193,952	$336,863
	M	41	$255,354	$107,736	$137,900	$168,083	$248,842	$391,997
Top PR/Communications Position								
	F	7	$128,170			$123,985		
	M	9	$167,246			$159,085		
Top Program Position								
	F	5	$157,838			$136,212		
Top Technology Position								
	M	27	$166,730	$114,954	$141,398	$160,755	$185,275	$206,765

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
$500 thousand or less								
CEO/Executive Director								
	F	151	$52,864	$23,015	$36,000	$48,646	$63,855	$87,942
	M	114	$63,593	$24,809	$34,137	$53,425	$78,401	$107,631
	U	10	$55,451		$32,780	$52,385	$65,025	
Top Administrative Position								
	F	6	$39,372			$38,234		
	M	5	$44,502			$45,644		
Top Finance Position								
	F	10	$44,355		$31,656	$36,437	$48,405	
	M	5	$58,023			$68,937		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	76	$87,522	$47,408	$60,199	$81,385	$109,085	$126,251
	M	55	$94,071	$44,876	$56,208	$81,500	$106,290	$154,991
	U	8	$87,116			$60,477		
Top Finance Position								
	F	6	$76,984			$65,006		
	M	5	$68,157			$49,564		
Between $1 million and $5 million								
CEO/Executive Director								
	F	140	$114,580	$65,941	$81,517	$99,901	$134,294	$184,707
	M	109	$140,235	$63,298	$81,217	$112,988	$172,000	$255,709
	U	15	$110,219		$71,582	$103,620	$138,485	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
Between $1 million and $5 million								
Top Administrative Position								
	F	9	$85,527			$75,000		
	M	7	$150,078			$157,146		
Top Business Position								
	M	6	$121,243			$109,262		
Top Finance Position								
	F	19	$102,511		$78,452	$114,122	$127,423	
	M	25	$103,508	$37,922	$65,428	$106,836	$124,900	$172,839
Greater than $5 million								
CEO/Executive Director								
	F	81	$176,964	$89,431	$117,917	$147,005	$200,980	$277,135
	M	105	$287,938	$112,402	$144,591	$190,866	$333,030	$494,637
	U	10	$202,483		$135,734	$194,275	$260,635	
Top Administrative Position								
	F	14	$161,677		$122,647	$147,847	$216,001	
	M	13	$197,706		$112,887	$146,742	$214,361	
Top Business Position								
	M	7	$213,190			$214,555		
Top Development Position								
	F	8	$179,786			$123,291		
	M	8	$218,679			$201,428		
Top Education Position								
	F	12	$195,348		$133,022	$152,601	$247,878	
Top Facilities Position								
	M	6	$135,394			$128,728		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
Greater than $5 million								
Top Finance Position								
	F	56	$143,501	$80,378	$107,903	$138,641	$168,816	$223,044
	M	44	$161,990	$68,122	$103,323	$136,366	$183,364	$233,372
	U	5	$301,510			$133,093		
Top Human Resources Position								
	F	12	$147,228		$120,482	$136,000	$181,037	
Top Legal Position								
	M	6	$265,015			$258,085		
Top Operations Position								
	F	25	$215,382	$110,735	$145,612	$169,931	$236,113	$430,367
	M	31	$229,777	$105,326	$136,195	$170,548	$239,077	$505,995
Top Technology Position								
	M	8	$196,453			$142,487		
Maine								
$500 thousand or less								
CEO/Executive Director								
	F	141	$59,639	$23,440	$41,200	$55,625	$73,694	$98,074
	M	86	$58,208	$27,250	$38,279	$52,146	$72,461	$92,986
	U	15	$61,755		$47,900	$62,284	$72,634	
Top Finance Position								
	F	5	$39,936			$34,741		
	M	5	$132,005			$185,939		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	65	$86,299	$55,750	$65,200	$85,785	$98,115	$122,747
	M	42	$89,838	$47,903	$61,086	$80,216	$107,331	$146,136
	U	5	$70,763			$72,100		
Top Administrative Position								
	F	5	$58,698			$64,189		
Between $1 million and $5 million								
CEO/Executive Director								
	F	105	$110,977	$68,567	$87,053	$105,456	$121,866	$143,615
	M	97	$131,368	$67,206	$92,356	$113,267	$155,308	$202,413
	U	5	$134,198			$115,024		
Top Administrative Position								
	F	6	$93,211			$95,713		
Top Finance Position								
	F	20	$83,535	$56,866	$66,155	$78,838	$89,789	$114,003
	M	18	$97,916		$59,440	$88,487	$129,743	
Greater than $5 million								
CEO/Executive Director								
	F	57	$188,917	$100,961	$123,640	$183,602	$245,595	$310,140
	M	84	$319,976	$117,883	$161,025	$215,835	$377,690	$591,036
Top Administrative Position								
	F	9	$147,505			$120,175		
	M	12	$244,890		$149,829	$185,912	$383,973	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine								
Greater than $5 million								
Top Development Position								
	F	13	$176,567		$128,519	$168,932	$191,372	
	M	6	$167,671			$154,929		
Top Education Position								
	F	7	$218,161			$157,610		
	M	5	$193,743			$158,837		
Top Finance Position								
	F	52	$151,690	$76,693	$95,675	$130,493	$171,457	$281,842
	M	52	$207,656	$86,471	$113,594	$161,721	$231,694	$380,439
Top Human Resources Position								
	F	7	$186,871			$129,088		
Top Marketing Position								
	F	5	$249,706			$213,725		
Top Operations Position								
	F	28	$162,771	$96,382	$120,343	$134,421	$201,444	$248,093
	M	14	$275,747		$155,008	$210,749	$387,929	
Top PR/Communications Position								
	F	6	$162,534			$143,330		
Top Program Position								
	F	6	$150,642			$146,263		
Top Technology Position								
	M	13	$180,623		$122,374	$154,119	$192,311	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
$500 thousand or less								
CEO/Executive Director								
	F	301	$63,349	$23,175	$39,500	$58,813	$80,678	$105,080
	M	192	$69,520	$25,000	$38,390	$61,338	$87,289	$116,461
	U	27	$67,989	$30,224	$43,122	$58,695	$90,289	$115,493
Top Administrative Position								
	F	6	$44,326			$42,931		
Top Finance Position								
	F	12	$38,636		$28,500	$36,250	$45,609	
	M	11	$63,905		$19,710	$36,000	$66,961	
Top Operations Position								
	F	6	$40,370			$41,422		
Top Program Position								
	F	6	$32,162			$28,451		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	139	$98,002	$48,088	$67,959	$89,512	$119,270	$146,302
	M	89	$123,683	$41,231	$75,000	$105,476	$161,739	$231,112
	U	13	$98,250		$84,055	$89,513	$106,602	
Top Finance Position								
	F	8	$68,343			$60,732		
	M	10	$78,904		$40,627	$63,514	$82,591	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Between $1 million and $5 million								
CEO/Executive Director								
	F	290	$146,222	$76,506	$95,578	$126,045	$180,205	$231,233
	M	215	$170,960	$83,999	$111,936	$143,627	$206,008	$292,096
	U	25	$132,923	$66,702	$75,000	$105,744	$170,050	$242,504
Top Administrative Position								
	F	15	$130,146		$106,884	$135,887	$148,722	
	M	13	$140,766		$111,702	$154,292	$185,690	
Top Business Position								
	F	13	$127,614		$78,951	$122,887	$135,819	
	M	16	$151,614		$118,401	$162,333	$188,494	
Top Development Position								
	F	13	$155,073		$115,778	$128,439	$166,314	
	M	5	$144,516			$142,653		
Top Education Position								
	F	10	$139,359		$133,356	$140,713	$150,320	
	M	9	$158,806			$160,176		
Top Facilities Position								
	M	5	$138,928			$127,816		
Top Finance Position								
	F	60	$113,009	$52,601	$76,285	$106,415	$135,232	$154,289
	M	54	$136,192	$63,028	$95,110	$130,876	$155,755	$185,578
	U	10	$189,596		$122,337	$148,880	$207,810	
Top Legal Position								
	F	6	$171,762			$153,551		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Between $1 million and $5 million								
Top Marketing Position								
	F	6	$141,656			$135,420		
Top Operations Position								
	F	36	$141,097	$72,978	$91,501	$129,807	$158,172	$206,803
	M	9	$138,138			$154,019		
Top PR/Communications Position								
	F	11	$127,428		$115,738	$127,518	$130,397	
Top Program Position								
	F	13	$134,565		$110,189	$132,906	$159,223	
Greater than $5 million								
CEO/Executive Director								
	F	183	$267,716	$116,036	$153,963	$196,011	$301,499	$468,142
	M	272	$422,247	$132,767	$192,349	$279,558	$478,027	$701,418
	U	15	$236,131		$150,758	$188,863	$243,968	
Top Administrative Position								
	F	28	$191,612	$120,474	$136,341	$188,223	$216,934	$256,068
	M	37	$283,771	$132,010	$149,602	$209,078	$286,970	$460,142
Top Business Position								
	F	24	$195,035	$111,702	$123,751	$177,858	$252,814	$321,536
	M	26	$209,803	$141,373	$169,233	$205,400	$237,318	$280,542
Top Development Position								
	F	56	$183,102	$118,350	$133,992	$160,562	$208,982	$283,857
	M	29	$218,623	$133,796	$146,308	$203,231	$245,514	$321,353
	U	5	$525,411			$234,657		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Greater than $5 million								
Top Education Position								
	F	32	$196,739	$115,807	$145,347	$173,151	$259,647	$294,020
	M	21	$234,962	$146,512	$158,389	$188,441	$230,702	$341,765
Top Facilities Position								
	M	21	$216,526	$113,536	$125,163	$173,747	$240,029	$382,554
Top Finance Position								
	F	155	$191,083	$95,183	$114,953	$146,450	$214,705	$286,634
	M	141	$256,968	$101,740	$142,463	$196,267	$272,392	$418,866
	U	20	$189,279	$129,717	$136,756	$153,484	$206,993	$285,637
Top Human Resources Position								
	F	65	$204,558	$111,485	$136,519	$167,852	$233,062	$356,570
	M	13	$263,710		$138,461	$214,556	$304,997	
Top Legal Position								
	F	17	$278,028		$171,494	$251,125	$330,300	
	M	15	$314,937		$195,689	$236,758	$360,375	
Top Marketing Position								
	F	27	$203,083	$131,080	$152,019	$179,576	$230,204	$303,343
	M	11	$229,650		$155,150	$181,812	$288,766	
Top Operations Position								
	F	77	$220,045	$112,383	$136,283	$174,386	$271,925	$362,809
	M	63	$293,873	$128,553	$157,767	$202,704	$390,708	$554,063
	U	7	$297,879			$155,885		
Top PR/Communications Position								
	F	38	$197,228	$129,924	$148,492	$176,170	$229,139	$277,176
	M	22	$228,128	$148,797	$174,594	$196,561	$230,024	$331,375

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Greater than $5 million								
Top Program Position								
	F	36	$178,956	$118,265	$128,225	$147,821	$201,035	$259,216
	M	20	$194,138	$120,204	$132,442	$172,643	$212,310	$264,786
Top Technology Position								
	F	13	$237,360		$130,923	$135,759	$232,375	
	M	62	$225,573	$123,644	$138,564	$181,672	$256,928	$377,419
	U	8	$416,831			$191,546		
Massachusetts								
$500 thousand or less								
CEO/Executive Director								
	F	416	$63,409	$27,961	$40,000	$58,425	$79,137	$102,978
	M	225	$67,396	$25,080	$38,000	$63,245	$88,390	$113,990
	U	35	$67,491	$24,380	$43,052	$62,664	$78,140	$105,558
Top Administrative Position								
	F	8	$60,052			$52,531		
Top Business Position								
	M	11	$133,954		$92,637	$131,950	$161,748	
Top Finance Position								
	F	42	$63,517	$21,642	$29,314	$54,843	$90,159	$119,200
	M	23	$75,675	$19,960	$32,817	$70,830	$112,500	$131,516
Top Operations Position								
	F	6	$39,185			$31,759		
	M	6	$45,182			$46,156		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
$500 thousand or less								
Top Program Position								
	F	11	$47,659		$39,754	$42,848	$47,488	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	224	$101,226	$61,656	$74,808	$95,664	$118,322	$149,052
	M	144	$116,670	$59,266	$77,193	$100,508	$143,510	$186,994
	U	26	$87,817	$53,244	$62,825	$78,795	$111,842	$137,342
Top Administrative Position								
	F	6	$74,336			$67,303		
Top Business Position								
	M	8	$184,091			$170,988		
Top Finance Position								
	F	11	$55,619		$32,613	$66,609	$70,501	
	M	27	$114,599	$50,170	$77,714	$95,916	$147,333	$200,099
Top Operations Position								
	M	8	$106,103			$117,608		
Between $1 million and $5 million								
CEO/Executive Director								
	F	457	$143,909	$80,182	$100,541	$124,297	$165,475	$220,800
	M	388	$168,984	$79,147	$103,304	$146,786	$195,725	$293,765
	U	37	$160,616	$86,618	$117,000	$152,996	$189,669	$252,393
Top Administrative Position								
	F	25	$116,591	$69,147	$78,051	$114,269	$126,247	$175,493
	M	29	$168,960	$80,582	$112,423	$170,793	$212,147	$260,188

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Between $1 million and $5 million								
Top Business Position								
	F	12	$129,901		$107,464	$122,258	$137,631	
	M	23	$152,484	$80,511	$106,810	$164,800	$188,315	$230,312
Top Development Position								
	F	36	$128,339	$105,676	$113,601	$128,265	$144,219	$168,013
	M	9	$135,147			$126,145		
Top Education Position								
	F	13	$134,575		$111,600	$125,989	$148,503	
	M	7	$150,884			$154,490		
Top Facilities Position								
	M	8	$166,972			$170,994		
Top Finance Position								
	F	90	$115,092	$59,480	$85,287	$105,174	$135,374	$160,070
	M	82	$142,040	$62,153	$81,733	$127,109	$172,058	$239,452
Top Human Resources Position								
	F	7	$129,611			$140,043		
Top Legal Position								
	M	7	$235,899			$173,164		
Top Marketing Position								
	F	6	$108,650			$113,151		
	M	9	$158,001			$133,681		
Top Operations Position								
	F	43	$149,508	$89,257	$112,434	$130,292	$165,162	$242,138
	M	32	$165,372	$99,839	$118,534	$134,920	$169,649	$242,059

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Between $1 million and $5 million								
Top PR/Communications Position								
	F	12	$124,322		$107,586	$126,078	$145,982	
	M	8	$145,888			$131,093		
Top Program Position								
	F	23	$126,251	$92,069	$108,976	$124,280	$143,426	$168,760
	M	13	$148,617		$119,024	$153,627	$183,463	
Top Technology Position								
	M	11	$157,326		$128,321	$149,995	$177,268	
Greater than $5 million								
CEO/Executive Director								
	F	307	$309,002	$129,863	$167,538	$220,773	$303,581	$501,772
	M	438	$445,113	$151,071	$213,276	$311,897	$470,983	$885,202
	U	32	$483,515	$146,983	$203,734	$367,975	$662,732	$816,582
Top Administrative Position								
	F	65	$203,829	$119,888	$140,833	$164,936	$222,503	$280,851
	M	71	$257,755	$131,796	$159,064	$213,969	$314,419	$455,256
	U	8	$218,946			$184,637		
Top Business Position								
	F	30	$178,956	$121,154	$141,045	$164,785	$203,406	$262,397
	M	39	$257,777	$144,174	$161,292	$226,277	$291,306	$410,683
Top Development Position								
	F	144	$222,740	$115,473	$148,077	$183,910	$253,065	$345,411
	M	72	$273,873	$137,148	$168,026	$227,020	$277,870	$555,488
	U	14	$290,255		$159,207	$193,936	$320,909	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Greater than $5 million								
Top Education Position								
	F	52	$209,444	$122,602	$142,741	$168,787	$244,275	$304,734
	M	50	$302,765	$130,392	$144,271	$231,333	$384,325	$605,752
	U	8	$312,202			$294,207		
Top Facilities Position								
	F	7	$184,507			$161,753		
	M	48	$184,460	$132,548	$146,817	$159,747	$199,606	$233,164
Top Finance Position								
	F	253	$193,594	$113,978	$133,085	$164,162	$222,503	$293,428
	M	311	$320,060	$119,852	$150,945	$198,006	$289,510	$544,403
	U	29	$251,508	$124,465	$140,908	$219,261	$316,139	$484,380
Top Human Resources Position								
	F	102	$203,672	$115,541	$129,811	$162,024	$201,481	$308,726
	M	34	$246,104	$131,393	$142,498	$171,018	$299,481	$425,548
	U	12	$218,370		$150,259	$189,706	$247,797	
Top Legal Position								
	F	38	$342,450	$128,519	$163,224	$277,315	$379,920	$575,561
	M	25	$382,221	$146,048	$210,647	$292,219	$530,587	$739,482
Top Marketing Position								
	F	41	$197,332	$115,817	$139,183	$179,604	$225,474	$295,512
	M	20	$218,442	$141,599	$178,261	$223,118	$249,652	$286,059
Top Operations Position								
	F	146	$236,742	$122,299	$146,895	$202,174	$280,345	$421,924
	M	139	$337,374	$122,908	$147,688	$186,114	$266,514	$430,654
	U	15	$341,031		$172,306	$228,648	$293,823	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Greater than $5 million								
Top PR/Communications Position								
	F	48	$215,861	$115,419	$142,203	$174,453	$247,886	$351,785
	M	32	$243,014	$139,871	$156,433	$200,705	$242,612	$504,972
	U	5	$154,267			$150,449		
Top Program Position								
	F	63	$171,389	$114,597	$126,940	$150,567	$201,280	$252,258
	M	38	$187,047	$118,159	$130,835	$152,762	$191,300	$270,222
Top Technology Position								
	F	29	$194,576	$125,568	$133,349	$172,265	$196,117	$261,437
	M	108	$286,462	$127,188	$148,642	$185,236	$262,812	$463,094
	U	10	$262,551		$169,687	$215,735	$352,625	
Michigan								
$500 thousand or less								
CEO/Executive Director								
	F	427	$55,451	$23,800	$37,721	$50,000	$66,534	$87,348
	M	240	$61,001	$25,465	$39,949	$56,023	$73,446	$97,785
	U	35	$51,520	$25,038	$34,757	$44,126	$57,488	$92,624
Top Administrative Position								
	F	14	$45,393		$37,039	$45,996	$51,011	
	M	9	$47,758			$50,556		
Top Finance Position								
	F	26	$40,390	$23,827	$30,301	$36,141	$48,817	$62,076
	M	11	$36,002		$20,385	$35,419	$46,257	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
$500 thousand or less								
Top Operations Position								
	F	9	$45,330			$42,422		
Top Program Position								
	F	8	$41,860			$40,933		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	206	$77,640	$44,455	$55,664	$74,805	$90,382	$114,450
	M	137	$100,825	$47,996	$69,019	$90,468	$120,000	$162,930
	U	8	$84,592			$86,421		
Top Administrative Position								
	F	12	$57,996		$50,830	$53,380	$58,545	
	M	9	$77,165			$73,200		
Top Business Position								
	M	11	$116,760		$87,869	$128,471	$146,581	
Top Finance Position								
	F	27	$58,919	$29,974	$35,063	$55,192	$75,850	$99,296
	M	20	$101,031	$37,833	$48,609	$86,035	$128,706	$149,979
Top Operations Position								
	F	5	$53,221			$48,621		
Between $1 million and $5 million								
CEO/Executive Director								
	F	316	$110,216	$61,856	$79,328	$99,609	$127,905	$162,854
	M	355	$135,699	$60,964	$85,546	$117,361	$159,891	$229,113
	U	29	$150,613	$71,421	$87,309	$105,000	$162,103	$338,446

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Between $1 million and $5 million								
Top Administrative Position								
	F	27	$99,018	$45,977	$71,849	$87,604	$112,986	$135,421
	M	30	$125,080	$78,546	$94,772	$122,546	$139,709	$165,682
Top Business Position								
	F	10	$105,876		$64,091	$98,409	$141,724	
	M	28	$159,181	$88,609	$111,892	$148,603	$205,002	$221,890
Top Development Position								
	F	6	$145,440			$139,068		
	M	5	$118,646			$117,522		
Top Education Position								
	M	8	$188,771			$160,866		
Top Finance Position								
	F	87	$84,832	$42,788	$63,493	$82,414	$101,317	$126,163
	M	67	$125,465	$47,675	$80,039	$118,025	$169,057	$199,722
Top Legal Position								
	M	5	$200,278			$153,585		
Top Operations Position								
	F	24	$97,353	$46,985	$69,237	$102,595	$122,268	$146,215
	M	22	$115,440	$50,351	$68,155	$109,542	$151,346	$193,432
Top Program Position								
	F	5	$100,864			$92,514		
	M	5	$174,866			$163,662		
Top Technology Position								
	M	6	$114,511			$118,340		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Greater than $5 million								
CEO/Executive Director								
	F	189	$224,511	$94,288	$132,413	$181,154	$239,406	$325,398
	M	272	$359,629	$130,941	$171,806	$251,668	$393,011	$674,295
	U	18	$301,755		$150,353	$232,830	$301,357	
Top Administrative Position								
	F	30	$155,368	$91,879	$108,708	$137,014	$184,549	$241,809
	M	30	$218,200	$116,485	$130,526	$184,471	$223,996	$297,355
Top Business Position								
	F	14	$174,377		$135,873	$175,035	$213,348	
	M	29	$244,960	$114,056	$135,984	$182,640	$258,127	$347,313
Top Development Position								
	F	37	$185,461	$112,426	$128,553	$162,656	$236,780	$288,505
	M	22	$197,951	$127,714	$132,615	$149,959	$236,750	$323,277
Top Education Position								
	F	14	$191,445		$142,485	$155,598	$200,307	
	M	13	$267,681		$183,824	$219,072	$318,054	
Top Facilities Position								
	M	8	$205,767			$184,614		
Top Finance Position								
	F	127	$153,912	$82,100	$106,986	$134,131	$178,947	$240,631
	M	149	$218,037	$82,328	$120,849	$174,093	$247,419	$363,499
	U	14	$260,044		$142,133	$177,123	$306,128	
Top Human Resources Position								
	F	35	$206,082	$113,589	$125,388	$157,601	$220,677	$299,981
	M	13	$269,690		$121,209	$139,810	$158,350	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Greater than $5 million								
Top Legal Position								
	F	6	$432,257			$277,206		
	M	7	$399,058			$301,370		
Top Marketing Position								
	F	18	$193,672		$127,195	$172,440	$235,268	
	M	16	$243,534		$139,567	$155,858	$246,824	
Top Operations Position								
	F	65	$186,570	$103,968	$125,100	$156,479	$202,071	$280,082
	M	57	$207,153	$127,496	$151,779	$178,590	$252,698	$328,871
Top PR/Communications Position								
	F	15	$186,218		$129,032	$165,505	$212,058	
	M	8	$160,073			$140,942		
Top Program Position								
	F	14	$152,754		$134,799	$159,056	$173,934	
	M	12	$219,080		$142,118	$177,369	$211,297	
Top Technology Position								
	F	12	$178,849		$137,015	$168,568	$207,079	
	M	52	$250,470	$122,357	$135,850	$169,010	$249,836	$347,518

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
$500 thousand or less								
CEO/Executive Director								
	F	351	$58,466	$27,600	$38,225	$55,350	$74,012	$89,146
	M	228	$64,583	$26,188	$41,383	$58,812	$78,712	$107,292
	U	32	$59,107	$25,586	$37,492	$50,776	$73,446	$98,795
Top Administrative Position								
	F	12	$47,923		$33,316	$50,362	$61,943	
Top Finance Position								
	F	19	$53,603		$28,261	$38,100	$63,787	
	M	14	$73,054		$38,472	$62,550	$97,781	
Top Operations Position								
	F	9	$47,024			$44,522		
Top Program Position								
	F	15	$47,069		$38,531	$48,604	$58,446	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	171	$89,083	$55,120	$69,348	$84,974	$107,651	$127,790
	M	120	$98,138	$45,468	$66,855	$90,708	$114,651	$167,138
	U	6	$84,526			$77,090		
Top Administrative Position								
	M	5	$35,637			$34,505		
Top Business Position								
	M	5	$148,602			$147,758		
Top Finance Position								
	F	11	$61,365		$51,507	$67,165	$70,665	
	M	14	$85,152		$49,714	$61,982	$119,216	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Between $1 million and $5 million								
CEO/Executive Director								
	F	314	$118,980	$65,388	$83,159	$107,925	$143,855	$183,371
	M	260	$138,350	$71,258	$91,130	$117,270	$159,809	$214,328
	U	28	$118,840	$58,329	$86,423	$108,079	$142,423	$180,532
Top Administrative Position								
	F	25	$88,485	$54,880	$63,303	$81,661	$104,000	$132,769
	M	15	$104,545		$81,520	$92,340	$118,546	
Top Business Position								
	F	11	$54,552		$34,796	$51,007	$65,991	
	M	19	$146,103		$110,434	$142,892	$170,453	
Top Development Position								
	M	7	$126,570			$128,890		
Top Education Position								
	M	6	$143,078			$156,594		
Top Finance Position								
	F	82	$73,997	$41,608	$56,857	$68,299	$85,573	$109,437
	M	67	$110,094	$55,544	$67,664	$96,758	$139,575	$182,378
	U	5	$73,744			$74,668		
Top Human Resources Position								
	F	8	$108,754			$110,087		
Top Operations Position								
	F	20	$120,712	$59,906	$82,519	$114,331	$132,981	$214,896
	M	13	$132,990		$100,542	$130,442	$178,107	
Top Program Position								
	M	5	$146,840			$162,959		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Between $1 million and $5 million								
Top Technology Position								
	M	7	$143,582			$127,027		
Greater than $5 million								
CEO/Executive Director								
	F	182	$232,518	$101,862	$129,627	$168,340	$258,905	$422,905
	M	251	$291,751	$121,472	$163,671	$224,619	$331,183	$448,121
	U	26	$206,432	$117,764	$135,609	$156,057	$229,748	$378,106
Top Administrative Position								
	F	58	$169,681	$113,543	$125,040	$146,354	$195,415	$243,752
	M	49	$223,105	$102,234	$130,471	$171,278	$252,121	$382,371
Top Business Position								
	F	22	$126,621	$57,098	$84,746	$122,533	$157,343	$188,247
	M	29	$221,331	$129,789	$173,492	$225,117	$258,181	$289,472
Top Development Position								
	F	46	$178,298	$122,334	$135,061	$169,520	$195,160	$241,756
	M	29	$214,552	$127,177	$162,639	$197,709	$254,476	$319,680
Top Education Position								
	F	24	$193,852	$111,303	$130,468	$166,890	$253,256	$296,972
	M	10	$181,167		$148,253	$173,421	$215,006	
	U	5	$147,960			$127,747		
Top Facilities Position								
	M	12	$151,438		$121,049	$151,327	$180,458	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Greater than $5 million								
Top Finance Position								
	F	156	$149,566	$70,177	$103,879	$133,946	$182,863	$220,173
	M	140	$200,230	$91,826	$120,506	$170,283	$225,041	$304,811
	U	12	$136,865		$116,922	$130,666	$163,709	
Top Human Resources Position								
	F	43	$201,206	$118,095	$127,115	$159,661	$206,123	$297,510
	M	9	$166,722			$148,578		
Top Legal Position								
	F	7	$368,287			$294,558		
	M	12	$266,197		$164,883	$214,504	$318,826	
Top Marketing Position								
	F	22	$173,118	$108,695	$130,863	$156,273	$176,130	$301,216
	M	10	$212,448		$152,381	$189,196	$201,289	
Top Operations Position								
	F	68	$237,243	$118,156	$137,226	$174,719	$230,855	$329,522
	M	55	$209,616	$125,905	$160,714	$199,764	$242,344	$312,228
	U	6	$142,230			$120,812		
Top PR/Communications Position								
	F	15	$148,428		$119,440	$133,682	$161,196	
	M	11	$205,611		$139,884	$171,635	$194,373	
Top Program Position								
	F	20	$135,329	$112,191	$117,239	$126,299	$139,443	$176,166
	M	11	$189,252		$143,514	$174,896	$207,320	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Greater than $5 million								
Top Technology Position								
	F	13	$192,378		$147,716	$190,798	$210,731	
	M	35	$238,509	$129,631	$144,739	$184,474	$255,890	$335,228
Mississippi								
$500 thousand or less								
CEO/Executive Director								
	F	92	$52,214	$22,638	$33,202	$46,626	$60,405	$86,166
	M	75	$67,481	$23,080	$37,403	$62,717	$82,393	$111,557
	U	11	$48,832		$36,432	$42,741	$55,152	
Top Finance Position								
	F	7	$49,369			$45,267		
	M	6	$38,745			$31,181		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	35	$72,384	$36,552	$45,785	$63,821	$94,983	$125,302
	M	41	$105,720	$39,000	$49,675	$95,679	$147,592	$212,000
Top Business Position								
	M	7	$88,213			$87,022		
Top Finance Position								
	F	5	$66,465			$44,338		
	M	5	$62,713			$45,500		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi								
Between $1 million and $5 million								
CEO/Executive Director								
	F	57	$108,184	$56,433	$75,217	$102,518	$129,532	$149,894
	M	59	$158,541	$65,060	$92,432	$124,072	$168,384	$289,182
	U	6	$112,852			$98,561		
Top Administrative Position								
	M	5	$122,016			$119,391		
Top Finance Position								
	F	18	$69,415		$58,719	$67,554	$84,138	
	M	9	$92,503			$67,489		
Top Operations Position								
	F	7	$94,167			$92,041		
Greater than $5 million								
CEO/Executive Director								
	F	19	$166,875		$135,547	$159,022	$178,326	
	M	66	$290,950	$126,341	$156,681	$214,058	$320,646	$531,036
Top Administrative Position								
	M	20	$232,079	$141,528	$156,764	$203,734	$281,899	$366,025
Top Development Position								
	F	5	$120,547			$121,838		
Top Education Position								
	M	6	$194,870			$191,233		
Top Finance Position								
	F	31	$114,027	$67,206	$87,052	$114,191	$141,148	$159,422
	M	29	$180,544	$86,096	$110,273	$138,703	$211,872	$384,900
	U	5	$104,572			$120,000		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi								
Greater than $5 million								
Top Human Resources Position								
	F	5	$141,493			$147,134		
Top Operations Position								
	F	6	$176,405			$180,004		
	M	12	$235,858		$156,955	$176,958	$261,933	
Top Technology Position								
	M	8	$196,120			$184,891		
Missouri								
$500 thousand or less								
CEO/Executive Director								
	F	264	$55,100	$24,373	$34,040	$47,940	$70,985	$95,208
	M	180	$62,592	$26,558	$36,000	$57,348	$78,452	$105,001
	U	13	$49,631		$35,570	$44,628	$53,795	
Top Administrative Position								
	F	13	$50,583		$24,333	$29,167	$47,416	
Top Business Position								
	M	9	$95,207			$89,958		
Top Finance Position								
	F	20	$45,041	$19,394	$21,368	$35,603	$45,434	$88,256
	M	25	$64,737	$24,948	$35,000	$48,924	$73,471	$134,047
Top Operations Position								
	M	5	$57,281			$50,000		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
$500 thousand or less								
Top Program Position								
	F	13	$41,433		$27,676	$40,000	$49,792	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	108	$80,313	$44,419	$55,797	$72,168	$96,173	$125,411
	M	95	$100,106	$46,497	$73,755	$88,280	$123,502	$174,270
Top Business Position								
	M	7	$130,521			$133,372		
Top Finance Position								
	F	5	$51,593			$51,014		
	M	5	$140,634			$118,895		
Between $1 million and $5 million								
CEO/Executive Director								
	F	220	$123,883	$61,301	$80,383	$104,918	$152,900	$209,310
	M	202	$150,093	$68,021	$91,724	$128,574	$181,679	$256,899
	U	13	$133,959		$79,944	$104,021	$115,483	
Top Administrative Position								
	F	9	$114,910			$124,482		
	M	17	$121,862		$70,981	$108,066	$158,183	
Top Business Position								
	M	21	$151,906	$88,768	$103,518	$153,980	$206,421	$234,008
Top Development Position								
	F	8	$121,150			$119,300		
Top Education Position								
	M	6	$137,320			$128,810		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Between $1 million and $5 million								
Top Finance Position								
	F	46	$96,746	$38,879	$61,493	$96,840	$127,986	$142,014
	M	45	$129,161	$57,936	$86,357	$127,289	$165,105	$214,929
Top Operations Position								
	F	19	$106,201		$83,410	$102,124	$134,628	
	M	11	$132,947		$72,231	$115,870	$194,936	
Top Program Position								
	F	5	$105,778			$90,924		
Greater than $5 million								
CEO/Executive Director								
	F	149	$365,034	$97,489	$130,483	$201,048	$280,262	$489,643
	M	244	$382,192	$117,263	$181,532	$275,470	$438,123	$717,334
	U	17	$213,320		$120,804	$156,430	$322,879	
Top Administrative Position								
	F	43	$191,199	$100,539	$112,623	$141,366	$234,723	$324,346
	M	47	$274,621	$116,667	$161,450	$209,960	$327,571	$432,258
Top Business Position								
	F	19	$205,649		$114,786	$153,041	$195,001	
	M	23	$215,440	$142,632	$152,005	$172,266	$225,548	$353,708
Top Development Position								
	F	37	$167,305	$115,185	$128,844	$152,258	$175,308	$240,144
	M	25	$201,780	$132,521	$140,811	$175,878	$204,488	$275,434
Top Education Position								
	F	19	$186,400		$128,635	$165,213	$231,357	
	M	12	$226,697		$151,480	$180,063	$262,417	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Greater than $5 million								
Top Facilities Position								
	M	16	$185,869		$118,787	$176,256	$225,969	
Top Finance Position								
	F	128	$160,767	$75,311	$102,639	$131,944	$166,284	$235,779
	M	117	$244,399	$97,639	$129,655	$170,054	$253,901	$430,331
	U	9	$469,065			$200,306		
Top Human Resources Position								
	F	25	$181,801	$112,713	$127,870	$178,250	$211,184	$273,881
	M	8	$550,665			$233,664		
Top Legal Position								
	F	9	$412,957			$428,647		
	M	12	$358,043		$170,518	$210,599	$305,360	
Top Marketing Position								
	F	16	$174,622		$133,601	$167,602	$197,178	
	M	14	$191,068		$131,325	$154,188	$195,480	
Top Operations Position								
	F	65	$244,480	$103,091	$116,114	$148,524	$224,471	$389,114
	M	76	$258,076	$125,702	$156,802	$234,020	$315,123	$366,774
	U	7	$609,148			$268,563		
Top PR/Communications Position								
	F	12	$166,996		$126,483	$149,007	$179,000	
	M	7	$259,658			$222,606		
Top Program Position								
	F	10	$180,371		$114,616	$144,849	$193,261	
	M	8	$244,956			$205,014		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Greater than $5 million								
Top Technology Position								
	M	43	$213,929	$118,401	$132,209	$182,799	$235,213	$326,233
Montana								
$500 thousand or less								
CEO/Executive Director								
	F	135	$50,809	$24,520	$33,550	$46,610	$63,435	$78,460
	M	107	$65,336	$27,631	$40,867	$58,092	$77,053	$103,918
	U	14	$42,123		$30,704	$45,300	$52,346	
Top Administrative Position								
	M	9	$93,738			$48,937		
Top Finance Position								
	F	7	$32,434			$33,688		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	58	$71,114	$42,872	$54,116	$62,899	$85,890	$100,606
	M	41	$86,620	$38,600	$54,666	$71,754	$109,285	$163,089
Top Finance Position								
	F	9	$56,313			$51,406		
Between $1 million and $5 million								
CEO/Executive Director								
	F	83	$95,622	$62,209	$71,849	$90,081	$112,037	$129,188
	M	80	$117,156	$61,513	$75,718	$105,649	$143,953	$196,732

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana								
Between $1 million and $5 million								
Top Administrative Position								
	M	6	$116,874			$113,251		
Top Finance Position								
	F	27	$86,280	$47,506	$63,633	$79,304	$112,936	$132,214
	M	11	$103,787		$65,422	$84,615	$90,930	
Top Operations Position								
	F	7	$87,062			$74,352		
Greater than $5 million								
CEO/Executive Director								
	F	43	$165,216	$91,124	$116,183	$136,198	$182,553	$308,873
	M	60	$274,212	$106,043	$133,496	$223,952	$326,558	$430,507
Top Administrative Position								
	F	7	$189,604			$168,273		
	M	11	$246,515		$164,253	$226,071	$318,298	
Top Finance Position								
	F	46	$134,979	$68,634	$84,567	$114,995	$146,757	$189,235
	M	29	$161,091	$75,740	$97,767	$133,793	$213,489	$276,926
Top Human Resources Position								
	F	5	$103,684			$76,682		
Top Operations Position								
	F	15	$159,662		$123,386	$136,210	$171,435	
	M	17	$176,977		$136,511	$161,531	$187,205	
Top Technology Position								
	M	6	$207,250			$176,083		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
$500 thousand or less								
CEO/Executive Director								
	F	128	$55,855	$30,516	$39,493	$53,658	$69,461	$85,653
	M	79	$64,695	$23,137	$36,450	$60,000	$86,164	$108,007
	U	6	$68,011			$53,795		
Top Finance Position								
	M	7	$60,929			$52,500		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	58	$74,036	$42,403	$52,158	$69,195	$90,289	$118,207
	M	43	$99,052	$55,243	$64,060	$87,485	$130,794	$150,271
Top Finance Position								
	F	5	$58,406			$58,052		
	M	5	$106,743			$124,246		
Between $1 million and $5 million								
CEO/Executive Director								
	F	94	$120,273	$61,522	$81,519	$105,954	$134,035	$173,880
	M	76	$127,414	$70,388	$88,590	$113,849	$141,931	$214,189
Top Administrative Position								
	M	5	$97,910			$105,639		
Top Business Position								
	M	5	$133,574			$151,136		
Top Finance Position								
	F	24	$85,103	$47,116	$60,050	$75,524	$96,012	$135,061
	M	14	$143,660		$109,111	$117,533	$154,581	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
Between $1 million and $5 million								
Top Operations Position								
	F	7	$114,925			$113,524		
Greater than $5 million								
CEO/Executive Director								
	F	50	$216,757	$87,276	$129,225	$171,038	$269,541	$375,635
	M	64	$303,049	$127,420	$154,159	$239,415	$399,548	$537,734
Top Administrative Position								
	F	5	$188,273			$174,101		
	M	9	$182,650			$155,973		
Top Development Position								
	F	7	$167,581			$146,888		
	M	9	$157,420			$150,602		
Top Facilities Position								
	M	5	$190,695			$175,026		
Top Finance Position								
	F	36	$155,706	$61,535	$90,668	$131,546	$170,897	$248,344
	M	42	$200,637	$86,606	$110,606	$167,357	$231,005	$375,164
Top Human Resources Position								
	F	6	$183,497			$175,634		
Top Marketing Position								
	M	7	$181,837			$145,486		
Top Operations Position								
	F	9	$157,957			$157,448		
	M	15	$298,540		$165,892	$231,337	$361,941	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
Greater than $5 million								
Top Program Position								
	F	6	$164,379			$138,500		
Top Technology Position								
	M	9	$187,105			$150,850		
Nevada								
$500 thousand or less								
CEO/Executive Director								
	F	87	$56,897	$24,984	$38,042	$53,024	$71,192	$96,928
	M	39	$55,157	$22,883	$29,700	$48,963	$61,553	$95,397
	U	5	$64,983			$81,539		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	39	$95,179	$46,185	$56,049	$77,224	$127,966	$144,502
	M	20	$118,025	$65,900	$72,798	$82,888	$167,633	$210,962
Between $1 million and $5 million								
CEO/Executive Director								
	F	67	$114,852	$65,133	$77,693	$103,927	$138,161	$185,407
	M	54	$156,153	$85,350	$101,574	$131,151	$188,804	$243,645
Top Business Position								
	M	6	$174,365			$176,124		
Top Finance Position								
	F	12	$91,182		$62,877	$94,346	$109,290	
	M	16	$110,733		$72,552	$109,147	$147,212	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada								
Between $1 million and $5 million								
Top Operations Position								
	F	7	$109,082			$98,804		
Greater than $5 million								
CEO/Executive Director								
	F	26	$184,375	$125,136	$139,443	$172,080	$195,488	$240,678
	M	38	$266,396	$139,241	$177,085	$212,596	$336,583	$444,731
	U	5	$234,135			$189,305		
Top Administrative Position								
	F	6	$177,812			$183,866		
Top Finance Position								
	F	18	$158,615		$113,453	$128,994	$198,729	
	M	20	$173,972	$78,581	$101,392	$150,556	$214,950	$250,038
Top Operations Position								
	F	5	$214,808			$166,658		
	M	9	$177,639			$179,262		
Top Technology Position								
	M	8	$212,671			$158,115		
New Hampshire								
$500 thousand or less								
CEO/Executive Director								
	F	115	$60,766	$23,533	$40,941	$58,000	$72,991	$85,382
	M	76	$60,865	$27,347	$41,618	$56,260	$72,980	$105,727

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire								
$500 thousand or less								
Top Finance Position								
	F	5	$46,121			$46,376		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	52	$75,935	$46,868	$57,130	$78,268	$87,858	$105,528
	M	37	$98,699	$60,095	$73,731	$91,000	$116,121	$142,418
Between $1 million and $5 million								
CEO/Executive Director								
	F	91	$111,744	$64,716	$79,844	$99,589	$126,216	$161,454
	M	79	$144,546	$69,599	$97,248	$128,303	$162,937	$207,242
Top Finance Position								
	F	23	$89,939	$51,971	$59,005	$80,855	$118,144	$136,341
	M	7	$191,036			$184,692		
Top Operations Position								
	F	8	$122,169			$122,146		
Greater than $5 million								
CEO/Executive Director								
	F	48	$276,737	$87,274	$134,939	$185,959	$277,790	$390,905
	M	82	$309,535	$126,571	$170,245	$234,892	$333,335	$553,844
Top Administrative Position								
	F	7	$190,974			$165,535		
	M	9	$159,623			$159,346		
Top Development Position								
	F	11	$173,906		$134,549	$163,888	$183,897	
	M	12	$266,983		$160,364	$206,278	$262,375	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire								
Greater than $5 million								
Top Education Position								
	F	5	$158,744			$154,193		
	M	9	$329,564			$267,833		
Top Facilities Position								
	M	6	$185,707			$187,554		
Top Finance Position								
	F	48	$156,114	$90,264	$116,800	$146,954	$177,489	$236,616
	M	42	$270,092	$121,183	$148,911	$183,852	$275,009	$483,753
Top Human Resources Position								
	F	11	$180,668		$132,393	$143,818	$189,039	
Top Legal Position								
	F	6	$362,576			$334,177		
Top Operations Position								
	F	21	$229,790	$122,343	$144,730	$167,559	$241,171	$368,860
	M	12	$258,095		$144,584	$165,742	$286,610	
Top PR/Communications Position								
	F	5	$175,336			$139,461		
Top Technology Position								
	M	15	$240,360		$142,881	$173,132	$263,262	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
$500 thousand or less								
CEO/Executive Director								
	F	212	$56,599	$23,188	$33,700	$52,366	$70,911	$90,339
	M	152	$57,344	$19,468	$31,871	$51,289	$79,243	$95,306
	U	30	$51,284	$22,866	$27,328	$42,173	$61,875	$97,006
Top Administrative Position								
	F	7	$54,426			$42,000		
Top Finance Position								
	F	15	$37,206		$21,848	$28,000	$46,493	
	M	8	$58,150			$41,212		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	136	$91,270	$51,269	$67,322	$86,733	$102,214	$129,550
	M	96	$123,560	$43,075	$70,962	$103,425	$158,757	$224,656
	U	11	$91,558		$75,628	$95,532	$102,237	
Top Finance Position								
	F	9	$63,527			$50,000		
	M	9	$73,821			$77,867		
Top Operations Position								
	F	5	$85,312			$85,000		
Between $1 million and $5 million								
CEO/Executive Director								
	F	247	$134,577	$73,170	$98,625	$121,644	$153,062	$204,952
	M	263	$181,982	$76,299	$112,145	$160,473	$224,643	$310,922
	U	17	$146,903		$75,516	$115,154	$182,754	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Between $1 million and $5 million								
Top Administrative Position								
	F	13	$110,483		$96,059	$122,670	$135,912	
	M	13	$139,949		$98,899	$152,181	$166,532	
Top Business Position								
	F	6	$127,325			$121,428		
	M	14	$259,186		$231,219	$272,379	$313,035	
Top Development Position								
	F	17	$148,524		$118,047	$127,765	$163,024	
Top Education Position								
	M	9	$181,335			$219,742		
Top Facilities Position								
	M	5	$115,272			$112,529		
Top Finance Position								
	F	46	$115,784	$59,710	$74,053	$111,842	$139,338	$167,146
	M	53	$144,834	$58,675	$78,443	$133,748	$189,107	$244,824
	U	7	$71,159			$82,083		
Top Operations Position								
	F	26	$129,597	$73,683	$82,117	$102,983	$156,267	$217,308
	M	9	$143,480			$139,914		
Top PR/Communications Position								
	F	10	$130,672		$123,325	$131,658	$135,980	
Top Program Position								
	F	14	$109,734		$95,362	$120,543	$125,875	
	M	5	$149,138			$190,547		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Greater than $5 million								
CEO/Executive Director								
	F	172	$238,754	$122,574	$148,056	$196,907	$264,080	$388,182
	M	265	$348,620	$137,693	$179,600	$247,167	$374,876	$541,308
	U	26	$293,359	$149,340	$155,441	$196,576	$268,600	$421,587
Top Administrative Position								
	F	41	$181,562	$110,686	$117,163	$146,273	$207,732	$334,115
	M	45	$245,165	$122,834	$160,000	$211,609	$283,780	$371,285
	U	5	$166,518			$159,956		
Top Business Position								
	F	20	$153,388	$108,088	$116,838	$147,751	$177,118	$199,671
	M	23	$228,383	$115,194	$144,137	$202,936	$292,609	$342,502
Top Development Position								
	F	45	$186,285	$113,212	$131,196	$171,758	$222,631	$296,331
	M	24	$252,138	$122,840	$164,067	$213,567	$327,171	$373,846
Top Education Position								
	F	31	$201,917	$131,000	$140,796	$163,613	$202,891	$283,669
	M	20	$251,037	$125,411	$140,138	$236,942	$296,114	$402,994
Top Facilities Position								
	M	32	$212,232	$140,067	$149,781	$191,749	$246,127	$347,233
Top Finance Position								
	F	123	$177,408	$96,874	$110,658	$138,117	$193,596	$276,845
	M	152	$206,497	$102,694	$127,775	$185,383	$248,060	$358,526
	U	21	$213,179	$114,035	$131,364	$167,027	$246,263	$345,064

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Greater than $5 million								
Top Human Resources Position								
	F	31	$189,075	$104,457	$123,425	$157,694	$221,668	$293,099
	M	13	$330,710		$181,115	$229,506	$414,948	
	U	6	$240,355			$174,895		
Top Legal Position								
	F	9	$318,694			$220,914		
	M	12	$252,826		$172,811	$212,043	$286,534	
Top Marketing Position								
	F	14	$177,666		$132,992	$154,986	$209,169	
	M	9	$251,110			$154,929		
Top Operations Position								
	F	66	$200,391	$109,813	$125,020	$159,921	$220,018	$330,909
	M	72	$208,510	$112,258	$130,953	$181,038	$241,454	$297,522
	U	7	$249,805			$197,884		
Top PR/Communications Position								
	F	15	$171,313		$129,432	$136,460	$207,078	
	M	10	$283,314		$164,202	$223,237	$313,405	
Top Program Position								
	F	21	$173,658	$106,391	$128,524	$166,192	$187,532	$223,998
	M	11	$153,319		$133,320	$146,078	$182,443	
Top Technology Position								
	F	6	$296,365			$254,532		
	M	37	$218,747	$115,572	$137,922	$203,409	$252,646	$348,345

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico								
$500 thousand or less								
CEO/Executive Director								
	F	132	$52,172	$24,657	$35,743	$48,628	$68,490	$83,086
	M	75	$57,930	$27,078	$36,942	$55,000	$71,396	$101,257
	U	8	$49,682			$44,064		
Top Administrative Position								
	F	5	$34,793			$25,654		
Top Program Position								
	F	6	$46,954			$48,608		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	68	$72,838	$36,708	$55,149	$70,129	$89,405	$102,702
	M	40	$99,809	$45,341	$65,224	$80,260	$116,309	$160,048
	U	5	$92,542			$70,731		
Top Administrative Position								
	M	5	$52,340			$44,200		
Top Finance Position								
	F	5	$47,581			$45,504		
Between $1 million and $5 million								
CEO/Executive Director								
	F	108	$107,991	$61,970	$79,347	$96,230	$123,587	$163,415
	M	92	$120,756	$61,215	$82,318	$108,643	$143,979	$203,726
	U	6	$117,591			$84,102		
Top Administrative Position								
	F	6	$108,648			$113,416		
	M	6	$101,413			$97,557		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico								
Between $1 million and $5 million								
Top Finance Position								
	F	32	$85,485	$52,972	$70,915	$81,201	$93,790	$115,186
	M	16	$113,520		$67,616	$97,309	$134,724	
Top Operations Position								
	F	6	$95,652			$89,224		
Greater than $5 million								
CEO/Executive Director								
	F	36	$167,446	$100,258	$116,564	$142,227	$172,659	$238,604
	M	50	$266,077	$110,861	$136,052	$211,638	$255,820	$452,402
Top Administrative Position								
	F	5	$138,993			$137,411		
	M	5	$200,976			$163,413		
Top Business Position								
	F	8	$121,594			$131,592		
Top Development Position								
	M	6	$150,189			$141,956		
Top Finance Position								
	F	23	$132,575	$58,514	$78,533	$105,710	$126,650	$226,780
	M	23	$151,400	$44,298	$108,768	$134,058	$192,188	$211,270
Top Human Resources Position								
	F	9	$127,666			$126,549		
Top Operations Position								
	F	10	$177,443		$106,152	$121,755	$146,801	
	M	7	$161,865			$160,060		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico								
Greater than $5 million								
Top Technology Position								
	M	7	$152,754			$141,200		
New York								
$500 thousand or less								
CEO/Executive Director								
	F	710	$60,583	$25,232	$38,293	$55,661	$76,156	$99,069
	M	542	$62,937	$24,164	$36,000	$55,000	$81,313	$108,487
	U	67	$51,458	$20,689	$29,136	$45,499	$68,625	$88,346
Top Administrative Position								
	F	16	$58,008		$31,614	$50,210	$60,820	
	M	11	$54,435		$27,043	$41,200	$54,907	
Top Business Position								
	M	14	$106,526		$83,687	$108,940	$124,886	
Top Development Position								
	F	6	$55,005			$47,502		
Top Finance Position								
	F	51	$44,807	$17,268	$23,884	$35,880	$57,341	$80,831
	M	48	$52,834	$26,347	$33,109	$48,104	$62,936	$92,063
	U	7	$43,812			$37,100		
Top Operations Position								
	F	13	$62,543		$30,192	$47,115	$92,620	
	M	8	$39,403			$38,387		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
$500 thousand or less								
Top Program Position								
	F	20	$44,194	$22,040	$29,231	$36,315	$48,047	$78,762
	M	7	$61,237			$31,531		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	473	$93,039	$50,521	$66,000	$84,036	$112,000	$145,404
	M	339	$107,894	$47,654	$67,048	$96,164	$137,044	$190,554
	U	34	$90,755	$44,030	$63,177	$86,174	$96,108	$146,724
Top Administrative Position								
	F	10	$67,796		$38,684	$45,741	$98,259	
	M	9	$77,792			$88,279		
Top Business Position								
	M	18	$164,584		$140,643	$159,567	$189,189	
Top Development Position								
	F	5	$119,426			$67,373		
Top Education Position								
	M	6	$92,629			$67,669		
Top Finance Position								
	F	37	$76,331	$33,791	$49,711	$65,520	$84,408	$128,663
	M	37	$116,471	$57,968	$68,596	$96,810	$142,504	$226,302
Top Operations Position								
	F	10	$79,082		$50,100	$80,301	$102,445	
	M	6	$104,243			$103,532		
Top Program Position								
	F	6	$65,756			$60,290		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between $1 million and $5 million								
CEO/Executive Director								
	F	904	$145,132	$73,554	$97,496	$129,246	$177,832	$229,914
	M	782	$173,376	$80,000	$107,766	$149,474	$208,520	$280,105
	U	88	$138,374	$59,921	$89,626	$118,327	$168,214	$217,546
Top Administrative Position								
	F	64	$123,531	$59,644	$91,946	$114,141	$143,458	$180,909
	M	59	$157,782	$79,854	$122,814	$147,087	$177,030	$219,321
	U	10	$161,130		$124,845	$135,018	$192,372	
Top Business Position								
	F	22	$110,552	$52,873	$85,199	$115,125	$127,557	$164,748
	M	59	$240,944	$121,933	$169,098	$210,586	$320,414	$405,281
Top Development Position								
	F	70	$143,702	$104,364	$115,995	$132,716	$159,030	$204,456
	M	18	$146,265		$120,459	$138,617	$170,799	
Top Education Position								
	F	34	$112,264	$57,684	$94,203	$114,856	$137,078	$155,819
	M	18	$178,491		$140,442	$168,531	$206,764	
Top Facilities Position								
	M	12	$146,159		$121,780	$135,672	$156,433	
Top Finance Position								
	F	197	$102,671	$54,446	$70,000	$99,783	$125,847	$160,652
	M	209	$143,555	$52,788	$90,469	$128,069	$172,207	$241,418
	U	29	$115,610	$56,953	$69,139	$118,294	$143,306	$191,477

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between $1 million and $5 million								
Top Human Resources Position								
	F	7	$110,611			$109,036		
	M	5	$132,764			$144,491		
Top Legal Position								
	F	16	$159,060		$120,639	$175,598	$187,666	
	M	17	$185,980		$139,124	$163,819	$189,721	
Top Marketing Position								
	F	8	$147,955			$130,307		
Top Operations Position								
	F	89	$140,657	$82,844	$111,100	$137,491	$169,555	$194,003
	M	78	$129,176	$52,410	$90,873	$117,369	$148,331	$207,033
	U	11	$122,355		$113,794	$132,483	$142,014	
Top PR/Communications Position								
	F	14	$145,251		$121,579	$140,876	$161,342	
	M	11	$161,159		$125,984	$133,866	$176,697	
Top Program Position								
	F	63	$133,415	$98,236	$117,339	$132,801	$154,555	$170,343
	M	29	$142,673	$97,838	$119,778	$134,856	$164,908	$200,815
	U	6	$120,497			$124,599		
Top Technology Position								
	M	10	$145,309		$124,942	$142,456	$155,510	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than $5 million								
CEO/Executive Director								
	F	746	$297,665	$128,786	$165,220	$225,161	$337,588	$503,129
	M	982	$411,368	$147,260	$197,869	$284,539	$441,549	$752,645
	U	97	$317,785	$140,352	$183,484	$248,204	$333,392	$510,820
Top Administrative Position								
	F	168	$206,812	$117,996	$140,025	$183,963	$241,058	$340,792
	M	176	$249,336	$125,337	$159,082	$215,799	$300,188	$427,898
	U	18	$187,740		$132,594	$172,839	$199,477	
Top Business Position								
	F	66	$205,912	$113,087	$120,509	$156,486	$264,289	$359,498
	M	77	$249,031	$126,599	$147,162	$203,284	$304,283	$445,647
	U	8	$227,899			$157,454		
Top Development Position								
	F	274	$234,387	$125,813	$150,158	$188,560	$256,949	$339,791
	M	154	$249,270	$122,715	$148,296	$206,990	$305,317	$383,257
	U	21	$182,332	$126,696	$149,359	$184,830	$229,371	$252,037
Top Education Position								
	F	145	$204,086	$119,396	$139,472	$173,922	$229,505	$303,506
	M	115	$278,350	$125,330	$148,634	$205,024	$308,915	$484,888
	U	17	$227,908		$149,489	$176,820	$253,539	
Top Facilities Position								
	F	12	$270,137		$174,770	$208,427	$283,216	
	M	105	$227,901	$132,307	$150,062	$190,062	$250,715	$339,712
	U	8	$209,419			$199,678		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than $5 million								
Top Finance Position								
	F	545	$195,032	$100,169	$124,797	$166,297	$223,857	$313,265
	M	649	$269,935	$102,997	$141,179	$203,262	$302,758	$440,542
	U	103	$197,408	$97,413	$123,005	$168,905	$249,687	$349,349
Top Human Resources Position								
	F	191	$217,640	$123,375	$137,971	$170,935	$230,676	$321,619
	M	71	$277,464	$125,825	$150,352	$205,332	$255,408	$392,064
	U	14	$298,852		$155,215	$184,347	$244,619	
Top Legal Position								
	F	107	$342,381	$151,266	$184,126	$227,666	$352,093	$491,934
	M	95	$309,428	$156,863	$197,723	$248,371	$344,462	$512,218
	U	22	$278,648	$140,185	$163,768	$220,867	$302,667	$468,569
Top Marketing Position								
	F	81	$210,850	$123,177	$143,853	$191,906	$229,603	$318,552
	M	37	$217,130	$119,285	$138,040	$205,417	$257,885	$348,821
Top Operations Position								
	F	314	$232,641	$112,876	$145,017	$191,072	$259,912	$353,559
	M	274	$248,308	$118,040	$149,498	$215,660	$281,067	$384,729
	U	40	$198,818	$110,117	$138,585	$165,207	$213,734	$351,982
Top PR/Communications Position								
	F	127	$219,894	$124,102	$142,147	$182,859	$244,055	$349,325
	M	67	$264,112	$136,938	$172,348	$214,957	$305,045	$459,593
	U	14	$228,253		$182,258	$226,952	$254,230	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than $5 million								
Top Program Position								
	F	170	$188,366	$114,548	$138,119	$173,612	$217,166	$292,372
	M	102	$197,610	$124,622	$148,359	$177,987	$228,625	$302,458
	U	16	$175,612		$130,039	$138,154	$182,275	
Top Technology Position								
	F	52	$227,256	$125,614	$140,313	$170,079	$219,556	$245,151
	M	201	$247,393	$126,452	$149,059	$198,070	$266,765	$378,855
	U	25	$194,739	$123,443	$151,679	$179,973	$248,410	$309,043
North Carolina								
$500 thousand or less								
CEO/Executive Director								
	F	520	$52,627	$25,712	$34,687	$49,643	$64,888	$81,937
	M	328	$59,071	$24,579	$36,000	$51,967	$77,981	$97,665
	U	49	$57,821	$27,059	$39,000	$52,602	$72,124	$90,857
Top Administrative Position								
	F	14	$36,076		$27,478	$33,432	$44,519	
	M	9	$34,768			$31,950		
Top Finance Position								
	F	23	$41,679	$19,360	$25,093	$39,750	$49,713	$71,370
	M	22	$51,027	$26,400	$31,766	$40,902	$63,485	$90,234
Top Operations Position								
	F	11	$42,082		$28,955	$40,500	$45,757	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
$500 thousand or less								
Top Program Position								
	F	12	$41,057		$33,584	$39,301	$45,661	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	247	$78,481	$41,598	$56,862	$73,358	$95,602	$116,407
	M	158	$95,360	$45,371	$61,253	$82,225	$117,225	$174,008
	U	28	$92,679	$43,370	$59,716	$79,640	$120,257	$139,403
Top Administrative Position								
	F	5	$62,610			$44,000		
Top Finance Position								
	F	12	$45,494		$32,514	$39,282	$46,435	
	M	9	$72,625			$60,408		
Top Operations Position								
	F	8	$68,615			$60,522		
	M	5	$56,740			$54,600		
Between $1 million and $5 million								
CEO/Executive Director								
	F	383	$108,553	$64,593	$76,334	$93,084	$125,480	$168,127
	M	342	$128,352	$61,001	$82,497	$107,898	$153,796	$202,759
	U	27	$125,974	$69,874	$80,845	$95,002	$156,832	$196,350
Top Administrative Position								
	F	12	$111,294		$90,086	$109,979	$132,673	
	M	17	$123,163		$73,975	$100,320	$193,029	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Between $1 million and $5 million								
Top Business Position								
	F	6	$59,106			$48,471		
	M	10	$115,970		$75,138	$131,142	$150,040	
Top Development Position								
	F	10	$120,301		$108,975	$113,383	$124,575	
	M	7	$115,468			$120,363		
Top Finance Position								
	F	91	$86,387	$42,333	$56,776	$78,920	$103,707	$128,781
	M	38	$88,297	$41,614	$53,005	$80,988	$114,790	$154,070
	U	6	$88,752			$88,598		
Top Operations Position								
	F	28	$106,220	$56,935	$73,199	$104,309	$125,759	$141,664
	M	23	$99,753	$34,438	$58,880	$94,919	$112,406	$180,004
Greater than $5 million								
CEO/Executive Director								
	F	191	$200,836	$86,976	$109,540	$155,684	$244,761	$364,100
	M	289	$335,828	$108,425	$149,884	$230,209	$360,570	$567,391
	U	21	$487,920	$106,737	$127,986	$209,696	$339,468	$841,843
Top Administrative Position								
	F	26	$165,020	$103,872	$119,369	$139,259	$184,092	$263,591
	M	39	$255,286	$117,863	$148,567	$205,120	$321,111	$440,395
Top Business Position								
	F	12	$176,837		$129,461	$164,806	$223,725	
	M	26	$215,614	$135,347	$143,723	$183,604	$234,495	$315,955

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Greater than $5 million								
Top Development Position								
	F	46	$145,510	$103,616	$115,403	$139,761	$167,612	$197,565
	M	34	$203,981	$113,717	$131,468	$172,476	$219,622	$348,503
	U	5	$170,233			$185,144		
Top Education Position								
	F	14	$186,106		$113,686	$135,699	$177,540	
	M	26	$214,880	$111,514	$132,756	$189,738	$226,980	$341,796
Top Facilities Position								
	M	22	$207,162	$122,370	$135,810	$168,459	$230,794	$352,549
Top Finance Position								
	F	137	$152,075	$71,781	$103,153	$130,404	$165,518	$231,543
	M	147	$217,840	$95,689	$127,168	$168,390	$241,516	$345,026
	U	10	$337,609		$96,019	$193,683	$492,759	
Top Human Resources Position								
	F	27	$201,625	$96,994	$119,136	$150,347	$246,377	$307,069
	M	21	$184,835	$80,000	$110,946	$141,804	$247,494	$292,690
Top Legal Position								
	F	6	$358,391			$300,701		
	M	10	$337,772		$218,188	$307,035	$408,291	
Top Marketing Position								
	F	19	$158,530		$134,444	$151,752	$185,981	
	M	10	$195,691		$131,811	$164,636	$205,713	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Greater than $5 million								
Top Operations Position								
	F	73	$183,554	$91,966	$107,965	$157,749	$203,862	$281,603
	M	76	$217,147	$113,500	$139,682	$169,366	$269,393	$352,725
	U	5	$201,048			$171,042		
Top PR/Communications Position								
	F	15	$177,908		$151,813	$161,183	$182,278	
	M	7	$192,097			$152,015		
Top Program Position								
	F	15	$174,976		$124,582	$133,392	$176,300	
	M	10	$217,716		$139,766	$208,255	$259,858	
Top Technology Position								
	F	12	$193,963		$118,605	$131,241	$187,845	
	M	43	$229,537	$122,024	$133,966	$159,910	$253,948	$392,472
	U	5	$252,529			$284,281		
North Dakota								
$500 thousand or less								
CEO/Executive Director								
	F	67	$56,873	$24,401	$36,398	$53,149	$72,542	$92,246
	M	30	$77,931	$37,119	$45,888	$65,030	$93,683	$149,723
Top Finance Position								
	F	6	$36,899			$28,204		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	26	$91,982	$44,134	$61,000	$78,254	$106,071	$133,648
	M	20	$120,369	$60,662	$76,379	$100,670	$150,660	$188,672
Between $1 million and $5 million								
CEO/Executive Director								
	F	41	$105,293	$66,645	$75,402	$106,490	$119,038	$148,793
	M	46	$165,308	$86,682	$102,772	$128,499	$185,358	$264,863
Top Administrative Position								
	F	9	$99,262			$93,790		
	M	8	$139,321			$116,953		
Top Finance Position								
	F	20	$87,545	$51,687	$66,674	$91,270	$106,890	$120,161
	M	5	$85,365			$82,696		
Greater than $5 million								
CEO/Executive Director								
	F	16	$193,782		$140,125	$178,315	$233,532	
	M	53	$281,955	$138,295	$171,806	$231,542	$326,575	$450,020
Top Administrative Position								
	F	10	$171,384		$131,524	$163,341	$186,092	
	M	13	$271,148		$155,513	$215,444	$376,044	
Top Finance Position								
	F	32	$144,406	$73,159	$99,344	$112,929	$173,718	$210,586
	M	24	$174,124	$94,590	$99,976	$127,210	$167,460	$395,804

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota								
Greater than $5 million								
Top Operations Position								
	F	11	$163,090		$115,270	$136,777	$195,702	
	M	18	$224,809		$152,725	$178,419	$248,066	
Ohio								
$500 thousand or less								
CEO/Executive Director								
	F	504	$54,345	$23,275	$35,858	$50,514	$66,520	$87,130
	M	316	$61,754	$23,405	$35,009	$55,898	$79,561	$106,673
	U	33	$58,353	$29,330	$40,000	$52,000	$66,415	$87,964
Top Administrative Position								
	F	24	$38,320	$25,174	$29,426	$35,797	$46,403	$53,400
	M	18	$29,915		$18,041	$27,000	$36,976	
Top Business Position								
	F	5	$29,632			$20,951		
	M	7	$91,130			$79,605		
Top Finance Position								
	F	33	$40,520	$15,974	$20,776	$32,000	$53,767	$79,046
	M	22	$47,374	$23,084	$25,652	$44,122	$64,293	$76,925
Top Operations Position								
	F	9	$32,702			$23,600		
	M	8	$42,318			$40,443		
Top Program Position								
	F	7	$36,864			$32,481		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	213	$79,418	$41,857	$61,216	$75,329	$92,000	$118,595
	M	146	$97,554	$47,500	$63,841	$88,727	$123,910	$165,334
	U	15	$80,894		$61,914	$80,000	$97,835	
Top Administrative Position								
	F	11	$54,055		$43,637	$45,802	$57,335	
	M	16	$69,072		$36,156	$53,834	$69,209	
Top Business Position								
	M	14	$128,585		$97,121	$124,768	$153,599	
Top Finance Position								
	F	18	$55,336		$40,878	$51,146	$65,865	
	M	23	$102,050	$60,935	$78,533	$99,050	$125,802	$154,146
Top Operations Position								
	F	6	$68,145			$64,570		
Between $1 million and $5 million								
CEO/Executive Director								
	F	353	$110,857	$62,570	$77,903	$101,641	$134,075	$165,962
	M	354	$138,752	$69,343	$88,134	$118,614	$159,899	$221,488
	U	24	$108,025	$71,304	$82,866	$89,952	$124,122	$161,624
Top Administrative Position								
	F	26	$107,428	$50,583	$58,968	$99,605	$142,492	$177,080
	M	37	$116,801	$50,947	$77,028	$107,357	$139,953	$204,166
Top Business Position								
	F	6	$59,351			$63,855		
	M	19	$124,337		$102,099	$107,733	$143,407	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Between $1 million and $5 million								
Top Development Position								
	F	6	$141,318			$145,290		
	M	9	$104,768			$111,887		
Top Education Position								
	M	5	$123,472			$130,201		
Top Finance Position								
	F	83	$83,176	$45,539	$56,595	$76,845	$104,297	$133,590
	M	88	$110,162	$56,420	$84,719	$103,527	$131,365	$167,495
	U	10	$86,838		$51,732	$67,974	$107,435	
Top Human Resources Position								
	F	6	$93,432			$96,924		
Top Legal Position								
	M	5	$182,853			$176,777		
Top Operations Position								
	F	21	$94,652	$52,500	$72,100	$91,110	$111,192	$135,193
	M	25	$105,260	$54,060	$76,000	$105,135	$139,953	$156,529
Top Program Position								
	F	7	$87,260			$71,495		
Greater than $5 million								
CEO/Executive Director								
	F	213	$232,097	$96,258	$123,257	$165,003	$288,250	$427,026
	M	343	$359,961	$120,621	$164,353	$242,168	$368,837	$515,164
	U	21	$281,146	$105,970	$147,786	$236,092	$317,020	$430,618

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Greater than $5 million								
Top Administrative Position								
	F	40	$188,708	$100,438	$119,985	$140,147	$203,020	$285,257
	M	53	$212,552	$92,011	$131,943	$192,187	$245,172	$330,600
	U	7	$151,138			$146,049		
Top Business Position								
	F	18	$228,172		$140,624	$157,265	$223,927	
	M	26	$216,649	$138,495	$176,929	$212,300	$241,155	$281,708
Top Development Position								
	F	65	$173,264	$117,074	$134,731	$161,065	$186,304	$246,103
	M	44	$190,047	$113,493	$138,456	$166,932	$226,730	$290,828
	U	5	$283,786			$149,838		
Top Education Position								
	F	27	$206,027	$114,441	$139,753	$167,561	$224,926	$336,089
	M	31	$201,943	$128,196	$141,017	$188,547	$233,744	$291,458
	U	5	$188,483			$192,541		
Top Facilities Position								
	M	22	$181,391	$111,240	$116,947	$165,001	$207,805	$291,443
Top Finance Position								
	F	169	$141,189	$74,081	$92,334	$127,498	$173,212	$216,444
	M	201	$211,387	$88,228	$119,655	$158,908	$223,035	$309,151
	U	19	$163,204		$114,530	$146,049	$218,836	
Top Human Resources Position								
	F	49	$204,589	$108,386	$123,212	$155,717	$228,210	$267,075
	M	11	$207,507		$130,720	$167,411	$239,430	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Greater than $5 million								
Top Legal Position								
	F	18	$290,538		$188,786	$217,680	$231,939	
	M	13	$410,712		$209,772	$284,851	$457,799	
Top Marketing Position								
	F	24	$170,940	$112,342	$128,441	$159,772	$198,420	$253,976
	M	17	$204,977		$126,703	$162,904	$194,539	
Top Operations Position								
	F	76	$163,264	$91,451	$112,555	$131,853	$186,974	$272,552
	M	89	$256,313	$109,092	$127,185	$168,360	$225,328	$328,892
	U	6	$144,588			$128,866		
Top PR/Communications Position								
	F	20	$186,167	$124,693	$129,579	$159,284	$203,761	$280,580
	M	11	$222,713		$124,073	$145,769	$196,309	
Top Program Position								
	F	22	$207,764	$124,231	$143,201	$157,865	$191,230	$268,033
	M	13	$164,823		$141,310	$167,727	$185,353	
Top Technology Position								
	F	10	$193,264		$157,371	$178,333	$223,534	
	M	54	$179,715	$115,066	$136,511	$172,670	$206,685	$265,551

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma								
$500 thousand or less								
CEO/Executive Director								
	F	157	$54,829	$21,948	$37,948	$51,250	$66,000	$88,987
	M	123	$65,571	$24,000	$37,810	$58,500	$86,532	$117,272
	U	11	$53,051		$36,432	$44,116	$63,821	
Top Administrative Position								
	F	5	$34,576			$36,345		
Top Finance Position								
	F	11	$44,640		$25,650	$35,617	$47,800	
Top Program Position								
	F	6	$58,588			$61,933		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	64	$79,342	$42,311	$56,609	$69,661	$95,795	$107,632
	M	39	$86,000	$46,741	$65,785	$80,000	$112,325	$132,468
	U	6	$82,533			$76,507		
Top Administrative Position								
	F	5	$64,697			$63,436		
Top Finance Position								
	M	5	$88,011			$90,460		
Top Operations Position								
	F	5	$61,066			$53,620		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma								
Between $1 million and $5 million								
CEO/Executive Director								
	F	104	$110,533	$63,716	$78,877	$99,922	$137,828	$172,835
	M	85	$129,570	$50,886	$80,541	$111,917	$173,683	$216,272
	U	7	$74,826			$61,493		
Top Administrative Position								
	F	9	$64,979			$66,413		
Top Finance Position								
	F	24	$93,890	$46,719	$63,121	$81,211	$119,526	$155,148
	M	19	$100,842		$82,862	$90,000	$127,882	
Top Operations Position								
	F	8	$122,939			$119,592		
	M	9	$112,125			$113,260		
Greater than $5 million								
CEO/Executive Director								
	F	52	$216,441	$117,678	$142,424	$180,095	$241,737	$390,942
	M	83	$330,548	$107,114	$153,339	$227,501	$386,690	$606,491
	U	10	$339,654		$165,515	$235,702	$465,432	
Top Administrative Position								
	F	14	$219,746		$129,589	$171,414	$309,878	
	M	19	$276,830		$143,122	$209,703	$313,291	
Top Business Position								
	M	8	$241,784			$196,791		
Top Development Position								
	F	8	$224,495			$199,078		
	M	9	$163,941			$151,803		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma								
Greater than $5 million								
Top Finance Position								
	F	44	$132,787	$66,401	$80,195	$120,905	$157,309	$217,628
	M	43	$229,299	$91,196	$126,563	$172,769	$284,446	$388,598
	U	5	$166,781			$155,089		
Top Human Resources Position								
	F	7	$162,374			$157,327		
	M	6	$273,396			$158,596		
Top Operations Position								
	F	23	$157,893	$95,740	$106,960	$150,363	$184,022	$208,413
	M	32	$277,673	$98,028	$126,151	$209,897	$286,290	$445,048
Top Technology Position								
	M	15	$227,171		$146,158	$190,894	$232,509	
Oregon								
$500 thousand or less								
CEO/Executive Director								
	F	313	$59,711	$26,372	$39,069	$54,000	$72,290	$97,000
	M	195	$64,928	$26,860	$44,046	$60,000	$81,599	$104,045
	U	30	$52,063	$25,573	$33,800	$49,783	$63,502	$87,366
Top Administrative Position								
	F	8	$35,487			$30,547		
Top Finance Position								
	F	12	$35,114		$23,050	$34,201	$45,573	
	M	9	$47,475			$35,608		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
$500 thousand or less								
Top Program Position								
	F	9	$36,315			$36,258		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	143	$82,009	$44,214	$58,613	$74,676	$94,744	$127,138
	M	118	$102,171	$51,571	$68,190	$82,503	$120,650	$174,813
	U	13	$85,572		$52,868	$66,533	$87,225	
Top Administrative Position								
	F	8	$58,082			$55,149		
Top Finance Position								
	F	6	$44,766			$39,807		
	M	9	$88,625			$82,798		
Top Operations Position								
	F	8	$63,861			$60,679		
Between $1 million and $5 million								
CEO/Executive Director								
	F	242	$111,765	$65,634	$82,739	$104,850	$134,194	$168,736
	M	221	$131,244	$70,567	$92,171	$118,996	$153,000	$214,172
	U	24	$107,642	$64,168	$89,891	$103,156	$121,899	$151,411
Top Administrative Position								
	F	16	$92,674		$58,479	$93,709	$126,659	
	M	13	$152,254		$112,828	$138,058	$194,397	
Top Business Position								
	F	6	$71,236			$68,545		
	M	9	$153,347			$149,649		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Between $1 million and $5 million								
Top Finance Position								
	F	46	$85,525	$55,309	$63,884	$82,358	$109,446	$120,650
	M	21	$117,134	$74,173	$83,645	$100,780	$132,268	$176,889
	U	6	$101,413			$91,738		
Top Operations Position								
	F	18	$102,256		$80,159	$87,708	$120,006	
	M	11	$116,293		$80,147	$106,049	$123,410	
Top Program Position								
	F	5	$139,519			$151,513		
Top Technology Position								
	M	5	$113,263			$113,837		
Greater than $5 million								
CEO/Executive Director								
	F	129	$218,396	$100,244	$126,229	$156,920	$247,500	$362,849
	M	175	$260,536	$108,063	$145,107	$203,594	$286,132	$493,228
	U	14	$423,509		$142,217	$187,971	$286,282	
Top Administrative Position								
	F	14	$162,633		$139,401	$169,955	$200,884	
	M	25	$204,603	$103,819	$112,611	$190,484	$275,347	$319,315
Top Business Position								
	M	9	$195,790			$169,849		
Top Development Position								
	F	22	$200,481	$133,180	$156,933	$183,908	$249,498	$263,036
	M	13	$181,156		$126,866	$159,104	$206,880	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Greater than $5 million								
Top Education Position								
	F	6	$172,248			$160,539		
	M	10	$221,363		$145,592	$250,092	$300,609	
Top Facilities Position								
	M	8	$164,919			$175,406		
Top Finance Position								
	F	105	$161,949	$62,890	$95,744	$126,592	$182,757	$257,405
	M	70	$175,629	$70,830	$101,169	$138,773	$187,944	$307,106
	U	11	$246,093		$108,347	$173,130	$224,316	
Top Human Resources Position								
	F	25	$165,858	$110,097	$126,637	$161,207	$188,788	$228,544
Top Legal Position								
	F	7	$185,219			$186,741		
	M	10	$251,231		$198,251	$267,582	$285,260	
Top Marketing Position								
	F	7	$204,414			$182,932		
	M	7	$202,188			$159,104		
Top Operations Position								
	F	51	$166,347	$88,468	$116,264	$140,751	$185,319	$270,268
	M	40	$180,660	$88,056	$121,946	$174,543	$231,189	$273,954
Top PR/Communications Position								
	F	10	$179,616		$140,465	$168,705	$202,462	
Top Program Position								
	F	7	$158,946			$131,543		
	M	12	$178,757		$141,664	$158,517	$219,661	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Greater than $5 million								
Top Technology Position								
	F	5	$180,448			$136,086		
	M	27	$186,568	$124,463	$134,699	$155,278	$221,165	$277,208
Pennsylvania								
$500 thousand or less								
CEO/Executive Director								
	F	627	$56,064	$25,620	$36,000	$51,651	$69,345	$89,975
	M	409	$63,634	$25,244	$41,621	$58,239	$80,600	$108,146
	U	40	$59,674	$27,713	$37,143	$52,850	$75,466	$100,047
Top Administrative Position								
	F	23	$37,034	$17,856	$21,211	$32,229	$44,368	$63,404
	M	19	$34,007		$21,893	$34,490	$46,916	
Top Business Position								
	M	9	$105,028			$105,666		
Top Education Position								
	F	5	$26,301			$27,824		
Top Finance Position								
	F	35	$38,879	$18,284	$20,921	$31,000	$46,401	$59,030
	M	33	$47,552	$21,248	$25,909	$39,470	$59,540	$71,888
Top Operations Position								
	F	11	$41,736		$26,115	$35,933	$55,750	
	M	5	$37,127			$28,550		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
$500 thousand or less								
Top Program Position								
	F	6	$40,435			$38,311		
	M	6	$45,387			$45,619		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	304	$85,369	$46,291	$61,262	$81,229	$103,165	$135,868
	M	241	$102,518	$48,776	$71,899	$90,000	$131,545	$166,270
	U	31	$88,309	$38,788	$60,956	$82,177	$124,198	$143,605
Top Administrative Position								
	F	6	$62,265			$44,315		
	M	20	$80,144	$30,909	$46,274	$66,844	$85,240	$143,371
Top Business Position								
	M	11	$96,802		$74,563	$94,534	$126,831	
Top Finance Position								
	F	22	$58,655	$35,957	$42,368	$49,473	$79,353	$94,900
	M	24	$94,980	$35,508	$62,656	$93,230	$117,605	$151,178
Top Operations Position								
	F	10	$70,039		$52,587	$63,409	$81,057	
	M	7	$68,669			$62,433		
Between $1 million and $5 million								
CEO/Executive Director								
	F	604	$120,326	$66,317	$84,635	$108,327	$142,665	$187,854
	M	590	$148,478	$70,295	$95,461	$132,355	$178,678	$238,384
	U	46	$139,813	$63,459	$84,974	$136,849	$182,430	$230,482

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Between $1 million and $5 million								
Top Administrative Position								
	F	28	$110,415	$49,644	$88,069	$109,924	$138,177	$169,817
	M	40	$120,038	$51,388	$79,992	$121,137	$149,436	$182,221
	U	5	$156,855			$144,372		
Top Business Position								
	F	19	$115,684		$62,642	$102,312	$171,400	
	M	42	$184,689	$62,526	$119,542	$195,602	$253,873	$283,540
Top Development Position								
	F	24	$123,331	$72,546	$112,077	$129,040	$142,158	$159,804
	M	9	$132,400			$121,365		
Top Education Position								
	F	6	$143,512			$147,718		
	M	5	$220,621			$188,857		
Top Facilities Position								
	M	10	$133,629		$112,325	$140,254	$157,955	
Top Finance Position								
	F	125	$99,254	$43,482	$69,259	$86,175	$121,424	$152,545
	M	140	$132,154	$59,446	$85,307	$110,640	$173,802	$235,269
	U	11	$102,919		$59,274	$78,923	$145,113	
Top Human Resources Position								
	F	7	$135,209			$144,715		
Top Legal Position								
	F	5	$193,576			$196,983		
	M	8	$167,120			$168,931		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Between $1 million and $5 million								
Top Marketing Position								
	F	6	$141,819			$141,089		
Top Operations Position								
	F	34	$124,378	$72,046	$108,715	$127,104	$145,262	$163,680
	M	32	$132,206	$67,516	$88,760	$111,022	$166,973	$184,491
	U	6	$124,158			$125,422		
Top PR/Communications Position								
	F	11	$142,797		$119,705	$133,836	$162,561	
Top Program Position								
	F	13	$116,390		$73,290	$122,267	$136,920	
	M	7	$163,091			$176,557		
Top Technology Position								
	M	10	$175,186		$146,910	$155,903	$170,466	
Greater than $5 million								
CEO/Executive Director								
	F	430	$266,081	$111,871	$141,547	$190,405	$273,640	$463,561
	M	619	$369,548	$123,079	$164,331	$236,560	$384,194	$687,858
	U	35	$431,086	$115,211	$137,038	$172,792	$256,788	$984,718
Top Administrative Position								
	F	96	$186,131	$107,032	$125,634	$164,191	$210,764	$322,438
	M	102	$263,437	$112,873	$146,916	$192,318	$303,591	$417,949
	U	11	$208,488		$163,033	$164,132	$196,526	
Top Business Position								
	F	38	$203,434	$115,027	$136,707	$171,642	$210,759	$384,555
	M	61	$227,453	$118,461	$158,727	$193,808	$293,368	$370,624

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Greater than $5 million								
Top Development Position								
	F	117	$202,004	$118,040	$135,203	$161,879	$201,674	$293,422
	M	77	$263,122	$131,360	$157,602	$212,019	$309,712	$404,642
Top Education Position								
	F	63	$212,091	$125,772	$146,225	$170,638	$224,607	$303,108
	M	67	$326,194	$118,815	$154,440	$211,449	$281,946	$461,028
	U	7	$440,821			$454,643		
Top Facilities Position								
	F	5	$239,149			$154,738		
	M	52	$206,807	$115,403	$135,219	$167,433	$237,831	$325,785
Top Finance Position								
	F	267	$168,507	$90,623	$108,681	$139,003	$192,144	$271,546
	M	385	$251,441	$99,154	$128,279	$175,047	$269,513	$421,937
	U	24	$223,110	$92,624	$122,424	$146,669	$220,434	$340,683
Top Human Resources Position								
	F	108	$189,134	$109,030	$137,860	$168,753	$216,916	$269,956
	M	47	$248,509	$109,772	$126,412	$175,156	$285,029	$488,237
	U	5	$120,779			$129,267		
Top Legal Position								
	F	30	$375,799	$148,081	$197,602	$297,199	$436,168	$529,442
	M	37	$385,269	$127,870	$178,256	$306,252	$428,102	$551,340
Top Marketing Position								
	F	47	$196,180	$126,468	$149,058	$177,777	$216,009	$284,437
	M	22	$187,090	$130,695	$148,720	$175,143	$216,004	$283,969

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Greater than $5 million								
Top Operations Position								
	F	137	$243,831	$105,789	$124,773	$165,354	$230,887	$439,157
	M	162	$275,512	$118,886	$149,316	$197,327	$297,856	$456,238
	U	17	$228,231		$159,006	$172,139	$233,008	
Top PR/Communications Position								
	F	38	$219,056	$123,318	$142,364	$167,928	$269,228	$394,932
	M	29	$197,747	$105,439	$131,574	$170,465	$225,820	$285,752
Top Program Position								
	F	46	$165,462	$109,972	$121,334	$136,404	$166,603	$231,005
	M	23	$223,980	$119,611	$134,462	$158,152	$279,508	$332,592
Top Technology Position								
	F	31	$232,353	$121,589	$146,039	$169,773	$227,060	$458,021
	M	130	$236,250	$121,139	$152,443	$181,385	$260,101	$413,880
Puerto Rico								
$500 thousand or less								
CEO/Executive Director								
	F	20	$46,427	$20,755	$28,811	$37,450	$53,688	$77,183
	M	10	$41,141		$26,274	$33,229	$39,857	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	17	$51,987		$34,000	$57,516	$63,100	
	M	6	$55,981			$56,989		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico								
Between $500 thousand and $1 million								
Top Administrative Position								
	F	5	$40,389			$32,700		
Between $1 million and $5 million								
CEO/Executive Director								
	F	21	$81,712	$41,990	$51,000	$63,600	$87,636	$142,967
	M	7	$65,232			$66,400		
	U	6	$56,243			$49,014		
Greater than $5 million								
CEO/Executive Director								
	F	14	$169,421		$112,507	$134,100	$221,144	
	M	23	$295,500	$90,722	$111,451	$143,464	$201,138	$256,582
	U	6	$121,339			$119,529		
Top Administrative Position								
	F	5	$82,995			$71,884		
	M	7	$200,641			$140,109		
Top Education Position								
	M	6	$112,645			$122,427		
Top Finance Position								
	F	6	$96,900			$96,160		
	M	9	$124,778			$75,024		
	U	5	$67,193			$63,336		
Top Human Resources Position								
	F	9	$71,687			$69,139		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island								
$500 thousand or less								
CEO/Executive Director								
	F	68	$63,146	$29,149	$42,989	$59,276	$77,614	$97,020
	M	45	$72,685	$16,995	$37,500	$61,775	$85,000	$140,594
Top Finance Position								
	M	6	$39,817			$41,434		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	21	$98,533	$60,954	$80,641	$90,352	$122,122	$134,136
	M	27	$104,177	$33,111	$57,731	$99,955	$138,692	$178,905
Between $1 million and $5 million								
CEO/Executive Director								
	F	70	$123,861	$85,888	$102,111	$120,665	$134,749	$169,762
	M	57	$171,460	$78,215	$110,424	$140,803	$197,792	$261,668
Top Administrative Position								
	F	8	$99,798			$86,840		
	M	5	$171,616			$148,996		
Top Business Position								
	M	7	$200,940			$167,268		
Top Finance Position								
	F	13	$111,557		$95,638	$111,501	$125,906	
	M	12	$156,984		$86,492	$107,254	$141,379	
Top Operations Position								
	F	6	$131,373			$131,451		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island								
Greater than $5 million								
CEO/Executive Director								
	F	51	$286,754	$128,046	$158,620	$195,621	$293,426	$590,688
	M	53	$323,404	$134,377	$159,775	$216,287	$336,320	$805,444
	U	6	$224,176			$173,251		
Top Administrative Position								
	F	10	$231,216		$138,363	$153,544	$191,394	
	M	9	$228,799			$160,931		
Top Development Position								
	F	10	$185,741		$149,745	$162,672	$200,257	
	M	7	$369,364			$304,215		
Top Education Position								
	F	8	$201,257			$175,802		
	M	5	$495,918			$395,346		
Top Finance Position								
	F	42	$177,051	$84,579	$107,887	$133,117	$197,416	$335,177
	M	35	$212,214	$106,017	$119,224	$148,121	$216,411	$396,733
Top Human Resources Position								
	F	9	$267,181			$239,722		
Top Marketing Position								
	F	7	$206,283			$222,870		
Top Operations Position								
	F	18	$207,222		$138,045	$164,083	$221,003	
	M	13	$210,763		$161,881	$188,311	$257,268	
Top Technology Position								
	M	10	$282,501		$172,894	$223,656	$251,909	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
$500 thousand or less								
CEO/Executive Director								
	F	222	$53,536	$24,061	$34,540	$51,878	$65,450	$85,000
	M	141	$64,164	$21,246	$39,000	$59,177	$78,000	$104,237
	U	26	$57,652	$24,571	$38,875	$50,997	$69,627	$99,386
Top Administrative Position								
	F	5	$34,929			$27,324		
Top Finance Position								
	F	22	$40,568	$21,242	$27,399	$36,575	$55,755	$62,236
Top Operations Position								
	F	7	$34,537			$31,253		
Top Program Position								
	F	6	$35,896			$36,734		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	82	$80,036	$47,550	$55,456	$72,329	$96,572	$124,755
	M	60	$95,183	$48,870	$60,000	$75,240	$107,947	$171,289
	U	9	$98,498			$93,763		
Between $1 million and $5 million								
CEO/Executive Director								
	F	169	$111,240	$57,007	$73,377	$96,300	$131,652	$171,842
	M	148	$148,280	$70,818	$90,933	$119,761	$183,728	$235,155
	U	9	$94,125			$93,250		
Top Administrative Position								
	F	6	$90,090			$74,020		
	M	6	$100,297			$103,397		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
Between $1 million and $5 million								
Top Finance Position								
	F	21	$98,120	$30,000	$79,413	$102,986	$136,369	$145,764
	M	10	$103,689		$73,207	$104,014	$117,872	
Top Operations Position								
	F	9	$115,439			$114,926		
	M	6	$182,266			$167,760		
Greater than $5 million								
CEO/Executive Director								
	F	57	$215,382	$107,458	$133,150	$186,196	$242,196	$383,336
	M	123	$303,759	$115,059	$148,341	$222,623	$348,312	$559,264
	U	8	$254,935			$215,993		
Top Administrative Position								
	F	18	$180,467		$124,156	$132,616	$190,593	
	M	16	$176,865		$132,114	$174,716	$207,501	
Top Business Position								
	M	12	$169,805		$130,306	$167,788	$182,015	
Top Development Position								
	F	11	$162,149		$124,958	$163,796	$168,108	
	M	12	$154,997		$111,097	$139,655	$207,868	
Top Education Position								
	F	7	$210,279			$143,699		
	M	12	$165,915		$146,508	$159,805	$186,781	
Top Facilities Position								
	M	8	$190,594			$174,419		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
Greater than $5 million								
Top Finance Position								
	F	44	$149,841	$85,753	$95,390	$126,945	$174,440	$254,659
	M	55	$160,252	$86,877	$102,315	$131,659	$189,945	$238,727
	U	5	$109,708			$107,708		
Top Human Resources Position								
	F	12	$181,328		$91,262	$161,039	$177,891	
	M	5	$152,910			$149,903		
Top Marketing Position								
	F	5	$182,784			$137,582		
Top Operations Position								
	F	24	$185,320	$89,613	$108,433	$143,262	$181,770	$269,525
	M	31	$264,529	$116,818	$138,781	$193,991	$270,062	$405,157
Top PR/Communications Position								
	F	5	$148,246			$149,640		
Top Program Position								
	F	6	$125,993			$126,568		
	M	5	$137,684			$140,805		
Top Technology Position								
	M	18	$235,930		$139,514	$196,395	$299,892	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota								
$500 thousand or less								
CEO/Executive Director								
	F	62	$55,535	$26,939	$35,212	$51,350	$73,044	$88,306
	M	46	$60,644	$22,983	$36,610	$59,047	$75,926	$93,328
	U	7	$72,942			$70,705		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	25	$81,974	$49,946	$54,929	$80,027	$103,936	$114,924
	M	14	$79,577		$54,072	$78,776	$103,351	
Between $1 million and $5 million								
CEO/Executive Director								
	F	42	$103,532	$59,598	$68,257	$94,097	$121,319	$152,801
	M	50	$114,304	$64,080	$84,000	$101,732	$143,406	$178,134
Top Administrative Position								
	F	8	$79,244			$76,470		
	M	6	$128,819			$134,807		
Top Finance Position								
	F	20	$74,674	$45,739	$55,613	$64,997	$94,903	$121,285
	M	5	$76,525			$82,368		
Greater than $5 million								
CEO/Executive Director								
	F	31	$160,568	$93,802	$108,339	$141,414	$197,936	$241,862
	M	52	$266,394	$115,383	$149,482	$202,886	$263,674	$398,219
Top Administrative Position								
	F	6	$122,743			$124,049		
	M	17	$199,269		$173,374	$213,525	$229,616	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota								
Greater than $5 million								
Top Business Position								
	F	11	$90,229		$60,294	$91,530	$122,708	
Top Finance Position								
	F	23	$125,196	$61,814	$96,789	$120,651	$145,725	$200,157
	M	18	$210,883		$109,513	$141,687	$243,912	
Top Operations Position								
	F	6	$190,106			$167,587		
	M	7	$193,863			$177,236		
Top Technology Position								
	M	5	$319,166			$257,878		
Tennessee								
$500 thousand or less								
CEO/Executive Director								
	F	319	$54,082	$25,529	$34,809	$48,000	$66,011	$86,050
	M	270	$62,855	$24,000	$36,288	$55,163	$76,531	$112,078
	U	27	$46,727	$25,536	$27,062	$36,495	$57,488	$80,060
Top Administrative Position								
	F	10	$39,714		$30,451	$36,541	$42,859	
	M	7	$32,004			$33,920		
Top Finance Position								
	F	25	$38,707	$19,628	$26,438	$33,020	$45,000	$56,971
	M	11	$59,804		$33,083	$48,300	$64,901	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
$500 thousand or less								
Top Operations Position								
	M	6	$49,505			$36,533		
Top Program Position								
	F	6	$31,871			$27,827		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	123	$79,385	$45,177	$54,826	$71,606	$95,655	$131,344
	M	115	$91,583	$50,000	$64,909	$85,000	$110,622	$144,433
	U	8	$60,965			$56,950		
Top Business Position								
	M	7	$85,016			$87,234		
Top Finance Position								
	F	8	$53,984			$50,663		
	M	8	$114,912			$110,187		
Top Operations Position								
	M	5	$85,454			$69,691		
Between $1 million and $5 million								
CEO/Executive Director								
	F	235	$115,099	$62,637	$78,706	$103,709	$139,943	$180,394
	M	252	$139,984	$69,829	$91,688	$123,733	$168,483	$232,817
	U	21	$114,689	$54,783	$88,833	$105,000	$128,386	$176,920
Top Administrative Position								
	F	9	$105,246			$86,523		
	M	13	$123,816		$67,838	$126,136	$157,955	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Between $1 million and $5 million								
Top Business Position								
	M	11	$173,990		$106,827	$135,185	$223,352	
Top Development Position								
	F	6	$125,797			$117,158		
Top Finance Position								
	F	51	$89,928	$53,763	$66,991	$79,201	$103,593	$134,865
	M	49	$107,483	$44,084	$78,207	$93,235	$124,434	$167,109
Top Operations Position								
	F	35	$106,058	$54,629	$67,667	$99,897	$119,168	$165,464
	M	24	$110,857	$50,437	$65,663	$104,035	$149,744	$181,036
Top Technology Position								
	M	5	$180,899			$135,384		
Greater than $5 million								
CEO/Executive Director								
	F	110	$205,250	$97,698	$120,482	$160,587	$219,001	$336,918
	M	248	$317,017	$110,428	$156,577	$226,332	$367,673	$568,192
	U	15	$265,593		$138,982	$178,594	$261,799	
Top Administrative Position								
	F	16	$192,191		$134,231	$158,276	$199,351	
	M	41	$185,263	$86,594	$109,165	$174,153	$238,660	$289,730
Top Business Position								
	F	10	$196,104		$123,008	$130,593	$245,698	
	M	11	$174,550		$156,567	$177,814	$194,630	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Greater than $5 million								
Top Development Position								
	F	23	$175,067	$102,802	$113,727	$129,752	$167,316	$215,212
	M	43	$182,530	$121,171	$131,238	$155,743	$209,944	$299,323
Top Education Position								
	F	16	$180,390		$135,587	$153,214	$221,921	
	M	19	$139,551		$107,469	$122,846	$140,845	
Top Facilities Position								
	M	5	$187,863			$209,720		
Top Finance Position								
	F	109	$176,056	$78,929	$101,155	$124,811	$180,314	$250,327
	M	114	$187,388	$83,336	$120,323	$163,331	$224,144	$330,582
	U	5	$123,749			$129,258		
Top Human Resources Position								
	F	28	$180,582	$85,217	$109,120	$123,257	$166,964	$238,369
	M	9	$217,243			$185,736		
Top Legal Position								
	F	5	$282,202			$222,165		
	M	11	$352,738		$160,645	$194,639	$356,922	
Top Marketing Position								
	F	11	$254,051		$141,982	$171,000	$321,775	
	M	9	$200,732			$221,057		
Top Operations Position								
	F	37	$160,944	$99,361	$109,532	$130,201	$183,760	$231,942
	M	66	$236,104	$111,352	$134,285	$174,176	$252,526	$370,262
	U	6	$200,580			$186,109		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Greater than $5 million								
Top PR/Communications Position								
	F	8	$150,123			$156,728		
	M	8	$175,187			$169,548		
Top Program Position								
	F	9	$153,290			$145,378		
	M	7	$188,442			$149,968		
Top Technology Position								
	F	5	$230,811			$182,253		
	M	28	$172,531	$98,022	$118,209	$155,096	$209,834	$283,030
Texas								
$500 thousand or less								
CEO/Executive Director								
	F	790	$56,419	$24,627	$36,489	$52,171	$72,253	$92,105
	M	607	$65,671	$24,551	$36,000	$57,200	$81,806	$114,809
	U	81	$56,881	$26,850	$36,250	$50,456	$67,522	$88,122
Top Administrative Position								
	F	34	$37,535	$18,743	$26,128	$37,290	$45,300	$54,573
	M	9	$39,481			$36,000		
Top Business Position								
	F	6	$32,639			$33,997		
	M	5	$65,239			$66,124		
Top Development Position								
	F	5	$28,527			$26,800		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
$500 thousand or less								
Top Education Position								
	F	5	$42,263			$41,304		
Top Finance Position								
	F	57	$38,299	$19,624	$22,647	$31,673	$49,656	$59,089
	M	35	$41,360	$16,905	$21,889	$38,490	$49,696	$64,469
	U	5	$57,125			$45,989		
Top Operations Position								
	F	14	$53,732		$34,136	$48,864	$61,125	
	M	19	$54,101		$32,864	$46,800	$73,290	
Top Program Position								
	F	19	$45,749		$35,700	$44,798	$51,710	
	M	12	$39,290		$25,846	$29,484	$43,308	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	348	$84,737	$44,359	$58,736	$76,788	$101,751	$131,283
	M	251	$99,470	$47,792	$64,814	$87,894	$120,439	$168,040
	U	37	$91,717	$48,473	$68,000	$83,092	$101,412	$112,644
Top Administrative Position								
	F	8	$53,637			$42,193		
	M	6	$63,658			$62,733		
Top Business Position								
	M	6	$79,802			$78,838		
Top Education Position								
	M	5	$82,371			$80,000		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Between $500 thousand and $1 million								
Top Finance Position								
	F	31	$65,976	$36,000	$47,608	$60,000	$75,294	$110,065
	M	16	$81,517		$36,985	$75,624	$107,662	
Top Operations Position								
	F	16	$71,615		$50,268	$62,264	$84,385	
	M	9	$67,289			$63,683		
Top Program Position								
	F	8	$58,563			$50,636		
Between $1 million and $5 million								
CEO/Executive Director								
	F	587	$118,396	$60,425	$80,246	$105,100	$140,141	$187,721
	M	528	$147,459	$68,119	$92,281	$119,446	$174,928	$257,060
	U	45	$110,665	$51,616	$71,241	$95,759	$145,400	$176,671
Top Administrative Position								
	F	35	$89,175	$41,086	$61,356	$89,611	$110,657	$138,223
	M	37	$111,071	$61,942	$82,281	$111,261	$131,864	$165,656
	U	7	$87,028			$73,764		
Top Business Position								
	F	15	$87,360		$57,762	$79,825	$93,245	
	M	17	$152,515		$120,000	$141,020	$165,216	
Top Development Position								
	F	25	$121,325	$74,068	$113,238	$120,797	$148,712	$159,297
	M	14	$135,865		$123,320	$135,038	$150,654	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Between $1 million and $5 million								
Top Education Position								
	F	6	$108,983			$104,352		
	M	9	$164,121			$118,481		
Top Finance Position								
	F	127	$101,988	$51,508	$73,169	$88,474	$121,148	$156,109
	M	77	$116,591	$47,042	$64,700	$94,892	$129,714	$205,262
	U	11	$86,109		$49,816	$66,585	$120,977	
Top Human Resources Position								
	F	6	$77,499			$75,758		
Top Legal Position								
	F	7	$124,604			$113,203		
Top Marketing Position								
	F	7	$119,937			$115,227		
Top Operations Position								
	F	53	$109,212	$59,992	$71,130	$115,000	$130,769	$170,200
	M	45	$130,104	$66,181	$87,409	$113,815	$138,225	$182,937
Top PR/Communications Position								
	F	9	$149,506			$148,931		
Top Program Position								
	F	8	$97,601			$92,693		
Top Technology Position								
	M	9	$199,373			$176,417		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Greater than $5 million								
CEO/Executive Director								
	F	330	$253,025	$100,530	$136,753	$183,994	$263,474	$430,201
	M	532	$394,869	$119,199	$162,736	$243,974	$401,142	$635,954
	U	35	$358,195	$122,158	$165,738	$247,816	$514,922	$606,272
Top Administrative Position								
	F	62	$156,143	$99,612	$115,109	$140,808	$180,894	$226,580
	M	117	$230,972	$107,985	$137,467	$185,409	$270,846	$378,340
	U	6	$198,082			$174,103		
Top Business Position								
	F	33	$204,143	$99,894	$119,821	$158,546	$242,149	$298,797
	M	39	$212,138	$116,390	$149,899	$184,490	$272,919	$308,208
Top Development Position								
	F	98	$166,985	$107,409	$126,046	$148,927	$187,602	$258,630
	M	65	$205,251	$111,905	$138,958	$165,935	$235,505	$325,398
	U	12	$148,073		$117,385	$147,571	$170,149	
Top Education Position								
	F	31	$163,509	$101,691	$116,673	$156,121	$200,680	$227,455
	M	44	$250,360	$119,627	$136,445	$179,880	$280,429	$407,186
	U	6	$158,008			$143,699		
Top Facilities Position								
	M	38	$175,037	$115,874	$125,271	$160,556	$201,111	$243,401
Top Finance Position								
	F	279	$171,587	$73,897	$107,374	$139,451	$199,091	$274,692
	M	260	$248,691	$87,437	$111,061	$168,373	$245,405	$354,343
	U	27	$180,185	$56,225	$89,573	$140,840	$236,140	$374,313

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Greater than $5 million								
Top Human Resources Position								
	F	70	$203,246	$107,258	$127,805	$162,323	$230,337	$304,108
	M	19	$195,038		$137,869	$145,317	$214,346	
Top Legal Position								
	F	20	$378,886	$139,367	$164,020	$245,209	$459,215	$733,991
	M	31	$285,784	$133,947	$160,236	$228,998	$297,839	$642,836
Top Marketing Position								
	F	44	$193,064	$119,229	$132,555	$160,713	$211,782	$282,270
	M	23	$210,207	$115,912	$148,924	$184,044	$209,657	$316,043
Top Operations Position								
	F	122	$239,453	$105,262	$117,294	$156,658	$231,533	$355,089
	M	161	$279,888	$111,679	$137,500	$183,073	$267,866	$389,031
	U	18	$233,424		$135,978	$220,505	$297,596	
Top PR/Communications Position								
	F	33	$207,650	$119,847	$132,575	$163,417	$265,861	$353,176
	M	28	$221,968	$112,483	$141,713	$192,405	$253,089	$389,489
Top Program Position								
	F	35	$138,622	$92,521	$109,173	$129,256	$150,325	$201,256
	M	27	$162,593	$110,925	$131,198	$141,903	$185,676	$218,455
	U	8	$146,067			$153,326		
Top Technology Position								
	F	20	$239,228	$99,602	$120,672	$148,003	$189,998	$653,617
	M	102	$263,624	$116,562	$139,618	$161,628	$228,434	$341,678
	U	5	$182,786			$185,509		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah								
$500 thousand or less								
CEO/Executive Director								
	F	94	$56,529	$24,608	$36,000	$54,892	$74,410	$84,600
	M	56	$60,637	$23,395	$37,434	$56,126	$78,262	$103,567
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	28	$86,445	$45,278	$69,807	$83,308	$99,430	$125,938
	M	35	$103,108	$47,273	$66,502	$95,909	$133,071	$162,411
Between $1 million and $5 million								
CEO/Executive Director								
	F	79	$110,104	$63,433	$75,552	$96,458	$128,185	$172,960
	M	70	$145,696	$53,509	$88,040	$125,251	$190,590	$245,018
	U	9	$124,659			$111,825		
Top Administrative Position								
	M	5	$105,177			$85,417		
Top Business Position								
	M	7	$122,709			$107,381		
Top Finance Position								
	F	9	$90,534			$91,541		
	M	13	$77,677		$54,208	$81,653	$97,278	
Greater than $5 million								
CEO/Executive Director								
	F	28	$166,873	$103,854	$121,202	$139,501	$177,644	$250,624
	M	52	$256,082	$130,356	$155,878	$205,020	$298,184	$404,199
Top Development Position								
	F	7	$192,387			$141,474		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah								
Greater than $5 million								
Top Finance Position								
	F	20	$136,631	$85,947	$92,999	$129,944	$166,817	$194,803
	M	19	$173,968		$131,733	$165,085	$204,768	
Top Operations Position								
	F	5	$135,502			$133,204		
	M	12	$252,777		$158,069	$167,189	$312,898	
Top Program Position								
	M	5	$151,266			$150,418		
Top Technology Position								
	M	12	$194,514		$150,217	$165,548	$221,422	
Vermont								
$500 thousand or less								
CEO/Executive Director								
	F	125	$57,937	$28,772	$42,419	$54,846	$68,202	$85,747
	M	63	$65,972	$24,403	$39,500	$63,800	$82,035	$100,899
	U	5	$55,704			$53,161		
Top Program Position								
	F	6	$38,431			$38,822		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	69	$73,658	$41,872	$57,828	$70,624	$86,888	$102,180
	M	37	$96,170	$68,290	$74,396	$86,350	$100,753	$125,716

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont								
Between $1 million and $5 million								
CEO/Executive Director								
	F	58	$98,798	$65,776	$76,009	$89,732	$112,855	$144,883
	M	65	$128,304	$77,319	$91,996	$110,265	$138,562	$202,701
Top Finance Position								
	F	11	$100,260		$72,849	$88,934	$112,901	
	M	7	$113,787			$92,300		
Greater than $5 million								
CEO/Executive Director								
	F	35	$215,941	$113,569	$131,069	$177,657	$256,479	$355,686
	M	60	$223,325	$98,626	$118,923	$163,324	$273,097	$404,654
Top Administrative Position								
	F	7	$190,170			$183,699		
Top Business Position								
	F	6	$179,703			$151,364		
Top Development Position								
	F	8	$154,785			$139,741		
	M	5	$218,552			$201,070		
Top Finance Position								
	F	24	$136,090	$90,905	$100,813	$123,825	$157,182	$202,312
	M	27	$217,016	$99,465	$128,866	$182,597	$262,472	$395,017
Top Human Resources Position								
	F	7	$183,482			$149,897		
	M	5	$218,215			$175,549		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont								
Greater than $5 million								
Top Operations Position								
	F	13	$175,958		$141,244	$151,466	$171,368	
	M	8	$285,303			$206,559		
Top Technology Position								
	M	12	$157,411		$132,131	$150,250	$168,021	
Virginia								
$500 thousand or less								
CEO/Executive Director								
	F	395	$59,290	$25,517	$40,065	$55,500	$73,046	$92,809
	M	278	$72,601	$24,429	$40,000	$63,058	$89,935	$126,587
	U	39	$61,005	$21,500	$36,684	$55,000	$74,572	$108,160
Top Administrative Position								
	F	7	$38,688			$37,800		
	M	12	$31,087		$18,150	$32,343	$38,300	
Top Finance Position								
	F	23	$50,427	$22,182	$30,989	$40,625	$48,746	$79,130
	M	21	$55,762	$17,929	$24,563	$42,833	$67,955	$94,302
Top Operations Position								
	F	12	$35,826		$19,593	$38,456	$47,051	
	M	8	$46,095			$36,557		
Top Program Position								
	F	9	$42,337			$30,035		
	M	6	$44,109			$43,321		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	218	$95,134	$48,970	$63,731	$82,369	$112,617	$156,434
	M	157	$112,438	$47,887	$66,638	$101,383	$148,475	$191,711
	U	14	$89,019		$57,347	$90,958	$117,479	
Top Administrative Position								
	F	9	$83,335			$83,538		
	M	9	$54,579			$49,465		
Top Finance Position								
	F	14	$82,201		$42,899	$67,894	$124,787	
	M	11	$103,688		$67,398	$98,999	$140,404	
Top Operations Position								
	F	9	$86,495			$80,804		
Between $1 million and $5 million								
CEO/Executive Director								
	F	379	$148,375	$65,566	$87,710	$122,236	$181,010	$262,973
	M	359	$178,622	$72,458	$101,772	$143,003	$222,240	$327,299
	U	42	$138,588	$63,519	$82,478	$110,466	$163,293	$248,092
Top Administrative Position								
	F	18	$115,530		$87,030	$99,325	$136,521	
	M	31	$127,227	$41,383	$78,506	$119,792	$165,001	$221,041
Top Business Position								
	F	11	$164,462		$131,419	$183,233	$200,458	
	M	9	$154,440			$126,845		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Between $1 million and $5 million								
Top Development Position								
	F	19	$123,101		$108,909	$116,358	$138,495	
	M	12	$122,334		$106,341	$126,227	$134,579	
Top Education Position								
	F	9	$134,268			$125,534		
	M	12	$125,276		$109,419	$130,865	$145,185	
Top Finance Position								
	F	84	$108,854	$44,114	$62,357	$92,248	$136,715	$183,632
	M	54	$128,567	$61,622	$85,024	$122,031	$158,399	$184,011
	U	14	$127,431		$96,942	$128,406	$160,924	
Top Human Resources Position								
	F	5	$123,816			$115,395		
Top Legal Position								
	M	7	$229,110			$268,620		
Top Marketing Position								
	F	13	$148,128		$127,062	$149,815	$166,535	
Top Operations Position								
	F	48	$149,396	$87,600	$109,600	$140,807	$166,047	$207,940
	M	35	$177,947	$108,735	$123,764	$166,057	$199,035	$268,586
	U	8	$129,933			$147,398		
Top PR/Communications Position								
	F	20	$129,942	$98,472	$123,138	$138,945	$151,900	$162,073
	M	12	$145,093		$128,623	$145,930	$158,587	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Between $1 million and $5 million								
Top Program Position								
	F	23	$148,450	$110,379	$116,602	$137,135	$160,797	$192,676
	M	7	$134,612			$136,593		
Top Technology Position								
	F	10	$135,189		$117,948	$129,587	$151,881	
	M	21	$166,361	$121,957	$127,593	$167,718	$190,834	$246,485
Greater than $5 million								
CEO/Executive Director								
	F	198	$293,491	$122,030	$151,651	$235,946	$369,488	$478,463
	M	341	$427,983	$150,962	$218,221	$307,678	$469,459	$728,721
	U	26	$338,896	$99,608	$134,424	$197,263	$386,767	$574,806
Top Administrative Position								
	F	40	$201,603	$116,854	$144,479	$182,249	$260,189	$286,872
	M	60	$213,373	$107,123	$138,370	$198,634	$252,376	$335,179
Top Business Position								
	F	35	$181,042	$131,924	$152,658	$165,449	$201,601	$266,234
	M	33	$214,391	$119,182	$140,503	$196,629	$231,903	$322,425
Top Development Position								
	F	64	$202,080	$111,544	$140,570	$183,785	$232,002	$319,290
	M	53	$214,986	$128,067	$147,613	$185,044	$249,820	$330,847
	U	5	$158,599			$150,118		
Top Education Position								
	F	42	$207,436	$115,376	$146,876	$182,284	$249,519	$315,977
	M	34	$227,281	$122,285	$148,878	$174,025	$222,493	$405,427

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Greater than $5 million								
Top Facilities Position								
	F	5	$180,551			$130,638		
	M	21	$193,528	$124,082	$136,410	$181,111	$216,884	$285,057
Top Finance Position								
	F	157	$190,492	$98,248	$128,043	$172,280	$219,392	$286,057
	M	195	$253,196	$108,962	$143,619	$203,454	$285,085	$401,001
	U	22	$146,428	$103,218	$116,385	$139,922	$169,742	$191,568
Top Human Resources Position								
	F	73	$187,038	$110,694	$125,684	$161,367	$207,429	$259,949
	M	21	$237,145	$112,059	$168,932	$187,958	$273,607	$361,801
Top Legal Position								
	F	20	$494,422	$173,975	$212,197	$298,204	$575,184	$756,442
	M	38	$305,822	$181,492	$220,593	$267,756	$321,799	$525,619
Top Marketing Position								
	F	52	$173,649	$125,371	$145,576	$160,621	$187,110	$227,937
	M	24	$228,810	$126,654	$146,436	$184,905	$256,190	$423,484
Top Operations Position								
	F	84	$233,381	$111,275	$138,774	$182,202	$246,375	$357,349
	M	110	$250,562	$116,795	$145,779	$218,164	$313,554	$435,266
	U	10	$298,189		$138,697	$181,018	$342,549	
Top PR/Communications Position								
	F	59	$188,249	$128,268	$141,314	$170,221	$225,882	$272,267
	M	40	$219,119	$124,986	$153,118	$215,663	$260,306	$323,623

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Greater than $5 million								
Top Program Position								
	F	43	$185,991	$118,846	$143,592	$164,747	$217,860	$247,723
	M	36	$212,823	$136,300	$149,331	$185,543	$235,212	$355,334
Top Technology Position								
	F	21	$262,371	$135,196	$145,052	$179,126	$259,710	$373,636
	M	94	$248,180	$125,344	$148,596	$184,864	$261,009	$366,127
	U	10	$219,729		$155,220	$175,298	$181,221	
Washington								
$500 thousand or less								
CEO/Executive Director								
	F	332	$60,771	$26,468	$38,674	$57,333	$75,770	$97,471
	M	259	$65,751	$24,496	$39,030	$56,147	$78,108	$113,868
	U	36	$58,287	$36,032	$42,973	$53,761	$64,283	$83,406
Top Administrative Position								
	F	18	$43,636		$26,402	$45,729	$54,046	
	M	5	$98,234			$43,200		
Top Business Position								
	M	6	$74,376			$56,697		
Top Education Position								
	F	5	$60,063			$57,332		
Top Finance Position								
	F	17	$38,125		$19,500	$36,283	$58,120	
	M	8	$50,510			$36,327		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
$500 thousand or less								
Top Operations Position								
	F	5	$51,189			$48,000		
Top Program Position								
	F	9	$42,641			$44,582		
	M	7	$42,758			$40,800		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	185	$85,609	$48,754	$60,000	$78,051	$100,000	$138,338
	M	125	$105,062	$53,685	$68,500	$91,000	$119,093	$185,178
	U	16	$80,044		$61,693	$78,995	$89,783	
Top Administrative Position								
	F	12	$65,919		$42,117	$64,994	$79,509	
Top Business Position								
	M	5	$101,020			$108,825		
Top Education Position								
	M	5	$100,637			$102,859		
Top Finance Position								
	F	20	$69,595	$27,476	$36,734	$54,433	$88,108	$120,351
	M	8	$127,583			$89,600		
Top Operations Position								
	F	8	$97,048			$63,893		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Between $1 million and $5 million								
CEO/Executive Director								
	F	302	$114,727	$65,971	$81,637	$107,795	$139,179	$172,254
	M	240	$134,009	$69,808	$94,548	$119,964	$156,107	$203,632
	U	33	$144,688	$81,242	$104,798	$132,711	$161,207	$231,657
Top Administrative Position								
	F	13	$106,975		$94,532	$103,844	$124,494	
	M	27	$126,956	$80,142	$94,926	$127,989	$147,265	$178,331
Top Business Position								
	F	11	$135,726		$83,615	$108,617	$192,959	
	M	11	$159,044		$117,840	$156,323	$188,093	
Top Development Position								
	F	11	$105,522		$89,557	$111,626	$125,946	
Top Education Position								
	M	11	$136,763		$118,220	$140,652	$160,587	
Top Finance Position								
	F	72	$91,488	$51,190	$66,465	$83,839	$111,289	$138,244
	M	44	$118,148	$49,458	$86,614	$121,756	$152,944	$182,432
	U	6	$130,670			$128,826		
Top Human Resources Position								
	F	6	$70,580			$72,210		
Top Operations Position								
	F	18	$103,368		$73,168	$100,471	$135,394	
	M	15	$103,370		$81,899	$111,389	$121,934	
Top Program Position								
	F	6	$71,803			$62,774		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Between $1 million and $5 million								
Top Technology Position								
	M	5	$130,932			$136,202		
Greater than $5 million								
CEO/Executive Director								
	F	145	$237,004	$110,639	$138,319	$184,457	$241,509	$373,400
	M	217	$321,852	$129,264	$164,043	$229,940	$369,765	$546,526
	U	20	$280,306	$145,459	$171,006	$242,041	$311,245	$367,424
Top Administrative Position								
	F	26	$204,000	$116,667	$130,462	$163,203	$221,532	$310,731
	M	40	$193,177	$137,427	$146,790	$189,377	$221,417	$245,760
Top Business Position								
	F	11	$213,088		$138,981	$166,534	$226,706	
	M	17	$207,984		$174,022	$219,477	$242,215	
Top Development Position								
	F	48	$167,626	$112,780	$124,919	$151,619	$177,656	$221,143
	M	15	$199,693		$163,540	$196,936	$239,234	
	U	12	$222,172		$149,456	$172,335	$203,035	
Top Education Position								
	F	15	$161,815		$125,280	$146,984	$182,778	
	M	14	$215,632		$141,723	$179,823	$230,641	
	U	6	$174,962			$166,544		
Top Facilities Position								
	M	15	$191,961		$127,695	$169,017	$186,582	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Greater than $5 million								
Top Finance Position								
	F	125	$167,599	$85,166	$108,325	$142,267	$195,270	$267,972
	M	109	$210,074	$98,159	$129,367	$170,794	$237,096	$347,197
	U	17	$191,779		$163,439	$186,599	$199,806	
Top Human Resources Position								
	F	38	$170,268	$107,491	$121,787	$134,917	$165,581	$245,558
	M	11	$236,335		$143,924	$168,335	$184,767	
Top Legal Position								
	F	10	$319,272		$203,017	$324,557	$336,993	
	M	10	$255,908		$167,966	$213,181	$255,832	
Top Marketing Position								
	F	19	$177,274		$123,888	$145,770	$184,631	
	M	13	$181,318		$154,856	$174,022	$228,378	
Top Operations Position								
	F	54	$198,518	$119,963	$147,411	$181,141	$235,397	$308,466
	M	51	$290,758	$130,504	$154,379	$199,400	$296,234	$686,734
	U	6	$169,615			$177,952		
Top PR/Communications Position								
	F	16	$205,379		$118,834	$170,580	$218,297	
	M	8	$194,748			$184,344		
Top Program Position								
	F	17	$137,559		$114,283	$137,107	$162,877	
	M	18	$202,422		$135,717	$149,840	$217,009	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Greater than $5 million								
Top Technology Position								
	F	10	$135,062		$114,319	$138,824	$171,386	
	M	46	$202,423	$126,199	$145,435	$181,330	$241,787	$301,780
West Virginia								
$500 thousand or less								
CEO/Executive Director								
	F	89	$50,338	$27,024	$35,010	$46,000	$59,000	$80,430
	M	46	$55,258	$19,904	$26,579	$50,003	$65,459	$101,909
Top Finance Position								
	F	8	$40,918			$37,911		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	39	$63,675	$37,994	$45,414	$57,418	$69,976	$87,187
	M	32	$86,668	$35,787	$56,706	$80,571	$125,045	$139,763
Top Finance Position								
	F	5	$37,965			$25,000		
Between $1 million and $5 million								
CEO/Executive Director								
	F	97	$83,828	$49,156	$60,917	$78,838	$105,289	$129,210
	M	47	$107,761	$57,024	$73,885	$90,828	$138,614	$163,647
Top Business Position								
	M	6	$152,212			$132,756		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia								
Between $1 million and $5 million								
Top Finance Position								
	F	17	$72,938		$56,485	$63,393	$89,561	
	M	17	$117,635		$80,758	$90,360	$148,420	
Top Operations Position								
	F	5	$86,549			$87,805		
Greater than $5 million								
CEO/Executive Director								
	F	33	$181,167	$87,978	$111,700	$155,808	$215,625	$229,608
	M	50	$255,221	$96,618	$124,474	$193,582	$284,480	$488,620
Top Administrative Position								
	F	7	$140,327			$135,189		
	M	5	$196,855			$157,157		
Top Finance Position								
	F	32	$144,456	$66,285	$78,489	$104,696	$150,269	$180,766
	M	27	$193,425	$77,669	$116,006	$155,451	$207,461	$343,311
Top Operations Position								
	F	10	$119,010		$104,420	$113,424	$119,040	
	M	12	$188,450		$94,156	$161,342	$230,605	
Top Technology Position								
	M	7	$279,626			$238,620		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
$500 thousand or less								
CEO/Executive Director								
	F	332	$58,559	$26,546	$40,000	$56,010	$72,748	$92,647
	M	177	$62,251	$28,000	$40,000	$58,788	$77,265	$101,464
	U	12	$57,344		$45,750	$53,410	$67,572	
Top Administrative Position								
	F	10	$48,036		$38,552	$46,617	$51,553	
	M	7	$31,701			$31,156		
Top Finance Position								
	F	23	$42,766	$20,493	$27,466	$38,059	$54,344	$64,180
	M	14	$53,455		$41,115	$49,851	$65,838	
Top Operations Position								
	F	6	$48,999			$44,649		
Top Program Position								
	F	6	$32,579			$30,144		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	133	$83,030	$52,460	$66,298	$77,155	$94,135	$113,974
	M	99	$103,124	$51,865	$71,336	$94,618	$124,329	$177,020
	U	8	$69,041			$64,691		
Top Administrative Position								
	F	6	$54,464			$50,380		
	M	6	$84,009			$84,242		
Top Business Position								
	M	7	$94,539			$90,242		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Between $500 thousand and $1 million								
Top Finance Position								
	F	7	$50,949			$38,751		
	M	11	$126,289		$62,355	$125,160	$152,651	
Top Operations Position								
	F	7	$72,215			$72,428		
Between $1 million and $5 million								
CEO/Executive Director								
	F	239	$120,245	$72,135	$84,767	$105,678	$137,282	$175,421
	M	243	$154,187	$73,937	$100,516	$131,029	$183,909	$252,204
	U	16	$134,899		$100,570	$109,514	$157,963	
Top Administrative Position								
	F	23	$99,175	$54,024	$69,921	$101,052	$121,734	$148,558
	M	18	$116,922		$97,764	$104,909	$137,119	
Top Business Position								
	F	9	$73,974			$73,814		
	M	24	$147,060	$70,879	$128,388	$149,453	$177,876	$206,737
Top Facilities Position								
	M	5	$136,748			$139,649		
Top Finance Position								
	F	56	$82,071	$39,156	$58,510	$80,770	$101,800	$127,698
	M	56	$142,932	$66,716	$82,871	$118,736	$153,965	$199,387
Top Operations Position								
	F	19	$110,057		$84,110	$109,768	$128,465	
	M	13	$132,897		$82,042	$113,198	$187,583	

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Greater than $5 million								
CEO/Executive Director								
	F	113	$241,716	$101,711	$128,744	$179,271	$263,157	$364,749
	M	171	$313,894	$127,934	$179,630	$264,382	$352,545	$533,712
	U	10	$322,442		$119,154	$216,940	$382,224	
Top Administrative Position								
	F	25	$164,602	$95,404	$118,369	$142,131	$209,136	$250,617
	M	22	$225,768	$107,867	$149,247	$185,289	$263,565	$350,000
Top Business Position								
	F	11	$192,497		$110,105	$134,743	$195,368	
	M	15	$182,959		$143,518	$164,534	$226,801	
Top Development Position								
	F	24	$158,569	$110,576	$127,730	$140,895	$173,114	$209,500
	M	16	$208,419		$145,990	$198,672	$258,295	
Top Education Position								
	F	6	$172,920			$157,141		
	M	18	$268,443		$154,385	$182,012	$252,622	
Top Finance Position								
	F	109	$141,871	$76,208	$95,032	$130,892	$176,833	$209,975
	M	88	$202,028	$87,006	$117,051	$147,497	$247,139	$367,209
	U	9	$266,221			$163,902		
Top Human Resources Position								
	F	33	$148,633	$107,536	$113,275	$132,061	$175,455	$201,954
	M	7	$257,115			$170,487		
Top Legal Position								
	M	9	$253,223			$189,187		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Greater than $5 million								
Top Marketing Position								
	F	9	$167,332			$159,473		
	M	8	$171,991			$168,091		
Top Operations Position								
	F	36	$172,281	$83,332	$115,992	$144,371	$187,655	$277,458
	M	47	$247,928	$138,217	$154,473	$188,335	$270,026	$375,630
	U	7	$263,168			$129,838		
Top PR/Communications Position								
	F	8	$189,072			$162,948		
	M	8	$199,911			$194,780		
Top Program Position								
	F	5	$149,961			$145,879		
	M	8	$197,911			$179,908		
Top Technology Position								
	F	6	$186,299			$204,078		
	M	25	$229,914	$114,856	$144,008	$186,887	$261,247	$376,700
Wyoming								
$500 thousand or less								
CEO/Executive Director								
	F	76	$61,429	$33,700	$45,588	$58,000	$71,477	$93,983
	M	26	$55,348	$20,892	$33,539	$45,429	$73,031	$106,591
	U	7	$58,030			$55,109		

All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	37	$75,352	$45,882	$60,386	$76,838	$89,399	$102,409
	M	12	$78,749		$60,124	$76,835	$105,334	
Between $1 million and $5 million								
CEO/Executive Director								
	F	40	$104,417	$63,928	$69,939	$101,163	$136,772	$157,522
	M	28	$117,111	$69,031	$76,915	$106,393	$146,592	$182,422
Top Finance Position								
	F	8	$71,860			$65,423		
Top Operations Position								
	F	5	$74,291			$77,083		
Greater than $5 million								
CEO/Executive Director								
	F	9	$220,519			$117,378		
	M	24	$192,376	$95,854	$110,534	$163,616	$238,649	$282,400
Top Administrative Position								
	M	5	$240,159			$234,116		
Top Finance Position								
	F	9	$127,674			$116,032		
	M	6	$175,110			$146,777		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-related							
$500 thousand or less							
CEO/Executive Director	6	$42,103			$29,616		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	19	$52,003		$36,311	$44,000	$52,163	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$67,402			$62,794		
Between $1 million and $5 million							
CEO/Executive Director	10	$104,087		$65,741	$87,395	$116,620	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	$52,378			$57,939		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$69,656			$57,500		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$78,303			$81,587		
Between $1 million and $5 million							
CEO/Executive Director	5	$63,471			$77,370		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	9	$63,323			$64,809		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	$102,705			$104,961		
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	5	$175,430			$187,468		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	19	$54,313		$35,250	$50,000	$68,780	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$94,128		$66,034	$84,677	$110,768	
Between $1 million and $5 million							
CEO/Executive Director	28	$117,828	$76,541	$83,123	$102,812	$133,870	$165,997
Greater than $5 million							
CEO/Executive Director	31	$205,498	$103,333	$135,297	$187,603	$250,341	$331,174
Top Administrative Position	8	$157,233			$139,828		
Top Education Position	12	$174,897		$132,254	$167,547	$210,649	
Top Finance Position	19	$160,330		$100,427	$175,297	$205,174	
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	5	$63,287			$60,760		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	$54,419			$49,877		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$89,198			$91,294		
Between $1 million and $5 million							
CEO/Executive Director	6	$148,752			$169,240		
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	$114,186			$96,400		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	10	$57,195		$40,661	$52,422	$75,920	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$91,942			$91,681		
Between $1 million and $5 million							
CEO/Executive Director	14	$130,171		$73,716	$107,474	$157,354	
Greater than $5 million							
CEO/Executive Director	19	$398,096		$154,702	$267,087	$435,885	
Top Administrative Position	9	$139,219			$138,506		
Top Finance Position	14	$267,120		$134,133	$158,562	$283,096	
Top Operations Position	12	$314,723		$112,736	$162,709	$278,850	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	8	$55,605			$53,349		
Between $1 million and $5 million							
CEO/Executive Director	7	$87,334			$85,519		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	55	$50,008	$30,670	$35,961	$49,405	$61,138	$73,052
Between $500 thousand and $1 million							
CEO/Executive Director	27	$66,681	$39,043	$51,863	$58,240	$82,975	$88,689
Between $1 million and $5 million							
CEO/Executive Director	46	$89,733	$56,383	$66,193	$81,500	$101,210	$134,033
Top Finance Position	7	$68,414			$54,782		
Greater than $5 million							
CEO/Executive Director	32	$213,787	$62,511	$135,939	$169,775	$242,637	$351,296
Top Development Position	5	$118,527			$101,091		
Top Finance Position	19	$142,705		$90,728	$131,083	$167,855	
Top Human Resources Position	6	$117,916			$120,727		
Top Operations Position	9	$302,050			$167,569		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	$52,632			$55,187		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	16	$58,367		$46,684	$58,021	$66,568	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$96,883			$95,200		
Between $1 million and $5 million							
CEO/Executive Director	11	$97,967		$78,345	$92,990	$105,090	
Greater than $5 million							
CEO/Executive Director	5	$135,225			$133,622		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$49,032			$43,040		
Between $1 million and $5 million							
CEO/Executive Director	7	$111,742			$119,775		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$85,005			$77,250		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	$75,174			$76,665		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	57	$56,274	$19,696	$31,550	$49,150	$81,340	$99,371

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$76,661			$67,384		
Between $1 million and $5 million							
CEO/Executive Director	6	$126,119			$123,219		
Youth development							
$500 thousand or less							
CEO/Executive Director	14	$52,536		$40,994	$51,257	$66,443	
Between $1 million and $5 million							
CEO/Executive Director	9	$126,422			$106,928		
Alaska							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$97,581			$96,857		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	22	$53,713	$28,687	$36,539	$54,850	$64,250	$77,527
Between $500 thousand and $1 million							
CEO/Executive Director	7	$73,960			$76,040		
Between $1 million and $5 million							
CEO/Executive Director	8	$125,137			$140,829		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	8	$103,927			$97,863		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$84,377			$67,414		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$65,149			$64,331		
Greater than $5 million							
CEO/Executive Director	6	$149,011			$145,147		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$54,226			$52,160		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$94,188			$89,108		
Between $1 million and $5 million							
CEO/Executive Director	6	$151,615			$137,658		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	11	$133,547		$99,946	$124,870	$167,970	
Top Finance Position	5	$86,964			$71,823		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	17	$357,894		$152,826	$239,329	$486,609	
Top Finance Position	14	$198,948		$77,267	$123,121	$298,823	
Top Operations Position	5	$391,114			$402,528		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	10	$101,698		$84,693	$94,333	$110,355	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$56,750		$53,860	$57,400	$62,051	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$63,257		$49,452	$62,790	$73,329	
Between $1 million and $5 million							
CEO/Executive Director	24	$101,556	$73,644	$80,807	$97,462	$119,346	$140,318
Top Finance Position	6	$84,451			$84,624		
Greater than $5 million							
CEO/Executive Director	16	$168,236		$122,814	$143,670	$231,699	
Top Finance Position	11	$138,649		$97,885	$121,017	$156,655	
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$97,594			$87,210		
Between $1 million and $5 million							
CEO/Executive Director	7	$102,078			$98,239		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	10	$155,442		$119,502	$148,042	$159,475	
Top Finance Position	9	$109,717			$108,293		
Top Operations Position	6	$101,652			$103,311		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$148,917			$150,000		
Arizona							
Animal-related							
$500 thousand or less							
CEO/Executive Director	7	$42,845			$45,000		
Between $1 million and $5 million							
CEO/Executive Director	10	$90,048		$73,554	$95,647	$110,860	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	41	$49,439	$24,393	$33,836	$47,847	$60,000	$76,167
Between $500 thousand and $1 million							
CEO/Executive Director	20	$81,154	$58,661	$63,949	$72,243	$82,032	$136,336
Between $1 million and $5 million							
CEO/Executive Director	19	$127,997		$89,801	$121,014	$153,526	
Top Finance Position	5	$79,531			$76,995		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	13	$254,482		$146,187	$249,510	$271,309	
Top Finance Position	7	$128,089			$109,033		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$52,448			$43,927		
Between $1 million and $5 million							
CEO/Executive Director	6	$123,802			$111,880		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	19	$73,026		$39,024	$60,000	$101,188	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$98,109			$84,226		
Between $1 million and $5 million							
CEO/Executive Director	8	$148,138			$130,270		
Greater than $5 million							
CEO/Executive Director	6	$339,067			$353,895		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	13	$53,057		$38,004	$40,302	$64,489	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	43	$54,126	$22,060	$31,846	$49,999	$73,520	$93,973
Between $500 thousand and $1 million							
CEO/Executive Director	29	$84,485	$47,927	$57,159	$79,489	$99,238	$134,194
Between $1 million and $5 million							
CEO/Executive Director	110	$114,826	$66,450	$80,771	$101,300	$130,783	$179,305
Top Administrative Position	6	$86,176			$87,394		
Top Business Position	5	$103,617			$102,886		
Top Finance Position	14	$86,778		$46,971	$72,404	$86,039	
Top Operations Position	7	$130,083			$145,363		
Greater than $5 million							
CEO/Executive Director	85	$174,664	$92,868	$108,750	$125,957	$201,763	$274,082
Top Administrative Position	13	$150,196		$117,568	$129,974	$164,035	
Top Business Position	7	$129,033			$108,659		
Top Education Position	5	$224,078			$145,409		
Top Finance Position	22	$132,995	$50,115	$73,845	$99,845	$145,979	$299,001
Top Operations Position	7	$130,284			$120,961		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	10	$85,195		$51,986	$83,496	$112,856	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	10	$62,022		$48,264	$61,783	$73,208	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$75,351			$68,289		
Between $1 million and $5 million							
CEO/Executive Director	8	$131,525			$131,387		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	$38,744			$37,089		
Greater than $5 million							
CEO/Executive Director	6	$160,271			$134,266		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	17	$47,725		$35,500	$43,776	$52,184	
Between $1 million and $5 million							
CEO/Executive Director	14	$155,196		$105,625	$138,824	$192,300	
Greater than $5 million							
CEO/Executive Director	36	$311,665	$130,091	$187,610	$260,358	$323,238	$405,825
Top Finance Position	27	$187,404	$97,582	$118,390	$144,601	$193,794	$285,862
Top Operations Position	16	$200,791		$119,572	$177,866	$256,707	
Top Technology Position	9	$196,900			$136,825		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	10	$67,863		$55,576	$69,900	$77,250	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$73,275			$78,551		
Between $1 million and $5 million							
CEO/Executive Director	18	$162,903		$103,192	$117,742	$160,390	
Greater than $5 million							
CEO/Executive Director	6	$179,438			$182,720		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	51	$50,332	$25,000	$32,000	$48,000	$62,601	$81,500
Top Finance Position	6	$48,214			$46,450		
Between $500 thousand and $1 million							
CEO/Executive Director	29	$84,159	$41,618	$55,443	$71,687	$102,916	$133,687
Between $1 million and $5 million							
CEO/Executive Director	72	$110,727	$66,590	$79,163	$98,869	$131,673	$164,972
Top Finance Position	13	$69,022		$50,140	$80,847	$84,319	
Top Operations Position	9	$88,050			$79,771		
Greater than $5 million							
CEO/Executive Director	52	$207,168	$85,824	$126,857	$195,758	$249,374	$342,560
Top Administrative Position	5	$179,103			$147,418		
Top Development Position	9	$158,302			$149,367		
Top Finance Position	28	$149,222	$90,140	$107,744	$125,829	$182,031	$226,365
Top Human Resources Position	6	$175,971			$164,572		
Top Marketing Position	5	$151,405			$149,994		
Top Operations Position	13	$164,661		$133,675	$152,445	$176,150	
Top Technology Position	8	$172,434			$144,450		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	$52,404			$50,930		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$105,979			$90,014		
Between $1 million and $5 million							
CEO/Executive Director	12	$129,793		$119,875	$130,281	$145,708	
Greater than $5 million							
CEO/Executive Director	15	$290,502		$214,866	$283,814	$337,043	
Top Finance Position	12	$158,010		$123,649	$135,640	$164,726	
Top Operations Position	7	$148,034			$134,083		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	8	$75,251			$60,770		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$97,248			$88,638		
Between $1 million and $5 million							
CEO/Executive Director	5	$180,228			$110,342		
Greater than $5 million							
CEO/Executive Director	9	$327,484			$264,862		
Top Finance Position	7	$144,674			$123,505		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$61,273			$65,129		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$100,545			$83,750		
Between $1 million and $5 million							
CEO/Executive Director	7	$115,200			$103,450		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$33,312			$25,238		
Between $1 million and $5 million							
CEO/Executive Director	11	$108,335		$73,562	$103,452	$121,230	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	46	$59,931	$19,616	$37,047	$56,928	$80,165	$101,471
Between $500 thousand and $1 million							
CEO/Executive Director	9	$136,537			$100,360		
Between $1 million and $5 million							
CEO/Executive Director	13	$121,954		$77,622	$95,200	$138,845	
Greater than $5 million							
CEO/Executive Director	5	$234,642			$218,420		
Youth development							
$500 thousand or less							
CEO/Executive Director	24	$62,806	$37,420	$45,294	$66,751	$74,993	$85,154
Between $500 thousand and $1 million							
CEO/Executive Director	9	$83,105			$71,533		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	15	$110,325		$81,253	$92,840	$126,131	
Arkansas							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	18	$44,267		$27,200	$38,548	$56,935	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$95,400			$89,328		
Between $1 million and $5 million							
CEO/Executive Director	7	$102,971			$79,421		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	$69,801		$37,365	$59,850	$94,455	
Between $1 million and $5 million							
CEO/Executive Director	8	$125,912			$118,574		
Greater than $5 million							
CEO/Executive Director	6	$102,030			$102,123		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	17	$40,852		$30,000	$33,333	$50,178	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$72,873			$63,630		
Between $1 million and $5 million							
CEO/Executive Director	27	$92,193	$49,642	$59,004	$76,500	$127,381	$159,810
Greater than $5 million							
CEO/Executive Director	23	$270,642	$118,689	$151,274	$262,362	$336,701	$418,583
Top Administrative Position	7	$111,812			$124,711		
Top Education Position	8	$185,219			$163,850		
Top Finance Position	16	$149,920		$112,975	$136,754	$172,319	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$174,877			$125,999		
Greater than $5 million							
CEO/Executive Director	34	$329,744	$119,074	$154,125	$203,087	$435,143	$679,608
Top Administrative Position	10	$192,333		$113,332	$152,871	$184,909	
Top Finance Position	23	$189,781	$103,953	$111,485	$122,679	$186,461	$325,684
Top Operations Position	18	$283,020		$137,933	$243,036	$315,762	
Top Technology Position	5	$219,879			$166,771		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	$55,442	$36,764	$41,520	$47,603	$62,400	$95,609
Between $500 thousand and $1 million							
CEO/Executive Director	10	$58,518		$44,380	$54,327	$62,401	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	22	$91,216	$66,956	$78,854	$85,110	$108,044	$126,313
Top Finance Position	6	$64,287			$53,187		
Greater than $5 million							
CEO/Executive Director	26	$137,478	$69,876	$88,825	$118,442	$157,580	$220,773
Top Finance Position	11	$113,917		$76,999	$96,577	$140,461	
Top Operations Position	5	$144,357			$147,227		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	11	$166,802		$144,536	$165,441	$184,991	
Top Finance Position	7	$106,022			$105,003		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	16	$43,282		$22,982	$38,713	$57,150	
Between $1 million and $5 million							
CEO/Executive Director	6	$140,750			$138,162		
Youth development							
$500 thousand or less							
CEO/Executive Director	9	$52,752			$49,750		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Animal-related							
$500 thousand or less							
CEO/Executive Director	47	$60,525	$25,132	$37,595	$57,115	$83,383	$95,001
Between $500 thousand and $1 million							
CEO/Executive Director	20	$70,749	$20,412	$42,925	$69,267	$85,907	$128,199
Between $1 million and $5 million							
CEO/Executive Director	61	$117,086	$69,954	$89,773	$111,020	$144,562	$168,508
Top Finance Position	7	$112,279			$126,191		
Top Operations Position	5	$117,422			$122,863		
Greater than $5 million							
CEO/Executive Director	19	$314,575		$226,480	$277,567	$358,762	
Top Development Position	13	$188,672		$127,246	$140,913	$160,591	
Top Finance Position	15	$195,750		$138,513	$166,662	$188,764	
Top Human Resources Position	5	$175,693			$177,885		
Top Operations Position	9	$199,849			$149,949		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	342	$57,345	$25,000	$36,241	$52,750	$73,215	$95,626
Top Administrative Position	12	$44,996		$23,700	$46,512	$56,766	
Top Finance Position	22	$48,838	$25,826	$33,612	$43,530	$55,616	$70,195
Top Operations Position	10	$48,202		$44,640	$49,254	$57,077	
Top Program Position	7	$38,980			$40,468		
Between $500 thousand and $1 million							
CEO/Executive Director	148	$86,764	$48,920	$68,225	$83,227	$102,765	$126,338
Top Finance Position	9	$80,387			$78,000		
Top Operations Position	7	$58,833			$55,355		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	223	$134,189	$74,551	$90,541	$126,250	$161,920	$206,916
Top Administrative Position	12	$94,725		$63,404	$95,216	$114,632	
Top Development Position	16	$124,298		$116,788	$123,314	$132,288	
Top Finance Position	28	$99,134	$59,042	$62,010	$104,410	$120,036	$136,766
Top Marketing Position	6	$115,973			$117,371		
Top Operations Position	16	$115,357		$104,630	$114,680	$140,005	
Top Program Position	7	$116,935			$122,141		
Greater than $5 million							
CEO/Executive Director	92	$414,765	$177,344	$239,195	$309,973	$448,765	$724,830
Top Administrative Position	19	$198,897		$150,700	$200,763	$244,730	
Top Business Position	10	$175,027		$126,422	$153,716	$233,994	
Top Development Position	58	$200,390	$122,643	$145,757	$177,168	$253,546	$306,891
Top Education Position	18	$189,544		$144,427	$186,842	$209,310	
Top Facilities Position	7	$177,091			$160,451		
Top Finance Position	67	$189,034	$104,718	$133,436	$177,072	$219,370	$294,481
Top Human Resources Position	13	$188,953		$115,504	$152,934	$193,692	
Top Legal Position	7	$297,682			$273,672		
Top Marketing Position	30	$177,435	$116,491	$130,292	$168,147	$217,678	$248,339
Top Operations Position	47	$190,190	$126,610	$151,006	$179,594	$199,153	$285,844
Top PR/Communications Position	21	$187,371	$114,129	$123,599	$166,501	$246,254	$284,316
Top Program Position	10	$188,940		$146,163	$160,001	$229,181	
Top Technology Position	15	$176,336		$147,351	$167,432	$203,929	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	30	$53,278	$19,440	$24,486	$52,976	$76,271	$88,741
Between $500 thousand and $1 million							
CEO/Executive Director	21	$116,617	$69,792	$86,127	$111,119	$124,436	$151,213
Between $1 million and $5 million							
CEO/Executive Director	62	$135,526	$82,410	$102,804	$122,120	$159,801	$207,829
Top Finance Position	11	$120,765		$105,340	$126,714	$142,742	
Top Legal Position	8	$154,741			$143,086		
Top Operations Position	9	$107,294			$103,009		
Greater than $5 million							
CEO/Executive Director	22	$215,148	$143,444	$164,770	$197,276	$249,518	$330,742
Top Development Position	6	$161,905			$168,023		
Top Finance Position	15	$162,884		$135,814	$160,768	$188,465	
Top Legal Position	13	$211,239		$170,842	$219,743	$226,873	
Top Operations Position	9	$195,133			$178,104		
Top Program Position	5	$197,501			$207,467		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	77	$72,743	$30,000	$43,000	$61,620	$87,679	$127,861
Between $500 thousand and $1 million							
CEO/Executive Director	32	$107,550	$61,486	$74,245	$98,916	$124,270	$149,890
Between $1 million and $5 million							
CEO/Executive Director	86	$160,572	$80,798	$109,645	$132,853	$177,461	$244,679
Top Finance Position	19	$125,947		$82,659	$110,225	$151,413	
Top Operations Position	7	$90,883			$98,521		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Community improvement, capacity building							
Greater than $5 million							
CEO/Executive Director	38	$278,738	$120,475	$143,613	$263,293	$388,339	$451,040
Top Development Position	5	$213,220			$235,046		
Top Finance Position	20	$180,301	$95,238	$127,279	$162,567	$210,340	$282,774
Top Human Resources Position	7	$164,677			$169,050		
Top Operations Position	19	$209,522		$124,329	$171,643	$215,832	
Top Program Position	7	$208,792			$216,964		
Top Technology Position	6	$175,219			$165,439		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	31	$64,543	$29,100	$44,143	$64,616	$87,515	$90,946
Between $500 thousand and $1 million							
CEO/Executive Director	22	$101,866	$71,778	$80,096	$99,457	$119,731	$141,031
Between $1 million and $5 million							
CEO/Executive Director	61	$135,695	$70,000	$96,983	$115,000	$160,339	$218,292
Top Finance Position	9	$108,167			$100,000		
Top Legal Position	8	$176,880			$174,054		
Greater than $5 million							
CEO/Executive Director	17	$217,049		$150,323	$203,491	$252,764	
Top Finance Position	11	$143,151		$83,602	$132,719	$191,181	
Top Legal Position	11	$181,799		$131,432	$180,285	$202,664	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	45	$70,739	$43,100	$50,000	$64,973	$82,547	$108,381

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Diseases, disorders, medical disciplines							
Between $500 thousand and $1 million							
CEO/Executive Director	26	$102,395	$40,500	$63,381	$88,968	$127,168	$165,592
Between $1 million and $5 million							
CEO/Executive Director	41	$167,648	$91,341	$112,368	$157,611	$192,501	$276,000
Top Finance Position	6	$104,940			$104,432		
Greater than $5 million							
CEO/Executive Director	22	$312,874	$140,310	$198,005	$252,191	$368,588	$454,716
Top Development Position	8	$194,544			$185,921		
Top Finance Position	12	$170,509		$134,441	$163,179	$194,775	
Top Operations Position	10	$202,797		$135,856	$172,728	$252,885	
Top Program Position	5	$137,860			$124,422		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	245	$64,774	$24,120	$37,000	$60,000	$83,157	$110,000
Top Administrative Position	7	$51,966			$51,887		
Top Finance Position	25	$42,232	$22,638	$30,200	$36,608	$48,000	$72,549
Top Program Position	8	$65,685			$54,990		
Between $500 thousand and $1 million							
CEO/Executive Director	149	$97,609	$50,152	$65,873	$86,711	$120,911	$153,808
Top Administrative Position	5	$77,682			$68,503		
Top Education Position	5	$147,670			$159,036		
Top Finance Position	17	$78,658		$44,000	$70,551	$100,000	
Top Operations Position	7	$125,227			$138,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	519	$140,157	$70,882	$98,608	$130,023	$165,560	$217,762
Top Administrative Position	32	$114,249	$60,521	$93,390	$112,147	$140,818	$163,595
Top Business Position	22	$95,573	$54,567	$74,093	$104,627	$121,756	$132,622
Top Development Position	21	$128,664	$104,170	$109,000	$120,663	$150,327	$176,152
Top Education Position	27	$149,432	$106,643	$116,574	$137,000	$170,971	$209,300
Top Finance Position	84	$103,000	$46,647	$68,994	$104,874	$127,175	$144,752
Top Human Resources Position	12	$135,791		$124,231	$133,761	$149,826	
Top Marketing Position	5	$137,428			$145,197		
Top Operations Position	41	$123,848	$85,023	$97,436	$122,385	$143,452	$159,000
Top PR/Communications Position	5	$113,510			$104,430		
Top Program Position	23	$138,176	$105,836	$116,302	$125,422	$149,485	$189,568
Top Technology Position	10	$117,656		$116,970	$124,663	$133,049	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	652	$302,862	$128,534	$162,147	$229,186	$373,437	$567,953
Top Administrative Position	156	$204,470	$118,543	$144,872	$178,330	$224,066	$322,699
Top Business Position	88	$184,254	$88,998	$118,279	$145,677	$183,420	$254,683
Top Development Position	157	$211,513	$130,970	$155,827	$193,649	$247,156	$312,591
Top Education Position	196	$219,643	$123,337	$143,523	$180,336	$240,285	$337,668
Top Facilities Position	26	$176,708	$130,488	$143,562	$162,388	$188,582	$253,348
Top Finance Position	349	$215,119	$105,579	$138,413	$188,723	$253,047	$330,404
Top Human Resources Position	60	$189,874	$133,715	$146,088	$171,347	$209,366	$252,899
Top Legal Position	17	$338,125		$204,333	$274,232	$415,434	
Top Marketing Position	32	$197,773	$105,665	$124,975	$189,953	$267,792	$325,935
Top Operations Position	182	$204,355	$113,818	$140,485	$191,204	$240,296	$297,926
Top PR/Communications Position	54	$187,714	$115,206	$143,713	$170,211	$212,649	$266,291
Top Program Position	40	$188,323	$119,672	$133,868	$160,852	$211,016	$301,292
Top Technology Position	107	$197,041	$121,597	$145,008	$168,157	$207,664	$302,011
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	19	$65,158		$38,539	$74,600	$83,579	
Between $500 thousand and $1 million							
CEO/Executive Director	18	$113,058		$80,500	$96,654	$117,664	
Between $1 million and $5 million							
CEO/Executive Director	33	$120,823	$73,270	$87,201	$117,546	$149,323	$194,316
Top Education Position	6	$222,412			$227,125		
Top Finance Position	7	$121,705			$115,873		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	36	$234,488	$99,088	$136,074	$190,493	$261,020	$428,130
Top Administrative Position	6	$207,293			$214,106		
Top Development Position	5	$157,025			$158,975		
Top Education Position	7	$239,781			$247,247		
Top Finance Position	25	$148,733	$86,324	$106,001	$144,131	$190,181	$240,613
Top Human Resources Position	6	$149,276			$136,964		
Top Operations Position	14	$182,078		$130,868	$179,910	$199,453	
Top Technology Position	5	$164,604			$173,862		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	83	$72,739	$30,814	$47,971	$68,855	$88,176	$125,160
Top Finance Position	5	$57,688			$27,320		
Between $500 thousand and $1 million							
CEO/Executive Director	53	$98,362	$59,933	$80,000	$98,219	$116,500	$136,534
Between $1 million and $5 million							
CEO/Executive Director	103	$152,587	$74,907	$115,235	$141,362	$191,888	$232,253
Top Administrative Position	8	$123,544			$132,226		
Top Development Position	14	$125,784		$109,238	$124,894	$141,777	
Top Finance Position	25	$108,835	$44,199	$84,568	$123,868	$139,046	$153,517
Top Operations Position	11	$126,806		$91,737	$151,334	$159,731	
Top PR/Communications Position	6	$133,101			$133,925		
Top Program Position	5	$112,011			$120,609		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Environmental quality, protection, & beautification							
Greater than $5 million							
CEO/Executive Director	38	$263,908	$107,219	$170,490	$212,848	$349,762	$478,059
Top Development Position	16	$181,025		$139,395	$150,440	$199,747	
Top Finance Position	26	$189,499	$115,410	$150,157	$168,045	$239,358	$281,046
Top Legal Position	7	$281,021			$264,811		
Top Operations Position	12	$241,291		$173,763	$228,288	$318,499	
Top PR/Communications Position	6	$174,320			$153,767		
Top Program Position	12	$191,630		$136,783	$160,596	$237,674	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	35	$55,863	$21,941	$29,867	$58,565	$69,225	$94,841
Between $500 thousand and $1 million							
CEO/Executive Director	21	$79,123	$51,894	$61,975	$75,952	$102,000	$109,576
Between $1 million and $5 million							
CEO/Executive Director	34	$108,827	$66,689	$84,169	$110,928	$137,686	$151,866
Greater than $5 million							
CEO/Executive Director	29	$176,314	$103,022	$124,422	$154,080	$205,311	$295,490
Top Development Position	10	$169,465		$133,106	$148,528	$205,375	
Top Finance Position	13	$124,050		$97,150	$128,655	$149,579	
Top Operations Position	13	$143,787		$117,007	$134,754	$151,913	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	65	$70,022	$20,000	$35,500	$60,000	$83,100	$109,228

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	57	$103,376	$46,661	$75,000	$100,800	$131,900	$167,840
Top Operations Position	5	$77,589			$67,821		
Between $1 million and $5 million							
CEO/Executive Director	107	$156,666	$78,600	$97,564	$136,297	$184,045	$269,966
Top Development Position	8	$150,544			$145,366		
Top Finance Position	17	$115,718		$74,429	$112,508	$137,148	
Top Operations Position	14	$164,184		$110,930	$136,276	$167,600	
Top Program Position	6	$96,903			$116,643		
Greater than $5 million							
CEO/Executive Director	217	$474,168	$160,686	$208,662	$305,193	$440,843	$803,758
Top Administrative Position	28	$268,524	$116,244	$165,349	$227,979	$293,581	$473,218
Top Business Position	19	$326,235		$158,068	$244,951	$370,019	
Top Development Position	39	$282,997	$138,789	$164,580	$213,691	$306,962	$406,106
Top Education Position	7	$698,301			$254,925		
Top Facilities Position	8	$309,645			$242,096		
Top Finance Position	178	$297,977	$116,701	$154,524	$208,889	$315,046	$480,396
Top Human Resources Position	50	$374,971	$128,465	$217,557	$298,752	$425,656	$736,469
Top Legal Position	16	$582,607		$365,050	$577,284	$727,058	
Top Marketing Position	13	$274,781		$154,281	$230,929	$299,707	
Top Operations Position	127	$341,159	$131,808	$167,781	$222,668	$358,542	$574,091
Top PR/Communications Position	12	$254,493		$154,060	$224,601	$272,161	
Top Program Position	16	$253,660		$153,353	$201,013	$300,033	
Top Technology Position	52	$348,396	$144,093	$193,674	$258,878	$368,412	$715,287

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	46	$74,599	$30,000	$42,845	$72,384	$89,000	$134,255
Between $500 thousand and $1 million							
CEO/Executive Director	39	$97,666	$50,497	$71,401	$90,547	$112,335	$146,759
Between $1 million and $5 million							
CEO/Executive Director	102	$139,594	$62,999	$85,950	$136,575	$169,950	$214,880
Top Development Position	5	$85,352			$83,102		
Top Finance Position	23	$117,866	$66,229	$83,280	$117,169	$141,021	$150,588
Top Operations Position	13	$135,191		$75,000	$107,010	$160,260	
Greater than $5 million							
CEO/Executive Director	82	$256,156	$114,742	$161,989	$211,826	$287,372	$382,435
Top Administrative Position	7	$149,012			$146,553		
Top Business Position	10	$175,991		$137,710	$145,251	$234,628	
Top Development Position	20	$161,564	$120,813	$133,268	$153,723	$183,913	$201,854
Top Facilities Position	9	$141,869			$124,685		
Top Finance Position	47	$184,404	$102,894	$144,291	$180,106	$214,507	$266,018
Top Human Resources Position	18	$170,732		$132,050	$146,266	$188,622	
Top Operations Position	23	$221,362	$135,090	$143,592	$189,445	$240,044	$385,919
Top PR/Communications Position	5	$130,750			$135,917		
Top Program Position	14	$153,262		$126,518	$134,474	$188,415	
Top Technology Position	11	$165,098		$141,291	$144,900	$157,730	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	254	$59,816	$24,774	$39,337	$54,000	$79,171	$97,690
Top Administrative Position	5	$53,850			$49,570		
Top Finance Position	17	$56,197		$30,354	$47,282	$77,150	
Top Program Position	11	$54,970		$39,818	$52,000	$66,815	
Between $500 thousand and $1 million							
CEO/Executive Director	190	$90,004	$49,796	$63,640	$83,776	$104,474	$133,381
Top Administrative Position	5	$46,557			$42,737		
Top Finance Position	11	$62,988		$36,751	$55,693	$78,085	
Top Operations Position	6	$82,550			$70,199		
Top Program Position	5	$57,162			$56,840		
Between $1 million and $5 million							
CEO/Executive Director	482	$123,365	$72,115	$92,716	$115,574	$146,734	$189,169
Top Administrative Position	13	$110,524		$77,107	$111,000	$132,850	
Top Business Position	5	$263,019			$166,000		
Top Development Position	11	$126,134		$109,296	$122,541	$135,707	
Top Finance Position	79	$101,072	$60,545	$73,708	$96,206	$115,387	$133,189
Top Operations Position	32	$139,293	$67,850	$91,505	$116,295	$150,487	$210,757
Top Program Position	20	$98,858	$48,109	$66,365	$99,338	$120,934	$130,601

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	434	$221,987	$117,103	$148,451	$190,475	$273,836	$355,458
Top Administrative Position	52	$153,349	$95,455	$115,602	$142,138	$172,177	$231,502
Top Business Position	15	$155,444		$129,737	$145,561	$172,830	
Top Development Position	91	$153,746	$109,923	$121,940	$136,248	$179,325	$229,176
Top Education Position	13	$150,582		$134,084	$155,036	$166,015	
Top Facilities Position	14	$155,766		$120,298	$166,735	$178,602	
Top Finance Position	288	$158,041	$94,847	$120,320	$146,327	$188,041	$232,463
Top Human Resources Position	84	$154,838	$113,784	$125,204	$143,642	$179,274	$220,921
Top Legal Position	10	$207,437		$157,542	$190,162	$249,764	
Top Marketing Position	27	$156,324	$115,245	$129,592	$147,415	$181,571	$213,247
Top Operations Position	126	$181,372	$115,400	$132,030	$170,275	$215,716	$281,399
Top PR/Communications Position	21	$166,000	$125,306	$129,123	$144,876	$206,068	$213,294
Top Program Position	90	$140,831	$102,359	$115,368	$134,886	$162,084	$197,231
Top Technology Position	52	$166,324	$112,355	$136,809	$156,638	$199,095	$226,303
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	43	$60,967	$31,908	$36,959	$57,600	$75,631	$101,003
Between $500 thousand and $1 million							
CEO/Executive Director	19	$116,400		$92,342	$104,097	$142,600	
Between $1 million and $5 million							
CEO/Executive Director	26	$152,888	$73,155	$102,191	$124,000	$191,025	$228,010
Top Finance Position	9	$109,452			$121,956		
Top Operations Position	5	$111,597			$125,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
International, foreign affairs, & national security							
Greater than $5 million							
CEO/Executive Director	11	$384,588		$135,339	$208,269	$529,908	
Top Development Position	5	$273,487			$274,443		
Top Finance Position	7	$182,372			$146,139		
Top Operations Position	5	$271,478			$317,384		
Medical research							
$500 thousand or less							
CEO/Executive Director	5	$58,050			$42,233		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$110,039			$100,565		
Between $1 million and $5 million							
CEO/Executive Director	16	$196,341		$149,952	$188,271	$235,629	
Greater than $5 million							
CEO/Executive Director	13	$637,469		$290,623	$627,089	$962,133	
Top Development Position	5	$331,592			$366,527		
Top Finance Position	11	$279,474		$175,157	$286,359	$355,869	
Top Operations Position	5	$337,144			$290,397		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	63	$57,323	$18,157	$30,000	$55,492	$75,063	$96,207
Top Finance Position	9	$44,029			$30,000		
Between $500 thousand and $1 million							
CEO/Executive Director	40	$101,456	$54,574	$72,234	$97,000	$123,768	$148,801

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	124	$123,674	$75,859	$91,667	$117,403	$145,152	$172,850
Top Finance Position	19	$93,855		$81,221	$95,859	$115,241	
Top Operations Position	12	$111,112		$84,160	$110,759	$139,521	
Greater than $5 million							
CEO/Executive Director	105	$239,717	$143,827	$172,497	$219,718	$264,030	$343,116
Top Administrative Position	9	$159,338			$132,613		
Top Development Position	16	$164,433		$143,379	$155,726	$175,881	
Top Finance Position	68	$168,517	$92,296	$113,837	$154,421	$201,485	$259,369
Top Human Resources Position	24	$155,797	$117,081	$129,156	$148,740	$175,483	$198,056
Top Operations Position	35	$200,537	$119,722	$134,187	$167,501	$215,893	$240,742
Top Program Position	30	$148,343	$105,269	$121,825	$143,106	$163,486	$202,248
Top Technology Position	11	$157,400		$128,845	$138,632	$150,483	
Mutual/membership benefit organizations, other							
$500 thousand or less							
CEO/Executive Director	5	$100,490			$113,500		
Between $1 million and $5 million							
CEO/Executive Director	5	$122,252			$137,335		
Greater than $5 million							
Top Operations Position	5	$191,500			$180,486		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	45	$75,828	$36,184	$48,491	$65,000	$102,232	$130,010

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	22	$109,304	$54,738	$75,000	$94,955	$122,185	$168,444
Between $1 million and $5 million							
CEO/Executive Director	53	$179,682	$86,304	$101,164	$136,773	$184,372	$261,209
Top Finance Position	9	$107,780			$100,366		
Top Operations Position	7	$131,346			$118,717		
Greater than $5 million							
CEO/Executive Director	55	$304,962	$116,873	$180,825	$258,915	$383,120	$569,651
Top Business Position	5	$246,229			$235,677		
Top Development Position	17	$239,170		$166,691	$214,182	$271,118	
Top Finance Position	35	$212,468	$95,141	$133,380	$165,013	$313,220	$363,404
Top Human Resources Position	5	$191,300			$170,569		
Top Marketing Position	5	$192,649			$190,097		
Top Operations Position	16	$256,046		$140,206	$211,229	$324,825	
Top PR/Communications Position	11	$183,596		$152,081	$190,097	$228,043	
Top Program Position	13	$166,683		$142,428	$168,314	$182,139	
Top Technology Position	6	$217,256			$212,749		
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	12	$74,712		$57,901	$76,060	$88,246	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$86,287			$91,292		
Between $1 million and $5 million							
CEO/Executive Director	11	$142,762		$104,402	$159,119	$173,796	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public safety, disaster preparedness, & relief							
Greater than $5 million							
CEO/Executive Director	5	$276,042			$256,113		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	38	$69,529	$27,320	$50,000	$67,607	$91,898	$102,576
Between $500 thousand and $1 million							
CEO/Executive Director	27	$95,638	$42,619	$78,131	$95,000	$120,753	$144,426
Between $1 million and $5 million							
CEO/Executive Director	41	$190,934	$90,177	$108,461	$168,090	$241,449	$322,888
Top Finance Position	7	$128,266			$123,989		
Top Operations Position	6	$154,397			$124,041		
Top Program Position	5	$149,803			$153,923		
Greater than $5 million							
CEO/Executive Director	31	$299,274	$149,497	$170,340	$250,310	$363,860	$503,573
Top Business Position	5	$138,352			$112,037		
Top Development Position	8	$231,730			$185,903		
Top Education Position	6	$230,743			$210,885		
Top Finance Position	20	$237,660	$131,891	$151,448	$196,831	$238,394	$347,292
Top Human Resources Position	5	$313,217			$199,125		
Top Operations Position	15	$209,622		$149,009	$189,544	$210,126	
Top PR/Communications Position	6	$191,651			$160,326		
Top Program Position	7	$160,247			$159,350		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	84	$58,398	$21,195	$34,800	$51,706	$72,883	$106,778
Top Finance Position	5	$27,847			$26,400		
Between $500 thousand and $1 million							
CEO/Executive Director	34	$107,528	$60,616	$83,691	$102,974	$131,185	$148,035
Between $1 million and $5 million							
CEO/Executive Director	42	$134,084	$69,652	$95,291	$119,598	$157,854	$189,300
Top Finance Position	7	$127,271			$117,816		
Greater than $5 million							
CEO/Executive Director	15	$549,033		$155,949	$231,338	$378,290	
Top Finance Position	11	$236,298		$142,713	$185,440	$234,250	
Top Marketing Position	5	$240,261			$167,001		
Top Operations Position	5	$255,430			$163,320		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	248	$55,241	$19,204	$26,000	$48,233	$74,910	$96,252
Top Finance Position	20	$34,031	$15,000	$17,001	$27,140	$43,248	$56,226
Between $500 thousand and $1 million							
CEO/Executive Director	54	$83,756	$30,000	$44,748	$70,230	$98,143	$142,372
Top Finance Position	12	$68,225		$23,594	$58,931	$88,416	
Between $1 million and $5 million							
CEO/Executive Director	56	$129,651	$50,655	$82,662	$119,005	$164,674	$215,455
Top Finance Position	21	$93,756	$44,453	$63,615	$83,440	$122,767	$133,220
Top Operations Position	8	$125,235			$113,621		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Religion-related, spiritual development							
Greater than $5 million							
CEO/Executive Director	17	$242,958		$158,900	$223,419	$314,678	
Top Development Position	6	$155,560			$143,983		
Top Finance Position	13	$171,975		$104,529	$164,195	$206,419	
Top Operations Position	9	$219,199			$153,876		
Top Technology Position	6	$188,943			$165,719		
Science & technology research institutes, services							
$500 thousand or less							
CEO/Executive Director	11	$66,778		$36,774	$60,000	$96,875	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$139,844			$126,508		
Between $1 million and $5 million							
CEO/Executive Director	19	$187,045		$155,550	$192,500	$215,936	
Top Finance Position	8	$126,975			$141,818		
Top Operations Position	5	$153,666			$151,611		
Greater than $5 million							
CEO/Executive Director	10	$565,502		$391,976	$527,940	$669,868	
Top Development Position	5	$236,240			$224,966		
Top Finance Position	9	$418,809			$327,271		
Top Human Resources Position	6	$229,921			$193,954		
Top Operations Position	6	$403,561			$333,303		
Top Technology Position	5	$273,062			$226,697		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Social science research institutes, services							
$500 thousand or less							
CEO/Executive Director	9	$57,394			$56,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$102,224			$124,509		
Unknown							
$500 thousand or less							
CEO/Executive Director	26	$54,898	$19,648	$37,796	$51,750	$70,675	$90,788
Between $500 thousand and $1 million							
CEO/Executive Director	11	$93,023		$63,443	$76,308	$93,521	
Between $1 million and $5 million							
CEO/Executive Director	29	$147,425	$78,440	$98,217	$136,061	$164,042	$228,805
Top Finance Position	5	$81,944			$86,913		
Greater than $5 million							
CEO/Executive Director	9	$214,426			$203,492		
Top Finance Position	5	$153,011			$118,082		
Youth development							
$500 thousand or less							
CEO/Executive Director	146	$63,066	$25,497	$45,058	$63,904	$80,000	$91,351
Top Finance Position	11	$43,203		$31,500	$41,550	$54,001	
Top Operations Position	5	$69,048			$73,521		
Top Program Position	5	$65,614			$68,000		
Between $500 thousand and $1 million							
CEO/Executive Director	82	$94,735	$56,863	$71,934	$89,401	$115,903	$140,047

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	154	$132,218	$71,217	$97,613	$129,949	$161,371	$195,774
Top Development Position	8	$134,342			$137,320		
Top Finance Position	23	$94,526	$55,132	$68,398	$93,305	$117,466	$134,659
Top Operations Position	17	$106,767		$82,832	$105,559	$126,212	
Greater than $5 million							
CEO/Executive Director	49	$218,856	$128,735	$158,702	$213,206	$240,025	$284,285
Top Development Position	14	$151,679		$120,282	$139,986	$153,278	
Top Finance Position	29	$140,647	$112,215	$123,554	$131,412	$155,615	$189,604
Top Operations Position	14	$160,828		$116,367	$133,169	$147,126	
Top Program Position	9	$127,465			$122,729		
Colorado							
Animal-related							
$500 thousand or less							
CEO/Executive Director	13	$44,560		$24,000	$40,705	$64,815	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$67,938		$55,350	$75,000	$85,479	
Between $1 million and $5 million							
CEO/Executive Director	10	$100,592		$91,682	$108,789	$113,663	
Greater than $5 million							
CEO/Executive Director	6	$275,785			$257,256		
Top Finance Position	6	$149,408			$145,546		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	71	$52,806	$24,588	$38,652	$53,946	$63,304	$79,366
Between $500 thousand and $1 million							
CEO/Executive Director	40	$90,851	$51,180	$61,328	$80,604	$103,702	$135,442
Between $1 million and $5 million							
CEO/Executive Director	45	$138,531	$65,292	$87,705	$121,000	$176,290	$238,543
Top Finance Position	6	$105,980			$99,495		
Greater than $5 million							
CEO/Executive Director	12	$287,917		$244,327	$257,091	$334,065	
Top Development Position	6	$162,415			$157,808		
Top Finance Position	11	$159,443		$133,301	$149,271	$186,444	
Top Marketing Position	5	$207,612			$193,473		
Top Operations Position	8	$161,524			$156,610		
Top Technology Position	6	$150,860			$144,829		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	12	$74,521		$40,772	$70,687	$86,670	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$93,554			$91,512		
Between $1 million and $5 million							
CEO/Executive Director	11	$116,355		$85,004	$107,635	$154,723	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	30	$69,304	$25,780	$48,357	$68,318	$97,787	$103,299

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$108,386		$88,190	$97,242	$124,740	
Between $1 million and $5 million							
CEO/Executive Director	23	$139,474	$79,430	$89,450	$109,215	$163,174	$210,088
Top Operations Position	6	$128,178			$120,689		
Greater than $5 million							
CEO/Executive Director	5	$147,988			$171,093		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	18	$61,186		$38,570	$56,193	$75,000	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$85,041			$89,189		
Between $1 million and $5 million							
CEO/Executive Director	11	$112,667		$89,700	$97,305	$113,053	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	17	$63,930		$42,000	$68,000	$89,030	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$105,316			$102,571		
Between $1 million and $5 million							
CEO/Executive Director	12	$123,141		$107,597	$120,131	$131,312	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	78	$67,090	$29,541	$42,427	$61,765	$82,535	$110,444
Between $500 thousand and $1 million							
CEO/Executive Director	57	$86,755	$51,409	$66,136	$76,778	$99,341	$128,096
Between $1 million and $5 million							
CEO/Executive Director	132	$123,519	$64,314	$82,771	$116,301	$149,141	$183,541
Top Finance Position	5	$112,098			$102,906		
Top Operations Position	7	$102,216			$131,664		
Greater than $5 million							
CEO/Executive Director	87	$219,389	$110,873	$131,684	$179,004	$263,496	$364,483
Top Administrative Position	6	$217,765			$185,673		
Top Business Position	7	$164,443			$128,186		
Top Development Position	18	$179,036		$121,536	$178,431	$207,930	
Top Education Position	17	$194,463		$138,049	$171,293	$205,673	
Top Finance Position	44	$171,691	$108,985	$122,585	$150,111	$214,336	$266,217
Top Operations Position	23	$152,953	$109,373	$130,740	$138,695	$177,705	$222,235
Top PR/Communications Position	5	$179,799			$168,841		
Top Technology Position	11	$159,774		$130,964	$134,768	$160,031	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	$138,670			$151,000		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	30	$69,434	$46,682	$52,746	$65,042	$76,347	$102,165

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$105,299		$76,562	$83,192	$111,117	
Between $1 million and $5 million							
CEO/Executive Director	33	$132,459	$77,672	$98,542	$124,233	$151,012	$188,931
Greater than $5 million							
CEO/Executive Director	8	$241,438			$215,841		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	7	$61,415			$65,438		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$65,943			$67,973		
Between $1 million and $5 million							
CEO/Executive Director	12	$89,145		$63,786	$82,902	$115,697	
Greater than $5 million							
CEO/Executive Director	6	$151,681			$143,074		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	25	$59,333	$28,220	$39,879	$57,528	$69,700	$97,856
Between $500 thousand and $1 million							
CEO/Executive Director	17	$104,077		$79,492	$90,558	$138,642	
Between $1 million and $5 million							
CEO/Executive Director	37	$131,423	$68,583	$97,726	$128,536	$167,421	$184,753
Top Finance Position	8	$123,191			$119,108		
Top Operations Position	6	$109,752			$113,780		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	47	$483,566	$169,315	$191,129	$312,331	$501,092	$951,220
Top Administrative Position	9	$369,683			$209,886		
Top Business Position	5	$558,101			$283,132		
Top Development Position	5	$247,817			$220,877		
Top Finance Position	32	$273,398	$119,030	$140,703	$178,932	$273,879	$550,561
Top Human Resources Position	11	$171,876		$123,605	$182,724	$204,790	
Top Legal Position	6	$547,452			$369,008		
Top Operations Position	22	$426,231	$126,002	$171,190	$217,619	$367,898	$576,636
Top Technology Position	8	$207,352			$213,177		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	11	$62,586		$49,550	$55,574	$72,260	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$76,822		$69,171	$77,268	$84,706	
Between $1 million and $5 million							
CEO/Executive Director	28	$107,091	$61,893	$83,760	$104,865	$121,588	$167,214
Greater than $5 million							
CEO/Executive Director	6	$195,139			$175,762		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	92	$61,224	$32,551	$41,154	$55,398	$74,981	$90,588
Top Program Position	7	$33,989			$32,083		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	51	$79,399	$48,006	$58,101	$82,280	$94,266	$109,765
Between $1 million and $5 million							
CEO/Executive Director	108	$103,988	$63,705	$76,027	$97,836	$125,158	$154,032
Top Finance Position	13	$70,071		$51,664	$70,506	$81,844	
Top Operations Position	6	$93,685			$95,816		
Greater than $5 million							
CEO/Executive Director	59	$197,577	$108,444	$127,008	$171,207	$239,781	$325,826
Top Administrative Position	6	$109,693			$119,520		
Top Business Position	5	$124,875			$136,216		
Top Development Position	12	$136,179		$114,151	$133,476	$156,081	
Top Finance Position	39	$125,080	$79,425	$93,351	$119,512	$141,766	$196,286
Top Human Resources Position	9	$145,976			$149,651		
Top Operations Position	12	$176,641		$161,286	$179,383	$209,874	
Top Program Position	6	$114,302			$123,276		
Top Technology Position	6	$139,588			$138,286		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	14	$51,650		$36,805	$50,250	$69,166	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$76,155			$86,792		
Greater than $5 million							
CEO/Executive Director	6	$185,743			$181,914		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	30	$53,032	$30,880	$38,875	$51,630	$63,405	$79,879
Between $500 thousand and $1 million							
CEO/Executive Director	11	$72,599		$58,771	$68,522	$87,850	
Between $1 million and $5 million							
CEO/Executive Director	21	$125,845	$67,748	$80,896	$122,061	$153,103	$194,491
Greater than $5 million							
CEO/Executive Director	22	$241,786	$154,575	$163,478	$203,403	$263,122	$328,478
Top Finance Position	17	$160,527		$116,147	$137,918	$177,039	
Top Operations Position	10	$195,906		$134,854	$175,222	$215,991	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	8	$64,226			$64,250		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$77,943			$76,064		
Between $1 million and $5 million							
CEO/Executive Director	21	$120,991	$67,200	$88,046	$112,500	$138,831	$197,572
Greater than $5 million							
CEO/Executive Director	10	$221,708		$169,416	$216,441	$276,204	
Top Finance Position	7	$135,120			$124,133		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$61,098			$67,800		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$102,862			$97,500		
Between $1 million and $5 million							
CEO/Executive Director	6	$146,084			$126,150		
Greater than $5 million							
CEO/Executive Director	5	$296,719			$404,138		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	42	$59,757	$32,172	$39,892	$60,567	$73,759	$81,320
Between $500 thousand and $1 million							
CEO/Executive Director	6	$103,971			$93,438		
Between $1 million and $5 million							
CEO/Executive Director	29	$136,295	$74,916	$92,000	$137,500	$162,403	$175,417
Greater than $5 million							
CEO/Executive Director	16	$417,075		$273,171	$377,051	$465,811	
Top Finance Position	14	$191,977		$121,828	$172,670	$226,944	
Top Legal Position	6	$253,171			$189,089		
Top Marketing Position	5	$208,256			$218,565		
Top Operations Position	5	$186,197			$173,261		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	87	$60,198	$23,600	$33,857	$56,000	$77,229	$104,500
Between $500 thousand and $1 million							
CEO/Executive Director	18	$88,455		$59,543	$92,688	$105,365	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Religion-related, spiritual development							
Between $1 million and $5 million							
CEO/Executive Director	16	$133,369		$81,538	$108,766	$195,132	
Top Finance Position	5	$49,825			$41,867		
Greater than $5 million							
CEO/Executive Director	11	$190,902		$130,029	$164,282	$218,469	
Top Finance Position	6	$104,926			$99,775		
Science & technology research institutes, services							
Greater than $5 million							
CEO/Executive Director	6	$506,533			$554,414		
Top Finance Position	5	$263,865			$251,163		
Unknown							
$500 thousand or less							
CEO/Executive Director	8	$52,992			$51,127		
Youth development							
$500 thousand or less							
CEO/Executive Director	34	$60,154	$31,941	$40,369	$55,092	$69,393	$87,751
Between $500 thousand and $1 million							
CEO/Executive Director	15	$83,870		$70,603	$83,257	$107,484	
Between $1 million and $5 million							
CEO/Executive Director	35	$127,824	$75,236	$87,656	$125,000	$155,212	$194,024

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Youth development							
Greater than $5 million							
CEO/Executive Director	6	$328,352			$274,960		
Top Finance Position	5	$174,543			$186,036		
Top Operations Position	5	$168,473			$141,431		
Connecticut							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	48	$56,277	$24,406	$39,852	$54,535	$72,008	$84,422
Between $500 thousand and $1 million							
CEO/Executive Director	20	$93,449	$42,543	$77,399	$93,373	$110,461	$128,350
Between $1 million and $5 million							
CEO/Executive Director	38	$147,975	$96,467	$114,600	$150,817	$179,581	$201,612
Top Finance Position	7	$98,618			$93,795		
Greater than $5 million							
CEO/Executive Director	10	$244,028		$161,664	$191,891	$310,035	
Top Development Position	5	$163,813			$171,825		
Top Finance Position	6	$157,748			$155,171		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	$74,669		$48,000	$59,615	$115,650	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$97,334			$92,568		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	15	$149,584		$105,760	$115,000	$168,268	
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	10	$139,757		$114,573	$127,747	$143,339	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	33	$62,873	$27,073	$45,705	$60,800	$81,028	$98,387
Between $500 thousand and $1 million							
CEO/Executive Director	28	$104,244	$51,372	$66,441	$104,849	$136,144	$161,848
Between $1 million and $5 million							
CEO/Executive Director	73	$147,843	$82,280	$104,155	$152,827	$185,729	$215,035
Top Development Position	5	$142,053			$134,442		
Top Finance Position	7	$109,453			$108,335		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	99	$414,932	$140,607	$180,537	$312,980	$534,689	$824,042
Top Administrative Position	21	$241,905	$132,099	$164,677	$217,742	$310,418	$355,194
Top Business Position	9	$166,627			$141,497		
Top Development Position	49	$247,095	$121,346	$152,663	$229,366	$283,053	$399,310
Top Education Position	37	$215,905	$116,028	$143,845	$183,879	$269,428	$346,607
Top Facilities Position	14	$176,921		$128,145	$154,956	$162,237	
Top Finance Position	72	$265,921	$121,478	$140,782	$229,328	$364,290	$458,560
Top Human Resources Position	8	$224,483			$178,291		
Top Legal Position	5	$310,098			$298,713		
Top Marketing Position	9	$201,129			$186,402		
Top Operations Position	21	$231,829	$119,406	$124,489	$161,843	$254,310	$379,699
Top PR/Communications Position	14	$240,826		$164,584	$242,042	$284,618	
Top Program Position	5	$168,197			$155,876		
Top Technology Position	13	$197,798		$157,480	$173,268	$248,734	
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	9	$282,589			$254,384		
Top Administrative Position	6	$216,301			$214,055		
Top Finance Position	5	$182,571			$160,196		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	16	$70,841		$58,870	$74,334	$85,615	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	10	$152,869		$115,287	$134,609	$178,528	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	8	$58,153			$58,782		
Between $1 million and $5 million							
CEO/Executive Director	7	$95,640			$92,884		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	14	$62,681		$51,793	$57,984	$77,687	
Between $1 million and $5 million							
CEO/Executive Director	26	$142,266	$73,492	$92,912	$126,271	$184,187	$238,056
Greater than $5 million							
CEO/Executive Director	54	$570,317	$184,067	$240,756	$316,833	$694,278	$1,290,349
Top Administrative Position	11	$179,581		$140,285	$171,264	$216,188	
Top Finance Position	35	$332,704	$117,414	$161,747	$213,837	$370,685	$797,210
Top Human Resources Position	12	$240,126		$158,858	$203,305	$273,119	
Top Marketing Position	5	$210,689			$165,312		
Top Operations Position	23	$380,532	$146,208	$169,626	$202,111	$318,019	$854,912
Top Technology Position	6	$262,405			$243,136		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	$73,502			$57,630		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$75,698			$77,506		
Between $1 million and $5 million							
CEO/Executive Director	21	$146,734	$89,688	$119,822	$132,704	$140,412	$161,553
Top Finance Position	6	$119,586			$101,909		
Greater than $5 million							
CEO/Executive Director	7	$180,201			$189,439		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	33	$66,809	$30,046	$45,098	$73,330	$80,099	$95,991
Between $500 thousand and $1 million							
CEO/Executive Director	22	$78,254	$42,994	$51,163	$75,541	$107,131	$120,123
Between $1 million and $5 million							
CEO/Executive Director	74	$120,076	$60,639	$88,418	$112,466	$138,705	$174,831
Top Finance Position	15	$95,913		$69,780	$90,763	$117,118	
Top Operations Position	5	$114,663			$107,636		
Greater than $5 million							
CEO/Executive Director	82	$197,292	$110,770	$133,998	$178,434	$243,855	$326,939
Top Administrative Position	9	$125,580			$125,669		
Top Development Position	8	$159,809			$168,037		
Top Finance Position	60	$141,529	$91,321	$110,108	$128,209	$170,243	$196,832
Top Human Resources Position	11	$134,223		$112,017	$127,762	$141,029	
Top Operations Position	19	$154,611		$134,877	$150,025	$181,789	
Top Program Position	7	$137,082			$136,468		
Top Technology Position	5	$142,146			$148,959		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$80,087			$68,480		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$76,292			$83,892		
Between $1 million and $5 million							
CEO/Executive Director	17	$132,463		$109,621	$130,220	$150,845	
Greater than $5 million							
CEO/Executive Director	32	$237,146	$140,676	$160,207	$223,007	$280,186	$345,785
Top Facilities Position	5	$149,155			$151,428		
Top Finance Position	22	$169,022	$104,481	$148,059	$164,953	$179,026	$219,872
Top Operations Position	14	$165,242		$128,248	$150,655	$197,992	
Top Program Position	5	$170,880			$156,717		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$65,284			$66,800		
Between $1 million and $5 million							
CEO/Executive Director	8	$142,341			$146,931		
Greater than $5 million							
CEO/Executive Director	11	$223,870		$185,693	$206,466	$237,346	
Top Development Position	5	$144,845			$131,089		
Top Finance Position	7	$165,869			$157,281		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$89,276			$66,048		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Public, society benefit—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$488,610			$388,733		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	$56,163			$50,000		
Between $1 million and $5 million							
CEO/Executive Director	9	$147,557			$141,296		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$37,018			$38,050		
Between $1 million and $5 million							
CEO/Executive Director	6	$148,318			$160,703		
Youth development							
$500 thousand or less							
CEO/Executive Director	9	$63,157			$61,797		
Between $500 thousand and $1 million							
CEO/Executive Director	18	$86,808		$67,350	$81,737	$103,389	
Between $1 million and $5 million							
CEO/Executive Director	19	$138,655		$103,088	$125,373	$152,082	
Top Finance Position	5	$124,796			$136,599		
Greater than $5 million							
CEO/Executive Director	7	$218,036			$200,805		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$50,526		$36,800	$50,640	$61,395	
Between $1 million and $5 million							
CEO/Executive Director	10	$131,590		$84,698	$115,136	$145,681	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	$69,311			$57,337		
Between $1 million and $5 million							
CEO/Executive Director	5	$166,883			$149,827		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	10	$53,633		$29,517	$61,667	$74,187	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$85,902			$85,585		
Between $1 million and $5 million							
CEO/Executive Director	16	$121,895		$96,682	$107,612	$147,117	
Greater than $5 million							
CEO/Executive Director	26	$312,760	$112,743	$152,819	$202,568	$410,432	$495,880
Top Education Position	6	$251,524			$178,338		
Top Finance Position	10	$217,164		$127,962	$151,645	$203,517	
Top Operations Position	5	$187,064			$203,890		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$37,830			$46,000		
Greater than $5 million							
CEO/Executive Director	12	$503,755		$168,683	$214,229	$357,820	
Top Finance Position	8	$355,183			$211,508		
Top Operations Position	5	$449,952			$575,330		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	18	$57,500		$44,053	$58,211	$69,253	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$69,912			$69,304		
Between $1 million and $5 million							
CEO/Executive Director	15	$104,974		$81,929	$100,189	$123,502	
Greater than $5 million							
CEO/Executive Director	15	$190,322		$123,508	$147,328	$246,067	
Top Finance Position	6	$159,516			$119,401		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$39,587			$36,661		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$54,620			$62,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Animal-related							
Greater than $5 million							
CEO/Executive Director	6	$442,224			$411,269		
Top Finance Position	7	$185,396			$157,848		
Top Marketing Position	5	$233,458			$224,147		
Top Operations Position	5	$256,283			$270,748		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	35	$70,326	$23,139	$35,338	$54,167	$101,101	$127,750
Between $500 thousand and $1 million							
CEO/Executive Director	33	$112,208	$65,498	$79,701	$107,500	$123,642	$166,633
Between $1 million and $5 million							
CEO/Executive Director	50	$172,135	$86,482	$113,639	$153,879	$216,143	$260,298
Top Finance Position	7	$112,418			$110,670		
Top Operations Position	7	$122,169			$118,500		
Top PR/Communications Position	5	$156,369			$126,956		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	27	$380,285	$163,448	$234,308	$336,745	$448,763	$567,039
Top Administrative Position	9	$177,844			$174,956		
Top Business Position	5	$315,593			$332,403		
Top Development Position	13	$240,530		$158,646	$190,092	$286,792	
Top Finance Position	23	$240,948	$142,959	$164,984	$197,265	$297,320	$408,482
Top Human Resources Position	5	$200,465			$202,453		
Top Legal Position	8	$387,662			$357,728		
Top Operations Position	8	$250,464			$240,045		
Top PR/Communications Position	9	$177,401			$163,094		
Top Program Position	8	$219,106			$203,904		
Top Technology Position	9	$204,396			$181,987		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	18	$74,766		$42,787	$64,349	$79,317	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$127,654		$100,076	$118,816	$139,500	
Between $1 million and $5 million							
CEO/Executive Director	38	$179,500	$108,531	$132,496	$179,479	$216,389	$261,216
Top Development Position	6	$137,598			$135,970		
Top Finance Position	7	$146,913			$140,208		
Top Legal Position	15	$175,521		$153,944	$160,399	$197,512	
Top Operations Position	9	$144,372			$140,208		
Top PR/Communications Position	7	$120,550			$124,905		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Civil rights, social action, advocacy							
Greater than $5 million							
CEO/Executive Director	25	$297,111	$142,215	$247,329	$279,784	$352,816	$427,964
Top Administrative Position	7	$182,646			$188,460		
Top Business Position	5	$187,262			$172,579		
Top Development Position	12	$171,261		$158,986	$168,164	$176,450	
Top Finance Position	15	$195,124		$165,386	$187,893	$201,515	
Top Human Resources Position	5	$170,977			$162,659		
Top Legal Position	7	$197,352			$199,955		
Top Operations Position	11	$222,826		$178,289	$203,158	$253,745	
Top PR/Communications Position	12	$198,065		$167,406	$177,555	$223,216	
Top Program Position	6	$174,148			$174,316		
Top Technology Position	5	$178,576			$171,448		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	$61,002		$35,762	$54,433	$78,300	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$125,225		$95,000	$114,010	$161,176	
Between $1 million and $5 million							
CEO/Executive Director	27	$198,563	$52,118	$133,578	$207,637	$249,903	$314,889
Top Finance Position	6	$135,876			$110,007		
Top Operations Position	5	$142,489			$143,499		
Greater than $5 million							
CEO/Executive Director	11	$334,324		$205,501	$246,259	$483,755	
Top Finance Position	7	$225,686			$246,259		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	9	$88,223			$100,000		
Between $1 million and $5 million							
CEO/Executive Director	13	$210,470		$156,207	$160,721	$251,816	
Top Legal Position	5	$189,947			$171,179		
Top Operations Position	6	$120,826			$121,442		
Greater than $5 million							
CEO/Executive Director	10	$274,225		$224,375	$258,755	$292,043	
Top Finance Position	7	$160,758			$159,143		
Top Legal Position	6	$193,910			$196,211		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	9	$246,629			$183,116		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	34	$94,567	$33,977	$55,725	$81,562	$126,732	$155,561
Between $500 thousand and $1 million							
CEO/Executive Director	27	$129,217	$68,642	$90,622	$133,911	$158,512	$197,847

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	73	$207,119	$105,411	$128,170	$166,502	$247,531	$322,819
Top Education Position	6	$143,988			$134,186		
Top Finance Position	12	$163,877		$126,006	$144,811	$186,393	
Top Operations Position	20	$178,216	$101,790	$128,673	$149,684	$201,474	$263,910
Top PR/Communications Position	7	$132,028			$126,423		
Top Program Position	8	$145,330			$141,685		
Greater than $5 million							
CEO/Executive Director	123	$363,586	$149,237	$183,359	$271,581	$462,537	$712,785
Top Administrative Position	28	$220,308	$120,467	$143,871	$193,724	$247,160	$320,387
Top Business Position	14	$184,435		$150,152	$171,712	$195,093	
Top Development Position	30	$213,332	$132,962	$141,494	$179,460	$267,786	$332,326
Top Education Position	38	$248,429	$116,288	$136,069	$201,092	$270,541	$465,815
Top Finance Position	62	$238,420	$125,118	$161,642	$197,003	$267,722	$320,247
Top Human Resources Position	17	$214,668		$167,615	$183,987	$248,971	
Top Legal Position	15	$326,621		$187,432	$288,873	$408,758	
Top Marketing Position	12	$247,429		$170,594	$189,831	$233,422	
Top Operations Position	52	$210,000	$117,591	$135,298	$161,973	$218,526	$326,663
Top PR/Communications Position	20	$216,380	$141,594	$155,172	$191,670	$260,707	$291,131
Top Program Position	14	$202,892		$136,292	$148,801	$189,724	
Top Technology Position	19	$193,726		$137,936	$173,592	$218,008	
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	6	$47,442			$31,140		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$176,561			$175,959		
Greater than $5 million							
CEO/Executive Director	5	$282,537			$274,943		
Top Finance Position	5	$182,561			$186,061		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	$80,707			$64,647		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$156,224			$153,708		
Between $1 million and $5 million							
CEO/Executive Director	31	$181,694	$109,221	$156,426	$177,348	$212,875	$247,500
Top Finance Position	9	$129,453			$126,947		
Top Operations Position	6	$148,546			$137,895		
Top Program Position	8	$157,448			$142,070		
Greater than $5 million							
CEO/Executive Director	24	$449,039	$220,296	$266,089	$338,575	$484,564	$918,323
Top Development Position	11	$215,359		$157,693	$181,287	$280,050	
Top Finance Position	15	$278,864		$174,714	$220,593	$332,889	
Top Legal Position	7	$305,298			$228,899		
Top Operations Position	8	$218,667			$214,329		
Top PR/Communications Position	13	$232,667		$151,623	$192,595	$270,337	
Top Program Position	7	$189,000			$171,435		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	8	$108,564			$93,526		
Greater than $5 million							
CEO/Executive Director	5	$353,029			$339,374		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$118,952			$95,689		
Between $1 million and $5 million							
CEO/Executive Director	23	$267,813	$151,455	$182,219	$244,813	$297,318	$451,459
Top Finance Position	5	$167,450			$164,465		
Top Operations Position	11	$160,949		$135,982	$156,024	$168,448	
Top Program Position	7	$133,307			$132,542		
Greater than $5 million							
CEO/Executive Director	25	$558,125	$173,775	$222,823	$389,709	$655,195	$1,182,510
Top Finance Position	15	$318,162		$158,579	$204,335	$285,275	
Top Human Resources Position	8	$292,953			$222,835		
Top Operations Position	15	$308,285		$181,636	$219,047	$295,681	
Top PR/Communications Position	7	$177,929			$174,281		
Top Program Position	8	$193,971			$178,559		
Top Technology Position	11	$209,186		$128,019	$166,116	$267,906	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	14	$184,625		$121,251	$148,030	$268,095	
Top Operations Position	5	$189,459			$200,425		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	7	$168,381			$173,070		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	$75,160		$50,000	$71,500	$101,610	
Between $500 thousand and $1 million							
CEO/Executive Director	18	$99,346		$70,141	$88,604	$109,006	
Between $1 million and $5 million							
CEO/Executive Director	40	$141,089	$88,981	$109,318	$130,750	$165,966	$212,475
Top Finance Position	6	$110,741			$98,982		
Greater than $5 million							
CEO/Executive Director	27	$327,577	$146,014	$176,589	$221,372	$341,896	$506,358
Top Development Position	11	$153,182		$128,747	$143,403	$183,488	
Top Finance Position	17	$197,280		$146,021	$204,761	$225,167	
Top Human Resources Position	5	$198,110			$198,591		
Top Operations Position	11	$184,492		$121,758	$151,176	$199,603	
Top PR/Communications Position	6	$153,917			$135,141		
Top Program Position	8	$179,550			$154,645		
Top Technology Position	5	$206,384			$196,059		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	18	$102,014		$77,224	$91,156	$121,363	
Between $500 thousand and $1 million							
CEO/Executive Director	23	$153,355	$102,307	$118,221	$148,478	$186,899	$209,692

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, foreign affairs, & national security							
Between $1 million and $5 million							
CEO/Executive Director	48	$186,906	$115,515	$134,013	$174,776	$226,309	$286,228
Top Administrative Position	5	$200,758			$168,593		
Top Development Position	5	$165,372			$194,385		
Top Finance Position	12	$125,974		$104,059	$116,231	$143,476	
Top Operations Position	9	$157,579			$148,340		
Top PR/Communications Position	5	$130,465			$132,660		
Top Program Position	7	$141,917			$137,040		
Greater than $5 million							
CEO/Executive Director	42	$351,132	$198,234	$252,507	$329,346	$447,283	$549,591
Top Administrative Position	12	$186,093		$134,924	$197,743	$225,101	
Top Business Position	7	$184,786			$162,717		
Top Development Position	13	$222,727		$188,713	$204,736	$263,446	
Top Finance Position	38	$208,070	$126,096	$156,039	$213,187	$256,957	$282,325
Top Human Resources Position	9	$172,261			$171,811		
Top Operations Position	24	$242,456	$147,535	$185,499	$223,334	$288,924	$336,805
Top PR/Communications Position	13	$197,878		$149,403	$201,771	$230,122	
Top Program Position	21	$215,582	$161,411	$197,796	$211,435	$244,136	$269,859
Top Technology Position	13	$205,736		$167,911	$218,653	$233,898	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$67,893			$51,125		
Between $1 million and $5 million							
CEO/Executive Director	9	$156,287			$132,172		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	6	$332,007			$316,029		
Mutual/membership benefit organizations, other							
Greater than $5 million							
CEO/Executive Director	5	$484,279			$583,715		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	10	$179,822		$122,550	$158,672	$254,483	
Greater than $5 million							
CEO/Executive Director	11	$347,984		$250,253	$314,860	$435,618	
Top Development Position	6	$156,545			$141,494		
Top Finance Position	9	$202,462			$224,777		
Top Operations Position	8	$199,030			$174,226		
Top Program Position	7	$169,413			$153,366		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$114,621		$85,885	$101,413	$155,529	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$181,221		$140,993	$174,650	$214,259	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	36	$237,763	$131,696	$157,922	$221,033	$316,715	$368,306
Top Development Position	5	$141,368			$139,238		
Top Finance Position	11	$181,679		$144,394	$153,711	$214,914	
Top Operations Position	8	$163,001			$143,768		
Top PR/Communications Position	9	$122,290			$132,494		
Greater than $5 million							
CEO/Executive Director	31	$429,115	$236,567	$267,703	$353,973	$523,736	$725,191
Top Development Position	8	$205,527			$215,756		
Top Finance Position	19	$260,548		$208,165	$216,159	$268,206	
Top Legal Position	14	$283,335		$216,558	$241,075	$286,360	
Top Operations Position	16	$282,680		$176,734	$224,326	$248,278	
Top PR/Communications Position	14	$226,187		$183,852	$212,497	$262,016	
Top Program Position	13	$208,470		$180,878	$198,933	$217,788	
Top Technology Position	8	$200,236			$173,349		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$193,794			$146,845		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	$68,789			$53,716		
Between $1 million and $5 million							
CEO/Executive Director	8	$157,294			$175,414		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	12	$328,042		$196,486	$310,381	$486,938	
Greater than $5 million							
CEO/Executive Director	15	$507,005		$360,417	$433,564	$566,392	
Top Development Position	5	$262,214			$236,720		
Top Finance Position	8	$277,784			$270,247		
Top Operations Position	9	$352,278			$372,657		
Top Program Position	7	$235,417			$245,630		
Top Technology Position	5	$208,142			$195,485		
Social science research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	9	$254,288			$246,020		
Greater than $5 million							
CEO/Executive Director	12	$398,799		$271,793	$349,103	$492,237	
Top Finance Position	8	$208,904			$210,740		
Top PR/Communications Position	7	$206,165			$183,868		
Youth development							
$500 thousand or less							
CEO/Executive Director	15	$81,532		$58,255	$82,837	$103,406	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$130,646			$111,375		
Between $1 million and $5 million							
CEO/Executive Director	15	$145,856		$114,079	$121,404	$163,211	
Top Finance Position	5	$100,652			$107,961		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Youth development							
Greater than $5 million							
CEO/Executive Director	9	$270,613			$256,109		
Top Operations Position	5	$149,605			$144,483		
Florida							
Animal-related							
$500 thousand or less							
CEO/Executive Director	29	$47,071	$19,990	$25,212	$35,100	$52,280	$97,319
Between $500 thousand and $1 million							
CEO/Executive Director	17	$83,804		$58,247	$83,228	$95,492	
Between $1 million and $5 million							
CEO/Executive Director	27	$110,566	$63,621	$72,887	$107,448	$132,159	$180,445
Top Finance Position	6	$82,252			$83,497		
Greater than $5 million							
CEO/Executive Director	17	$241,523		$194,031	$240,936	$273,518	
Top Finance Position	9	$131,536			$123,306		
Top Operations Position	9	$163,384			$148,856		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	123	$46,617	$20,000	$30,500	$45,000	$60,692	$72,551
Top Finance Position	5	$29,654			$24,600		
Between $500 thousand and $1 million							
CEO/Executive Director	65	$85,063	$49,077	$66,320	$80,833	$101,956	$124,050

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	86	$136,789	$79,561	$100,665	$125,547	$161,306	$205,514
Top Finance Position	18	$88,830		$67,127	$87,579	$108,520	
Top Operations Position	6	$84,594			$86,706		
Greater than $5 million							
CEO/Executive Director	40	$298,556	$160,704	$198,679	$256,582	$344,403	$515,079
Top Administrative Position	6	$184,915			$172,800		
Top Development Position	17	$163,113		$125,632	$143,810	$195,875	
Top Education Position	5	$127,760			$130,135		
Top Facilities Position	5	$129,185			$116,287		
Top Finance Position	22	$177,438	$114,757	$126,224	$153,288	$227,131	$264,195
Top Marketing Position	13	$137,891		$112,588	$120,149	$148,608	
Top Operations Position	14	$180,217		$132,895	$159,268	$221,165	
Top Program Position	9	$198,805			$189,573		
Top Technology Position	6	$125,138			$129,201		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	11	$77,412		$47,628	$66,338	$96,981	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$110,603			$96,284		
Between $1 million and $5 million							
CEO/Executive Director	6	$179,500			$180,836		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	47	$55,558	$26,750	$32,880	$54,060	$67,504	$95,539
Between $500 thousand and $1 million							
CEO/Executive Director	9	$115,983			$118,150		
Between $1 million and $5 million							
CEO/Executive Director	24	$133,693	$79,743	$93,489	$122,396	$182,426	$210,156
Greater than $5 million							
CEO/Executive Director	9	$291,162			$204,463		
Top Finance Position	5	$190,922			$127,251		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	19	$53,717		$34,996	$46,849	$64,104	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$95,040		$69,711	$80,062	$113,533	
Between $1 million and $5 million							
CEO/Executive Director	17	$123,646		$96,744	$109,047	$146,371	
Top Finance Position	6	$95,409			$101,283		
Greater than $5 million							
CEO/Executive Director	7	$202,899			$180,518		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	20	$63,423	$38,200	$44,641	$51,504	$66,405	$102,632
Between $500 thousand and $1 million							
CEO/Executive Director	12	$95,768		$55,668	$92,322	$116,895	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	18	$135,106		$96,001	$136,376	$155,755	
Top Finance Position	7	$105,921			$104,492		
Greater than $5 million							
CEO/Executive Director	15	$266,683		$143,965	$233,943	$406,610	
Top Finance Position	7	$199,874			$189,934		
Top Operations Position	8	$261,267			$164,707		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	98	$56,706	$23,936	$35,063	$52,543	$68,794	$93,648
Top Administrative Position	5	$61,771			$37,240		
Between $500 thousand and $1 million							
CEO/Executive Director	73	$76,132	$32,990	$50,439	$71,467	$92,525	$120,209
Top Finance Position	5	$55,069			$39,000		
Top Operations Position	5	$67,688			$64,922		
Between $1 million and $5 million							
CEO/Executive Director	184	$117,863	$60,000	$77,709	$109,327	$138,360	$194,907
Top Administrative Position	8	$78,414			$75,721		
Top Business Position	5	$142,085			$93,452		
Top Development Position	5	$99,686			$108,440		
Top Education Position	7	$106,524			$111,900		
Top Finance Position	27	$68,962	$36,987	$43,041	$60,635	$93,491	$111,484
Top Operations Position	11	$117,599		$86,952	$114,673	$135,999	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	201	$268,025	$105,129	$125,700	$176,931	$298,121	$519,817
Top Administrative Position	28	$197,402	$121,872	$151,570	$175,102	$225,633	$283,428
Top Business Position	14	$164,881		$113,430	$151,597	$227,585	
Top Development Position	31	$200,975	$112,959	$143,672	$180,953	$222,917	$372,153
Top Education Position	36	$218,145	$127,098	$154,544	$193,120	$259,299	$353,353
Top Finance Position	82	$185,532	$78,277	$121,170	$166,145	$236,829	$276,170
Top Human Resources Position	14	$162,395		$117,282	$153,289	$227,902	
Top Legal Position	5	$240,962			$221,449		
Top Marketing Position	8	$208,181			$225,839		
Top Operations Position	34	$240,734	$109,088	$137,686	$193,816	$305,071	$392,745
Top PR/Communications Position	9	$217,284			$225,410		
Top Program Position	6	$140,877			$142,006		
Top Technology Position	16	$173,514		$128,046	$163,935	$214,515	
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	6	$60,143			$58,936		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$115,166			$118,162		
Between $1 million and $5 million							
CEO/Executive Director	10	$124,371		$87,966	$99,756	$112,388	
Greater than $5 million							
CEO/Executive Director	19	$195,843		$140,813	$168,195	$245,371	
Top Finance Position	13	$137,633		$100,784	$119,037	$173,199	
Top Operations Position	7	$135,832			$120,036		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	30	$58,062	$19,857	$43,893	$56,033	$75,867	$92,188
Between $500 thousand and $1 million							
CEO/Executive Director	15	$100,733		$81,154	$97,353	$123,345	
Between $1 million and $5 million							
CEO/Executive Director	13	$120,904		$89,866	$123,873	$144,305	
Greater than $5 million							
CEO/Executive Director	9	$205,287			$240,979		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	14	$70,978		$47,750	$55,507	$65,802	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$69,741			$52,358		
Between $1 million and $5 million							
CEO/Executive Director	9	$112,204			$112,500		
Greater than $5 million							
CEO/Executive Director	18	$144,128		$120,250	$147,842	$173,653	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	33	$55,457	$28,899	$37,898	$55,000	$70,000	$78,500
Between $500 thousand and $1 million							
CEO/Executive Director	25	$82,416	$55,797	$63,286	$85,126	$96,600	$102,520

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	57	$148,545	$58,321	$89,245	$115,642	$182,692	$235,638
Top Development Position	5	$158,395			$179,383		
Top Finance Position	8	$107,147			$79,027		
Greater than $5 million							
CEO/Executive Director	103	$553,729	$161,813	$210,807	$291,604	$594,009	$1,386,473
Top Administrative Position	21	$261,342	$134,113	$144,257	$177,777	$240,592	$374,936
Top Business Position	12	$200,202		$152,747	$202,691	$234,101	
Top Development Position	12	$222,314		$163,809	$225,931	$280,066	
Top Finance Position	78	$296,818	$94,168	$121,441	$164,448	$286,034	$722,406
Top Human Resources Position	22	$326,858	$116,861	$131,942	$198,142	$401,692	$679,007
Top Legal Position	11	$563,668		$275,597	$501,810	$839,391	
Top Marketing Position	7	$274,925			$180,161		
Top Operations Position	65	$363,719	$126,649	$164,811	$246,985	$383,217	$600,033
Top PR/Communications Position	9	$243,401			$222,384		
Top Program Position	8	$428,771			$202,774		
Top Technology Position	33	$341,861	$125,859	$174,384	$222,648	$402,244	$691,679
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	15	$64,033		$53,660	$67,000	$84,847	
Between $500 thousand and $1 million							
CEO/Executive Director	22	$77,489	$43,416	$60,573	$71,871	$99,521	$117,098
Between $1 million and $5 million							
CEO/Executive Director	61	$103,163	$64,544	$71,045	$96,087	$120,268	$153,876
Top Finance Position	10	$111,325		$82,636	$110,796	$144,126	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	28	$210,668	$117,149	$136,686	$177,568	$203,162	$321,790
Top Finance Position	14	$166,795		$88,112	$136,807	$225,151	
Top Operations Position	8	$184,045			$119,950		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	164	$52,332	$20,860	$32,451	$49,924	$66,432	$86,569
Top Finance Position	12	$38,521		$20,300	$30,960	$49,519	
Top Operations Position	6	$45,294			$43,898		
Between $500 thousand and $1 million							
CEO/Executive Director	93	$80,782	$40,524	$58,505	$76,566	$95,725	$114,675
Top Finance Position	9	$49,509			$43,476		
Between $1 million and $5 million							
CEO/Executive Director	201	$113,009	$65,115	$80,001	$100,000	$127,777	$157,491
Top Development Position	5	$163,576			$135,427		
Top Finance Position	55	$81,286	$47,293	$57,818	$71,689	$100,784	$117,093
Top Operations Position	21	$90,846	$61,762	$80,834	$91,132	$102,196	$115,484

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	186	$227,060	$118,522	$146,925	$186,282	$275,750	$383,288
Top Administrative Position	15	$159,949		$137,355	$155,031	$171,835	
Top Business Position	21	$185,731	$121,400	$137,217	$152,425	$187,843	$221,981
Top Development Position	27	$142,549	$104,898	$115,302	$126,456	$169,291	$198,416
Top Finance Position	125	$141,662	$74,628	$100,786	$123,827	$177,884	$243,748
Top Human Resources Position	27	$156,973	$104,099	$115,973	$137,711	$172,593	$243,368
Top Legal Position	5	$136,603			$127,220		
Top Marketing Position	15	$193,898		$141,015	$156,671	$186,125	
Top Operations Position	72	$171,769	$93,931	$118,373	$150,675	$224,053	$265,935
Top PR/Communications Position	5	$126,977			$130,040		
Top Program Position	14	$117,940		$104,334	$110,498	$133,156	
Top Technology Position	15	$145,543		$125,703	$135,766	$142,645	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	16	$43,691		$26,071	$43,319	$64,534	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$70,470			$60,750		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	5	$131,710			$109,919		
Greater than $5 million							
CEO/Executive Director	5	$668,308			$213,609		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	27	$62,699	$31,123	$41,862	$60,823	$72,181	$107,108
Between $500 thousand and $1 million							
CEO/Executive Director	23	$89,196	$49,871	$71,429	$80,000	$102,406	$119,936
Between $1 million and $5 million							
CEO/Executive Director	32	$125,829	$56,735	$89,720	$117,333	$149,929	$191,473
Top Finance Position	12	$94,094		$70,708	$87,632	$103,618	
Top Operations Position	7	$85,433			$85,805		
Greater than $5 million							
CEO/Executive Director	49	$205,010	$110,027	$142,427	$175,908	$250,809	$319,525
Top Finance Position	35	$133,990	$83,272	$100,970	$122,839	$150,444	$179,041
Top Operations Position	23	$146,390	$85,060	$116,566	$145,871	$176,395	$206,490
Top Technology Position	6	$155,547			$130,939		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	24	$65,704	$18,525	$44,433	$63,660	$85,646	$107,583
Between $500 thousand and $1 million							
CEO/Executive Director	8	$76,994			$67,500		
Between $1 million and $5 million							
CEO/Executive Director	27	$129,524	$89,167	$108,203	$129,483	$147,780	$161,761
Top Finance Position	8	$83,592			$78,088		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	32	$287,745	$142,655	$204,753	$270,668	$351,522	$410,370
Top Development Position	13	$179,489		$133,251	$173,162	$233,566	
Top Finance Position	21	$172,412	$115,788	$134,349	$180,665	$210,511	$225,821
Top Marketing Position	7	$154,201			$154,172		
Top Operations Position	8	$173,855			$161,537		
Top PR/Communications Position	8	$136,616			$134,318		
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	8	$78,285			$76,253		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$73,916			$78,965		
Between $1 million and $5 million							
CEO/Executive Director	5	$110,682			$117,222		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	$54,391	$18,731	$32,500	$53,600	$66,478	$97,700
Between $500 thousand and $1 million							
CEO/Executive Director	9	$79,059			$77,860		
Between $1 million and $5 million							
CEO/Executive Director	13	$150,720		$92,586	$113,565	$157,152	
Greater than $5 million							
CEO/Executive Director	10	$217,997		$162,541	$217,783	$265,041	
Top Finance Position	6	$163,354			$146,470		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	31	$50,884	$21,432	$30,000	$50,000	$63,244	$74,900
Between $500 thousand and $1 million							
CEO/Executive Director	12	$73,720		$49,558	$72,185	$90,838	
Between $1 million and $5 million							
CEO/Executive Director	19	$164,808		$95,393	$137,416	$231,094	
Top Operations Position	5	$130,386			$133,009		
Greater than $5 million							
CEO/Executive Director	11	$414,856		$215,267	$307,465	$574,956	
Top Finance Position	8	$179,125			$151,739		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	172	$54,511	$26,305	$35,082	$50,878	$67,018	$88,013
Top Finance Position	7	$36,418			$37,536		
Between $500 thousand and $1 million							
CEO/Executive Director	25	$104,915	$36,826	$67,452	$102,000	$150,649	$180,426
Top Finance Position	5	$44,706			$35,652		
Between $1 million and $5 million							
CEO/Executive Director	29	$127,162	$59,917	$85,700	$128,176	$157,873	$196,800
Top Finance Position	9	$74,063			$77,393		
Greater than $5 million							
CEO/Executive Director	6	$189,917			$207,189		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Science & technology research institutes, services							
Greater than $5 million							
CEO/Executive Director	5	$314,085			$266,146		
Top Finance Position	5	$144,849			$146,639		
Youth development							
$500 thousand or less							
CEO/Executive Director	49	$52,955	$26,551	$41,333	$50,391	$60,000	$81,710
Between $500 thousand and $1 million							
CEO/Executive Director	25	$78,310	$41,643	$64,673	$77,885	$87,887	$121,619
Between $1 million and $5 million							
CEO/Executive Director	44	$134,988	$72,607	$89,940	$118,490	$166,357	$203,300
Top Finance Position	11	$70,285		$56,238	$75,647	$86,426	
Top Operations Position	8	$93,165			$89,563		
Greater than $5 million							
CEO/Executive Director	22	$265,817	$135,469	$151,965	$214,342	$298,537	$477,713
Top Development Position	5	$131,359			$121,227		
Top Finance Position	15	$140,811		$98,362	$123,732	$177,664	
Top Operations Position	9	$124,443			$115,170		
Georgia							
Animal-related							
$500 thousand or less							
CEO/Executive Director	8	$38,815			$36,100		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	51	$50,697	$22,917	$35,021	$50,000	$64,184	$70,362
Between $500 thousand and $1 million							
CEO/Executive Director	23	$65,441	$44,472	$54,044	$61,450	$78,010	$88,901
Between $1 million and $5 million							
CEO/Executive Director	42	$135,520	$70,276	$85,741	$120,502	$164,348	$229,152
Top Finance Position	6	$104,344			$84,156		
Greater than $5 million							
CEO/Executive Director	7	$376,912			$460,230		
Top Development Position	5	$184,322			$188,344		
Top Finance Position	6	$196,159			$189,243		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	11	$56,469		$51,658	$61,100	$63,600	
Between $1 million and $5 million							
CEO/Executive Director	8	$120,964			$115,153		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	17	$52,814		$29,325	$40,000	$76,278	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$105,415			$97,521		
Between $1 million and $5 million							
CEO/Executive Director	11	$157,122		$102,632	$159,349	$200,201	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Community improvement, capacity building							
Greater than $5 million							
CEO/Executive Director	10	$205,527		$109,595	$141,670	$290,517	
Top Finance Position	5	$139,957			$155,425		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	14	$58,052		$34,750	$53,242	$69,455	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$84,300		$62,894	$68,848	$92,226	
Between $1 million and $5 million							
CEO/Executive Director	9	$148,038			$134,874		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	13	$72,049		$47,500	$68,859	$82,027	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$109,071			$102,229		
Greater than $5 million							
CEO/Executive Director	6	$344,828			$325,649		
Top Finance Position	5	$158,872			$143,268		
Top Operations Position	6	$195,432			$174,352		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	57	$64,067	$21,242	$35,191	$50,650	$78,083	$126,688
Top Operations Position	6	$51,652			$48,672		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	37	$77,949	$40,015	$49,000	$72,545	$101,264	$117,141
Between $1 million and $5 million							
CEO/Executive Director	83	$143,741	$63,070	$78,000	$111,570	$164,694	$275,793
Top Administrative Position	5	$110,438			$73,500		
Top Finance Position	14	$90,101		$65,383	$81,667	$110,450	
Top Operations Position	5	$88,819			$94,860		
Greater than $5 million							
CEO/Executive Director	127	$322,805	$111,651	$150,856	$228,489	$349,925	$542,724
Top Administrative Position	26	$196,759	$79,956	$101,671	$147,843	$197,123	$313,921
Top Business Position	13	$235,864		$146,737	$175,042	$206,647	
Top Development Position	34	$179,973	$106,522	$131,596	$168,403	$214,033	$276,167
Top Education Position	30	$219,115	$95,577	$113,630	$155,761	$198,638	$313,050
Top Finance Position	84	$182,701	$90,387	$121,070	$149,715	$213,944	$323,897
Top Human Resources Position	13	$191,930		$124,910	$144,431	$203,276	
Top Legal Position	6	$387,879			$319,074		
Top Marketing Position	10	$206,946		$164,957	$204,568	$247,591	
Top Operations Position	28	$210,494	$113,274	$139,164	$157,661	$204,272	$390,267
Top PR/Communications Position	10	$227,532		$152,130	$198,352	$259,015	
Top Technology Position	12	$197,742		$154,171	$168,341	$208,944	
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	6	$55,431			$53,742		
Between $1 million and $5 million							
CEO/Executive Director	8	$113,997			$90,636		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	5	$357,700			$361,318		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	19	$53,633		$32,246	$59,849	$72,259	
Between $1 million and $5 million							
CEO/Executive Director	6	$195,003			$128,387		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$59,840			$57,500		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	20	$60,073	$20,634	$34,200	$56,264	$74,853	$94,628
Between $500 thousand and $1 million							
CEO/Executive Director	15	$103,400		$73,069	$96,885	$111,563	
Between $1 million and $5 million							
CEO/Executive Director	25	$158,160	$54,798	$92,988	$125,850	$194,571	$279,335
Top Finance Position	6	$190,444			$194,989		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	79	$645,370	$143,065	$201,444	$379,988	$587,224	$1,333,571
Top Administrative Position	16	$237,415		$140,406	$160,715	$287,080	
Top Business Position	7	$256,501			$183,103		
Top Finance Position	66	$307,520	$105,780	$125,879	$222,377	$349,012	$578,406
Top Human Resources Position	14	$340,450		$232,412	$286,764	$367,181	
Top Legal Position	9	$671,026			$419,989		
Top Operations Position	43	$311,192	$113,526	$160,413	$247,209	$396,491	$675,533
Top Technology Position	10	$388,518		$271,235	$315,980	$445,880	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	31	$57,240	$23,333	$39,122	$52,000	$64,885	$94,500
Between $500 thousand and $1 million							
CEO/Executive Director	13	$63,709		$53,095	$64,722	$78,665	
Between $1 million and $5 million							
CEO/Executive Director	19	$113,241		$83,297	$99,497	$140,185	
Greater than $5 million							
CEO/Executive Director	9	$356,560			$304,681		
Top Finance Position	7	$179,974			$187,278		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	99	$49,875	$21,090	$34,575	$46,481	$61,552	$81,231
Between $500 thousand and $1 million							
CEO/Executive Director	44	$83,261	$44,975	$55,724	$69,727	$99,375	$136,082

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	90	$117,381	$72,457	$85,113	$108,729	$138,963	$168,173
Top Administrative Position	5	$64,516			$61,198		
Top Finance Position	14	$76,432		$51,192	$68,149	$76,589	
Top Operations Position	11	$96,714		$61,303	$79,000	$115,495	
Greater than $5 million							
CEO/Executive Director	56	$221,570	$92,509	$125,204	$172,779	$257,043	$403,255
Top Business Position	7	$152,683			$151,979		
Top Development Position	12	$142,620		$96,870	$144,904	$193,813	
Top Finance Position	31	$158,504	$87,321	$102,576	$128,403	$202,955	$296,387
Top Human Resources Position	6	$168,061			$164,632		
Top Operations Position	17	$203,921		$126,721	$141,700	$239,142	
Top Program Position	6	$167,584			$178,904		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	14	$52,395		$41,525	$46,826	$61,079	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	25	$61,321	$25,834	$45,747	$54,000	$80,000	$98,800
Between $500 thousand and $1 million							
CEO/Executive Director	10	$79,985		$77,720	$88,153	$94,601	
Between $1 million and $5 million							
CEO/Executive Director	13	$128,173		$80,607	$148,544	$161,200	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	10	$204,628		$149,228	$159,139	$187,969	
Top Finance Position	5	$161,572			$108,489		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	12	$62,916		$47,281	$52,677	$89,534	
Between $1 million and $5 million							
CEO/Executive Director	11	$164,503		$99,500	$159,687	$199,403	
Greater than $5 million							
CEO/Executive Director	8	$269,906			$211,570		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	$72,872		$34,461	$61,628	$106,500	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$98,581			$84,069		
Between $1 million and $5 million							
CEO/Executive Director	8	$151,364			$156,797		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	14	$53,463		$45,213	$48,258	$65,616	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$108,453		$77,140	$106,032	$125,476	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	12	$182,196		$135,087	$156,907	$200,775	
Greater than $5 million							
CEO/Executive Director	5	$305,534			$202,352		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	114	$59,294	$20,480	$35,000	$50,200	$74,711	$105,507
Top Finance Position	12	$40,516		$26,762	$39,620	$48,750	
Between $500 thousand and $1 million							
CEO/Executive Director	18	$90,814		$64,669	$82,936	$91,666	
Between $1 million and $5 million							
CEO/Executive Director	25	$126,656	$65,368	$71,000	$108,866	$153,776	$208,317
Top Finance Position	6	$75,254			$69,064		
Top Operations Position	7	$87,349			$90,520		
Greater than $5 million							
CEO/Executive Director	10	$243,805		$179,539	$266,898	$311,543	
Top Finance Position	7	$180,516			$172,213		
Youth development							
$500 thousand or less							
CEO/Executive Director	38	$53,103	$25,942	$36,534	$47,738	$63,740	$73,430
Between $500 thousand and $1 million							
CEO/Executive Director	14	$86,265		$67,259	$90,298	$107,820	
Between $1 million and $5 million							
CEO/Executive Director	24	$139,127	$80,849	$96,503	$132,147	$155,055	$231,482

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Youth development							
Greater than $5 million							
CEO/Executive Director	7	$348,509			$299,243		
Hawaii							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	18	$51,811		$39,599	$54,956	$63,819	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$69,664			$73,116		
Between $1 million and $5 million							
CEO/Executive Director	14	$117,301		$80,357	$96,614	$152,736	
Greater than $5 million							
CEO/Executive Director	5	$255,310			$248,806		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	19	$59,334		$45,081	$57,932	$69,345	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$74,595			$64,103		
Between $1 million and $5 million							
CEO/Executive Director	17	$120,100		$87,236	$130,831	$164,936	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	24	$278,275	$106,016	$147,045	$203,738	$306,213	$561,716
Top Administrative Position	6	$201,462			$165,430		
Top Development Position	5	$237,994			$225,623		
Top Education Position	5	$188,874			$162,891		
Top Finance Position	12	$234,490		$152,009	$175,004	$282,082	
Top Operations Position	5	$123,934			$111,611		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	16	$61,268		$38,114	$56,410	$78,483	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$60,002			$72,068		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$116,779			$84,865		
Between $1 million and $5 million							
CEO/Executive Director	11	$167,612		$124,238	$135,812	$166,845	
Top Finance Position	6	$84,594			$88,415		
Greater than $5 million							
CEO/Executive Director	21	$460,290	$165,047	$212,141	$255,114	$363,703	$603,583
Top Finance Position	13	$348,620		$122,864	$185,425	$327,862	
Top Operations Position	12	$207,599		$150,276	$172,459	$224,418	
Top Technology Position	5	$488,807			$184,053		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	$126,573			$125,265		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$61,728			$61,652		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$80,036			$79,420		
Between $1 million and $5 million							
CEO/Executive Director	25	$105,411	$72,931	$81,529	$92,220	$121,475	$139,270
Top Finance Position	7	$86,539			$64,180		
Greater than $5 million							
CEO/Executive Director	18	$151,507		$112,351	$146,691	$186,894	
Top Finance Position	10	$128,629		$98,295	$126,326	$135,300	
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	6	$114,579			$94,749		
Greater than $5 million							
CEO/Executive Director	5	$137,205			$150,000		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$55,472			$46,860		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Youth development							
$500 thousand or less							
CEO/Executive Director	6	$53,063			$47,899		
Between $1 million and $5 million							
CEO/Executive Director	7	$98,477			$110,890		
Idaho							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	12	$39,938		$31,565	$36,260	$44,494	
Between $1 million and $5 million							
CEO/Executive Director	10	$111,898		$98,163	$109,779	$128,395	
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	6	$143,604			$127,253		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$44,007			$41,154		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$67,946			$75,000		
Between $1 million and $5 million							
CEO/Executive Director	17	$130,843		$86,122	$115,711	$134,049	
Top Administrative Position	22	$95,284	$64,004	$82,148	$98,319	$112,588	$125,550

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	13	$148,620		$102,437	$121,745	$194,273	
Top Finance Position	5	$152,816			$148,310		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$57,123			$53,384		
Between $1 million and $5 million							
CEO/Executive Director	5	$110,283			$113,578		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	$39,370			$41,982		
Between $1 million and $5 million							
CEO/Executive Director	5	$185,249			$151,636		
Greater than $5 million							
CEO/Executive Director	11	$260,348		$186,099	$205,667	$311,851	
Top Finance Position	10	$144,954		$101,936	$133,464	$167,612	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	15	$53,119		$30,289	$43,000	$52,321	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$70,774			$69,908		
Between $1 million and $5 million							
CEO/Executive Director	16	$104,286		$75,950	$94,192	$108,348	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	6	$109,638			$107,045		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$58,953			$56,854		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	$52,259		$37,821	$49,186	$57,868	
Unknown							
$500 thousand or less							
CEO/Executive Director	5	$61,469			$49,172		
Youth development							
$500 thousand or less							
CEO/Executive Director	9	$56,445			$65,266		
Between $1 million and $5 million							
CEO/Executive Director	5	$103,624			$95,252		
Illinois							
Animal-related							
$500 thousand or less							
CEO/Executive Director	15	$51,313		$33,014	$40,560	$48,212	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Animal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$55,882			$56,862		
Between $1 million and $5 million							
CEO/Executive Director	13	$93,109		$77,429	$86,022	$109,992	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	131	$48,155	$21,566	$28,804	$43,827	$60,249	$75,000
Top Administrative Position	6	$51,435			$41,562		
Top Finance Position	5	$32,406			$30,250		
Between $500 thousand and $1 million							
CEO/Executive Director	62	$78,968	$45,593	$62,412	$76,193	$95,775	$112,794
Between $1 million and $5 million							
CEO/Executive Director	60	$126,365	$70,459	$89,327	$121,128	$159,843	$194,781
Top Finance Position	7	$104,945			$91,232		
Top Operations Position	5	$102,346			$68,484		
Greater than $5 million							
CEO/Executive Director	25	$422,618	$184,113	$218,645	$351,493	$604,005	$711,651
Top Administrative Position	8	$197,325			$152,416		
Top Development Position	17	$250,318		$158,958	$208,776	$306,657	
Top Education Position	7	$189,474			$156,523		
Top Finance Position	18	$235,141		$158,480	$227,753	$306,215	
Top Marketing Position	11	$203,832		$141,297	$199,138	$253,148	
Top Operations Position	8	$249,893			$242,648		
Top PR/Communications Position	5	$189,580			$167,491		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	17	$64,226		$49,527	$53,201	$69,583	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$85,769			$84,730		
Between $1 million and $5 million							
CEO/Executive Director	12	$120,348		$96,508	$110,427	$135,193	
Greater than $5 million							
CEO/Executive Director	7	$240,646			$243,509		
Top Finance Position	6	$124,619			$127,624		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	40	$56,866	$20,372	$37,582	$57,501	$72,219	$89,538
Between $500 thousand and $1 million							
CEO/Executive Director	14	$101,471		$68,406	$83,148	$96,617	
Between $1 million and $5 million							
CEO/Executive Director	36	$139,932	$67,374	$84,032	$113,212	$181,539	$266,462
Top Finance Position	6	$124,364			$113,524		
Top Operations Position	5	$148,466			$136,195		
Greater than $5 million							
CEO/Executive Director	19	$268,332		$158,426	$257,790	$322,671	
Top Finance Position	11	$198,571		$119,365	$196,486	$242,572	
Top Operations Position	6	$247,746			$253,306		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	15	$58,987		$35,121	$57,000	$68,407	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$93,413		$74,808	$83,934	$110,500	
Between $1 million and $5 million							
CEO/Executive Director	20	$129,437	$64,798	$86,205	$121,977	$151,124	$186,381
Greater than $5 million							
CEO/Executive Director	7	$222,678			$164,709		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	11	$65,445		$42,176	$61,440	$87,856	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$122,251		$89,891	$109,653	$131,350	
Between $1 million and $5 million							
CEO/Executive Director	33	$178,444	$83,100	$114,241	$165,006	$202,641	$302,643
Top Development Position	5	$113,594			$111,000		
Top Finance Position	6	$101,131			$113,220		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	24	$530,246	$190,313	$241,176	$413,155	$679,762	$1,063,796
Top Development Position	7	$242,201			$218,266		
Top Education Position	5	$424,198			$253,632		
Top Finance Position	12	$350,587		$194,191	$275,316	$387,615	
Top Marketing Position	6	$176,503			$156,713		
Top Operations Position	5	$403,111			$181,630		
Top PR/Communications Position	5	$153,013			$156,396		
Top Program Position	5	$262,849			$163,335		
Top Technology Position	7	$200,258			$211,028		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	74	$63,203	$28,987	$39,998	$56,367	$75,194	$98,521
Top Administrative Position	5	$56,416			$55,692		
Top Finance Position	7	$74,712			$62,575		
Between $500 thousand and $1 million							
CEO/Executive Director	52	$87,756	$37,465	$60,054	$79,484	$106,643	$148,605
Top Administrative Position	9	$62,597			$57,750		
Top Finance Position	8	$67,665			$47,349		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	132	$148,807	$63,833	$103,115	$130,213	$176,730	$255,232
Top Administrative Position	9	$87,494			$66,119		
Top Development Position	5	$133,844			$122,937		
Top Education Position	13	$120,526		$71,016	$122,941	$173,519	
Top Finance Position	21	$96,184	$48,000	$70,440	$89,250	$122,623	$163,235
Top Operations Position	15	$134,521		$95,281	$111,959	$182,737	
Greater than $5 million							
CEO/Executive Director	150	$331,483	$128,262	$170,061	$240,394	$364,796	$638,680
Top Administrative Position	33	$237,483	$135,680	$148,221	$189,227	$259,429	$415,094
Top Business Position	13	$164,703		$129,656	$150,622	$180,616	
Top Development Position	41	$219,797	$127,744	$135,286	$181,443	$250,942	$289,616
Top Education Position	67	$230,106	$119,358	$152,642	$173,396	$257,049	$330,287
Top Facilities Position	11	$177,899		$126,604	$139,289	$179,572	
Top Finance Position	92	$193,085	$93,094	$123,937	$177,018	$219,844	$299,367
Top Human Resources Position	15	$247,860		$172,300	$210,872	$302,464	
Top Legal Position	12	$312,066		$175,353	$219,525	$389,169	
Top Marketing Position	12	$272,740		$179,537	$224,995	$273,213	
Top Operations Position	42	$208,260	$89,527	$125,333	$166,305	$198,114	$244,046
Top PR/Communications Position	18	$205,144		$142,865	$180,914	$209,250	
Top Program Position	5	$154,425			$125,587		
Top Technology Position	31	$196,153	$132,527	$148,586	$183,314	$215,819	$274,855
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	9	$57,935			$62,500		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Employment, job-related							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$136,939			$104,253		
Top Education Position	5	$164,669			$164,779		
Between $1 million and $5 million							
CEO/Executive Director	22	$124,139	$65,433	$94,003	$112,095	$144,462	$205,387
Greater than $5 million							
CEO/Executive Director	13	$203,609		$118,289	$170,112	$280,800	
Top Finance Position	8	$151,027			$157,355		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	10	$57,232		$33,104	$64,990	$74,732	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$96,044			$76,667		
Between $1 million and $5 million							
CEO/Executive Director	16	$146,942		$110,561	$155,545	$176,534	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	11	$60,028		$38,065	$67,791	$78,232	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$59,657			$63,582		
Between $1 million and $5 million							
CEO/Executive Director	11	$99,083		$66,265	$96,208	$137,510	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	10	$325,186		$146,658	$257,740	$382,324	
Top Development Position	5	$183,817			$136,352		
Top Finance Position	5	$289,242			$297,550		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	26	$73,641	$38,416	$50,406	$74,882	$83,238	$120,188
Between $500 thousand and $1 million							
CEO/Executive Director	15	$96,448		$70,614	$74,655	$112,744	
Between $1 million and $5 million							
CEO/Executive Director	32	$155,191	$76,632	$102,495	$130,504	$198,799	$291,269
Top Finance Position	6	$122,205			$119,394		
Greater than $5 million							
CEO/Executive Director	98	$539,727	$146,973	$215,716	$315,126	$587,281	$1,461,147
Top Administrative Position	23	$322,665	$104,599	$122,883	$171,832	$382,010	$757,802
Top Business Position	13	$289,548		$150,872	$219,889	$230,079	
Top Development Position	9	$349,587			$298,388		
Top Finance Position	86	$314,195	$110,675	$147,988	$190,311	$356,169	$743,701
Top Human Resources Position	24	$371,957	$151,761	$200,700	$266,152	$513,622	$597,860
Top Legal Position	15	$416,287		$230,561	$269,302	$557,981	
Top Marketing Position	8	$333,379			$207,321		
Top Operations Position	49	$404,292	$129,232	$175,819	$267,490	$442,393	$975,476
Top PR/Communications Position	7	$293,811			$204,474		
Top Technology Position	25	$278,096	$133,359	$154,389	$214,292	$307,485	$378,796

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	14	$45,376		$30,272	$39,335	$54,593	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$82,622		$63,941	$82,424	$93,895	
Between $1 million and $5 million							
CEO/Executive Director	39	$105,159	$65,080	$76,545	$94,802	$117,447	$169,972
Top Finance Position	8	$89,426			$85,740		
Greater than $5 million							
CEO/Executive Director	21	$202,156	$117,356	$136,097	$198,977	$238,976	$277,412
Top Finance Position	7	$185,204			$175,009		
Top Operations Position	6	$156,836			$130,671		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	118	$56,463	$29,960	$40,017	$54,434	$65,321	$90,758
Top Finance Position	6	$36,988			$41,695		
Between $500 thousand and $1 million							
CEO/Executive Director	80	$76,345	$42,974	$55,422	$69,240	$87,906	$104,836
Between $1 million and $5 million							
CEO/Executive Director	198	$106,453	$59,702	$73,595	$98,355	$126,594	$155,086
Top Administrative Position	5	$115,990			$117,284		
Top Development Position	5	$93,673			$118,713		
Top Finance Position	35	$82,195	$39,563	$54,745	$85,722	$99,898	$127,147
Top Operations Position	10	$87,852		$62,813	$90,512	$116,810	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	203	$191,965	$102,704	$123,903	$176,670	$219,138	$317,226
Top Administrative Position	23	$138,141	$106,602	$118,439	$134,078	$159,615	$186,136
Top Business Position	12	$158,182		$117,217	$136,672	$177,340	
Top Development Position	31	$146,253	$107,251	$112,113	$130,809	$162,134	$184,761
Top Facilities Position	5	$167,197			$137,130		
Top Finance Position	114	$139,105	$70,187	$97,474	$127,472	$166,405	$216,262
Top Human Resources Position	16	$149,090		$123,166	$147,112	$168,264	
Top Marketing Position	12	$170,617		$119,349	$151,222	$199,840	
Top Operations Position	54	$163,252	$89,325	$120,305	$147,915	$174,549	$209,184
Top PR/Communications Position	11	$183,021		$127,575	$202,921	$212,887	
Top Program Position	30	$146,926	$104,168	$114,935	$131,587	$156,992	$201,423
Top Technology Position	19	$162,440		$131,127	$146,148	$189,409	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	16	$47,905		$28,719	$51,462	$61,048	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$81,147			$77,630		
Between $1 million and $5 million							
CEO/Executive Director	8	$152,341			$151,630		
Greater than $5 million							
CEO/Executive Director	5	$219,808			$264,767		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	7	$161,787			$138,199		
Greater than $5 million							
CEO/Executive Director	8	$290,419			$232,739		
Top Development Position	5	$196,335			$159,947		
Top PR/Communications Position	5	$168,730			$160,046		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	21	$65,343	$30,923	$45,500	$61,800	$82,036	$90,022
Between $500 thousand and $1 million							
CEO/Executive Director	18	$92,726		$63,135	$97,756	$112,325	
Between $1 million and $5 million							
CEO/Executive Director	56	$123,021	$74,484	$89,468	$113,116	$142,501	$175,628
Top Finance Position	9	$115,855			$100,000		
Greater than $5 million							
CEO/Executive Director	33	$242,007	$119,097	$152,604	$191,542	$314,675	$400,552
Top Finance Position	16	$174,229		$121,893	$183,283	$214,152	
Top Human Resources Position	6	$143,322			$125,185		
Top Operations Position	8	$169,585			$180,214		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	20	$56,464	$34,550	$45,857	$55,477	$62,713	$66,627
Between $500 thousand and $1 million							
CEO/Executive Director	13	$110,083		$87,474	$97,854	$114,762	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	29	$132,644	$80,684	$97,139	$124,801	$149,077	$204,428
Greater than $5 million							
CEO/Executive Director	13	$256,508		$167,566	$179,165	$281,446	
Top Development Position	7	$178,226			$179,071		
Top Finance Position	5	$177,485			$146,377		
Top Operations Position	5	$179,976			$162,710		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	$66,815		$53,942	$69,017	$77,296	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$138,382			$117,961		
Between $1 million and $5 million							
CEO/Executive Director	11	$202,663		$124,130	$178,935	$253,464	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	12	$41,530		$19,547	$33,182	$56,369	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$77,717			$66,635		
Between $1 million and $5 million							
CEO/Executive Director	18	$146,426		$99,881	$121,646	$171,316	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	75	$57,711	$24,040	$34,292	$51,912	$76,628	$95,683
Top Finance Position	7	$34,251			$33,596		
Between $500 thousand and $1 million							
CEO/Executive Director	16	$80,323		$55,433	$69,302	$107,866	
Between $1 million and $5 million							
CEO/Executive Director	22	$114,929	$60,767	$73,324	$99,396	$132,026	$204,543
Top Finance Position	5	$103,055			$84,000		
Greater than $5 million							
CEO/Executive Director	15	$220,258		$134,368	$165,206	$253,680	
Top Finance Position	12	$137,862		$91,101	$132,384	$174,490	
Top Operations Position	7	$203,767			$188,264		
Top Technology Position	5	$133,991			$153,750		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	7	$196,627			$185,977		
Youth development							
$500 thousand or less							
CEO/Executive Director	43	$52,647	$24,585	$36,534	$51,359	$70,077	$80,932
Between $500 thousand and $1 million							
CEO/Executive Director	31	$87,142	$54,731	$63,791	$81,714	$101,520	$124,626
Between $1 million and $5 million							
CEO/Executive Director	45	$123,985	$82,803	$97,389	$110,849	$146,211	$188,520

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Youth development							
Greater than $5 million							
CEO/Executive Director	12	$280,641		$173,003	$252,051	$320,382	
Top Finance Position	5	$124,579			$135,764		
Top Operations Position	8	$127,907			$117,461		
Indiana							
Animal-related							
$500 thousand or less							
CEO/Executive Director	7	$48,940			$48,805		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$59,068			$63,654		
Between $1 million and $5 million							
CEO/Executive Director	9	$98,158			$84,949		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	54	$48,734	$30,000	$39,686	$47,866	$58,957	$70,658
Between $500 thousand and $1 million							
CEO/Executive Director	22	$88,139	$53,531	$63,356	$84,868	$111,018	$129,542
Between $1 million and $5 million							
CEO/Executive Director	25	$117,698	$41,606	$76,821	$112,285	$142,179	$181,378
Top Finance Position	7	$95,155			$64,024		
Greater than $5 million							
CEO/Executive Director	8	$306,515			$225,483		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$49,722			$46,785		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	32	$65,614	$33,554	$42,760	$53,000	$87,535	$117,193
Between $500 thousand and $1 million							
CEO/Executive Director	16	$79,427		$69,446	$78,065	$89,715	
Between $1 million and $5 million							
CEO/Executive Director	17	$148,246		$95,000	$136,036	$155,101	
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	12	$63,501		$51,807	$61,877	$72,076	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$82,630			$68,501		
Between $1 million and $5 million							
CEO/Executive Director	6	$101,517			$98,750		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	10	$56,562		$42,890	$55,425	$75,354	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$94,209			$76,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	43	$52,249	$19,300	$32,282	$50,275	$69,041	$82,335
Between $500 thousand and $1 million							
CEO/Executive Director	16	$86,797		$57,286	$72,353	$112,357	
Between $1 million and $5 million							
CEO/Executive Director	63	$114,645	$63,956	$87,234	$108,392	$130,399	$170,011
Top Administrative Position	6	$81,336			$79,107		
Top Finance Position	11	$63,330		$47,226	$56,822	$67,493	
Top Operations Position	8	$67,350			$66,774		
Greater than $5 million							
CEO/Executive Director	76	$303,370	$104,913	$135,817	$220,344	$327,558	$618,101
Top Administrative Position	22	$157,023	$100,476	$109,276	$149,662	$174,019	$261,956
Top Business Position	11	$137,999		$118,226	$137,391	$168,850	
Top Development Position	30	$193,721	$116,974	$151,716	$181,170	$232,950	$298,140
Top Education Position	27	$211,976	$125,830	$155,064	$191,173	$214,185	$257,398
Top Finance Position	53	$166,314	$75,492	$107,456	$130,341	$211,525	$290,007
Top Human Resources Position	5	$237,159			$242,922		
Top Legal Position	7	$307,869			$280,149		
Top Marketing Position	8	$190,387			$154,259		
Top Operations Position	15	$173,610		$89,764	$128,952	$280,674	
Top PR/Communications Position	7	$183,143			$145,087		
Top Program Position	7	$207,809			$196,087		
Top Technology Position	9	$219,318			$196,279		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	8	$106,584			$108,163		
Greater than $5 million							
CEO/Executive Director	8	$134,162			$137,138		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	11	$67,769		$60,552	$69,344	$72,296	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$100,640			$100,135		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	12	$59,631		$37,340	$51,125	$72,584	
Greater than $5 million							
CEO/Executive Director	7	$152,738			$110,693		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	14	$67,693		$38,000	$50,539	$79,137	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$84,121		$53,966	$73,522	$102,031	
Between $1 million and $5 million							
CEO/Executive Director	22	$121,217	$65,256	$88,905	$102,373	$141,973	$190,991

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	43	$433,879	$106,880	$165,288	$316,404	$436,421	$771,812
Top Administrative Position	8	$194,300			$141,204		
Top Finance Position	35	$282,457	$96,523	$145,079	$164,634	$363,758	$572,808
Top Human Resources Position	8	$259,793			$139,550		
Top Operations Position	17	$360,174		$147,584	$259,876	$359,379	
Top Technology Position	6	$155,328			$154,504		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	19	$45,793		$32,409	$43,006	$61,448	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$69,187		$57,843	$72,247	$85,124	
Between $1 million and $5 million							
CEO/Executive Director	17	$95,310		$74,657	$84,452	$103,610	
Greater than $5 million							
CEO/Executive Director	12	$237,782		$152,025	$169,752	$191,266	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	69	$50,735	$32,486	$38,500	$50,000	$62,500	$67,767
Top Finance Position	5	$36,008			$38,600		
Between $500 thousand and $1 million							
CEO/Executive Director	62	$67,960	$40,145	$54,478	$66,991	$81,582	$95,890
Top Finance Position	5	$49,477			$49,162		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	92	$92,292	$58,901	$71,095	$85,813	$108,406	$133,851
Top Finance Position	15	$83,561		$66,374	$89,955	$98,291	
Top Operations Position	5	$71,718			$66,989		
Greater than $5 million							
CEO/Executive Director	73	$181,952	$107,741	$137,774	$172,916	$210,757	$241,466
Top Administrative Position	5	$153,750			$138,798		
Top Development Position	5	$107,384			$121,899		
Top Finance Position	53	$121,480	$69,001	$97,890	$118,461	$138,217	$173,320
Top Human Resources Position	7	$124,213			$133,023		
Top Marketing Position	5	$146,959			$139,490		
Top Operations Position	18	$146,438		$114,236	$134,258	$180,989	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	$43,738			$41,115		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	17	$48,792		$37,781	$45,094	$51,162	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$70,380		$59,441	$70,463	$80,167	
Between $1 million and $5 million							
CEO/Executive Director	9	$116,881			$120,289		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	18	$324,845		$187,354	$267,263	$313,129	
Top Finance Position	9	$181,526			$139,581		
Top Operations Position	6	$214,009			$130,735		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	21	$50,112	$27,115	$30,000	$43,700	$57,229	$83,000
Between $500 thousand and $1 million							
CEO/Executive Director	18	$78,013		$57,863	$69,150	$78,333	
Between $1 million and $5 million							
CEO/Executive Director	44	$111,096	$72,670	$88,335	$106,334	$122,599	$163,868
Greater than $5 million							
CEO/Executive Director	9	$353,681			$214,240		
Top Finance Position	6	$265,169			$129,418		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$70,195		$52,681	$79,386	$87,596	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	18	$68,089		$43,523	$52,535	$89,072	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$76,525			$72,200		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	8	$157,935			$134,470		
Greater than $5 million							
CEO/Executive Director	6	$520,035			$340,156		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	58	$48,897	$23,547	$27,101	$42,200	$58,439	$82,073
Between $500 thousand and $1 million							
CEO/Executive Director	18	$79,165		$60,169	$77,553	$100,744	
Between $1 million and $5 million							
CEO/Executive Director	16	$90,469		$53,064	$84,083	$135,180	
Top Finance Position	8	$58,397			$40,241		
Greater than $5 million							
CEO/Executive Director	5	$252,523			$219,255		
Youth development							
$500 thousand or less							
CEO/Executive Director	23	$49,913	$30,208	$36,973	$48,588	$59,857	$70,103
Between $500 thousand and $1 million							
CEO/Executive Director	14	$83,664		$60,114	$71,050	$83,428	
Between $1 million and $5 million							
CEO/Executive Director	28	$119,404	$81,642	$97,104	$111,345	$136,465	$168,248

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Youth development							
Greater than $5 million							
CEO/Executive Director	9	$224,936			$231,086		
Top Finance Position	7	$134,766			$146,334		
Top Operations Position	7	$133,541			$127,636		
Iowa							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	23	$51,752	$28,948	$36,035	$54,406	$62,491	$78,936
Between $500 thousand and $1 million							
CEO/Executive Director	9	$63,881			$69,580		
Between $1 million and $5 million							
CEO/Executive Director	23	$125,033	$64,403	$85,021	$120,000	$136,452	$179,315
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	$45,637			$51,000		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	20	$59,197	$24,375	$41,138	$54,369	$77,065	$92,356
Between $1 million and $5 million							
CEO/Executive Director	7	$97,628			$104,115		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Community improvement, capacity building							
Greater than $5 million							
CEO/Executive Director	7	$119,113			$120,366		
Top Finance Position	5	$94,561			$96,432		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	20	$54,957	$29,072	$41,159	$45,296	$72,555	$86,325
Between $500 thousand and $1 million							
CEO/Executive Director	6	$62,184			$61,099		
Between $1 million and $5 million							
CEO/Executive Director	19	$110,105		$63,575	$91,651	$126,935	
Top Finance Position	5	$66,014			$61,071		
Greater than $5 million							
CEO/Executive Director	37	$352,054	$128,664	$196,973	$314,183	$422,567	$575,607
Top Administrative Position	17	$158,255		$132,226	$150,333	$188,305	
Top Business Position	6	$178,342			$175,400		
Top Development Position	18	$191,760		$145,568	$182,959	$230,407	
Top Education Position	23	$179,626	$85,489	$166,499	$176,803	$192,139	$232,291
Top Finance Position	31	$179,322	$93,953	$127,945	$183,666	$222,266	$267,846
Top Technology Position	8	$185,197			$189,543		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$59,283			$50,753		
Between $1 million and $5 million							
CEO/Executive Director	7	$134,053			$110,581		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	$50,067			$54,452		
Between $1 million and $5 million							
CEO/Executive Director	5	$132,638			$112,792		
Greater than $5 million							
CEO/Executive Director	5	$137,676			$155,056		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	$49,457			$53,280		
Between $1 million and $5 million							
CEO/Executive Director	13	$147,916		$118,116	$142,801	$178,615	
Top Administrative Position	7	$81,676			$77,098		
Greater than $5 million							
CEO/Executive Director	42	$292,005	$115,264	$155,620	$210,126	$314,415	$556,558
Top Administrative Position	9	$164,015			$151,702		
Top Finance Position	32	$200,187	$102,710	$124,469	$155,696	$219,392	$314,038
Top Human Resources Position	7	$160,200			$136,771		
Top Operations Position	13	$245,933		$135,757	$205,269	$289,513	
Top Technology Position	5	$198,469			$156,381		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	14	$56,332		$40,749	$54,429	$63,516	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$56,233			$64,257		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	14	$91,288		$69,233	$88,428	$114,996	
Top Administrative Position	7	$67,783			$66,665		
Greater than $5 million							
CEO/Executive Director	11	$200,220		$135,648	$181,660	$223,220	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	58	$52,792	$30,183	$36,534	$45,932	$62,711	$78,917
Between $500 thousand and $1 million							
CEO/Executive Director	28	$70,746	$45,876	$50,817	$66,089	$83,064	$100,796
Between $1 million and $5 million							
CEO/Executive Director	50	$91,303	$56,757	$78,919	$91,334	$102,834	$116,435
Top Finance Position	9	$59,143			$63,404		
Greater than $5 million							
CEO/Executive Director	54	$165,838	$101,500	$118,892	$159,709	$218,341	$253,843
Top Administrative Position	5	$141,914			$132,206		
Top Finance Position	40	$105,275	$74,974	$85,147	$107,815	$116,611	$139,831
Top Operations Position	12	$133,458		$113,388	$137,011	$166,548	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	9	$59,205			$50,537		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$131,766			$95,871		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	17	$105,952		$88,414	$107,176	$116,949	
Greater than $5 million							
CEO/Executive Director	14	$159,345		$128,251	$159,478	$188,091	
Top Finance Position	9	$123,922			$125,935		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	11	$100,264		$80,250	$112,690	$115,177	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$75,487			$78,080		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	17	$61,947		$43,173	$60,141	$75,414	
Between $1 million and $5 million							
CEO/Executive Director	6	$113,144			$111,620		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	22	$54,507	$22,650	$35,640	$57,021	$71,541	$81,752
Between $500 thousand and $1 million							
CEO/Executive Director	6	$75,708			$77,266		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Youth development							
$500 thousand or less							
CEO/Executive Director	8	$54,591			$55,918		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$88,829			$87,564		
Between $1 million and $5 million							
CEO/Executive Director	12	$132,311		$94,670	$107,083	$149,301	
Kansas							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	23	$47,904	$29,333	$31,557	$42,500	$55,125	$71,936
Between $500 thousand and $1 million							
CEO/Executive Director	14	$73,470		$52,109	$71,351	$79,999	
Between $1 million and $5 million							
CEO/Executive Director	16	$110,107		$90,531	$105,345	$127,560	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	$51,862			$45,691		
Between $1 million and $5 million							
CEO/Executive Director	7	$118,320			$92,100		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	9	$57,249			$48,660		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$80,757			$78,971		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	23	$64,578	$34,829	$46,481	$60,000	$70,962	$117,385
Between $500 thousand and $1 million							
CEO/Executive Director	13	$73,054		$62,550	$74,000	$79,763	
Between $1 million and $5 million							
CEO/Executive Director	27	$121,123	$42,699	$65,821	$108,924	$143,624	$212,529
Top Finance Position	6	$88,757			$65,107		
Greater than $5 million							
CEO/Executive Director	33	$247,693	$113,324	$162,966	$216,729	$330,330	$369,940
Top Administrative Position	9	$153,819			$131,863		
Top Development Position	10	$178,534		$132,841	$139,060	$181,849	
Top Education Position	10	$157,328		$147,583	$162,343	$166,140	
Top Finance Position	29	$163,602	$69,476	$107,834	$146,340	$183,515	$353,566
Top Operations Position	6	$226,111			$201,151		
Top Program Position	6	$164,303			$155,708		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$103,191			$97,018		
Greater than $5 million							
CEO/Executive Director	7	$239,259			$232,129		
Top Finance Position	5	$142,861			$142,333		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$74,501			$64,799		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$69,225			$71,709		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	9	$61,762			$56,505		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$83,983			$85,000		
Between $1 million and $5 million							
CEO/Executive Director	11	$131,382		$92,781	$120,714	$136,416	
Top Administrative Position	12	$87,625		$72,440	$90,592	$99,994	
Top Finance Position	10	$97,147		$73,028	$92,998	$110,353	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	38	$272,698	$129,701	$154,593	$205,894	$323,359	$507,915
Top Administrative Position	13	$143,913		$107,881	$154,489	$179,942	
Top Finance Position	30	$170,140	$91,466	$116,258	$141,771	$187,286	$248,301
Top Operations Position	17	$211,806		$157,185	$190,983	$231,778	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	$67,831			$55,000		
Between $1 million and $5 million							
CEO/Executive Director	10	$91,531		$74,906	$78,485	$92,718	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	34	$52,433	$25,198	$37,729	$49,531	$64,727	$74,514
Between $500 thousand and $1 million							
CEO/Executive Director	18	$69,760		$50,008	$63,812	$82,445	
Between $1 million and $5 million							
CEO/Executive Director	52	$94,435	$65,554	$73,211	$89,157	$108,532	$135,087
Top Administrative Position	5	$72,835			$65,001		
Top Finance Position	12	$72,104		$65,746	$69,453	$78,350	
Greater than $5 million							
CEO/Executive Director	36	$163,051	$91,869	$116,768	$151,019	$186,809	$238,434
Top Finance Position	24	$117,630	$68,656	$103,223	$118,732	$150,840	$170,915
Top Operations Position	9	$134,575			$135,046		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	$40,828			$36,563		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$66,781			$66,129		
Between $1 million and $5 million							
CEO/Executive Director	9	$127,115			$107,444		
Greater than $5 million							
CEO/Executive Director	22	$173,996	$109,727	$125,987	$168,241	$198,209	$234,442
Top Finance Position	12	$110,621		$97,834	$112,937	$126,034	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$61,526			$40,000		
Between $1 million and $5 million							
CEO/Executive Director	16	$105,860		$86,016	$90,948	$130,606	
Greater than $5 million							
CEO/Executive Director	7	$174,938			$141,906		
Top Finance Position	5	$106,023			$94,633		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$100,668			$105,788		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$79,329			$86,858		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	21	$43,700	$18,240	$25,774	$35,176	$60,864	$79,280
Between $1 million and $5 million							
CEO/Executive Director	6	$89,740			$82,109		
Youth development							
$500 thousand or less							
CEO/Executive Director	7	$51,191			$51,204		
Between $1 million and $5 million							
CEO/Executive Director	6	$107,965			$112,324		
Kentucky							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$87,154			$102,556		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	39	$44,065	$18,428	$25,912	$40,551	$55,673	$77,677
Between $500 thousand and $1 million							
CEO/Executive Director	11	$74,900		$58,245	$77,142	$92,265	
Between $1 million and $5 million							
CEO/Executive Director	17	$120,339		$80,663	$115,335	$124,128	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	5	$192,987			$184,309		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$66,164			$48,717		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	$53,972		$35,496	$43,306	$65,220	
Between $1 million and $5 million							
CEO/Executive Director	7	$136,763			$117,445		
Greater than $5 million							
CEO/Executive Director	11	$182,587		$117,550	$136,821	$181,760	
Top Finance Position	6	$109,383			$92,283		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	12	$64,883		$45,552	$53,113	$79,551	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$51,280			$50,333		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	19	$55,810		$29,327	$44,429	$77,217	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$84,644			$67,193		
Between $1 million and $5 million							
CEO/Executive Director	38	$112,031	$62,379	$77,644	$108,157	$137,118	$156,631
Greater than $5 million							
CEO/Executive Director	28	$302,762	$151,661	$190,708	$263,929	$368,233	$455,035
Top Administrative Position	11	$141,934		$116,278	$139,035	$151,464	
Top Business Position	5	$180,600			$164,804		
Top Development Position	14	$141,693		$110,412	$134,170	$163,697	
Top Education Position	17	$175,850		$154,985	$165,383	$185,310	
Top Finance Position	26	$157,286	$106,387	$124,715	$138,352	$175,453	$236,747
Top Human Resources Position	6	$192,890			$146,052		
Top Operations Position	7	$198,230			$173,875		
Top PR/Communications Position	6	$148,855			$128,623		
Top Technology Position	8	$168,656			$156,534		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$103,820			$115,270		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	$56,812			$46,500		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$79,503			$68,714		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	$44,979			$44,400		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	$56,500		$35,712	$44,308	$76,134	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$95,410			$85,020		
Between $1 million and $5 million							
CEO/Executive Director	11	$130,837		$95,276	$141,561	$160,165	
Greater than $5 million							
CEO/Executive Director	45	$439,042	$138,634	$173,750	$250,790	$418,004	$1,030,922
Top Administrative Position	16	$167,846		$87,450	$136,540	$188,013	
Top Facilities Position	5	$251,167			$230,685		
Top Finance Position	34	$283,478	$95,000	$128,908	$184,509	$372,644	$608,844
Top Human Resources Position	7	$237,409			$211,012		
Top Legal Position	5	$493,061			$502,549		
Top Operations Position	23	$325,149	$108,908	$139,148	$177,907	$373,465	$543,759
Top Technology Position	8	$242,292			$172,157		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	13	$48,077		$33,700	$47,556	$60,000	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$82,816			$72,692		
Between $1 million and $5 million							
CEO/Executive Director	15	$83,142		$61,855	$83,232	$98,641	
Greater than $5 million							
CEO/Executive Director	5	$165,387			$159,708		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	44	$48,256	$25,075	$34,603	$43,100	$58,467	$70,649
Between $500 thousand and $1 million							
CEO/Executive Director	23	$66,754	$44,176	$51,175	$60,492	$79,115	$94,733
Between $1 million and $5 million							
CEO/Executive Director	52	$106,436	$65,017	$77,435	$96,543	$125,434	$148,234
Top Finance Position	8	$68,218			$67,643		
Greater than $5 million							
CEO/Executive Director	34	$174,203	$101,157	$124,122	$151,828	$208,769	$288,132
Top Administrative Position	5	$152,338			$141,395		
Top Development Position	5	$135,723			$139,317		
Top Finance Position	25	$123,482	$66,795	$86,331	$125,872	$145,909	$182,806
Top Human Resources Position	6	$143,171			$141,718		
Top Operations Position	8	$144,630			$134,323		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	$52,578			$55,003		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$58,271			$55,520		
Between $1 million and $5 million							
CEO/Executive Director	7	$118,317			$90,369		
Greater than $5 million							
CEO/Executive Director	18	$184,908		$141,922	$157,382	$251,075	
Top Finance Position	12	$113,765		$97,568	$109,008	$141,932	
Top Operations Position	6	$128,787			$139,311		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$129,914			$99,197		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	$66,159			$60,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$167,075			$167,181		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	28	$55,273	$29,587	$34,472	$49,523	$63,213	$82,147

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$72,535			$73,135		
Between $1 million and $5 million							
CEO/Executive Director	5	$50,390			$50,190		
Youth development							
$500 thousand or less							
CEO/Executive Director	7	$43,912			$39,761		
Between $1 million and $5 million							
CEO/Executive Director	7	$134,375			$118,853		
Louisiana							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	21	$54,698	$23,015	$34,435	$53,873	$65,000	$90,362
Between $500 thousand and $1 million							
CEO/Executive Director	11	$75,124		$64,305	$70,554	$86,910	
Between $1 million and $5 million							
CEO/Executive Director	23	$127,720	$74,334	$84,547	$115,300	$163,326	$201,272
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	$53,622		$26,886	$53,106	$75,432	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	7	$117,365			$101,258		
Crime, legal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$112,652			$93,693		
Between $1 million and $5 million							
CEO/Executive Director	8	$104,711			$106,894		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	7	$84,794			$86,400		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	17	$59,488		$43,000	$62,500	$75,000	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$57,037		$43,513	$51,400	$73,596	
Between $1 million and $5 million							
CEO/Executive Director	46	$112,573	$55,973	$71,805	$96,875	$157,029	$177,978
Top Finance Position	5	$130,145			$158,176		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	72	$213,888	$104,521	$125,131	$164,811	$248,022	$330,554
Top Administrative Position	7	$163,749			$158,897		
Top Development Position	11	$194,810		$123,425	$153,238	$215,380	
Top Education Position	12	$222,989		$126,914	$138,852	$213,387	
Top Finance Position	33	$149,160	$66,838	$97,314	$127,581	$154,529	$223,290
Top Human Resources Position	5	$128,714			$127,469		
Top Operations Position	14	$186,461		$122,842	$141,375	$164,925	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$102,072			$82,448		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	$104,864			$101,635		
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	$115,643			$97,060		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	12	$69,923		$46,406	$58,867	$67,435	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$89,212			$85,839		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	11	$152,279		$87,703	$111,294	$190,110	
Top Finance Position	6	$108,765			$117,044		
Greater than $5 million							
CEO/Executive Director	28	$402,656	$162,577	$204,195	$274,378	$411,367	$753,684
Top Administrative Position	8	$154,936			$138,642		
Top Finance Position	27	$200,336	$125,422	$139,774	$148,190	$189,585	$355,663
Top Operations Position	21	$275,130	$137,698	$165,534	$193,026	$393,341	$505,995
Top Technology Position	5	$267,312			$281,092		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	9	$55,020			$55,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$66,263			$54,098		
Between $1 million and $5 million							
CEO/Executive Director	10	$113,316		$94,852	$99,032	$145,429	
Top Finance Position	5	$101,233			$124,900		
Greater than $5 million							
CEO/Executive Director	7	$197,581			$130,129		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	43	$46,095	$22,096	$29,301	$41,510	$57,320	$77,184
Between $500 thousand and $1 million							
CEO/Executive Director	26	$70,134	$38,050	$50,602	$70,568	$85,810	$101,640

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	45	$96,389	$53,631	$72,554	$88,888	$115,143	$141,444
Greater than $5 million							
CEO/Executive Director	36	$158,522	$83,657	$108,405	$157,800	$183,706	$228,464
Top Finance Position	18	$112,421		$96,328	$108,012	$123,651	
Top Operations Position	9	$174,089			$168,597		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	9	$43,878			$49,995		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$91,161			$92,443		
Between $1 million and $5 million							
CEO/Executive Director	12	$100,115		$82,914	$96,202	$111,157	
Greater than $5 million							
CEO/Executive Director	5	$225,547			$212,941		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$56,941			$50,112		
Between $1 million and $5 million							
CEO/Executive Director	12	$176,665		$104,759	$129,963	$230,747	
Greater than $5 million							
CEO/Executive Director	7	$324,047			$208,709		
Top Finance Position	5	$189,144			$211,789		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$53,058			$50,349		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	39	$55,894	$24,000	$28,184	$39,742	$77,415	$110,105
Between $500 thousand and $1 million							
CEO/Executive Director	7	$87,496			$83,206		
Youth development							
$500 thousand or less							
CEO/Executive Director	14	$50,083		$31,844	$38,347	$66,945	
Between $1 million and $5 million							
CEO/Executive Director	10	$123,704		$88,810	$108,268	$148,139	
Maine							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	8	$98,672			$91,252		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	39	$47,654	$20,601	$27,450	$49,000	$62,937	$74,167
Between $500 thousand and $1 million							
CEO/Executive Director	19	$76,075		$63,048	$73,053	$90,086	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	17	$153,750		$95,777	$124,994	$189,927	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$67,306			$61,351		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	$86,421			$81,118		
Between $1 million and $5 million							
CEO/Executive Director	7	$135,964			$122,281		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	5	$104,402			$106,808		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	26	$50,498	$29,035	$35,286	$45,654	$60,750	$85,328
Between $500 thousand and $1 million							
CEO/Executive Director	11	$74,287		$63,713	$71,994	$91,619	
Between $1 million and $5 million							
CEO/Executive Director	26	$100,782	$58,079	$86,715	$101,931	$119,918	$144,647
Top Finance Position	6	$76,096			$78,516		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	31	$322,809	$124,433	$177,671	$242,117	$357,147	$594,196
Top Administrative Position	7	$300,150			$374,456		
Top Business Position	5	$71,476			$50,248		
Top Development Position	13	$177,246		$130,902	$142,907	$185,203	
Top Education Position	11	$227,648		$149,817	$185,134	$322,360	
Top Finance Position	22	$190,737	$100,524	$113,861	$151,953	$202,934	$408,717
Top Technology Position	5	$203,895			$166,595		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	25	$66,677	$48,127	$52,460	$66,950	$73,817	$82,630
Between $500 thousand and $1 million							
CEO/Executive Director	14	$97,616		$90,712	$99,407	$112,505	
Between $1 million and $5 million							
CEO/Executive Director	14	$113,424		$85,943	$111,679	$141,383	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	$51,851			$55,925		
Between $1 million and $5 million							
CEO/Executive Director	20	$106,548	$60,336	$98,360	$107,113	$121,062	$135,795

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	38	$378,944	$157,563	$208,112	$296,360	$421,390	$590,251
Top Administrative Position	6	$132,403			$121,622		
Top Finance Position	34	$242,908	$89,372	$116,477	$206,776	$284,502	$370,060
Top Human Resources Position	5	$297,518			$313,363		
Top Operations Position	17	$225,054		$142,066	$205,195	$284,564	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	10	$67,694		$30,465	$49,920	$64,469	
Between $1 million and $5 million							
CEO/Executive Director	13	$143,441		$87,925	$110,136	$122,826	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	23	$52,725	$23,456	$39,310	$52,514	$62,577	$75,069
Between $500 thousand and $1 million							
CEO/Executive Director	13	$81,478		$61,416	$82,301	$89,287	
Between $1 million and $5 million							
CEO/Executive Director	35	$98,789	$67,437	$80,895	$92,444	$112,960	$128,543
Top Finance Position	8	$63,136			$58,990		
Greater than $5 million							
CEO/Executive Director	42	$157,992	$89,978	$108,985	$146,550	$185,533	$211,075
Top Finance Position	28	$113,240	$73,569	$85,755	$111,188	$137,190	$161,231
Top Operations Position	13	$127,948		$108,305	$126,454	$130,558	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	12	$117,442		$95,640	$106,623	$120,659	
Greater than $5 million							
CEO/Executive Director	11	$184,929		$117,974	$137,146	$182,139	
Top Finance Position	8	$127,979			$90,025		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	$106,777			$112,466		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	12	$45,364		$37,155	$48,555	$54,435	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$93,626			$92,513		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	$52,191			$56,960		
Youth development							
$500 thousand or less							
CEO/Executive Director	12	$55,316		$37,535	$55,508	$69,127	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$82,127			$74,295		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	7	$133,168			$132,152		
Maryland							
Animal-related							
$500 thousand or less							
CEO/Executive Director	13	$59,429		$42,222	$54,565	$78,438	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$42,297			$32,308		
Between $1 million and $5 million							
CEO/Executive Director	15	$120,330		$77,360	$96,154	$129,367	
Greater than $5 million							
CEO/Executive Director	5	$181,796			$166,778		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	71	$55,646	$22,719	$37,103	$50,413	$70,022	$90,000
Between $500 thousand and $1 million							
CEO/Executive Director	22	$97,611	$46,770	$58,194	$82,177	$106,557	$150,325
Between $1 million and $5 million							
CEO/Executive Director	42	$138,541	$82,861	$106,477	$130,189	$155,445	$211,165
Top Finance Position	6	$110,857			$88,588		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	15	$241,061		$159,565	$200,303	$298,426	
Top Finance Position	6	$132,545			$118,799		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$87,793			$76,879		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$102,376			$105,343		
Between $1 million and $5 million							
CEO/Executive Director	9	$147,143			$154,266		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	28	$63,262	$19,279	$37,670	$62,192	$79,207	$99,553
Between $500 thousand and $1 million							
CEO/Executive Director	16	$96,999		$83,541	$90,400	$104,087	
Between $1 million and $5 million							
CEO/Executive Director	19	$164,449		$97,782	$175,105	$203,400	
Top Finance Position	6	$133,747			$127,675		
Greater than $5 million							
CEO/Executive Director	18	$239,354		$146,220	$201,318	$257,045	
Top Finance Position	7	$160,010			$158,693		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	13	$67,717		$50,000	$60,000	$93,615	
Between $1 million and $5 million							
CEO/Executive Director	8	$140,569			$118,862		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	10	$101,041		$61,013	$85,532	$108,019	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$106,911			$108,582		
Between $1 million and $5 million							
CEO/Executive Director	17	$229,179		$175,979	$205,064	$267,800	
Top Operations Position	5	$185,699			$174,111		
Greater than $5 million							
CEO/Executive Director	10	$433,994		$235,207	$381,312	$540,935	
Top Development Position	6	$289,345			$296,440		
Top Finance Position	8	$240,346			$197,754		
Top Operations Position	8	$317,680			$211,015		
Top PR/Communications Position	6	$202,295			$180,227		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	52	$58,681	$32,462	$42,096	$56,144	$72,418	$88,012
Between $500 thousand and $1 million							
CEO/Executive Director	25	$87,313	$31,166	$55,000	$78,683	$108,830	$156,287

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	82	$146,234	$70,410	$99,962	$126,402	$175,971	$238,582
Top Business Position	10	$88,523		$54,291	$78,032	$110,389	
Top Finance Position	12	$112,835		$89,878	$93,826	$126,652	
Greater than $5 million							
CEO/Executive Director	93	$364,215	$132,995	$189,116	$269,059	$451,307	$607,192
Top Administrative Position	13	$311,104		$206,780	$218,012	$253,285	
Top Business Position	12	$180,350		$152,639	$185,050	$212,591	
Top Development Position	32	$226,942	$130,929	$142,885	$176,828	$223,331	$238,458
Top Education Position	28	$282,559	$135,656	$149,419	$191,815	$237,782	$315,925
Top Facilities Position	9	$189,781			$141,379		
Top Finance Position	73	$212,721	$107,180	$137,720	$191,556	$249,646	$305,939
Top Human Resources Position	13	$179,855		$120,894	$155,808	$176,250	
Top Operations Position	23	$210,754	$139,690	$161,721	$198,881	$254,516	$300,120
Top PR/Communications Position	10	$188,243		$143,189	$152,363	$172,300	
Top Program Position	10	$158,165		$135,779	$150,122	$177,595	
Top Technology Position	24	$244,315	$115,697	$132,738	$161,008	$182,397	$267,024
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	10	$152,843		$108,016	$134,241	$157,267	
Greater than $5 million							
CEO/Executive Director	10	$181,240		$164,504	$170,693	$194,921	
Top Finance Position	7	$136,247			$135,318		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	23	$72,227	$25,438	$35,827	$60,720	$83,132	$139,557
Between $500 thousand and $1 million							
CEO/Executive Director	10	$102,880		$75,667	$90,894	$120,216	
Between $1 million and $5 million							
CEO/Executive Director	15	$131,215		$88,208	$139,916	$171,629	
Top Finance Position	6	$92,692			$98,001		
Greater than $5 million							
CEO/Executive Director	8	$204,723			$197,187		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	$50,659			$48,000		
Between $1 million and $5 million							
CEO/Executive Director	5	$154,779			$111,691		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	13	$91,191		$41,781	$95,227	$114,876	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$157,328			$146,564		
Between $1 million and $5 million							
CEO/Executive Director	30	$207,920	$84,881	$130,666	$174,974	$214,062	$387,801
Top Finance Position	8	$195,897			$130,876		
Top Operations Position	5	$228,610			$139,868		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	69	$691,431	$170,525	$214,000	$388,304	$773,621	$1,372,993
Top Administrative Position	12	$256,256		$136,709	$167,304	$385,685	
Top Business Position	8	$247,651			$228,088		
Top Development Position	11	$259,090		$176,576	$211,059	$284,639	
Top Finance Position	46	$415,409	$116,511	$155,816	$270,712	$512,047	$815,644
Top Human Resources Position	22	$314,351	$156,208	$187,320	$284,014	$375,192	$511,746
Top Legal Position	8	$384,018			$317,360		
Top Marketing Position	6	$258,588			$204,768		
Top Operations Position	32	$399,918	$130,613	$170,542	$324,381	$630,814	$796,400
Top PR/Communications Position	11	$293,404		$186,125	$233,431	$346,173	
Top Program Position	10	$239,469		$129,033	$163,511	$213,344	
Top Technology Position	21	$331,882	$129,067	$160,588	$240,292	$377,568	$550,627
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	16	$67,543		$41,531	$66,319	$87,810	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$77,561		$68,685	$77,836	$86,956	
Between $1 million and $5 million							
CEO/Executive Director	25	$135,716	$87,141	$98,491	$130,082	$150,152	$185,840
Top Finance Position	7	$134,975			$135,887		
Greater than $5 million							
CEO/Executive Director	9	$335,180			$188,561		
Top Finance Position	9	$166,716			$153,498		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	57	$63,440	$31,528	$44,485	$61,205	$79,000	$97,901
Between $500 thousand and $1 million							
CEO/Executive Director	34	$90,450	$59,441	$65,093	$78,547	$107,714	$128,459
Between $1 million and $5 million							
CEO/Executive Director	85	$114,205	$73,141	$87,064	$103,527	$138,925	$175,600
Top Finance Position	17	$128,487		$67,559	$108,202	$136,156	
Top Operations Position	5	$94,680			$113,531		
Greater than $5 million							
CEO/Executive Director	105	$201,453	$98,309	$137,324	$188,882	$246,960	$339,253
Top Administrative Position	9	$154,972			$163,302		
Top Business Position	7	$209,866			$230,379		
Top Development Position	12	$165,557		$122,438	$143,414	$163,181	
Top Finance Position	75	$138,877	$79,524	$103,325	$123,949	$160,318	$202,541
Top Human Resources Position	19	$138,383		$110,290	$137,305	$146,315	
Top Marketing Position	8	$177,465			$153,424		
Top Operations Position	26	$172,681	$121,376	$127,767	$156,716	$184,768	$268,153
Top Program Position	12	$166,889		$138,470	$158,498	$195,526	
Top Technology Position	6	$151,999			$136,971		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	9	$59,200			$31,250		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Medical research							
$500 thousand or less							
CEO/Executive Director	5	$93,293			$91,102		
Between $1 million and $5 million							
CEO/Executive Director	6	$307,618			$282,358		
Greater than $5 million							
CEO/Executive Director	9	$631,348			$623,130		
Top Finance Position	8	$296,363			$312,937		
Top Operations Position	6	$351,089			$361,600		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	23	$47,639	$22,179	$27,940	$41,518	$58,109	$86,002
Between $500 thousand and $1 million							
CEO/Executive Director	13	$95,241		$74,471	$85,083	$106,301	
Between $1 million and $5 million							
CEO/Executive Director	24	$128,691	$77,349	$95,091	$126,364	$149,749	$187,493
Top Finance Position	7	$87,515			$83,120		
Greater than $5 million							
CEO/Executive Director	36	$253,559	$129,362	$153,407	$204,587	$270,967	$411,512
Top Development Position	5	$191,249			$165,816		
Top Finance Position	17	$169,680		$103,336	$141,757	$164,773	
Top Human Resources Position	5	$180,973			$179,047		
Top Operations Position	14	$181,629		$142,119	$155,692	$231,073	
Top Technology Position	5	$166,779			$147,689		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	13	$58,233		$45,684	$57,741	$62,500	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$106,507			$101,548		
Greater than $5 million							
CEO/Executive Director	5	$357,637			$298,957		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	$63,076		$31,833	$48,000	$83,596	
Between $1 million and $5 million							
CEO/Executive Director	16	$169,376		$120,500	$147,637	$202,979	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	19	$63,513		$40,960	$62,495	$78,508	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$87,555		$66,663	$90,650	$107,645	
Between $1 million and $5 million							
CEO/Executive Director	16	$143,877		$107,988	$117,896	$168,812	
Top Finance Position	5	$68,523			$84,000		
Greater than $5 million							
CEO/Executive Director	6	$202,945			$164,760		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	35	$55,536	$19,520	$30,378	$42,244	$70,760	$91,728
Between $1 million and $5 million							
CEO/Executive Director	6	$108,521			$98,896		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	8	$188,131			$210,503		
Greater than $5 million							
CEO/Executive Director	7	$376,475			$364,045		
Top Finance Position	6	$238,245			$205,447		
Youth development							
$500 thousand or less							
CEO/Executive Director	25	$59,357	$29,537	$39,375	$57,692	$79,619	$88,800
Between $500 thousand and $1 million							
CEO/Executive Director	13	$95,053		$77,259	$83,273	$121,710	
Between $1 million and $5 million							
CEO/Executive Director	14	$148,972		$103,223	$114,135	$177,295	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Animal-related							
$500 thousand or less							
CEO/Executive Director	12	$45,455		$36,511	$45,248	$54,913	
Top Finance Position	5	$32,366			$18,600		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$88,664			$87,894		
Between $1 million and $5 million							
CEO/Executive Director	7	$102,609			$101,215		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	113	$59,225	$28,078	$38,000	$56,560	$75,000	$90,531
Top Finance Position	8	$70,333			$57,728		
Between $500 thousand and $1 million							
CEO/Executive Director	53	$91,966	$56,473	$70,521	$91,294	$102,183	$129,734
Top Finance Position	5	$61,999			$51,440		
Between $1 million and $5 million							
CEO/Executive Director	77	$143,876	$72,694	$90,750	$124,522	$169,862	$201,886
Top Finance Position	12	$103,895		$79,619	$94,690	$122,444	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	31	$407,163	$177,769	$266,976	$333,981	$439,709	$672,627
Top Administrative Position	8	$160,352			$146,039		
Top Business Position	5	$306,127			$226,277		
Top Development Position	23	$200,062	$116,894	$143,719	$174,574	$242,958	$316,684
Top Education Position	7	$245,546			$157,612		
Top Finance Position	24	$207,635	$124,031	$132,222	$164,895	$223,814	$347,915
Top Marketing Position	7	$195,012			$182,586		
Top Operations Position	11	$223,002		$154,035	$209,888	$276,449	
Top PR/Communications Position	7	$155,915			$154,088		
Top Technology Position	5	$237,447			$183,706		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	12	$61,164		$50,000	$54,400	$66,930	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$107,662			$101,510		
Between $1 million and $5 million							
CEO/Executive Director	20	$135,070	$79,184	$106,387	$125,750	$165,208	$200,317
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	34	$59,311	$28,250	$43,551	$53,685	$68,255	$85,368
Between $500 thousand and $1 million							
CEO/Executive Director	10	$101,983		$65,893	$85,123	$141,007	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	37	$155,020	$91,347	$108,208	$140,515	$175,031	$245,029
Top Finance Position	8	$109,022			$95,806		
Top Operations Position	9	$144,590			$128,525		
Greater than $5 million							
CEO/Executive Director	9	$232,525			$235,255		
Top Finance Position	5	$153,938			$144,938		
Top Operations Position	5	$224,576			$192,847		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	18	$72,688		$57,437	$74,815	$93,045	
Between $1 million and $5 million							
CEO/Executive Director	7	$179,116			$155,099		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	15	$72,109		$53,826	$75,000	$90,412	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$121,394			$114,404		
Between $1 million and $5 million							
CEO/Executive Director	13	$184,180		$108,666	$155,077	$225,603	
Greater than $5 million							
CEO/Executive Director	14	$734,255		$269,428	$440,121	$973,425	
Top Finance Position	9	$520,469			$425,046		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	126	$60,803	$26,055	$38,751	$59,744	$76,068	$97,658
Top Finance Position	22	$66,226	$25,237	$49,654	$66,969	$82,261	$110,792
Top Program Position	5	$38,740			$41,302		
Between $500 thousand and $1 million							
CEO/Executive Director	71	$108,663	$62,030	$77,517	$100,923	$127,548	$159,446
Top Operations Position	5	$116,758			$131,519		
Between $1 million and $5 million							
CEO/Executive Director	168	$152,875	$79,073	$105,750	$146,638	$192,507	$231,270
Top Business Position	5	$153,591			$131,097		
Top Development Position	11	$121,368		$106,617	$122,495	$137,159	
Top Education Position	13	$134,198		$103,997	$112,893	$148,394	
Top Finance Position	33	$113,161	$62,237	$85,147	$114,702	$136,085	$168,939
Top Operations Position	16	$135,838		$105,364	$126,291	$152,766	
Top Program Position	13	$129,860		$119,194	$125,409	$138,744	
Top Technology Position	6	$145,742			$137,339		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	200	$471,284	$172,994	$242,654	$353,631	$506,398	$820,860
Top Administrative Position	40	$237,536	$137,654	$162,501	$208,098	$262,840	$418,206
Top Business Position	20	$204,489	$120,497	$136,324	$158,773	$219,119	$371,737
Top Development Position	107	$262,728	$137,174	$162,774	$232,842	$287,465	$398,615
Top Education Position	78	$275,631	$130,998	$154,700	$222,333	$309,635	$466,005
Top Facilities Position	19	$180,574		$149,987	$165,516	$197,352	
Top Finance Position	159	$318,607	$123,653	$158,056	$223,556	$291,143	$410,974
Top Human Resources Position	31	$205,664	$116,289	$133,252	$176,905	$270,069	$312,206
Top Legal Position	27	$338,858	$142,527	$226,525	$292,219	$417,572	$563,882
Top Marketing Position	22	$213,374	$135,856	$164,708	$213,983	$236,179	$290,263
Top Operations Position	76	$374,214	$122,299	$148,718	$211,123	$270,353	$392,917
Top PR/Communications Position	37	$229,727	$131,863	$152,219	$203,934	$284,969	$356,061
Top Program Position	28	$180,849	$120,626	$131,274	$160,587	$208,387	$278,928
Top Technology Position	52	$309,231	$128,666	$147,021	$188,159	$262,935	$344,090
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	10	$48,882		$23,789	$48,102	$59,487	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$97,456			$90,075		
Between $1 million and $5 million							
CEO/Executive Director	22	$137,480	$94,229	$100,431	$121,394	$167,129	$182,798
Top Finance Position	6	$146,586			$128,736		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	10	$223,369		$120,510	$170,430	$201,766	
Top Administrative Position	5	$191,088			$159,065		
Top Finance Position	6	$156,350			$153,887		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	22	$54,933	$29,066	$35,238	$48,057	$71,345	$95,939
Between $500 thousand and $1 million							
CEO/Executive Director	19	$111,495		$81,596	$99,196	$132,463	
Between $1 million and $5 million							
CEO/Executive Director	30	$183,728	$91,662	$132,022	$169,923	$200,212	$308,795
Top Finance Position	6	$161,105			$159,688		
Greater than $5 million							
CEO/Executive Director	12	$266,062		$223,924	$264,434	$277,879	
Top Development Position	6	$229,901			$224,843		
Top Finance Position	7	$168,182			$181,036		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$68,835			$74,300		
Between $1 million and $5 million							
CEO/Executive Director	13	$109,032		$86,783	$97,431	$124,568	
Greater than $5 million							
CEO/Executive Director	8	$193,894			$151,190		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	17	$68,360		$42,143	$56,160	$95,000	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$102,545		$89,880	$96,307	$143,094	
Between $1 million and $5 million							
CEO/Executive Director	42	$223,037	$95,272	$111,296	$153,896	$264,808	$433,660
Top Finance Position	5	$270,128			$232,408		
Top Operations Position	9	$195,376			$130,525		
Greater than $5 million							
CEO/Executive Director	109	$645,650	$178,160	$233,331	$332,659	$754,482	$1,259,701
Top Administrative Position	17	$308,682		$171,339	$213,969	$275,051	
Top Business Position	14	$256,904		$138,455	$188,005	$287,999	
Top Development Position	22	$353,326	$160,962	$181,188	$214,985	$551,804	$694,785
Top Education Position	5	$375,480			$446,992		
Top Finance Position	92	$406,029	$127,977	$157,312	$228,041	$512,008	$815,691
Top Human Resources Position	36	$321,290	$130,420	$172,570	$249,431	$358,331	$658,999
Top Legal Position	15	$551,057		$232,051	$382,628	$738,111	
Top Marketing Position	6	$281,773			$271,810		
Top Operations Position	54	$391,450	$159,871	$186,674	$266,034	$449,069	$770,895
Top PR/Communications Position	11	$267,107		$177,874	$197,681	$309,692	
Top Program Position	7	$238,312			$256,909		
Top Technology Position	27	$389,841	$159,118	$181,352	$343,287	$524,482	$689,910
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	15	$73,691		$44,284	$75,276	$103,573	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	15	$86,739		$60,336	$76,070	$113,133	
Between $1 million and $5 million							
CEO/Executive Director	41	$124,620	$72,132	$91,520	$111,691	$153,715	$180,000
Top Finance Position	5	$104,390			$117,287		
Greater than $5 million							
CEO/Executive Director	22	$246,919	$177,331	$198,139	$208,332	$243,857	$441,977
Top Administrative Position	5	$143,031			$134,332		
Top Development Position	5	$167,079			$139,028		
Top Finance Position	17	$164,585		$118,587	$148,833	$177,858	
Top Operations Position	6	$186,008			$163,470		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	63	$59,380	$28,324	$31,603	$56,569	$73,586	$94,802
Between $500 thousand and $1 million							
CEO/Executive Director	50	$91,006	$64,666	$71,075	$86,299	$107,119	$128,629
Between $1 million and $5 million							
CEO/Executive Director	166	$123,688	$79,882	$93,765	$115,971	$141,800	$177,451
Top Business Position	5	$81,236			$79,700		
Top Development Position	6	$119,549			$112,767		
Top Finance Position	33	$91,370	$58,213	$64,451	$94,047	$103,908	$139,891
Top Operations Position	8	$143,599			$120,051		
Top Program Position	7	$110,457			$110,326		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	188	$230,111	$123,280	$147,157	$199,696	$266,784	$381,656
Top Administrative Position	24	$163,007	$119,379	$133,906	$148,817	$168,759	$231,583
Top Business Position	6	$190,674			$182,605		
Top Development Position	29	$152,888	$112,187	$119,959	$159,555	$171,947	$191,949
Top Education Position	7	$149,812			$135,221		
Top Facilities Position	8	$151,969			$141,262		
Top Finance Position	133	$162,317	$108,488	$121,596	$154,979	$187,327	$231,934
Top Human Resources Position	43	$147,655	$111,994	$121,589	$143,474	$164,883	$178,478
Top Legal Position	6	$175,248			$180,319		
Top Marketing Position	8	$156,957			$141,981		
Top Operations Position	65	$190,238	$107,922	$129,521	$160,176	$219,461	$254,626
Top PR/Communications Position	12	$139,846		$120,835	$149,407	$165,588	
Top Program Position	34	$147,259	$114,550	$120,712	$134,943	$170,963	$190,299
Top Technology Position	22	$164,204	$119,316	$134,690	$156,118	$186,799	$224,500
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	14	$59,109		$27,138	$51,195	$74,859	
Between $1 million and $5 million							
CEO/Executive Director	10	$201,570		$111,832	$144,404	$219,031	
Greater than $5 million							
CEO/Executive Director	11	$261,181		$195,807	$239,877	$336,185	
Top Finance Position	7	$166,681			$164,832		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	11	$190,316		$149,318	$181,489	$248,694	
Greater than $5 million							
CEO/Executive Director	10	$496,998		$206,603	$367,830	$430,914	
Top Finance Position	8	$199,973			$178,542		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	17	$66,657		$48,709	$62,400	$77,237	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$100,141			$95,727		
Between $1 million and $5 million							
CEO/Executive Director	20	$121,965	$90,828	$104,747	$119,420	$128,765	$145,730
Greater than $5 million							
CEO/Executive Director	28	$229,732	$132,789	$159,491	$224,789	$282,486	$339,876
Top Administrative Position	5	$140,410			$131,796		
Top Finance Position	23	$152,719	$108,247	$125,864	$143,150	$175,009	$221,044
Top Human Resources Position	8	$156,758			$147,694		
Top Operations Position	16	$190,311		$151,475	$167,003	$195,927	
Top Technology Position	5	$172,736			$190,635		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	8	$64,725			$53,525		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$138,731			$124,003		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	17	$178,107		$129,201	$153,100	$222,991	
Greater than $5 million							
CEO/Executive Director	19	$318,446		$158,512	$192,075	$372,136	
Top Development Position	5	$197,930			$176,000		
Top Finance Position	11	$341,412		$188,257	$267,798	$395,951	
Top Operations Position	9	$218,353			$161,229		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$88,646		$45,975	$89,312	$121,058	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$109,590			$99,144		
Between $1 million and $5 million							
CEO/Executive Director	11	$212,892		$135,213	$165,746	$283,983	
Greater than $5 million							
CEO/Executive Director	6	$599,302			$219,512		
Top Finance Position	6	$312,188			$161,078		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	10	$75,427		$31,974	$68,384	$98,901	
Between $500 thousand and $1 million							
CEO/Executive Director	16	$99,010		$64,099	$93,028	$120,603	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	22	$157,804	$74,577	$105,405	$126,176	$207,093	$300,732
Top Finance Position	6	$112,413			$105,319		
Greater than $5 million							
CEO/Executive Director	6	$317,079			$325,625		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	29	$59,153	$18,360	$24,160	$44,678	$86,754	$115,873
Between $500 thousand and $1 million							
CEO/Executive Director	5	$78,881			$76,999		
Between $1 million and $5 million							
CEO/Executive Director	7	$166,002			$192,014		
Youth development							
$500 thousand or less							
CEO/Executive Director	33	$64,433	$28,399	$42,000	$58,984	$80,000	$106,199
Between $500 thousand and $1 million							
CEO/Executive Director	24	$98,969	$66,474	$75,809	$95,463	$101,619	$136,206
Between $1 million and $5 million							
CEO/Executive Director	61	$153,144	$85,000	$110,059	$132,899	$173,894	$200,662
Top Development Position	5	$138,937			$132,059		
Top Finance Position	7	$121,174			$118,792		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Youth development							
Greater than $5 million							
CEO/Executive Director	12	$288,260		$199,765	$261,359	$348,467	
Top Development Position	7	$222,692			$186,813		
Top Finance Position	7	$184,835			$191,561		
Top Operations Position	7	$203,709			$213,960		
Top Program Position	5	$152,823			$153,656		
Michigan							
Animal-related							
$500 thousand or less							
CEO/Executive Director	10	$38,706		$27,950	$39,240	$49,350	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$71,058			$68,500		
Between $1 million and $5 million							
CEO/Executive Director	6	$85,109			$80,164		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	90	$48,408	$24,396	$37,040	$47,885	$57,254	$73,620
Between $500 thousand and $1 million							
CEO/Executive Director	37	$73,955	$51,853	$54,690	$81,339	$87,737	$94,096
Between $1 million and $5 million							
CEO/Executive Director	35	$150,403	$88,201	$98,294	$120,814	$145,155	$217,671

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	15	$274,693		$168,588	$215,003	$328,939	
Top Development Position	5	$213,948			$239,176		
Top Finance Position	9	$182,026			$129,002		
Top Operations Position	5	$203,051			$155,819		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$55,281			$52,604		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	36	$61,506	$24,092	$45,725	$55,858	$79,762	$88,595
Between $500 thousand and $1 million							
CEO/Executive Director	18	$100,112		$62,460	$97,600	$108,573	
Between $1 million and $5 million							
CEO/Executive Director	30	$126,903	$58,634	$72,355	$105,857	$166,960	$225,681
Greater than $5 million							
CEO/Executive Director	8	$232,650			$175,635		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	12	$57,100		$40,143	$50,487	$60,375	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$90,560		$74,386	$87,119	$103,125	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	10	$119,069		$104,298	$113,824	$120,618	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	16	$65,444		$38,625	$50,680	$71,364	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$94,160			$84,266		
Between $1 million and $5 million							
CEO/Executive Director	10	$117,585		$90,749	$117,044	$144,869	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	50	$58,842	$24,487	$42,595	$53,479	$72,849	$87,372
Between $500 thousand and $1 million							
CEO/Executive Director	31	$88,968	$40,473	$61,221	$85,570	$108,194	$134,808
Between $1 million and $5 million							
CEO/Executive Director	72	$129,686	$68,173	$79,385	$111,446	$149,519	$234,773
Top Administrative Position	8	$74,107			$76,541		
Top Finance Position	12	$71,559		$48,435	$66,834	$87,461	
Top Operations Position	8	$116,158			$120,303		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	69	$309,686	$121,046	$139,636	$223,125	$402,090	$704,186
Top Administrative Position	17	$164,977		$118,609	$136,789	$189,572	
Top Business Position	12	$193,054		$115,944	$202,253	$249,344	
Top Development Position	22	$211,335	$130,637	$140,178	$168,476	$264,263	$318,778
Top Education Position	23	$211,266	$137,403	$144,210	$176,845	$270,019	$335,470
Top Finance Position	42	$183,473	$82,757	$104,217	$156,685	$240,629	$310,134
Top Marketing Position	8	$207,084			$220,741		
Top Operations Position	8	$231,638			$237,790		
Top PR/Communications Position	6	$233,720			$218,237		
Top Program Position	6	$277,659			$216,324		
Top Technology Position	11	$179,644		$146,736	$164,098	$191,694	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	13	$121,509		$90,237	$128,158	$140,633	
Greater than $5 million							
CEO/Executive Director	10	$220,501		$181,441	$205,079	$265,803	
Top Finance Position	7	$145,470			$136,928		
Top Human Resources Position	6	$146,983			$120,149		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	20	$57,176	$26,612	$42,270	$52,040	$79,519	$92,358
Between $500 thousand and $1 million							
CEO/Executive Director	10	$89,200		$65,501	$82,550	$110,654	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	19	$115,736		$92,795	$113,778	$123,683	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$61,234			$60,589		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$50,713			$64,432		
Between $1 million and $5 million							
CEO/Executive Director	6	$115,339			$78,026		
Greater than $5 million							
CEO/Executive Director	9	$166,913			$168,366		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	13	$77,346		$59,965	$68,045	$89,573	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$118,710		$84,301	$99,061	$152,577	
Between $1 million and $5 million							
CEO/Executive Director	23	$115,485	$81,038	$85,314	$115,783	$134,613	$159,237

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	85	$505,979	$138,971	$177,219	$263,235	$394,089	$758,482
Top Administrative Position	11	$258,115		$133,841	$146,279	$206,373	
Top Business Position	8	$304,097			$169,300		
Top Finance Position	63	$276,530	$91,314	$126,261	$176,760	$316,887	$461,886
Top Human Resources Position	15	$381,267		$142,729	$179,303	$458,940	
Top Marketing Position	8	$336,680			$213,273		
Top Operations Position	33	$213,541	$105,389	$132,411	$185,521	$231,751	$346,120
Top Program Position	8	$183,465			$170,576		
Top Technology Position	13	$449,574		$150,216	$249,930	$502,971	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	28	$49,736	$30,407	$40,286	$48,431	$57,477	$65,167
Between $500 thousand and $1 million							
CEO/Executive Director	13	$71,558		$50,995	$76,964	$87,096	
Top Administrative Position	5	$47,811			$52,275		
Between $1 million and $5 million							
CEO/Executive Director	37	$97,354	$58,844	$77,304	$91,580	$119,250	$136,555
Greater than $5 million							
CEO/Executive Director	16	$189,347		$127,150	$176,741	$231,509	
Top Finance Position	8	$155,126			$157,266		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	107	$49,867	$24,864	$37,327	$47,800	$64,301	$74,291
Top Administrative Position	6	$42,183			$44,453		
Top Finance Position	7	$34,926			$32,420		
Between $500 thousand and $1 million							
CEO/Executive Director	64	$71,960	$45,566	$53,192	$70,904	$82,257	$97,767
Top Finance Position	5	$53,477			$33,399		
Between $1 million and $5 million							
CEO/Executive Director	166	$103,581	$57,928	$74,638	$91,317	$123,920	$150,912
Top Administrative Position	7	$78,292			$76,465		
Top Finance Position	27	$83,016	$54,459	$67,138	$78,108	$98,809	$113,150
Top Operations Position	12	$97,356		$58,544	$69,631	$133,634	
Greater than $5 million							
CEO/Executive Director	120	$193,173	$105,266	$132,476	$176,385	$234,211	$297,497
Top Administrative Position	9	$155,683			$174,483		
Top Development Position	11	$181,321		$130,825	$146,431	$213,507	
Top Finance Position	60	$133,321	$81,672	$97,241	$122,207	$159,528	$184,021
Top Human Resources Position	13	$131,402		$122,203	$139,810	$157,996	
Top Marketing Position	7	$147,893			$145,328		
Top Operations Position	25	$174,637	$117,474	$137,072	$154,778	$185,439	$231,724
Top Technology Position	10	$159,831		$126,658	$141,173	$194,705	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	7	$46,237			$42,790		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
International, foreign affairs, & national security							
Between $1 million and $5 million							
CEO/Executive Director	7	$127,560			$132,387		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	23	$63,041	$24,800	$41,386	$54,628	$72,723	$99,400
Between $500 thousand and $1 million							
CEO/Executive Director	14	$99,284		$83,149	$95,622	$104,433	
Between $1 million and $5 million							
CEO/Executive Director	20	$110,309	$62,913	$67,344	$92,244	$120,172	$186,556
Top Finance Position	7	$93,580			$80,274		
Greater than $5 million							
CEO/Executive Director	25	$223,678	$106,528	$151,953	$191,844	$267,949	$343,319
Top Finance Position	11	$160,498		$99,925	$164,777	$207,521	
Top Operations Position	5	$202,985			$179,745		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	20	$47,314	$25,349	$32,214	$47,604	$57,002	$69,992
Between $500 thousand and $1 million							
CEO/Executive Director	16	$69,962		$54,438	$70,880	$86,374	
Between $1 million and $5 million							
CEO/Executive Director	24	$109,284	$81,567	$84,973	$98,096	$119,006	$147,238
Greater than $5 million							
CEO/Executive Director	16	$218,125		$171,133	$215,197	$270,155	
Top Finance Position	7	$158,580			$147,060		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$57,087		$35,913	$46,525	$70,286	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$100,467			$100,523		
Between $1 million and $5 million							
CEO/Executive Director	9	$141,289			$112,254		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	24	$54,496	$25,200	$36,185	$53,000	$68,767	$82,613
Between $500 thousand and $1 million							
CEO/Executive Director	9	$80,339			$69,188		
Between $1 million and $5 million							
CEO/Executive Director	13	$124,920		$113,202	$122,100	$131,482	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	44	$53,397	$20,015	$31,241	$49,296	$67,548	$88,743
Between $500 thousand and $1 million							
CEO/Executive Director	16	$77,799		$54,909	$77,138	$95,075	
Between $1 million and $5 million							
CEO/Executive Director	28	$121,896	$71,806	$83,075	$106,852	$130,801	$195,269
Greater than $5 million							
CEO/Executive Director	7	$179,191			$198,480		
Top Finance Position	5	$138,505			$110,259		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Unknown							
$500 thousand or less							
CEO/Executive Director	5	$44,915			$30,000		
Youth development							
$500 thousand or less							
CEO/Executive Director	34	$51,885	$23,430	$38,019	$55,000	$65,000	$69,772
Between $500 thousand and $1 million							
CEO/Executive Director	13	$83,474		$67,387	$74,166	$94,666	
Between $1 million and $5 million							
CEO/Executive Director	18	$102,765		$81,597	$99,155	$114,885	
Minnesota							
Animal-related							
$500 thousand or less							
CEO/Executive Director	16	$45,922		$36,540	$49,427	$54,358	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$79,397			$68,800		
Between $1 million and $5 million							
CEO/Executive Director	9	$122,156			$111,000		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	89	$49,124	$25,654	$35,200	$46,666	$60,000	$74,829

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	37	$80,328	$47,859	$66,118	$75,479	$85,818	$99,812
Between $1 million and $5 million							
CEO/Executive Director	57	$114,148	$60,441	$87,000	$106,530	$138,099	$162,938
Top Administrative Position	7	$80,009			$81,635		
Top Finance Position	10	$73,701		$63,146	$75,039	$84,628	
Greater than $5 million							
CEO/Executive Director	15	$297,385		$251,694	$274,086	$340,798	
Top Development Position	10	$217,130		$170,024	$195,044	$247,076	
Top Finance Position	13	$180,633		$146,895	$155,357	$224,779	
Top Marketing Position	5	$196,280			$160,661		
Top Operations Position	7	$282,598			$266,284		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	9	$68,533			$72,026		
Between $500 thousand and $1 million							
CEO/Executive Director	11	$100,965		$81,162	$89,091	$108,789	
Between $1 million and $5 million							
CEO/Executive Director	5	$120,819			$91,768		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	34	$65,681	$37,745	$48,129	$64,780	$76,020	$90,046
Between $500 thousand and $1 million							
CEO/Executive Director	11	$103,797		$76,409	$94,619	$126,922	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	23	$144,032	$83,201	$98,763	$139,970	$165,965	$188,690
Greater than $5 million							
CEO/Executive Director	15	$206,050		$109,766	$146,121	$300,577	
Top Finance Position	7	$150,344			$137,129		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	11	$63,137		$35,815	$62,568	$83,851	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$98,445			$99,914		
Between $1 million and $5 million							
CEO/Executive Director	8	$104,136			$93,519		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$56,099			$50,000		
Between $1 million and $5 million							
CEO/Executive Director	13	$142,143		$82,334	$136,506	$152,672	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	44	$59,895	$28,680	$39,801	$52,390	$77,939	$96,874
Between $500 thousand and $1 million							
CEO/Executive Director	32	$91,526	$63,445	$69,054	$86,465	$98,714	$131,024
Top Finance Position	6	$54,682			$47,172		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	105	$120,561	$52,192	$75,802	$102,901	$126,713	$166,082
Top Administrative Position	6	$65,929			$64,152		
Top Business Position	8	$43,042			$44,102		
Top Finance Position	36	$70,616	$38,340	$47,735	$61,695	$77,444	$110,408
Greater than $5 million							
CEO/Executive Director	109	$250,039	$97,472	$130,656	$165,456	$290,309	$478,236
Top Administrative Position	22	$195,624	$137,797	$153,851	$191,461	$222,558	$280,331
Top Development Position	28	$200,202	$125,840	$149,010	$187,849	$227,165	$298,143
Top Education Position	26	$198,928	$108,765	$137,031	$188,098	$246,239	$285,049
Top Finance Position	57	$157,282	$64,335	$75,018	$142,978	$202,451	$275,926
Top Human Resources Position	8	$171,977			$175,757		
Top Marketing Position	6	$195,885			$172,998		
Top Operations Position	19	$170,230		$120,868	$172,487	$193,137	
Top Technology Position	9	$168,156			$175,792		
Employment, job-related							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$66,879			$67,793		
Between $1 million and $5 million							
CEO/Executive Director	13	$107,437		$83,209	$104,653	$125,431	
Greater than $5 million							
CEO/Executive Director	13	$197,027		$148,902	$191,773	$207,667	
Top Finance Position	9	$152,213			$118,444		
Top Operations Position	5	$146,673			$171,265		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	11	$65,780		$47,686	$63,326	$73,921	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$91,430		$75,248	$95,488	$110,895	
Between $1 million and $5 million							
CEO/Executive Director	15	$138,375		$108,420	$139,643	$156,534	
Greater than $5 million							
CEO/Executive Director	5	$176,472			$164,285		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	8	$56,161			$46,068		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$71,004			$68,694		
Between $1 million and $5 million							
CEO/Executive Director	8	$132,418			$102,956		
Greater than $5 million							
CEO/Executive Director	8	$135,538			$116,447		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	21	$70,215	$34,337	$47,751	$60,043	$93,000	$127,872
Between $500 thousand and $1 million							
CEO/Executive Director	8	$108,055			$116,446		
Between $1 million and $5 million							
CEO/Executive Director	16	$135,831		$90,639	$122,974	$168,252	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	59	$399,437	$116,474	$164,269	$257,567	$397,171	$771,544
Top Administrative Position	27	$175,738	$104,492	$126,477	$136,765	$164,158	$199,830
Top Business Position	8	$147,852			$124,295		
Top Development Position	6	$245,808			$245,701		
Top Finance Position	45	$251,365	$94,032	$120,237	$183,950	$266,344	$509,021
Top Human Resources Position	9	$322,713			$184,423		
Top Operations Position	25	$341,971	$146,217	$165,430	$212,358	$300,268	$429,776
Top Technology Position	11	$284,011		$139,848	$166,548	$260,322	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	14	$53,438		$45,761	$54,666	$55,781	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$83,461		$71,699	$74,838	$101,061	
Between $1 million and $5 million							
CEO/Executive Director	38	$115,711	$71,565	$80,864	$103,918	$141,076	$185,240
Top Finance Position	10	$81,785		$66,144	$74,767	$83,956	
Greater than $5 million							
CEO/Executive Director	15	$220,471		$170,365	$206,296	$294,144	
Top Administrative Position	12	$118,515		$109,445	$122,046	$125,602	
Top Finance Position	9	$161,450			$175,000		
Top Operations Position	5	$189,825			$175,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	92	$56,902	$26,465	$37,593	$56,566	$70,262	$78,771
Top Finance Position	5	$47,183			$47,801		
Between $500 thousand and $1 million							
CEO/Executive Director	43	$82,850	$55,966	$65,662	$77,848	$92,906	$116,623
Between $1 million and $5 million							
CEO/Executive Director	121	$109,026	$68,478	$82,978	$104,253	$126,029	$145,078
Top Administrative Position	6	$81,241			$73,998		
Top Finance Position	28	$80,058	$54,217	$60,927	$76,075	$97,801	$112,572
Greater than $5 million							
CEO/Executive Director	87	$192,603	$102,739	$121,692	$164,778	$221,044	$312,063
Top Administrative Position	13	$137,333		$117,527	$131,243	$156,922	
Top Development Position	10	$172,157		$123,334	$171,821	$177,000	
Top Finance Position	59	$124,809	$66,301	$94,307	$115,002	$146,400	$186,215
Top Human Resources Position	10	$163,967		$128,617	$147,103	$154,396	
Top Operations Position	11	$162,276		$126,067	$157,560	$180,019	
Top Program Position	12	$138,953		$123,399	$130,835	$145,251	
Top Technology Position	8	$171,844			$166,038		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	7	$51,667			$49,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$97,330			$92,681		
Between $1 million and $5 million							
CEO/Executive Director	7	$120,920			$122,783		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	14	$62,787		$39,735	$49,100	$78,585	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$89,663			$93,607		
Between $1 million and $5 million							
CEO/Executive Director	11	$110,192		$83,268	$110,336	$133,043	
Greater than $5 million							
CEO/Executive Director	25	$196,193	$142,867	$153,720	$186,916	$236,490	$252,459
Top Finance Position	19	$139,366		$120,775	$133,187	$151,682	
Top Human Resources Position	5	$135,834			$125,151		
Top Operations Position	8	$160,347			$150,763		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	22	$57,008	$28,635	$41,042	$53,951	$69,923	$76,170
Between $500 thousand and $1 million							
CEO/Executive Director	8	$86,786			$85,675		
Between $1 million and $5 million							
CEO/Executive Director	14	$130,942		$89,566	$126,379	$156,183	
Top Finance Position	6	$106,709			$83,443		
Greater than $5 million							
CEO/Executive Director	14	$244,545		$192,952	$216,253	$302,238	
Top Finance Position	16	$154,819		$128,725	$141,741	$178,118	
Top Operations Position	6	$166,900			$141,105		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$60,057			$55,450		
Between $1 million and $5 million							
CEO/Executive Director	5	$160,798			$157,140		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	13	$42,955		$31,458	$39,577	$57,368	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$80,508		$39,666	$89,198	$103,800	
Between $1 million and $5 million							
CEO/Executive Director	21	$104,321	$71,280	$75,000	$92,340	$123,223	$134,108
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	53	$58,257	$20,922	$29,000	$58,902	$75,488	$99,796
Between $500 thousand and $1 million							
CEO/Executive Director	9	$85,879			$60,635		
Between $1 million and $5 million							
CEO/Executive Director	10	$129,247		$102,211	$120,091	$147,442	
Youth development							
$500 thousand or less							
CEO/Executive Director	26	$52,930	$21,389	$30,850	$51,344	$71,444	$82,213
Between $500 thousand and $1 million							
CEO/Executive Director	14	$87,907		$75,804	$83,440	$98,963	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	22	$146,918	$86,046	$106,845	$138,850	$197,207	$217,750
Top Finance Position	8	$117,788			$103,357		
Greater than $5 million							
CEO/Executive Director	5	$234,840			$178,562		
Top Finance Position	5	$146,081			$126,135		
Mississippi							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	21	$52,974	$33,727	$37,395	$42,741	$60,135	$81,900
Between $500 thousand and $1 million							
CEO/Executive Director	5	$76,553			$90,980		
Between $1 million and $5 million							
CEO/Executive Director	7	$107,438			$92,113		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	$60,825			$55,866		
Between $1 million and $5 million							
CEO/Executive Director	8	$130,516			$105,950		
Greater than $5 million							
CEO/Executive Director	5	$218,002			$264,290		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$93,300			$85,706		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$63,022			$55,000		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$54,997		$44,072	$48,595	$58,000	
Between $1 million and $5 million							
CEO/Executive Director	23	$125,291	$58,176	$82,868	$104,500	$153,803	$201,279
Greater than $5 million							
CEO/Executive Director	19	$248,281		$158,101	$222,769	$326,215	
Top Development Position	5	$152,420			$160,161		
Top Education Position	6	$209,003			$200,519		
Top Finance Position	15	$132,936		$112,383	$135,792	$163,547	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$85,583			$52,240		
Between $1 million and $5 million							
CEO/Executive Director	9	$114,095			$119,048		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	24	$388,305	$155,146	$178,807	$216,791	$485,044	$727,087
Top Administrative Position	9	$224,955			$213,088		
Top Finance Position	24	$164,282	$71,875	$92,616	$141,148	$180,763	$329,956
Top Human Resources Position	5	$216,077			$205,202		
Top Operations Position	8	$267,343			$230,384		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	$47,873			$39,721		
Between $1 million and $5 million							
CEO/Executive Director	6	$115,311			$103,277		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	24	$46,306	$22,046	$25,625	$45,500	$58,425	$65,540
Between $500 thousand and $1 million							
CEO/Executive Director	15	$76,606		$43,820	$62,409	$108,968	
Between $1 million and $5 million							
CEO/Executive Director	18	$88,038		$61,969	$90,844	$118,707	
Greater than $5 million							
CEO/Executive Director	9	$195,661			$156,637		
Top Finance Position	6	$120,054			$109,792		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$54,994			$52,000		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$48,666			$39,575		
Between $1 million and $5 million							
CEO/Executive Director	5	$92,043			$98,436		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	23	$53,740	$24,200	$29,916	$48,000	$76,417	$90,559
Missouri							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$60,121			$58,975		
Between $1 million and $5 million							
CEO/Executive Director	5	$93,330			$93,757		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	52	$48,058	$26,775	$30,143	$42,157	$60,166	$79,646
Between $500 thousand and $1 million							
CEO/Executive Director	15	$73,927		$57,026	$69,807	$93,741	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	29	$137,016	$76,003	$97,521	$120,332	$186,044	$222,006
Top Finance Position	7	$95,865			$102,018		
Greater than $5 million							
CEO/Executive Director	17	$353,842		$231,785	$341,042	$439,288	
Top Development Position	11	$162,642		$141,790	$156,436	$171,881	
Top Finance Position	13	$149,865		$123,435	$132,454	$190,626	
Top Operations Position	9	$202,227			$163,204		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$70,059			$43,600		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	23	$70,142	$37,308	$43,660	$60,000	$75,400	$95,881
Between $500 thousand and $1 million							
CEO/Executive Director	15	$100,452		$75,262	$99,169	$112,411	
Between $1 million and $5 million							
CEO/Executive Director	16	$154,237		$85,896	$120,725	$187,433	
Top Finance Position	6	$87,281			$85,783		
Greater than $5 million							
CEO/Executive Director	8	$886,956			$149,302		
Top Finance Position	5	$895,018			$134,314		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	8	$107,640			$107,428		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$65,008			$65,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$101,681			$108,076		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	54	$59,730	$23,795	$35,500	$50,525	$75,575	$106,769
Between $500 thousand and $1 million							
CEO/Executive Director	20	$74,086	$26,048	$47,163	$73,849	$86,572	$107,309
Between $1 million and $5 million							
CEO/Executive Director	43	$124,083	$67,106	$88,596	$108,999	$147,193	$194,769
Top Finance Position	9	$82,230			$76,820		
Top Operations Position	5	$91,889			$99,775		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	78	$296,910	$118,674	$164,516	$249,217	$350,046	$489,055
Top Administrative Position	25	$207,294	$102,615	$113,703	$134,494	$198,336	$338,636
Top Business Position	13	$125,024		$91,428	$139,057	$168,998	
Top Development Position	21	$184,886	$115,847	$128,844	$166,013	$186,397	$266,362
Top Education Position	23	$197,930	$122,963	$136,382	$185,274	$248,136	$278,751
Top Facilities Position	6	$175,656			$161,170		
Top Finance Position	40	$175,857	$88,863	$105,514	$152,460	$208,045	$317,974
Top Legal Position	6	$270,716			$235,159		
Top Marketing Position	5	$174,073			$155,383		
Top Operations Position	15	$196,327		$135,939	$154,183	$238,192	
Top PR/Communications Position	7	$193,628			$155,383		
Top Technology Position	13	$202,383		$128,379	$164,990	$244,314	
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	7	$44,805			$41,037		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$60,345			$62,747		
Between $1 million and $5 million							
CEO/Executive Director	16	$121,430		$72,937	$97,291	$148,382	
Greater than $5 million							
CEO/Executive Director	6	$257,931			$190,456		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	$57,938			$61,902		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$46,939			$41,049		
Between $1 million and $5 million							
CEO/Executive Director	6	$127,763			$101,514		
Greater than $5 million							
CEO/Executive Director	8	$270,546			$183,826		
Top Finance Position	5	$134,536			$94,059		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	12	$60,964		$37,601	$54,343	$74,702	
Between $500 thousand and $1 million							
CEO/Executive Director	16	$103,743		$78,989	$110,185	$127,891	
Between $1 million and $5 million							
CEO/Executive Director	27	$172,098	$103,417	$113,725	$178,910	$210,979	$251,542

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	90	$661,499	$125,511	$226,612	$379,651	$651,648	$993,795
Top Administrative Position	27	$234,294	$110,273	$123,122	$229,523	$303,872	$343,301
Top Business Position	7	$268,215			$227,619		
Top Education Position	5	$259,986			$165,213		
Top Finance Position	53	$313,828	$103,218	$130,264	$218,377	$398,903	$704,516
Top Human Resources Position	9	$523,362			$270,094		
Top Legal Position	6	$520,454			$598,281		
Top Marketing Position	5	$260,040			$227,619		
Top Operations Position	51	$377,584	$113,170	$180,652	$300,744	$368,299	$582,755
Top Technology Position	10	$331,443		$192,581	$268,090	$364,970	
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$61,031			$63,000		
Between $1 million and $5 million							
CEO/Executive Director	15	$102,697		$78,300	$95,951	$120,667	
Greater than $5 million							
CEO/Executive Director	8	$166,278			$142,187		
Top Finance Position	5	$117,645			$105,002		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	64	$50,348	$23,653	$32,038	$46,418	$63,767	$81,727
Top Administrative Position	5	$34,880			$35,414		
Top Program Position	5	$46,479			$51,295		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	37	$70,204	$44,572	$54,314	$67,013	$80,936	$96,484
Between $1 million and $5 million							
CEO/Executive Director	94	$100,758	$57,782	$66,437	$86,075	$115,827	$161,971
Top Development Position	6	$102,334			$111,762		
Top Finance Position	13	$92,572		$58,869	$63,846	$124,065	
Top Operations Position	6	$130,792			$115,242		
Greater than $5 million							
CEO/Executive Director	75	$175,789	$85,238	$106,476	$157,677	$215,433	$288,906
Top Administrative Position	7	$126,703			$134,688		
Top Development Position	11	$145,294		$125,780	$140,811	$153,024	
Top Finance Position	43	$126,677	$73,795	$95,258	$115,777	$149,236	$193,507
Top Human Resources Position	9	$133,026			$131,503		
Top Marketing Position	5	$151,933			$152,992		
Top Operations Position	18	$151,983		$108,039	$133,661	$170,437	
Top Technology Position	7	$148,160			$133,208		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	$58,115			$46,860		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	14	$51,862		$25,447	$46,898	$71,744	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$78,823			$85,680		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	16	$117,488		$79,591	$109,101	$134,318	
Greater than $5 million							
CEO/Executive Director	22	$347,729	$115,292	$171,661	$209,489	$325,913	$709,642
Top Finance Position	16	$201,675		$104,334	$131,017	$177,846	
Top Operations Position	10	$231,705		$133,094	$163,285	$319,997	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	$56,615			$54,167		
Greater than $5 million							
CEO/Executive Director	5	$215,200			$187,771		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$63,920			$75,828		
Greater than $5 million							
CEO/Executive Director	5	$246,753			$226,520		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$43,636			$41,433		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$89,056			$81,250		
Between $1 million and $5 million							
CEO/Executive Director	11	$114,848		$83,455	$94,466	$118,863	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Recreation, sports, leisure, athletics							
Greater than $5 million							
CEO/Executive Director	5	$269,002			$219,054		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	61	$50,609	$27,300	$33,100	$45,612	$66,142	$83,500
Top Finance Position	10	$35,747		$35,000	$36,917	$41,225	
Between $1 million and $5 million							
CEO/Executive Director	12	$92,735		$83,905	$92,968	$99,378	
Greater than $5 million							
CEO/Executive Director	5	$153,537			$146,977		
Youth development							
$500 thousand or less							
CEO/Executive Director	14	$62,805		$41,792	$64,769	$80,285	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$79,285		$56,504	$77,861	$96,121	
Between $1 million and $5 million							
CEO/Executive Director	13	$161,544		$118,965	$137,462	$163,474	
Greater than $5 million							
CEO/Executive Director	10	$229,733		$130,080	$217,161	$288,932	
Top Finance Position	6	$126,474			$139,500		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Animal-related							
$500 thousand or less							
CEO/Executive Director	9	$48,670			$47,803		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	41	$50,316	$25,000	$35,094	$47,833	$69,531	$76,120
Between $500 thousand and $1 million							
CEO/Executive Director	14	$72,443		$58,551	$66,669	$85,890	
Between $1 million and $5 million							
CEO/Executive Director	5	$92,117			$79,462		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	$77,016			$64,710		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	13	$41,386		$25,580	$42,899	$51,850	
Between $1 million and $5 million							
CEO/Executive Director	8	$100,444			$89,212		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	10	$63,204		$42,404	$70,238	$79,308	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	19	$50,462		$34,774	$47,308	$54,445	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$78,313		$54,461	$70,000	$88,238	
Between $1 million and $5 million							
CEO/Executive Director	21	$99,999	$56,267	$60,951	$79,784	$101,642	$151,861
Top Finance Position	9	$105,454			$50,211		
Greater than $5 million							
CEO/Executive Director	11	$172,763		$125,945	$136,198	$205,737	
Top Finance Position	6	$141,382			$136,210		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	8	$99,713			$88,864		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	18	$52,825		$43,500	$53,175	$64,893	
Between $1 million and $5 million							
CEO/Executive Director	15	$146,119		$114,539	$121,939	$163,584	
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	$74,276			$75,728		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	13	$51,062		$30,272	$50,585	$64,787	
Between $1 million and $5 million							
CEO/Executive Director	9	$98,823			$104,892		
Greater than $5 million							
CEO/Executive Director	31	$314,080	$130,231	$154,980	$209,870	$339,990	$670,765
Top Finance Position	28	$181,867	$64,766	$101,637	$131,386	$225,578	$348,342
Top Operations Position	10	$215,485		$145,752	$181,251	$191,748	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	$84,027			$80,092		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	27	$40,723	$21,966	$33,843	$40,543	$48,500	$57,469
Between $500 thousand and $1 million							
CEO/Executive Director	16	$52,805		$38,540	$48,922	$64,755	
Between $1 million and $5 million							
CEO/Executive Director	41	$84,712	$61,313	$65,365	$80,983	$95,353	$117,091
Top Finance Position	8	$67,086			$69,820		
Greater than $5 million							
CEO/Executive Director	18	$127,053		$95,185	$107,444	$136,593	
Top Finance Position	10	$100,097		$71,912	$88,473	$97,294	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$79,487			$49,895		
Greater than $5 million							
CEO/Executive Director	6	$183,120			$165,165		
Top Finance Position	5	$94,296			$89,859		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	7	$111,961			$103,210		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	11	$53,536		$45,798	$47,476	$62,113	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	11	$66,567		$33,977	$65,562	$85,854	
Youth development							
$500 thousand or less							
CEO/Executive Director	11	$40,524		$32,450	$40,837	$47,436	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	20	$54,667	$32,012	$39,084	$48,427	$63,982	$70,085
Between $500 thousand and $1 million							
CEO/Executive Director	8	$78,532			$77,855		
Between $1 million and $5 million							
CEO/Executive Director	12	$109,453		$91,699	$106,123	$125,835	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	15	$57,289		$48,658	$57,594	$69,595	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$106,142		$56,500	$91,613	$128,685	
Greater than $5 million							
CEO/Executive Director	5	$214,949			$118,449		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	6	$54,958			$50,745		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	14	$53,094		$24,750	$46,530	$73,500	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$79,825			$67,210		
Between $1 million and $5 million							
CEO/Executive Director	25	$125,143	$51,605	$81,125	$105,850	$149,483	$209,085

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	14	$292,515		$163,638	$315,369	$368,235	
Top Administrative Position	7	$182,863			$173,466		
Top Development Position	6	$194,396			$185,460		
Top Education Position	8	$261,130			$180,060		
Top Finance Position	11	$172,664		$122,643	$174,101	$230,499	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	$66,741			$68,848		
Between $1 million and $5 million							
CEO/Executive Director	9	$112,484			$114,808		
Greater than $5 million							
CEO/Executive Director	37	$356,638	$106,692	$193,570	$272,831	$490,602	$647,783
Top Finance Position	31	$224,734	$64,925	$128,002	$169,965	$246,957	$408,444
Top Operations Position	10	$346,157		$168,562	$244,103	$499,083	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	$61,187			$52,575		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$42,939			$39,500		
Between $1 million and $5 million							
CEO/Executive Director	10	$111,154		$88,599	$122,057	$134,035	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	30	$50,003	$32,273	$37,603	$47,951	$59,540	$69,445
Between $500 thousand and $1 million							
CEO/Executive Director	22	$69,207	$41,348	$50,404	$69,195	$82,522	$105,167
Between $1 million and $5 million							
CEO/Executive Director	32	$102,514	$53,706	$81,020	$99,735	$123,154	$127,491
Top Finance Position	5	$76,893			$75,549		
Greater than $5 million							
CEO/Executive Director	24	$186,855	$82,765	$131,924	$147,083	$177,153	$337,769
Top Finance Position	17	$129,040		$85,612	$105,922	$135,960	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$51,995			$57,000		
Between $1 million and $5 million							
CEO/Executive Director	9	$91,325			$97,309		
Greater than $5 million							
CEO/Executive Director	6	$146,708			$148,405		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	13	$140,210		$75,342	$93,252	$112,602	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$65,024			$69,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	$88,002			$77,880		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	19	$46,623		$29,867	$37,320	$50,000	
Between $1 million and $5 million							
CEO/Executive Director	5	$113,318			$107,214		
Youth development							
$500 thousand or less							
CEO/Executive Director	11	$66,415		$52,234	$69,574	$83,984	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$84,043			$87,919		
Nevada							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$87,854			$84,536		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$39,732			$37,280		
Between $1 million and $5 million							
CEO/Executive Director	7	$152,457			$149,307		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$62,254			$51,450		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	$66,653			$59,500		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	$69,342		$35,620	$60,291	$84,287	
Between $1 million and $5 million							
CEO/Executive Director	14	$130,671		$100,416	$117,220	$138,655	
Greater than $5 million							
CEO/Executive Director	14	$214,852		$140,698	$167,066	$228,073	
Top Finance Position	7	$187,128			$172,702		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$98,143			$100,433		
Between $1 million and $5 million							
CEO/Executive Director	9	$107,394			$99,039		
Greater than $5 million							
CEO/Executive Director	13	$289,313		$178,287	$208,603	$308,617	
Top Finance Position	8	$166,490			$162,945		
Top Operations Position	5	$193,700			$138,887		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$102,675			$111,010		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	20	$52,426	$24,516	$36,563	$55,084	$62,081	$80,829
Between $500 thousand and $1 million							
CEO/Executive Director	11	$94,400		$68,987	$85,000	$125,866	
Between $1 million and $5 million							
CEO/Executive Director	29	$118,936	$63,808	$75,000	$103,433	$132,143	$193,917
Top Finance Position	6	$67,357			$65,934		
Greater than $5 million							
CEO/Executive Director	10	$196,560		$131,729	$166,514	$242,371	
Top Finance Position	7	$92,096			$80,090		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	$49,594			$47,326		
Between $1 million and $5 million							
CEO/Executive Director	6	$96,947			$85,635		
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	5	$181,171			$185,147		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$30,061			$29,400		
Between $1 million and $5 million							
CEO/Executive Director	6	$117,765			$111,992		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$37,419			$33,145		
Youth development							
$500 thousand or less							
CEO/Executive Director	11	$58,749		$47,325	$60,000	$67,828	
Between $1 million and $5 million							
CEO/Executive Director	5	$101,736			$121,228		
New Hampshire							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	$104,016			$96,575		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	31	$53,220	$19,090	$31,752	$52,000	$64,248	$83,525
Between $500 thousand and $1 million							
CEO/Executive Director	11	$79,468		$72,093	$78,607	$87,110	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	16	$109,752		$78,242	$100,760	$136,129	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	$95,515			$72,662		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	16	$52,089		$34,874	$53,047	$62,301	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$72,546		$49,910	$78,307	$89,403	
Between $1 million and $5 million							
CEO/Executive Director	33	$110,725	$61,148	$65,980	$83,454	$152,682	$171,098
Greater than $5 million							
CEO/Executive Director	26	$412,723	$109,676	$183,329	$319,731	$430,827	$580,412
Top Administrative Position	6	$174,536			$135,339		
Top Development Position	13	$248,521		$163,888	$173,666	$238,870	
Top Education Position	9	$298,248			$186,319		
Top Finance Position	22	$220,053	$129,436	$149,335	$172,256	$275,853	$361,454
Top Operations Position	5	$311,865			$173,866		
Top Technology Position	5	$189,625			$173,132		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	9	$80,615			$66,350		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$87,934			$79,076		
Between $1 million and $5 million							
CEO/Executive Director	5	$102,261			$100,694		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	$70,693			$65,778		
Between $1 million and $5 million							
CEO/Executive Director	15	$196,989		$90,884	$121,134	$254,373	
Top Finance Position	7	$102,449			$97,736		
Greater than $5 million							
CEO/Executive Director	34	$381,243	$164,624	$190,111	$242,028	$411,405	$852,401
Top Finance Position	32	$268,880	$108,482	$146,775	$160,093	$226,833	$532,308
Top Operations Position	8	$348,479			$223,197		
Top Technology Position	6	$330,651			$315,018		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	9	$62,332			$59,134		
Between $1 million and $5 million							
CEO/Executive Director	8	$119,974			$130,582		
Greater than $5 million							
CEO/Executive Director	5	$195,268			$187,123		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	$50,260	$22,937	$28,383	$40,763	$54,606	$82,793
Between $500 thousand and $1 million							
CEO/Executive Director	14	$73,147		$59,027	$69,243	$84,460	
Between $1 million and $5 million							
CEO/Executive Director	41	$112,550	$72,100	$84,900	$99,897	$125,062	$134,526
Top Finance Position	6	$123,324			$85,978		
Greater than $5 million							
CEO/Executive Director	29	$179,670	$106,607	$125,397	$168,125	$212,163	$292,072
Top Finance Position	20	$140,893	$90,988	$111,640	$127,585	$164,947	$194,821
Top Operations Position	10	$157,447		$135,951	$151,132	$160,309	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$57,578			$63,714		
Greater than $5 million							
CEO/Executive Director	10	$200,785		$184,158	$199,618	$217,849	
Top Finance Position	7	$132,479			$117,858		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$64,651			$69,852		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	11	$57,886		$49,944	$57,459	$70,162	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$156,270			$162,647		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	$46,762		$36,450	$41,774	$58,610	
Youth development							
$500 thousand or less							
CEO/Executive Director	9	$60,395			$65,857		
Between $1 million and $5 million							
CEO/Executive Director	8	$140,005			$130,861		
Greater than $5 million							
CEO/Executive Director	5	$152,616			$149,140		
New Jersey							
Animal-related							
$500 thousand or less							
CEO/Executive Director	8	$35,932			$36,508		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$86,432			$93,500		
Between $1 million and $5 million							
CEO/Executive Director	9	$91,506			$94,230		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	53	$46,511	$19,952	$28,000	$43,550	$61,094	$79,369
Between $500 thousand and $1 million							
CEO/Executive Director	30	$91,852	$44,820	$71,331	$83,677	$99,300	$133,947
Between $1 million and $5 million							
CEO/Executive Director	23	$119,112	$62,723	$94,610	$124,666	$140,553	$170,430
Greater than $5 million							
CEO/Executive Director	16	$335,341		$190,910	$238,113	$334,327	
Top Development Position	6	$201,879			$171,760		
Top Finance Position	12	$171,229		$123,325	$137,768	$190,713	
Top Marketing Position	6	$155,073			$147,099		
Top Operations Position	6	$197,764			$157,239		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$75,853			$81,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$110,101			$100,000		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	24	$69,679	$37,460	$51,838	$62,899	$83,769	$97,520
Between $500 thousand and $1 million							
CEO/Executive Director	12	$122,871		$85,227	$104,593	$165,370	
Between $1 million and $5 million							
CEO/Executive Director	18	$164,371		$97,406	$151,642	$202,874	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Community improvement, capacity building							
Greater than $5 million							
CEO/Executive Director	8	$240,429			$218,547		
Top Finance Position	5	$141,699			$146,868		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	7	$137,373			$136,190		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	12	$49,469		$34,438	$58,100	$60,000	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$118,144			$105,663		
Between $1 million and $5 million							
CEO/Executive Director	15	$143,262		$108,065	$120,431	$164,062	
Greater than $5 million							
CEO/Executive Director	9	$290,231			$222,072		
Top Finance Position	6	$147,089			$167,012		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	36	$52,035	$19,747	$23,940	$46,700	$69,892	$96,823
Between $500 thousand and $1 million							
CEO/Executive Director	24	$99,207	$44,707	$68,219	$91,111	$110,456	$159,944

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	89	$158,214	$67,020	$97,250	$138,127	$189,278	$255,418
Top Finance Position	12	$109,500		$48,215	$110,894	$136,059	
Greater than $5 million							
CEO/Executive Director	138	$373,963	$137,777	$182,002	$243,694	$384,346	$565,641
Top Administrative Position	36	$208,698	$112,674	$132,783	$167,883	$261,285	$378,401
Top Business Position	22	$156,555	$100,314	$112,060	$139,747	$190,659	$215,374
Top Development Position	32	$257,181	$148,891	$171,356	$236,284	$327,171	$371,563
Top Education Position	40	$229,115	$133,757	$142,400	$178,436	$242,036	$348,755
Top Facilities Position	12	$249,727		$166,455	$210,064	$287,708	
Top Finance Position	67	$233,441	$106,104	$142,098	$203,131	$323,864	$384,006
Top Human Resources Position	8	$265,892			$224,736		
Top Legal Position	7	$403,348			$310,807		
Top Marketing Position	5	$324,941			$245,969		
Top Operations Position	26	$259,999	$123,957	$147,161	$216,072	$310,960	$388,762
Top PR/Communications Position	7	$251,204			$231,584		
Top Program Position	9	$193,747			$187,200		
Top Technology Position	20	$235,571	$113,538	$140,843	$201,566	$289,821	$378,990
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	11	$172,308		$118,603	$128,316	$175,320	
Top Education Position	5	$235,532			$257,967		
Greater than $5 million							
CEO/Executive Director	7	$237,895			$205,126		
Top Finance Position	5	$163,143			$151,562		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	$50,489			$49,625		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$95,922			$93,839		
Between $1 million and $5 million							
CEO/Executive Director	5	$151,011			$121,839		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	6	$110,852			$112,500		
Greater than $5 million							
CEO/Executive Director	7	$168,605			$152,298		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	12	$59,284		$23,123	$47,596	$64,383	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$56,255			$48,500		
Between $1 million and $5 million							
CEO/Executive Director	22	$187,637	$92,202	$108,500	$173,755	$205,363	$267,660
Top Finance Position	6	$100,688			$98,181		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	32	$457,976	$193,640	$234,137	$377,041	$537,904	$719,238
Top Administrative Position	9	$283,381			$218,643		
Top Finance Position	26	$281,501	$138,774	$162,151	$218,275	$315,491	$512,629
Top Human Resources Position	12	$287,310		$172,161	$216,557	$274,964	
Top Operations Position	16	$264,758		$158,436	$182,600	$296,074	
Top Technology Position	8	$284,397			$215,552		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	11	$62,779		$47,997	$70,000	$77,185	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$82,502		$58,699	$90,000	$95,610	
Between $1 million and $5 million							
CEO/Executive Director	21	$143,836	$75,516	$89,915	$104,535	$165,615	$243,756
Greater than $5 million							
CEO/Executive Director	9	$171,235			$180,763		
Top Finance Position	5	$121,432			$113,844		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	57	$53,707	$30,770	$35,082	$52,000	$64,231	$81,636
Between $500 thousand and $1 million							
CEO/Executive Director	49	$86,449	$53,536	$64,021	$85,160	$100,000	$116,333

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	114	$125,375	$73,390	$97,607	$115,393	$149,375	$186,912
Top Finance Position	22	$93,361	$55,795	$69,132	$90,637	$106,910	$137,602
Top Operations Position	7	$107,695			$90,869		
Greater than $5 million							
CEO/Executive Director	117	$221,661	$121,907	$142,323	$193,445	$247,167	$351,675
Top Administrative Position	6	$138,861			$116,892		
Top Business Position	5	$166,604			$166,294		
Top Development Position	14	$148,335		$116,856	$135,821	$164,777	
Top Education Position	6	$136,969			$131,056		
Top Finance Position	75	$151,540	$96,167	$107,776	$129,315	$192,323	$237,557
Top Human Resources Position	13	$160,898		$120,490	$133,883	$181,115	
Top Marketing Position	5	$129,539			$134,945		
Top Operations Position	39	$153,515	$108,327	$116,715	$135,566	$183,361	$205,733
Top Program Position	9	$136,494			$131,716		
Top Technology Position	6	$130,859			$121,795		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	11	$42,236		$27,650	$41,000	$49,815	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	11	$60,475		$50,000	$51,923	$71,484	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$96,333		$73,958	$91,792	$117,781	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	28	$143,216	$96,365	$107,927	$125,676	$153,455	$193,590
Top Finance Position	5	$96,467			$103,177		
Greater than $5 million							
CEO/Executive Director	41	$203,536	$130,000	$146,422	$174,341	$229,891	$301,045
Top Finance Position	33	$148,459	$95,981	$114,245	$141,164	$157,784	$221,973
Top Operations Position	18	$181,264		$115,321	$166,058	$207,112	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$56,133			$60,020		
Between $1 million and $5 million							
CEO/Executive Director	12	$168,620		$126,434	$145,975	$235,074	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$64,302			$42,000		
Between $1 million and $5 million							
CEO/Executive Director	5	$196,682			$141,358		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	11	$46,736		$27,450	$31,962	$55,225	
Between $1 million and $5 million							
CEO/Executive Director	7	$171,056			$148,801		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Recreation, sports, leisure, athletics							
Greater than $5 million							
CEO/Executive Director	10	$371,882		$186,443	$258,757	$317,884	
Top Finance Position	9	$271,961			$140,948		
Top Operations Position	5	$184,783			$181,235		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	28	$51,560	$17,460	$28,900	$44,600	$75,500	$94,643
Between $500 thousand and $1 million							
CEO/Executive Director	10	$126,205		$51,580	$72,153	$108,753	
Between $1 million and $5 million							
CEO/Executive Director	14	$109,221		$52,760	$101,212	$126,133	
Greater than $5 million							
CEO/Executive Director	9	$218,313			$242,576		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	5	$241,645			$250,726		
Youth development							
$500 thousand or less							
CEO/Executive Director	19	$55,720		$30,626	$50,767	$82,610	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$99,476			$85,966		
Between $1 million and $5 million							
CEO/Executive Director	19	$170,659		$129,716	$164,233	$180,843	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Youth development							
Greater than $5 million							
CEO/Executive Director	5	$176,465			$178,860		
New Mexico							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$27,038			$25,920		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	31	$45,055	$24,000	$31,995	$40,000	$55,238	$78,277
Between $500 thousand and $1 million							
CEO/Executive Director	13	$78,366		$46,031	$75,000	$85,467	
Between $1 million and $5 million							
CEO/Executive Director	15	$122,809		$77,208	$97,392	$177,945	
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	7	$91,459			$90,535		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	16	$52,168		$38,158	$52,602	$65,825	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$95,427		$63,040	$92,000	$125,527	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	7	$161,467			$135,743		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	8	$51,634			$54,377		
Between $1 million and $5 million							
CEO/Executive Director	6	$84,280			$86,040		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	24	$56,516	$30,149	$38,666	$53,663	$70,407	$92,344
Between $500 thousand and $1 million							
CEO/Executive Director	17	$65,629		$53,622	$58,197	$68,349	
Between $1 million and $5 million							
CEO/Executive Director	26	$114,911	$66,575	$76,170	$100,183	$143,921	$178,033
Top Finance Position	5	$97,379			$90,917		
Greater than $5 million							
CEO/Executive Director	21	$193,709	$111,445	$122,819	$165,478	$231,410	$302,744
Top Business Position	5	$108,386			$115,330		
Top Development Position	5	$137,308			$135,911		
Top Finance Position	13	$127,211		$104,442	$106,059	$148,070	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	$47,242			$45,091		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	$127,805			$131,589		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	$81,086			$81,864		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	$58,648		$43,661	$47,291	$75,780	
Between $1 million and $5 million							
CEO/Executive Director	9	$109,720			$108,009		
Greater than $5 million							
CEO/Executive Director	16	$342,610		$184,705	$231,123	$431,550	
Top Finance Position	12	$201,791		$80,338	$164,791	$273,601	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	14	$88,615		$68,803	$78,244	$85,466	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	19	$54,220		$42,001	$52,181	$58,146	
Between $500 thousand and $1 million							
CEO/Executive Director	18	$69,670		$57,568	$67,346	$75,903	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	53	$102,091	$60,656	$80,518	$92,081	$112,793	$149,476
Top Finance Position	18	$94,146		$62,742	$77,267	$90,633	
Greater than $5 million							
CEO/Executive Director	18	$153,397		$117,024	$142,804	$166,631	
Top Finance Position	8	$105,003			$104,945		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$51,314			$48,635		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$78,674			$87,864		
Between $1 million and $5 million							
CEO/Executive Director	5	$139,517			$89,175		
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$75,279			$61,923		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	$53,699			$58,207		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	$50,323		$30,417	$44,038	$67,049	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Youth development							
$500 thousand or less							
CEO/Executive Director	9	$51,369			$54,919		
Between $1 million and $5 million							
CEO/Executive Director	9	$113,637			$114,615		
New York							
Animal-related							
$500 thousand or less							
CEO/Executive Director	16	$55,155		$34,801	$49,711	$68,095	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$67,488		$37,400	$59,972	$84,972	
Between $1 million and $5 million							
CEO/Executive Director	11	$113,234		$71,929	$102,630	$114,259	
Greater than $5 million							
CEO/Executive Director	11	$480,799		$196,689	$343,022	$620,873	
Top Finance Position	7	$215,712			$234,392		
Top Operations Position	6	$300,939			$243,060		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	332	$52,013	$20,718	$31,906	$48,713	$67,006	$85,073
Top Finance Position	24	$40,669	$19,021	$26,619	$40,455	$51,651	$58,582
Top Operations Position	6	$42,269			$33,771		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	159	$90,825	$45,662	$63,790	$86,814	$116,461	$145,771
Top Finance Position	6	$81,888			$59,853		
Between $1 million and $5 million							
CEO/Executive Director	262	$155,847	$73,376	$106,947	$143,404	$189,166	$244,647
Top Administrative Position	12	$134,034		$106,373	$129,695	$164,147	
Top Development Position	18	$135,058		$113,707	$132,199	$156,912	
Top Education Position	6	$128,998			$142,900		
Top Finance Position	47	$112,111	$65,990	$73,843	$107,900	$139,385	$176,861
Top Operations Position	19	$124,842		$104,447	$117,444	$157,649	
Top Program Position	13	$138,288		$132,801	$136,232	$156,411	
Greater than $5 million							
CEO/Executive Director	139	$410,121	$200,485	$224,754	$292,063	$421,649	$682,232
Top Administrative Position	35	$212,704	$115,842	$133,436	$170,459	$249,998	$376,677
Top Business Position	14	$214,569		$118,766	$170,374	$272,799	
Top Development Position	75	$222,894	$122,047	$145,558	$186,653	$254,632	$331,445
Top Education Position	19	$214,374		$140,905	$169,352	$238,833	
Top Facilities Position	12	$233,942		$141,551	$172,887	$344,225	
Top Finance Position	108	$234,160	$110,293	$133,485	$177,776	$280,713	$453,062
Top Human Resources Position	15	$244,505		$187,415	$205,555	$284,787	
Top Legal Position	16	$361,279		$263,961	$318,732	$486,169	
Top Marketing Position	34	$197,681	$121,990	$151,674	$181,594	$217,795	$264,989
Top Operations Position	53	$266,483	$120,727	$145,816	$213,433	$310,339	$396,571
Top PR/Communications Position	33	$221,484	$134,259	$145,210	$190,011	$219,837	$390,952
Top Program Position	28	$205,143	$130,676	$159,691	$186,945	$229,939	$291,086
Top Technology Position	24	$190,042	$119,128	$136,145	$163,999	$202,573	$249,558

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	27	$60,841	$19,100	$35,865	$58,103	$80,329	$86,643
Top Finance Position	5	$45,535			$57,075		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$113,265		$84,588	$119,926	$147,955	
Between $1 million and $5 million							
CEO/Executive Director	32	$185,122	$89,864	$116,804	$151,369	$184,241	$263,215
Top Finance Position	6	$111,005			$114,030		
Top Operations Position	5	$112,344			$125,824		
Greater than $5 million							
CEO/Executive Director	35	$296,987	$170,431	$208,737	$260,755	$308,760	$404,245
Top Administrative Position	6	$175,019			$160,505		
Top Development Position	16	$183,198		$131,070	$162,429	$203,403	
Top Education Position	6	$182,624			$173,012		
Top Finance Position	24	$171,275	$126,440	$144,507	$160,611	$205,771	$229,599
Top Human Resources Position	6	$200,653			$175,285		
Top Legal Position	16	$241,097		$197,881	$223,317	$271,148	
Top Operations Position	14	$193,804		$149,085	$186,298	$214,216	
Top PR/Communications Position	9	$169,680			$168,888		
Top Program Position	12	$168,354		$126,800	$166,562	$209,528	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	61	$63,838	$31,359	$45,055	$60,000	$83,621	$90,519
Between $500 thousand and $1 million							
CEO/Executive Director	53	$106,200	$58,163	$73,155	$91,125	$109,344	$179,939

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	82	$167,358	$86,572	$114,390	$147,252	$207,911	$266,007
Top Finance Position	18	$91,337		$65,552	$80,441	$118,195	
Top Operations Position	12	$135,041		$121,567	$128,050	$146,767	
Top Program Position	6	$138,972			$143,550		
Greater than $5 million							
CEO/Executive Director	43	$283,496	$111,584	$159,337	$238,001	$376,261	$515,262
Top Administrative Position	6	$134,709			$142,497		
Top Finance Position	30	$163,058	$60,621	$114,774	$154,992	$202,934	$279,547
Top Human Resources Position	6	$183,062			$169,713		
Top Legal Position	5	$278,455			$243,677		
Top Marketing Position	6	$226,507			$189,034		
Top Operations Position	12	$189,076		$142,986	$175,708	$217,523	
Top Program Position	11	$158,677		$129,279	$147,772	$182,075	
Top Technology Position	7	$182,572			$142,859		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	25	$67,244	$29,169	$35,430	$69,000	$85,000	$111,714
Between $500 thousand and $1 million							
CEO/Executive Director	12	$99,815		$86,735	$96,031	$114,383	
Between $1 million and $5 million							
CEO/Executive Director	28	$138,446	$67,323	$103,027	$135,879	$175,013	$201,336
Top Legal Position	11	$149,514		$120,032	$163,819	$182,365	
Top Operations Position	6	$136,871			$129,079		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Crime, legal-related							
Greater than $5 million							
CEO/Executive Director	30	$247,529	$157,576	$200,594	$233,452	$276,033	$334,053
Top Development Position	9	$155,571			$157,222		
Top Finance Position	25	$164,470	$108,616	$124,109	$167,482	$196,482	$217,423
Top Legal Position	23	$172,473	$138,404	$149,638	$164,382	$199,318	$205,914
Top Operations Position	10	$184,942		$151,681	$207,864	$221,111	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	22	$67,474	$26,260	$39,925	$64,645	$89,374	$119,200
Between $500 thousand and $1 million							
CEO/Executive Director	22	$112,816	$71,750	$75,768	$86,166	$140,682	$181,370
Between $1 million and $5 million							
CEO/Executive Director	33	$166,787	$87,495	$104,926	$135,000	$184,360	$215,030
Top Finance Position	8	$129,042			$84,906		
Greater than $5 million							
CEO/Executive Director	47	$448,105	$172,791	$254,324	$350,176	$494,307	$766,758
Top Business Position	5	$197,192			$202,317		
Top Development Position	12	$201,027		$137,263	$211,910	$233,505	
Top Finance Position	33	$287,252	$118,531	$168,162	$226,776	$313,567	$442,966
Top Human Resources Position	10	$203,230		$133,299	$183,681	$248,925	
Top Marketing Position	6	$235,639			$230,488		
Top Operations Position	23	$231,191	$129,894	$149,646	$222,991	$275,042	$333,418
Top PR/Communications Position	5	$233,814			$246,258		
Top Program Position	16	$181,733		$154,926	$178,023	$191,538	
Top Technology Position	9	$239,144			$229,835		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	121	$65,413	$25,482	$36,000	$56,792	$86,969	$108,667
Top Administrative Position	5	$75,800			$45,200		
Top Finance Position	13	$39,395		$29,000	$41,045	$46,800	
Top Program Position	5	$31,364			$32,475		
Between $500 thousand and $1 million							
CEO/Executive Director	98	$100,998	$50,366	$67,828	$92,459	$107,099	$151,551
Top Finance Position	8	$106,797			$88,405		
Between $1 million and $5 million							
CEO/Executive Director	270	$155,263	$76,431	$101,221	$137,567	$191,946	$247,399
Top Administrative Position	22	$125,988	$51,670	$82,560	$114,698	$158,439	$243,875
Top Business Position	10	$111,811		$90,690	$117,326	$128,125	
Top Development Position	16	$138,519		$118,932	$132,069	$153,477	
Top Education Position	17	$123,909		$95,491	$127,648	$139,111	
Top Finance Position	53	$124,920	$54,049	$91,861	$120,254	$152,805	$184,850
Top Operations Position	30	$140,908	$83,189	$113,717	$133,723	$164,965	$203,247
Top PR/Communications Position	5	$146,452			$142,292		
Top Program Position	19	$141,237		$119,761	$130,745	$152,709	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	491	$397,303	$140,840	$181,654	$246,675	$428,908	$788,981
Top Administrative Position	116	$243,854	$121,738	$147,285	$200,308	$289,758	$407,568
Top Business Position	40	$194,374	$110,778	$134,046	$156,013	$226,797	$340,364
Top Development Position	146	$260,871	$136,580	$168,807	$225,784	$306,873	$389,989
Top Education Position	189	$256,512	$121,340	$143,595	$189,435	$280,102	$468,408
Top Facilities Position	41	$234,908	$133,124	$150,062	$197,354	$279,367	$347,086
Top Finance Position	291	$278,251	$114,211	$152,354	$206,776	$328,335	$445,157
Top Human Resources Position	63	$214,638	$127,815	$145,708	$183,024	$249,753	$321,009
Top Legal Position	43	$427,589	$163,935	$195,202	$294,226	$476,968	$654,448
Top Marketing Position	17	$261,111		$214,656	$266,558	$326,639	
Top Operations Position	150	$215,059	$110,276	$140,499	$182,910	$261,147	$343,817
Top PR/Communications Position	47	$250,717	$125,276	$155,319	$226,456	$287,230	$380,146
Top Program Position	42	$199,739	$115,472	$135,968	$168,397	$237,335	$295,885
Top Technology Position	97	$242,123	$128,404	$151,679	$202,439	$266,326	$347,789
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	10	$71,555		$52,171	$76,000	$89,346	
Between $1 million and $5 million							
CEO/Executive Director	27	$147,615	$101,116	$117,136	$138,829	$190,742	$198,750
Top Education Position	9	$205,348			$206,162		
Top Finance Position	8	$136,078			$136,620		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	17	$277,086		$196,489	$243,422	$351,045	
Top Finance Position	15	$179,481		$135,416	$184,530	$233,090	
Top Operations Position	9	$203,851			$193,598		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	33	$71,765	$31,923	$49,667	$70,231	$90,084	$116,226
Between $500 thousand and $1 million							
CEO/Executive Director	26	$91,029	$41,199	$67,200	$75,563	$121,729	$148,702
Between $1 million and $5 million							
CEO/Executive Director	47	$174,366	$93,581	$110,028	$151,703	$207,626	$276,457
Top Development Position	5	$162,494			$176,000		
Top Finance Position	7	$136,112			$117,948		
Top Operations Position	8	$122,374			$132,252		
Greater than $5 million							
CEO/Executive Director	15	$356,504		$208,392	$270,255	$348,003	
Top Development Position	13	$248,757		$141,968	$188,420	$358,662	
Top Finance Position	12	$233,999		$157,814	$250,451	$296,210	
Top Legal Position	6	$243,970			$245,043		
Top Operations Position	8	$220,158			$208,855		
Top Program Position	5	$308,027			$338,751		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	14	$50,022		$30,600	$45,976	$61,230	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Food, agriculture, & nutrition							
Between $500 thousand and $1 million							
CEO/Executive Director	14	$84,179		$60,154	$84,808	$101,758	
Between $1 million and $5 million							
CEO/Executive Director	18	$100,539		$70,739	$89,695	$122,707	
Greater than $5 million							
CEO/Executive Director	14	$233,653		$136,904	$211,493	$303,226	
Top Finance Position	10	$159,840		$101,213	$177,287	$206,678	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	48	$73,427	$32,081	$47,856	$70,876	$88,370	$103,648
Between $500 thousand and $1 million							
CEO/Executive Director	18	$119,631		$79,437	$108,901	$135,605	
Top Finance Position	6	$132,439			$96,007		
Between $1 million and $5 million							
CEO/Executive Director	62	$152,008	$82,141	$97,709	$127,517	$189,329	$216,139
Top Development Position	5	$195,688			$185,484		
Top Finance Position	10	$146,489		$45,118	$80,282	$200,036	
Top Operations Position	14	$143,654		$105,169	$120,087	$194,903	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	140	$545,930	$146,962	$199,470	$296,297	$545,239	$975,227
Top Administrative Position	33	$209,416	$117,846	$157,697	$188,351	$263,174	$320,143
Top Business Position	14	$294,811		$152,417	$248,800	$372,303	
Top Development Position	22	$428,745	$127,996	$133,567	$210,546	$316,766	$981,796
Top Education Position	8	$174,690			$166,741		
Top Facilities Position	5	$587,165			$237,352		
Top Finance Position	103	$387,253	$113,395	$159,255	$237,432	$366,061	$654,823
Top Human Resources Position	35	$497,571	$137,987	$159,136	$241,333	$363,806	$454,936
Top Legal Position	14	$720,607		$238,429	$379,467	$510,626	
Top Marketing Position	6	$181,218			$159,166		
Top Operations Position	67	$343,148	$117,702	$166,842	$224,537	$393,374	$578,732
Top PR/Communications Position	14	$269,718		$145,531	$184,556	$343,642	
Top Program Position	11	$202,703		$156,911	$178,143	$237,587	
Top Technology Position	22	$484,819	$153,306	$188,634	$283,565	$380,248	$599,686
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	35	$63,852	$33,393	$43,166	$59,783	$74,183	$107,280
Between $500 thousand and $1 million							
CEO/Executive Director	39	$85,528	$51,279	$60,393	$75,000	$95,092	$137,293

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	82	$123,069	$73,085	$86,707	$107,757	$142,427	$198,273
Top Administrative Position	7	$112,728			$108,353		
Top Finance Position	23	$101,959	$67,787	$78,025	$105,776	$132,361	$152,717
Top Operations Position	10	$131,672		$94,078	$147,010	$166,214	
Top Program Position	5	$105,273			$79,998		
Greater than $5 million							
CEO/Executive Director	51	$257,588	$116,618	$151,226	$198,529	$298,625	$429,148
Top Administrative Position	11	$176,528		$132,151	$164,435	$223,459	
Top Development Position	9	$175,917			$171,871		
Top Facilities Position	5	$159,452			$137,405		
Top Finance Position	36	$169,783	$91,682	$120,285	$149,498	$209,502	$251,340
Top Human Resources Position	10	$182,986		$138,286	$157,758	$174,252	
Top Legal Position	7	$255,138			$227,666		
Top Marketing Position	5	$151,674			$130,157		
Top Operations Position	19	$223,735		$151,908	$196,549	$233,162	
Top Program Position	9	$190,284			$171,008		
Top Technology Position	7	$169,473			$165,501		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	113	$53,882	$28,592	$41,000	$51,442	$61,293	$79,745
Top Finance Position	6	$52,701			$47,636		
Top Program Position	5	$61,041			$42,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	116	$84,104	$52,243	$61,202	$75,000	$98,487	$132,579
Top Finance Position	9	$60,983			$61,390		
Between $1 million and $5 million							
CEO/Executive Director	289	$131,715	$72,545	$92,123	$114,236	$151,809	$198,825
Top Administrative Position	14	$107,897		$92,709	$112,465	$137,728	
Top Development Position	14	$133,831		$105,353	$128,809	$148,764	
Top Education Position	7	$87,489			$90,500		
Top Finance Position	65	$99,276	$51,318	$70,071	$92,182	$115,000	$141,924
Top Operations Position	16	$121,797		$67,155	$104,033	$131,956	
Top Program Position	14	$123,895		$107,297	$122,409	$145,791	
Greater than $5 million							
CEO/Executive Director	369	$255,483	$122,724	$158,737	$218,397	$313,268	$425,628
Top Administrative Position	29	$183,510	$100,356	$129,705	$165,277	$191,186	$304,252
Top Business Position	12	$192,730		$140,559	$161,668	$214,422	
Top Development Position	56	$183,003	$118,820	$130,630	$164,334	$218,667	$267,236
Top Education Position	16	$158,220		$120,505	$145,690	$172,208	
Top Facilities Position	12	$176,453		$116,056	$173,733	$199,221	
Top Finance Position	276	$168,686	$88,080	$113,934	$153,133	$210,482	$258,133
Top Human Resources Position	64	$165,044	$121,292	$131,727	$147,846	$189,963	$226,675
Top Legal Position	31	$219,708	$147,222	$169,020	$209,268	$235,550	$352,215
Top Marketing Position	6	$164,055			$170,927		
Top Operations Position	121	$201,323	$117,718	$138,414	$189,739	$251,457	$309,730
Top PR/Communications Position	12	$202,254		$170,600	$205,513	$245,856	
Top Program Position	82	$178,164	$116,433	$134,490	$162,361	$210,088	$243,116
Top Technology Position	39	$156,612	$118,837	$130,119	$152,323	$176,147	$219,244

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	24	$62,774	$28,120	$35,750	$54,292	$85,136	$105,545
Between $500 thousand and $1 million							
CEO/Executive Director	16	$116,784		$84,057	$105,565	$140,897	
Between $1 million and $5 million							
CEO/Executive Director	47	$200,480	$71,466	$129,942	$170,000	$227,129	$371,562
Top Administrative Position	5	$214,727			$137,991		
Top Development Position	5	$193,554			$193,905		
Top Finance Position	11	$146,390		$111,327	$124,157	$142,577	
Top Operations Position	9	$95,976			$63,733		
Top Program Position	7	$136,864			$127,599		
Greater than $5 million							
CEO/Executive Director	28	$387,046	$173,954	$205,127	$292,589	$368,471	$684,775
Top Administrative Position	5	$200,295			$171,452		
Top Business Position	8	$178,974			$149,086		
Top Development Position	18	$191,120		$142,203	$162,610	$182,402	
Top Education Position	5	$246,967			$263,078		
Top Finance Position	23	$241,423	$132,117	$157,359	$189,200	$316,732	$471,682
Top Human Resources Position	10	$288,139		$194,968	$283,056	$385,502	
Top Legal Position	6	$273,598			$286,649		
Top Operations Position	13	$216,492		$139,477	$176,246	$224,442	
Top PR/Communications Position	6	$187,865			$182,922		
Top Program Position	11	$253,235		$177,985	$187,799	$342,672	
Top Technology Position	9	$255,905			$197,382		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Medical research							
$500 thousand or less							
CEO/Executive Director	6	$78,520			$75,500		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$152,081			$162,124		
Between $1 million and $5 million							
CEO/Executive Director	11	$248,093		$173,249	$199,640	$332,543	
Greater than $5 million							
CEO/Executive Director	18	$550,088		$364,536	$503,405	$768,735	
Top Development Position	9	$229,938			$207,766		
Top Finance Position	16	$296,489		$188,823	$283,792	$380,224	
Top Operations Position	6	$338,755			$336,505		
Top PR/Communications Position	9	$274,834			$229,067		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	21	$60,822	$30,000	$39,500	$53,422	$65,000	$90,346
Between $500 thousand and $1 million							
CEO/Executive Director	28	$94,613	$63,226	$70,496	$96,379	$109,920	$120,386
Between $1 million and $5 million							
CEO/Executive Director	60	$121,468	$78,144	$90,750	$118,153	$144,797	$175,669
Top Finance Position	23	$95,395	$49,522	$56,764	$90,006	$126,580	$135,038
Top Program Position	7	$130,911			$118,690		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	101	$253,302	$123,912	$152,293	$195,674	$290,965	$459,503
Top Administrative Position	10	$209,398		$145,496	$182,782	$224,612	
Top Development Position	8	$229,139			$184,207		
Top Finance Position	68	$174,212	$85,324	$108,192	$134,775	$223,525	$308,874
Top Human Resources Position	9	$164,701			$162,376		
Top Legal Position	5	$239,617			$229,670		
Top Operations Position	31	$194,512	$95,467	$143,071	$194,546	$230,661	$303,903
Top PR/Communications Position	7	$195,264			$205,417		
Top Program Position	13	$164,654		$127,308	$147,716	$175,338	
Top Technology Position	8	$206,538			$191,095		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	25	$64,100	$21,932	$32,760	$58,342	$76,668	$94,341
Between $500 thousand and $1 million							
CEO/Executive Director	18	$110,386		$65,118	$104,475	$147,205	
Between $1 million and $5 million							
CEO/Executive Director	41	$169,222	$91,493	$106,759	$162,656	$216,204	$256,125
Top Finance Position	12	$111,323		$88,778	$101,328	$135,476	
Top Operations Position	7	$128,435			$104,957		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	30	$400,295	$134,762	$204,968	$291,887	$397,609	$717,823
Top Administrative Position	8	$223,309			$208,659		
Top Development Position	12	$237,007		$147,518	$232,482	$331,453	
Top Finance Position	25	$187,372	$90,653	$148,406	$166,877	$203,262	$314,045
Top Marketing Position	5	$254,811			$220,751		
Top Operations Position	10	$168,504		$144,855	$160,888	$174,848	
Top PR/Communications Position	7	$225,437			$220,751		
Top Technology Position	6	$216,043			$209,243		
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	6	$61,399			$61,766		
Greater than $5 million							
CEO/Executive Director	5	$217,153			$216,401		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	$81,839		$39,000	$61,500	$128,700	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$107,442		$86,641	$111,740	$116,506	
Between $1 million and $5 million							
CEO/Executive Director	21	$157,588	$66,524	$125,568	$158,117	$195,211	$235,470

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Public, society benefit—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	24	$484,336	$143,211	$215,055	$343,511	$609,560	$809,292
Top Administrative Position	5	$242,216			$241,715		
Top Business Position	5	$268,058			$272,292		
Top Finance Position	19	$277,342		$151,436	$236,003	$369,740	
Top Legal Position	5	$487,755			$448,726		
Top Operations Position	12	$391,627		$172,146	$316,714	$537,322	
Top PR/Communications Position	5	$386,857			$229,788		
Top Technology Position	8	$327,436			$273,234		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	33	$59,910	$25,200	$38,333	$56,048	$79,126	$87,560
Between $500 thousand and $1 million							
CEO/Executive Director	21	$100,573	$55,500	$76,118	$85,688	$109,388	$163,484
Between $1 million and $5 million							
CEO/Executive Director	28	$163,136	$58,511	$90,139	$158,297	$207,127	$314,376
Top Finance Position	5	$108,051			$79,652		
Top Operations Position	5	$117,862			$111,100		
Greater than $5 million							
CEO/Executive Director	15	$391,501		$219,815	$264,872	$595,085	
Top Administrative Position	5	$217,131			$157,594		
Top Development Position	6	$218,366			$222,442		
Top Finance Position	11	$209,745		$142,807	$161,296	$228,838	
Top Operations Position	6	$217,229			$189,705		
Top Program Position	5	$176,433			$163,558		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	78	$49,966	$19,945	$26,288	$37,734	$60,908	$95,300
Top Finance Position	6	$33,995			$21,117		
Between $500 thousand and $1 million							
CEO/Executive Director	23	$87,838	$45,800	$55,173	$77,425	$103,508	$154,743
Between $1 million and $5 million							
CEO/Executive Director	27	$123,383	$35,352	$62,125	$112,571	$164,367	$252,598
Top Finance Position	6	$117,811			$124,979		
Greater than $5 million							
CEO/Executive Director	16	$245,744		$192,523	$238,580	$257,237	
Top Finance Position	12	$171,209		$141,400	$157,760	$197,024	
Top Human Resources Position	5	$162,948			$166,481		
Top Operations Position	5	$252,233			$148,229		
Top Program Position	5	$174,851			$194,023		
Science & technology research institutes, services							
$500 thousand or less							
CEO/Executive Director	6	$94,832			$94,970		
Between $1 million and $5 million							
CEO/Executive Director	6	$204,110			$177,098		
Greater than $5 million							
CEO/Executive Director	7	$662,349			$617,926		
Top Finance Position	9	$296,418			$271,460		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Social science research institutes, services							
$500 thousand or less							
CEO/Executive Director	9	$57,122			$52,421		
Between $1 million and $5 million							
CEO/Executive Director	5	$148,694			$153,163		
Greater than $5 million							
CEO/Executive Director	5	$420,791			$277,204		
Top Operations Position	5	$219,417			$245,407		
Unknown							
$500 thousand or less							
CEO/Executive Director	8	$63,428			$63,898		
Between $1 million and $5 million							
CEO/Executive Director	6	$226,708			$164,150		
Youth development							
$500 thousand or less							
CEO/Executive Director	62	$63,104	$31,783	$41,242	$59,900	$79,055	$93,248
Between $500 thousand and $1 million							
CEO/Executive Director	28	$93,539	$56,208	$67,121	$90,000	$115,188	$146,731
Between $1 million and $5 million							
CEO/Executive Director	78	$154,100	$81,793	$110,875	$149,682	$189,894	$221,049
Top Development Position	6	$132,813			$128,903		
Top Finance Position	9	$130,393			$119,103		
Top Operations Position	10	$117,648		$109,936	$115,641	$118,847	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Youth development							
Greater than $5 million							
CEO/Executive Director	41	$263,476	$128,297	$150,137	$211,155	$332,009	$513,397
Top Administrative Position	7	$185,312			$168,512		
Top Development Position	12	$220,148		$167,451	$178,219	$219,665	
Top Education Position	7	$170,884			$163,722		
Top Finance Position	27	$182,974	$111,735	$124,626	$132,578	$205,359	$277,849
Top Human Resources Position	8	$169,039			$156,672		
Top Operations Position	15	$228,776		$199,610	$249,033	$267,592	
Top Program Position	9	$146,322			$143,454		
Top Technology Position	6	$171,549			$164,163		
North Carolina							
Animal-related							
$500 thousand or less							
CEO/Executive Director	13	$43,954		$31,910	$40,800	$53,769	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$61,249			$47,631		
Between $1 million and $5 million							
CEO/Executive Director	17	$97,591		$76,269	$79,836	$115,569	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	117	$47,117	$22,933	$29,629	$41,666	$57,834	$80,489
Top Finance Position	6	$34,906			$36,800		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	38	$75,773	$48,309	$61,090	$72,848	$87,342	$103,759
Between $1 million and $5 million							
CEO/Executive Director	43	$120,662	$75,759	$86,627	$122,010	$141,716	$159,089
Top Finance Position	6	$87,518			$94,864		
Greater than $5 million							
CEO/Executive Director	17	$259,536		$148,683	$216,397	$336,710	
Top Development Position	7	$155,921			$157,932		
Top Finance Position	7	$134,285			$113,725		
Top Operations Position	6	$160,443			$164,217		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	15	$61,823		$40,979	$49,332	$66,361	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$120,215			$97,080		
Between $1 million and $5 million							
CEO/Executive Director	6	$131,735			$130,737		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	45	$70,580	$37,878	$52,274	$71,500	$83,682	$96,392
Between $500 thousand and $1 million							
CEO/Executive Director	28	$93,030	$51,201	$62,739	$91,334	$120,868	$139,504
Between $1 million and $5 million							
CEO/Executive Director	20	$123,123	$70,553	$92,743	$111,691	$164,434	$184,703

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Community improvement, capacity building							
Greater than $5 million							
CEO/Executive Director	15	$338,117		$88,785	$109,321	$159,913	
Top Finance Position	8	$127,565			$123,428		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	20	$44,442	$23,154	$33,763	$46,943	$55,371	$59,785
Between $500 thousand and $1 million							
CEO/Executive Director	8	$84,515			$72,412		
Between $1 million and $5 million							
CEO/Executive Director	13	$122,770		$84,349	$87,553	$136,751	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	21	$69,312	$25,000	$42,000	$66,679	$82,263	$120,358
Between $1 million and $5 million							
CEO/Executive Director	19	$110,851		$72,087	$97,545	$128,030	
Greater than $5 million							
CEO/Executive Director	6	$302,836			$184,696		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	82	$51,678	$25,831	$33,256	$49,750	$65,523	$77,631
Top Finance Position	5	$39,297			$31,154		
Between $500 thousand and $1 million							
CEO/Executive Director	68	$74,202	$31,305	$53,549	$68,291	$87,729	$116,047

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	167	$103,575	$58,321	$71,550	$90,469	$117,153	$167,842
Top Business Position	6	$47,130			$46,392		
Top Finance Position	28	$74,277	$44,319	$50,407	$68,494	$86,423	$108,263
Top Operations Position	8	$114,041			$107,056		
Greater than $5 million							
CEO/Executive Director	142	$266,680	$95,549	$113,035	$168,280	$273,535	$459,513
Top Administrative Position	30	$171,289	$49,175	$119,263	$142,761	$188,927	$232,499
Top Business Position	14	$186,289		$138,112	$179,536	$232,298	
Top Development Position	36	$192,280	$111,083	$124,422	$163,463	$202,977	$303,038
Top Education Position	34	$207,513	$103,393	$123,397	$150,924	$205,459	$345,991
Top Facilities Position	6	$197,308			$142,902		
Top Finance Position	73	$180,426	$87,101	$125,331	$138,396	$210,233	$268,038
Top Human Resources Position	7	$111,447			$110,512		
Top Legal Position	5	$312,343			$224,513		
Top Marketing Position	8	$150,365			$145,486		
Top Operations Position	21	$140,136	$102,074	$118,381	$126,460	$173,335	$188,751
Top PR/Communications Position	5	$138,766			$134,274		
Top Program Position	6	$155,054			$151,235		
Top Technology Position	12	$159,324		$131,352	$139,691	$161,067	
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	8	$41,736			$39,092		
Between $1 million and $5 million							
CEO/Executive Director	15	$120,544		$80,013	$89,315	$151,878	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	11	$225,551		$129,613	$165,359	$236,658	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	30	$56,912	$29,545	$38,625	$55,326	$70,391	$87,645
Between $500 thousand and $1 million							
CEO/Executive Director	13	$75,976		$45,000	$81,007	$97,776	
Between $1 million and $5 million							
CEO/Executive Director	21	$139,914	$104,397	$108,700	$131,004	$154,099	$173,757
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	17	$44,927		$37,123	$43,571	$52,000	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$76,536		$63,706	$73,319	$86,245	
Between $1 million and $5 million							
CEO/Executive Director	9	$102,016			$103,077		
Greater than $5 million							
CEO/Executive Director	10	$141,268		$106,704	$133,118	$143,876	
Top Finance Position	5	$139,359			$130,472		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	30	$57,317	$25,227	$30,286	$54,217	$81,460	$99,274

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	22	$103,249	$60,902	$76,865	$94,455	$119,338	$156,955
Between $1 million and $5 million							
CEO/Executive Director	37	$135,449	$68,295	$92,461	$127,335	$165,508	$186,790
Top Finance Position	7	$96,264			$97,303		
Greater than $5 million							
CEO/Executive Director	74	$421,243	$103,016	$146,128	$234,055	$496,653	$1,003,965
Top Administrative Position	7	$398,159			$251,181		
Top Business Position	7	$289,372			$249,610		
Top Development Position	7	$153,808			$168,215		
Top Finance Position	53	$293,105	$99,758	$127,875	$174,342	$343,468	$741,047
Top Human Resources Position	12	$327,086		$225,925	$284,966	$435,253	
Top Operations Position	39	$264,816	$98,532	$126,596	$203,862	$302,473	$544,039
Top Technology Position	12	$396,732		$239,632	$310,223	$463,745	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	24	$49,231	$22,057	$33,756	$43,000	$57,729	$74,155
Between $500 thousand and $1 million							
CEO/Executive Director	21	$65,110	$49,925	$56,839	$60,440	$67,271	$71,615
Between $1 million and $5 million							
CEO/Executive Director	37	$98,622	$54,628	$77,551	$94,542	$118,010	$143,177
Top Finance Position	6	$81,222			$81,566		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	20	$204,673	$67,287	$96,320	$154,804	$289,937	$338,887
Top Finance Position	12	$150,941		$107,554	$155,242	$201,451	
Top Operations Position	7	$143,509			$175,861		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	141	$51,028	$31,480	$38,386	$50,000	$61,264	$74,343
Between $500 thousand and $1 million							
CEO/Executive Director	71	$66,034	$35,217	$49,779	$62,477	$80,517	$96,159
Between $1 million and $5 million							
CEO/Executive Director	148	$97,592	$60,959	$73,577	$87,477	$111,736	$139,170
Top Finance Position	23	$92,288	$45,318	$59,271	$79,607	$93,559	$132,249
Top Operations Position	8	$85,662			$79,971		
Greater than $5 million							
CEO/Executive Director	87	$215,464	$107,050	$132,788	$174,130	$251,558	$344,852
Top Administrative Position	6	$168,499			$174,523		
Top Development Position	15	$131,672		$110,185	$127,270	$141,677	
Top Finance Position	50	$147,025	$80,687	$94,401	$128,030	$182,762	$266,018
Top Human Resources Position	12	$151,833		$114,193	$141,968	$202,741	
Top Marketing Position	7	$177,028			$182,881		
Top Operations Position	24	$195,608	$102,029	$119,032	$152,096	$255,372	$325,914
Top Program Position	6	$143,909			$130,130		
Top Technology Position	8	$145,883			$134,310		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	$46,051			$40,823		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$137,428			$96,739		
Medical research							
$500 thousand or less							
CEO/Executive Director	5	$58,273			$49,500		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	26	$49,983	$29,739	$34,886	$43,829	$62,868	$75,933
Between $500 thousand and $1 million							
CEO/Executive Director	17	$77,446		$55,432	$83,966	$92,485	
Between $1 million and $5 million							
CEO/Executive Director	23	$107,437	$68,670	$76,477	$98,999	$116,011	$162,112
Greater than $5 million							
CEO/Executive Director	19	$259,033		$173,989	$224,344	$302,263	
Top Finance Position	15	$136,822		$99,182	$126,206	$166,508	
Top Human Resources Position	5	$117,921			$119,293		
Top Operations Position	9	$149,545			$149,833		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	20	$58,931	$20,177	$44,072	$57,080	$82,207	$90,282

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$75,421			$73,611		
Between $1 million and $5 million							
CEO/Executive Director	20	$118,633	$65,989	$77,295	$92,987	$138,205	$206,748
Top Finance Position	5	$67,752			$64,156		
Greater than $5 million							
CEO/Executive Director	14	$222,590		$195,923	$225,682	$251,191	
Top Development Position	7	$159,327			$144,116		
Top Finance Position	10	$125,635		$100,262	$125,319	$157,869	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$67,856			$68,645		
Between $1 million and $5 million							
CEO/Executive Director	8	$166,465			$131,875		
Greater than $5 million							
CEO/Executive Director	7	$249,668			$157,440		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	31	$52,414	$24,000	$37,000	$48,000	$67,541	$90,000
Between $500 thousand and $1 million							
CEO/Executive Director	9	$108,429			$80,114		
Between $1 million and $5 million							
CEO/Executive Director	15	$146,882		$87,061	$106,196	$148,669	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Recreation, sports, leisure, athletics							
Greater than $5 million							
CEO/Executive Director	12	$552,085		$189,461	$232,751	$336,424	
Top Finance Position	6	$190,595			$147,418		
Top Operations Position	6	$116,629			$122,213		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	89	$53,262	$24,793	$30,861	$45,958	$73,538	$93,534
Top Finance Position	11	$37,305		$25,093	$30,064	$41,693	
Between $500 thousand and $1 million							
CEO/Executive Director	23	$81,630	$41,435	$54,557	$77,275	$91,399	$155,700
Between $1 million and $5 million							
CEO/Executive Director	19	$115,926		$86,300	$108,197	$135,807	
Top Finance Position	7	$94,784			$78,920		
Greater than $5 million							
CEO/Executive Director	5	$185,678			$180,279		
Top Finance Position	5	$165,098			$134,323		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	6	$130,746			$95,318		
Greater than $5 million							
CEO/Executive Director	5	$288,038			$316,818		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Unknown							
$500 thousand or less							
CEO/Executive Director	6	$47,363			$47,900		
Youth development							
$500 thousand or less							
CEO/Executive Director	34	$45,986	$21,869	$34,235	$48,000	$56,401	$66,261
Between $500 thousand and $1 million							
CEO/Executive Director	22	$85,380	$53,662	$61,705	$81,415	$100,172	$107,322
Between $1 million and $5 million							
CEO/Executive Director	29	$109,836	$70,769	$74,969	$89,858	$121,317	$197,886
Greater than $5 million							
CEO/Executive Director	7	$185,553			$186,071		
North Dakota							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	13	$43,614		$24,231	$45,000	$62,365	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$78,651			$74,315		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	10	$45,940		$31,848	$47,149	$63,428	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	$237,334			$184,592		
Greater than $5 million							
CEO/Executive Director	11	$186,529		$126,637	$154,636	$226,086	
Top Finance Position	6	$126,981			$125,729		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$72,481			$55,144		
Between $1 million and $5 million							
CEO/Executive Director	5	$121,486			$117,121		
Top Administrative Position	9	$110,286			$104,919		
Greater than $5 million							
CEO/Executive Director	19	$313,510		$198,920	$230,792	$295,962	
Top Administrative Position	12	$160,118		$126,357	$163,341	$193,092	
Top Finance Position	22	$156,476	$91,688	$101,228	$113,208	$172,505	$213,890
Top Operations Position	7	$214,461			$147,632		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$46,357		$37,354	$44,321	$56,000	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$65,252			$70,881		
Between $1 million and $5 million							
CEO/Executive Director	22	$96,446	$75,595	$80,060	$90,409	$109,077	$125,184

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	15	$180,249		$137,789	$171,806	$206,823	
Top Finance Position	11	$114,262		$98,125	$109,716	$138,518	
Youth development							
$500 thousand or less							
CEO/Executive Director	6	$65,470			$65,217		
Ohio							
Animal-related							
$500 thousand or less							
CEO/Executive Director	15	$43,289		$37,912	$44,923	$52,153	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$57,436			$62,430		
Between $1 million and $5 million							
CEO/Executive Director	8	$83,900			$83,741		
Greater than $5 million							
CEO/Executive Director	6	$252,556			$254,588		
Top Finance Position	5	$143,504			$129,689		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	114	$49,902	$23,770	$33,640	$47,994	$63,667	$82,229

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	44	$72,888	$45,800	$54,983	$69,168	$84,148	$100,488
Between $1 million and $5 million							
CEO/Executive Director	55	$116,674	$70,305	$84,283	$107,000	$140,754	$189,643
Top Finance Position	9	$78,470			$78,000		
Greater than $5 million							
CEO/Executive Director	35	$351,658	$168,528	$231,119	$323,745	$424,304	$589,808
Top Administrative Position	9	$181,659			$146,674		
Top Business Position	5	$190,308			$172,408		
Top Development Position	20	$153,522	$106,148	$117,014	$136,307	$161,730	$248,291
Top Education Position	5	$161,810			$139,515		
Top Finance Position	27	$178,529	$105,592	$128,000	$165,777	$204,921	$282,153
Top Marketing Position	11	$165,767		$118,455	$160,428	$210,358	
Top Operations Position	8	$178,360			$171,382		
Top Technology Position	9	$161,445			$144,290		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	12	$58,762		$46,673	$53,755	$64,959	
Between $1 million and $5 million							
CEO/Executive Director	5	$91,366			$95,451		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	48	$64,063	$29,097	$40,481	$63,352	$84,227	$96,973

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	14	$102,070		$68,518	$81,012	$116,549	
Between $1 million and $5 million							
CEO/Executive Director	30	$133,723	$84,617	$89,673	$110,679	$149,279	$236,504
Top Finance Position	5	$94,847			$100,372		
Greater than $5 million							
CEO/Executive Director	19	$229,477		$116,566	$218,810	$287,096	
Top Finance Position	15	$142,088		$109,932	$127,640	$150,693	
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	16	$63,279		$46,117	$61,318	$80,567	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$75,090			$80,185		
Between $1 million and $5 million							
CEO/Executive Director	7	$99,932			$97,089		
Greater than $5 million							
CEO/Executive Director	5	$238,657			$182,211		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	11	$61,434		$38,194	$54,352	$72,975	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$103,383			$105,300		
Between $1 million and $5 million							
CEO/Executive Director	21	$118,989	$72,100	$83,135	$112,491	$139,712	$180,000

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	89	$59,995	$24,040	$35,568	$56,650	$78,270	$91,828
Top Administrative Position	5	$31,966			$31,034		
Top Finance Position	8	$34,195			$30,068		
Between $500 thousand and $1 million							
CEO/Executive Director	33	$81,134	$30,901	$51,287	$81,643	$98,203	$130,111
Top Finance Position	5	$29,495			$21,200		
Between $1 million and $5 million							
CEO/Executive Director	108	$113,729	$60,396	$73,080	$101,717	$144,495	$170,727
Top Administrative Position	19	$98,295		$65,929	$85,610	$119,419	
Top Business Position	5	$62,759			$69,705		
Top Finance Position	23	$80,638	$29,836	$55,975	$88,220	$107,297	$113,754
Top Operations Position	10	$98,989		$92,743	$109,389	$114,548	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	115	$296,305	$86,110	$142,733	$254,166	$392,629	$504,597
Top Administrative Position	37	$197,535	$92,720	$123,531	$163,971	$210,952	$285,602
Top Business Position	14	$209,361		$161,444	$184,967	$226,615	
Top Development Position	43	$191,310	$114,412	$139,906	$168,427	$226,581	$285,361
Top Education Position	46	$202,443	$133,388	$142,685	$187,621	$232,540	$318,876
Top Facilities Position	5	$250,397			$200,894		
Top Finance Position	73	$174,400	$90,673	$117,761	$161,676	$223,023	$275,819
Top Human Resources Position	9	$137,900			$111,757		
Top Legal Position	8	$234,523			$224,523		
Top Marketing Position	12	$166,461		$126,643	$156,325	$170,672	
Top Operations Position	11	$173,466		$122,103	$126,053	$214,503	
Top PR/Communications Position	10	$197,290		$157,477	$183,914	$251,760	
Top Program Position	13	$155,556		$139,353	$143,514	$175,361	
Top Technology Position	11	$159,274		$122,636	$145,045	$193,798	
Employment, job-related							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$90,798			$75,221		
Between $1 million and $5 million							
CEO/Executive Director	17	$117,946		$83,835	$93,177	$119,348	
Top Finance Position	6	$116,089			$92,151		
Greater than $5 million							
CEO/Executive Director	10	$179,245		$127,122	$156,357	$165,669	
Top Finance Position	5	$167,002			$126,860		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	15	$57,742		$50,443	$60,000	$60,769	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$97,940			$89,723		
Between $1 million and $5 million							
CEO/Executive Director	7	$138,265			$120,153		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	10	$44,298		$34,706	$43,148	$50,534	
Between $1 million and $5 million							
CEO/Executive Director	5	$91,978			$89,200		
Greater than $5 million							
CEO/Executive Director	11	$238,541		$115,084	$197,903	$231,563	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	24	$52,144	$24,000	$33,958	$47,773	$69,519	$77,755
Between $500 thousand and $1 million							
CEO/Executive Director	9	$88,116			$77,992		
Between $1 million and $5 million							
CEO/Executive Director	30	$126,865	$59,992	$82,825	$115,501	$146,569	$193,183
Top Finance Position	9	$90,992			$89,449		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	63	$718,290	$119,831	$140,562	$291,196	$470,294	$937,099
Top Administrative Position	9	$245,468			$226,711		
Top Development Position	6	$146,425			$153,458		
Top Finance Position	49	$309,190	$104,885	$118,691	$176,133	$295,722	$588,942
Top Human Resources Position	16	$333,016		$173,140	$234,882	$325,609	
Top Legal Position	8	$544,288			$551,723		
Top Operations Position	25	$334,886	$97,834	$127,185	$173,862	$257,862	$463,913
Top Technology Position	13	$269,156		$185,311	$260,786	$267,329	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	28	$51,954	$23,444	$39,371	$48,558	$64,030	$77,206
Between $500 thousand and $1 million							
CEO/Executive Director	19	$74,587		$61,553	$71,236	$83,065	
Between $1 million and $5 million							
CEO/Executive Director	32	$107,687	$72,749	$84,851	$94,242	$118,981	$145,300
Top Finance Position	8	$89,552			$100,225		
Greater than $5 million							
CEO/Executive Director	22	$252,883	$113,683	$137,830	$178,842	$306,175	$462,115
Top Development Position	8	$236,324			$206,458		
Top Finance Position	12	$201,069		$92,400	$161,391	$279,907	
Top Operations Position	7	$262,301			$152,445		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	113	$55,648	$25,704	$36,895	$52,361	$65,050	$85,570
Between $500 thousand and $1 million							
CEO/Executive Director	67	$74,465	$41,266	$58,653	$71,895	$88,880	$103,273
Between $1 million and $5 million							
CEO/Executive Director	142	$106,489	$65,131	$78,077	$100,701	$125,435	$154,929
Top Administrative Position	7	$95,606			$111,192		
Top Finance Position	30	$77,738	$45,424	$53,835	$72,486	$85,629	$110,777
Top Operations Position	7	$89,784			$77,672		
Greater than $5 million							
CEO/Executive Director	116	$221,736	$103,542	$134,767	$184,548	$267,143	$392,660
Top Administrative Position	11	$153,044		$112,395	$144,522	$180,967	
Top Business Position	6	$178,667			$167,848		
Top Development Position	11	$166,754		$152,421	$164,170	$179,276	
Top Finance Position	70	$136,973	$77,542	$97,023	$134,611	$167,004	$207,957
Top Human Resources Position	12	$164,186		$126,555	$155,172	$187,314	
Top Operations Position	45	$162,838	$91,254	$115,926	$146,188	$185,507	$244,510
Top PR/Communications Position	5	$151,630			$134,001		
Top Program Position	8	$152,659			$135,980		
Top Technology Position	6	$158,602			$158,371		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	7	$55,593			$64,490		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$136,580			$150,514		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	34	$55,021	$28,527	$37,682	$53,189	$64,032	$81,796
Between $500 thousand and $1 million							
CEO/Executive Director	16	$76,628		$64,890	$75,000	$103,273	
Between $1 million and $5 million							
CEO/Executive Director	49	$113,841	$71,582	$86,915	$100,000	$126,104	$153,672
Top Finance Position	12	$93,553		$72,436	$88,292	$115,724	
Greater than $5 million							
CEO/Executive Director	67	$182,037	$95,751	$119,473	$152,298	$213,053	$302,615
Top Finance Position	49	$114,024	$69,878	$77,826	$97,192	$134,012	$190,179
Top Human Resources Position	7	$128,919			$122,259		
Top Operations Position	20	$142,214	$84,207	$106,860	$124,653	$150,286	$202,491
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	15	$43,877		$28,926	$40,000	$52,654	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$81,713			$86,548		
Between $1 million and $5 million							
CEO/Executive Director	28	$141,427	$66,813	$96,836	$117,581	$159,191	$218,479
Top Finance Position	5	$88,576			$91,856		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	24	$286,771	$150,683	$162,510	$229,174	$385,099	$516,086
Top Development Position	12	$188,837		$155,485	$185,186	$197,004	
Top Finance Position	17	$177,943		$116,537	$144,849	$189,808	
Top Human Resources Position	5	$166,951			$181,377		
Top Marketing Position	5	$157,479			$162,904		
Top Operations Position	9	$159,256			$168,360		
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	5	$50,620			$42,000		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	$58,596		$43,248	$55,250	$68,890	
Between $1 million and $5 million							
CEO/Executive Director	8	$109,030			$89,015		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	15	$54,033		$32,980	$50,000	$75,620	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$80,603		$64,125	$76,250	$94,344	
Between $1 million and $5 million							
CEO/Executive Director	15	$166,620		$76,806	$100,000	$157,421	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	77	$50,516	$22,000	$28,600	$46,666	$63,462	$86,587
Top Finance Position	9	$38,296			$29,140		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$87,213		$62,339	$75,799	$97,383	
Between $1 million and $5 million							
CEO/Executive Director	17	$113,536		$63,848	$98,577	$125,000	
Greater than $5 million							
CEO/Executive Director	7	$248,984			$139,665		
Social science research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	9	$89,147			$85,715		
Youth development							
$500 thousand or less							
CEO/Executive Director	37	$50,827	$22,673	$40,667	$51,149	$63,934	$73,485
Between $500 thousand and $1 million							
CEO/Executive Director	21	$79,287	$21,827	$63,835	$73,745	$93,000	$126,140
Between $1 million and $5 million							
CEO/Executive Director	20	$123,237	$78,497	$94,255	$121,210	$142,525	$174,213
Top Finance Position	5	$96,105			$100,381		
Top Operations Position	6	$98,513			$102,758		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	26	$51,765	$24,563	$33,742	$47,079	$70,329	$81,145
Between $500 thousand and $1 million							
CEO/Executive Director	9	$70,208			$64,025		
Between $1 million and $5 million							
CEO/Executive Director	15	$133,669		$112,518	$130,000	$163,162	
Greater than $5 million							
CEO/Executive Director	6	$195,313			$188,755		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	$66,186		$52,047	$56,878	$70,316	
Between $1 million and $5 million							
CEO/Executive Director	6	$184,104			$217,277		
Top Finance Position	5	$112,594			$106,508		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	$56,551			$40,000		
Between $1 million and $5 million							
CEO/Executive Director	8	$89,740			$86,346		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$40,865			$40,387		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	16	$53,849		$39,621	$48,351	$62,515	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$73,130		$56,059	$76,289	$91,990	
Between $1 million and $5 million							
CEO/Executive Director	20	$127,706	$60,984	$82,268	$111,164	$149,934	$204,377
Top Finance Position	5	$88,852			$101,990		
Greater than $5 million							
CEO/Executive Director	24	$260,821	$127,007	$152,580	$186,315	$296,508	$555,919
Top Administrative Position	8	$172,356			$140,074		
Top Development Position	8	$200,369			$168,936		
Top Education Position	8	$202,068			$168,179		
Top Finance Position	16	$176,700		$121,541	$133,305	$232,619	
Top Operations Position	5	$212,094			$208,535		
Top Technology Position	5	$247,888			$144,559		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	$79,899			$82,301		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	$47,895			$45,329		
Between $1 million and $5 million							
CEO/Executive Director	12	$114,832		$92,782	$109,169	$128,163	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	33	$439,357	$143,388	$176,000	$259,334	$501,991	$847,858
Top Administrative Position	10	$421,985		$223,437	$377,271	$564,458	
Top Finance Position	20	$261,942	$82,547	$127,568	$207,820	$277,879	$445,307
Top Operations Position	19	$315,841		$156,630	$193,124	$265,642	
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$70,760			$75,000		
Greater than $5 million							
CEO/Executive Director	5	$191,277			$206,977		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	53	$51,061	$21,245	$37,957	$50,083	$62,500	$77,227
Between $500 thousand and $1 million							
CEO/Executive Director	27	$68,663	$50,369	$57,799	$68,171	$76,916	$84,607
Between $1 million and $5 million							
CEO/Executive Director	66	$98,032	$53,137	$69,600	$91,127	$107,856	$157,424
Top Finance Position	7	$73,163			$81,021		
Greater than $5 million							
CEO/Executive Director	26	$164,963	$77,372	$107,915	$150,469	$182,012	$253,826
Top Finance Position	15	$100,087		$65,160	$88,214	$127,126	
Top Operations Position	9	$115,461			$118,883		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	$36,387			$39,270		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	15	$62,718		$53,072	$60,711	$69,333	
Between $1 million and $5 million							
CEO/Executive Director	11	$112,719		$83,284	$105,923	$126,563	
Greater than $5 million							
CEO/Executive Director	10	$301,254		$134,302	$257,802	$469,043	
Top Finance Position	7	$187,486			$132,917		
Top Operations Position	5	$245,386			$179,370		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	5	$62,559			$56,746		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	49	$58,266	$19,895	$30,000	$50,531	$83,963	$100,698
Top Finance Position	6	$31,474			$30,634		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$84,335			$87,550		
Between $1 million and $5 million							
CEO/Executive Director	6	$98,659			$59,494		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Youth development							
$500 thousand or less							
CEO/Executive Director	9	$72,639			$52,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$69,070			$67,396		
Between $1 million and $5 million							
CEO/Executive Director	5	$128,040			$119,654		
Oregon							
Animal-related							
$500 thousand or less							
CEO/Executive Director	11	$51,551		$39,636	$46,038	$63,451	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$73,931			$68,388		
Between $1 million and $5 million							
CEO/Executive Director	8	$110,639			$109,292		
Greater than $5 million							
CEO/Executive Director	5	$239,924			$209,504		
Top Finance Position	5	$135,922			$134,375		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	70	$49,958	$26,600	$37,050	$48,380	$65,142	$74,310
Between $500 thousand and $1 million							
CEO/Executive Director	25	$69,514	$47,457	$53,977	$68,582	$77,731	$101,288

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	35	$120,020	$72,883	$91,427	$121,303	$144,279	$165,205
Greater than $5 million							
CEO/Executive Director	10	$287,276		$173,264	$267,998	$374,530	
Top Finance Position	8	$156,878			$149,992		
Top Operations Position	5	$151,118			$157,398		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	12	$59,704		$50,185	$56,756	$66,003	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$85,740			$80,957		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	24	$57,295	$25,719	$37,694	$57,163	$72,230	$86,367
Between $500 thousand and $1 million							
CEO/Executive Director	6	$96,192			$92,682		
Between $1 million and $5 million							
CEO/Executive Director	16	$115,385		$90,626	$116,368	$130,601	
Greater than $5 million							
CEO/Executive Director	9	$202,134			$147,557		
Top Finance Position	5	$198,213			$188,110		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	10	$70,502		$49,903	$52,235	$67,087	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$90,723		$65,569	$76,458	$117,183	
Between $1 million and $5 million							
CEO/Executive Director	9	$120,838			$129,047		
Greater than $5 million							
CEO/Executive Director	5	$124,230			$131,372		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	15	$57,805		$27,319	$60,000	$82,220	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	44	$51,261	$20,433	$28,865	$43,463	$64,427	$89,274
Top Finance Position	6	$30,324			$27,975		
Between $500 thousand and $1 million							
CEO/Executive Director	34	$68,360	$38,837	$52,258	$63,725	$80,252	$100,383
Between $1 million and $5 million							
CEO/Executive Director	89	$109,091	$73,046	$87,247	$107,449	$127,985	$157,022
Top Administrative Position	8	$103,489			$123,233		
Top Business Position	6	$79,559			$79,808		
Top Finance Position	8	$78,240			$78,884		
Top Operations Position	5	$95,023			$92,675		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	47	$278,381	$97,396	$118,988	$200,818	$330,169	$584,650
Top Administrative Position	14	$168,865		$111,919	$163,588	$208,893	
Top Development Position	10	$223,073		$140,744	$211,648	$291,813	
Top Education Position	14	$213,656		$131,650	$207,730	$300,097	
Top Finance Position	32	$163,515	$52,929	$74,176	$134,254	$247,107	$316,606
Top Operations Position	7	$176,845			$124,547		
Top Technology Position	5	$193,242			$172,494		
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	5	$85,935			$101,431		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$106,606			$88,286		
Between $1 million and $5 million							
CEO/Executive Director	19	$106,008		$88,244	$110,548	$128,660	
Top Finance Position	7	$101,581			$107,144		
Greater than $5 million							
CEO/Executive Director	10	$190,356		$113,482	$168,405	$204,399	
Top Finance Position	9	$137,008			$132,870		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	28	$65,364	$29,337	$47,538	$63,715	$78,971	$96,568
Between $500 thousand and $1 million							
CEO/Executive Director	21	$83,855	$59,310	$62,153	$76,011	$94,077	$103,666

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	28	$133,472	$73,484	$84,737	$116,879	$172,706	$223,391
Greater than $5 million							
CEO/Executive Director	10	$228,414		$176,264	$223,251	$267,040	
Top Finance Position	7	$153,277			$152,459		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	11	$49,281		$36,157	$50,400	$55,773	
Greater than $5 million							
CEO/Executive Director	5	$164,176			$182,614		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	23	$59,913	$34,208	$38,300	$51,760	$76,441	$107,388
Between $500 thousand and $1 million							
CEO/Executive Director	9	$92,856			$69,751		
Between $1 million and $5 million							
CEO/Executive Director	19	$108,396		$86,911	$107,834	$123,648	
Greater than $5 million							
CEO/Executive Director	45	$355,371	$128,494	$171,271	$242,123	$428,058	$646,506
Top Finance Position	25	$251,862	$103,861	$141,137	$169,825	$223,181	$597,352
Top Human Resources Position	7	$175,638			$181,304		
Top Operations Position	18	$230,358		$155,393	$193,119	$268,052	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	20	$53,692	$30,680	$37,040	$47,446	$66,347	$86,864
Between $500 thousand and $1 million							
CEO/Executive Director	14	$79,248		$64,215	$75,740	$88,324	
Between $1 million and $5 million							
CEO/Executive Director	18	$97,307		$71,666	$90,827	$108,598	
Greater than $5 million							
CEO/Executive Director	21	$176,890	$86,097	$100,750	$150,000	$237,592	$289,692
Top Finance Position	9	$137,851			$141,361		
Top Operations Position	5	$125,090			$104,376		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	69	$56,679	$22,558	$39,069	$54,233	$71,500	$88,454
Between $500 thousand and $1 million							
CEO/Executive Director	33	$73,194	$42,767	$57,169	$68,490	$88,057	$101,532
Between $1 million and $5 million							
CEO/Executive Director	92	$103,307	$55,972	$85,906	$101,627	$122,428	$147,696
Top Finance Position	11	$75,518		$59,771	$71,093	$78,908	
Greater than $5 million							
CEO/Executive Director	63	$164,238	$85,777	$120,498	$142,415	$175,407	$247,312
Top Finance Position	28	$132,167	$62,975	$85,198	$108,564	$137,010	$194,639
Top Operations Position	11	$130,293		$80,615	$100,340	$131,666	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	16	$56,731		$41,169	$47,834	$70,309	
Between $1 million and $5 million							
CEO/Executive Director	5	$84,328			$91,290		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	14	$50,810		$34,076	$43,930	$62,881	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$71,762			$77,882		
Between $1 million and $5 million							
CEO/Executive Director	18	$97,610		$81,897	$95,808	$119,333	
Top Finance Position	5	$62,374			$75,889		
Greater than $5 million							
CEO/Executive Director	29	$210,906	$118,222	$133,522	$200,000	$247,875	$371,406
Top Finance Position	17	$115,128		$87,996	$109,595	$159,156	
Top Operations Position	9	$139,611			$134,291		
Top Program Position	5	$180,859			$192,179		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	$83,128			$88,000		
Between $1 million and $5 million							
CEO/Executive Director	9	$173,105			$144,758		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	5	$252,954			$185,181		
Top Finance Position	5	$207,758			$122,299		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$84,563		$53,023	$69,158	$104,390	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	11	$63,899		$42,627	$70,000	$81,041	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$72,627			$75,896		
Between $1 million and $5 million							
CEO/Executive Director	14	$119,262		$71,154	$101,434	$148,457	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	31	$53,342	$25,452	$35,058	$49,491	$70,913	$84,796
Between $1 million and $5 million							
CEO/Executive Director	9	$102,466			$106,118		
Unknown							
$500 thousand or less							
CEO/Executive Director	6	$48,577			$49,685		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Unknown							
Between $1 million and $5 million							
CEO/Executive Director	6	$126,720			$112,323		
Youth development							
$500 thousand or less							
CEO/Executive Director	17	$59,297		$49,296	$55,700	$65,318	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$83,400			$84,532		
Between $1 million and $5 million							
CEO/Executive Director	17	$106,122		$83,992	$96,907	$122,466	
Greater than $5 million							
CEO/Executive Director	12	$222,354		$153,249	$208,140	$286,297	
Top Finance Position	7	$131,841			$95,744		
Top Operations Position	5	$177,696			$141,482		
Pennsylvania							
Animal-related							
$500 thousand or less							
CEO/Executive Director	15	$48,979		$35,254	$45,000	$59,770	
Between $1 million and $5 million							
CEO/Executive Director	18	$110,730		$82,868	$116,854	$136,744	
Greater than $5 million							
CEO/Executive Director	7	$266,010			$222,152		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	152	$53,098	$25,050	$35,000	$50,002	$66,060	$83,785
Top Finance Position	5	$30,023			$30,000		
Between $500 thousand and $1 million							
CEO/Executive Director	63	$82,244	$41,204	$59,993	$83,000	$95,241	$130,850
Between $1 million and $5 million							
CEO/Executive Director	91	$129,117	$68,637	$92,885	$119,465	$153,508	$181,200
Top Administrative Position	5	$74,787			$77,264		
Top Finance Position	18	$93,435		$79,288	$92,682	$119,482	
Greater than $5 million							
CEO/Executive Director	42	$368,614	$154,672	$205,294	$287,989	$480,169	$725,590
Top Administrative Position	10	$149,496		$112,263	$129,605	$158,171	
Top Development Position	23	$176,514	$119,280	$137,806	$167,817	$208,670	$237,386
Top Finance Position	33	$169,158	$99,147	$123,244	$147,984	$182,318	$275,125
Top Human Resources Position	5	$145,120			$147,984		
Top Marketing Position	7	$196,600			$200,799		
Top Operations Position	14	$210,707		$122,135	$155,745	$244,360	
Top Technology Position	6	$159,605			$169,077		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	9	$62,994			$45,000		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$95,812		$66,239	$99,685	$125,941	
Between $1 million and $5 million							
CEO/Executive Director	16	$108,079		$82,377	$108,071	$121,266	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Civil rights, social action, advocacy							
Greater than $5 million							
CEO/Executive Director	5	$248,715			$224,859		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	57	$68,587	$30,200	$47,596	$61,075	$83,489	$118,102
Between $500 thousand and $1 million							
CEO/Executive Director	32	$95,409	$60,887	$70,305	$90,343	$116,224	$145,151
Between $1 million and $5 million							
CEO/Executive Director	52	$166,776	$94,379	$104,448	$138,287	$192,977	$282,829
Top Finance Position	12	$137,239		$81,154	$124,053	$169,150	
Greater than $5 million							
CEO/Executive Director	15	$281,668		$212,417	$280,199	$320,171	
Top Finance Position	6	$179,610			$181,629		
Top Technology Position	6	$168,634			$161,524		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	13	$66,502		$48,930	$57,637	$69,110	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$95,237		$77,340	$89,044	$119,445	
Between $1 million and $5 million							
CEO/Executive Director	22	$119,810	$78,447	$88,203	$120,162	$141,036	$181,784
Top Finance Position	6	$80,417			$82,443		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Crime, legal-related							
Greater than $5 million							
CEO/Executive Director	10	$148,521		$111,068	$149,573	$172,187	
Top Finance Position	8	$117,821			$110,444		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	17	$66,885		$49,794	$69,348	$82,276	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$98,934		$83,484	$95,081	$115,748	
Between $1 million and $5 million							
CEO/Executive Director	36	$149,739	$76,738	$96,024	$132,284	$183,259	$236,704
Top Finance Position	14	$147,273		$94,085	$112,543	$143,167	
Greater than $5 million							
CEO/Executive Director	13	$349,666		$155,100	$167,856	$283,080	
Top Finance Position	9	$219,333			$157,943		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	123	$50,902	$22,697	$33,428	$48,887	$65,926	$81,500
Top Administrative Position	10	$31,334		$22,838	$30,105	$39,939	
Top Finance Position	6	$42,486			$42,250		
Between $500 thousand and $1 million							
CEO/Executive Director	65	$83,623	$42,765	$55,373	$77,213	$104,449	$137,933
Top Administrative Position	9	$48,820			$41,800		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	192	$131,040	$66,885	$87,304	$123,388	$162,931	$206,468
Top Administrative Position	13	$112,488		$76,430	$95,532	$135,724	
Top Business Position	9	$113,208			$102,312		
Top Development Position	5	$117,504			$124,001		
Top Education Position	6	$146,063			$153,655		
Top Finance Position	35	$108,293	$61,626	$75,553	$98,736	$133,669	$165,400
Top Operations Position	9	$130,518			$124,177		
Top Program Position	5	$153,885			$176,557		
Greater than $5 million							
CEO/Executive Director	292	$343,035	$121,809	$167,149	$222,218	$345,812	$599,316
Top Administrative Position	86	$225,936	$112,076	$150,111	$190,772	$276,939	$408,989
Top Business Position	31	$199,942	$108,786	$123,535	$172,084	$233,311	$341,300
Top Development Position	91	$256,164	$132,179	$149,950	$187,206	$265,593	$406,729
Top Education Position	106	$290,260	$133,046	$159,303	$207,058	$258,588	$408,465
Top Facilities Position	14	$229,594		$141,859	$185,649	$266,744	
Top Finance Position	152	$239,635	$97,699	$139,901	$194,554	$279,323	$415,697
Top Human Resources Position	32	$192,895	$90,224	$138,331	$165,899	$218,954	$306,459
Top Legal Position	33	$377,660	$148,464	$227,233	$298,244	$427,365	$578,235
Top Marketing Position	16	$189,708		$158,690	$180,984	$214,138	
Top Operations Position	52	$263,748	$126,850	$132,478	$163,695	$206,570	$643,908
Top PR/Communications Position	32	$218,699	$118,644	$142,924	$190,281	$248,564	$356,925
Top Program Position	13	$168,123		$118,854	$155,113	$168,197	
Top Technology Position	51	$213,098	$118,078	$156,556	$186,070	$234,395	$321,293

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	5	$75,958			$59,400		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$107,608			$85,229		
Between $1 million and $5 million							
CEO/Executive Director	22	$104,719	$71,268	$86,629	$104,447	$114,154	$123,364
Top Finance Position	5	$91,933			$97,669		
Greater than $5 million							
CEO/Executive Director	18	$198,774		$127,905	$168,921	$221,682	
Top Finance Position	11	$140,184		$107,501	$116,428	$160,189	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	21	$71,869	$45,918	$56,868	$63,431	$73,108	$103,062
Between $500 thousand and $1 million							
CEO/Executive Director	14	$101,556		$86,325	$97,287	$103,242	
Between $1 million and $5 million							
CEO/Executive Director	33	$140,012	$78,003	$101,956	$134,312	$178,348	$198,286
Greater than $5 million							
CEO/Executive Director	5	$264,045			$202,950		
Top Finance Position	5	$171,056			$162,312		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	15	$40,546		$29,310	$41,607	$47,808	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	12	$83,965		$66,049	$87,467	$106,794	
Greater than $5 million							
CEO/Executive Director	11	$145,569		$124,064	$128,314	$146,644	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	41	$69,444	$27,000	$48,050	$56,000	$80,395	$118,287
Between $500 thousand and $1 million							
CEO/Executive Director	21	$80,852	$53,200	$60,558	$79,105	$102,536	$116,862
Between $1 million and $5 million							
CEO/Executive Director	82	$143,752	$53,122	$86,674	$127,964	$169,562	$281,956
Top Administrative Position	6	$95,778			$96,571		
Top Finance Position	17	$133,527		$85,583	$110,094	$145,727	
Top Operations Position	5	$134,258			$142,837		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	169	$598,188	$128,037	$186,706	$294,086	$767,296	$1,252,041
Top Administrative Position	34	$276,531	$107,848	$133,890	$181,951	$242,649	$362,615
Top Business Position	14	$297,977		$191,092	$271,202	$380,078	
Top Development Position	17	$297,450		$165,429	$209,202	$341,012	
Top Education Position	8	$401,318			$282,304		
Top Facilities Position	8	$293,864			$226,707		
Top Finance Position	117	$377,027	$105,796	$138,078	$194,759	$408,456	$723,418
Top Human Resources Position	42	$301,137	$129,805	$185,993	$249,619	$368,270	$502,238
Top Legal Position	12	$650,898		$333,539	$477,749	$560,485	
Top Marketing Position	10	$258,231		$158,267	$237,527	$339,709	
Top Operations Position	80	$394,552	$137,735	$171,228	$299,526	$431,635	$614,315
Top PR/Communications Position	6	$220,495			$192,105		
Top Program Position	6	$410,572			$348,016		
Top Technology Position	36	$400,740	$161,021	$231,591	$359,689	$471,239	$724,272
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	30	$58,915	$20,965	$42,810	$53,919	$68,938	$93,009
Between $500 thousand and $1 million							
CEO/Executive Director	34	$81,041	$34,705	$58,580	$74,633	$103,562	$125,862
Between $1 million and $5 million							
CEO/Executive Director	49	$119,790	$66,998	$83,904	$112,122	$136,946	$190,830
Top Finance Position	9	$125,461			$129,038		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	21	$200,310	$109,955	$142,072	$153,347	$271,452	$302,678
Top Administrative Position	5	$119,074			$144,966		
Top Finance Position	15	$148,554		$109,266	$143,179	$163,934	
Top Human Resources Position	5	$131,740			$120,511		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	183	$54,732	$26,629	$37,649	$52,783	$66,946	$83,644
Top Administrative Position	5	$29,821			$27,294		
Between $500 thousand and $1 million							
CEO/Executive Director	95	$77,006	$38,174	$57,086	$71,000	$93,137	$119,788
Between $1 million and $5 million							
CEO/Executive Director	257	$114,960	$65,443	$79,738	$100,445	$130,000	$172,334
Top Development Position	8	$116,551			$119,525		
Top Finance Position	54	$86,797	$42,990	$60,895	$74,182	$94,829	$115,080
Top Operations Position	15	$90,857		$67,841	$85,791	$107,390	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	262	$211,843	$111,912	$132,649	$176,748	$236,429	$377,160
Top Administrative Position	24	$172,313	$108,665	$117,640	$139,719	$176,607	$213,323
Top Business Position	14	$166,459		$129,138	$153,916	$195,861	
Top Development Position	28	$162,167	$108,448	$126,402	$153,549	$184,010	$214,172
Top Education Position	7	$155,475			$132,572		
Top Facilities Position	14	$146,084		$127,151	$144,859	$162,520	
Top Finance Position	171	$153,591	$82,931	$106,129	$133,912	$183,688	$242,794
Top Human Resources Position	44	$164,831	$108,267	$125,431	$150,464	$192,942	$238,712
Top Legal Position	5	$224,532			$172,792		
Top Marketing Position	20	$160,812	$129,235	$147,423	$158,099	$183,100	$199,029
Top Operations Position	71	$188,473	$113,416	$130,012	$172,641	$205,349	$278,301
Top PR/Communications Position	11	$170,979		$128,030	$148,625	$166,262	
Top Program Position	19	$124,609		$113,990	$126,157	$137,078	
Top Technology Position	28	$163,309	$123,257	$138,769	$156,401	$181,630	$210,485
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	12	$63,399		$43,136	$64,465	$82,239	
Between $1 million and $5 million							
CEO/Executive Director	6	$103,618			$115,892		
Greater than $5 million							
CEO/Executive Director	6	$218,469			$133,269		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Medical research							
$500 thousand or less							
CEO/Executive Director	5	$70,334			$53,672		
Greater than $5 million							
CEO/Executive Director	6	$429,341			$392,472		
Top Finance Position	5	$235,842			$216,362		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	27	$68,613	$35,600	$47,664	$63,198	$88,377	$103,796
Between $500 thousand and $1 million							
CEO/Executive Director	25	$80,083	$50,462	$61,912	$79,372	$98,464	$113,241
Between $1 million and $5 million							
CEO/Executive Director	47	$104,393	$75,799	$83,729	$95,248	$115,976	$145,338
Top Finance Position	7	$75,019			$69,259		
Greater than $5 million							
CEO/Executive Director	65	$225,488	$119,889	$140,022	$172,037	$238,038	$341,520
Top Finance Position	39	$143,762	$96,342	$109,283	$125,934	$175,839	$192,317
Top Human Resources Position	8	$146,178			$162,249		
Top Operations Position	26	$153,891	$98,930	$113,825	$153,551	$184,268	$225,335
Top Program Position	8	$153,361			$143,423		
Top Technology Position	10	$140,644		$115,991	$146,762	$183,463	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	22	$55,444	$27,508	$36,146	$52,303	$66,181	$84,932

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	12	$84,783		$65,270	$75,325	$105,105	
Between $1 million and $5 million							
CEO/Executive Director	29	$145,372	$81,197	$102,352	$136,134	$176,907	$192,743
Top Finance Position	5	$98,339			$92,210		
Greater than $5 million							
CEO/Executive Director	20	$304,121	$157,026	$184,722	$218,572	$246,813	$504,515
Top Development Position	6	$221,800			$185,743		
Top Finance Position	14	$189,060		$123,616	$141,411	$166,121	
Public safety, disaster preparedness, & relief							
Between $1 million and $5 million							
CEO/Executive Director	6	$107,695			$103,604		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	20	$71,138	$30,968	$54,134	$74,765	$87,006	$99,033
Between $500 thousand and $1 million							
CEO/Executive Director	5	$115,856			$110,159		
Between $1 million and $5 million							
CEO/Executive Director	11	$144,239		$92,424	$138,197	$187,710	
Greater than $5 million							
CEO/Executive Director	13	$317,600		$158,810	$231,809	$423,381	
Top Development Position	5	$230,564			$207,899		
Top Finance Position	10	$207,713		$128,670	$171,346	$245,481	
Top Operations Position	7	$170,681			$165,354		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	21	$46,773	$31,348	$37,338	$45,807	$50,089	$59,953
Between $500 thousand and $1 million							
CEO/Executive Director	17	$87,240		$68,309	$82,179	$107,458	
Between $1 million and $5 million							
CEO/Executive Director	29	$134,701	$72,318	$91,388	$105,420	$152,051	$237,083
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	85	$51,718	$20,775	$28,800	$47,500	$65,020	$86,547
Between $500 thousand and $1 million							
CEO/Executive Director	16	$85,819		$64,950	$82,600	$105,564	
Between $1 million and $5 million							
CEO/Executive Director	38	$121,820	$54,966	$65,734	$93,584	$149,567	$196,209
Top Finance Position	10	$105,857		$64,796	$87,754	$136,882	
Greater than $5 million							
CEO/Executive Director	13	$152,851		$113,889	$137,368	$172,792	
Top Finance Position	10	$124,307		$86,700	$115,209	$136,525	
Science & technology research institutes, services							
Greater than $5 million							
CEO/Executive Director	10	$352,355		$331,603	$349,290	$439,162	
Top Finance Position	7	$248,126			$218,843		
Top Operations Position	7	$305,148			$273,464		
Top Technology Position	5	$272,294			$275,966		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Unknown							
$500 thousand or less							
CEO/Executive Director	5	$56,589			$58,500		
Youth development							
$500 thousand or less							
CEO/Executive Director	47	$55,159	$28,255	$38,674	$50,385	$71,620	$83,382
Between $500 thousand and $1 million							
CEO/Executive Director	29	$109,082	$75,240	$78,099	$100,115	$142,022	$152,360
Between $1 million and $5 million							
CEO/Executive Director	36	$136,307	$80,983	$103,778	$133,347	$169,162	$203,964
Greater than $5 million							
CEO/Executive Director	8	$196,598			$202,061		
Top Finance Position	6	$140,420			$124,978		
Puerto Rico							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$44,895			$35,300		
Between $1 million and $5 million							
CEO/Executive Director	7	$72,857			$62,028		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	18	$152,439		$91,004	$134,100	$188,334	
Top Administrative Position	5	$98,465			$71,884		
Top Education Position	5	$126,901			$137,854		
Top Finance Position	5	$70,327			$63,336		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	11	$467,970		$140,511	$182,777	$237,403	
Top Administrative Position	5	$228,918			$140,109		
Top Finance Position	8	$137,213			$105,096		
Top Human Resources Position	8	$94,077			$89,211		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$41,211			$36,060		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$58,995			$56,787		
Between $1 million and $5 million							
CEO/Executive Director	9	$63,311			$59,990		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	16	$48,931		$34,363	$43,901	$57,464	
Between $1 million and $5 million							
CEO/Executive Director	14	$124,326		$103,300	$129,700	$145,471	
Greater than $5 million							
CEO/Executive Director	6	$336,248			$204,262		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$72,186			$64,064		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	14	$80,308		$58,916	$65,500	$81,558	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$100,664			$108,708		
Between $1 million and $5 million							
CEO/Executive Director	34	$122,018	$87,007	$98,270	$110,317	$133,774	$172,505
Greater than $5 million							
CEO/Executive Director	33	$338,528	$121,300	$150,811	$216,287	$381,779	$672,814
Top Administrative Position	8	$339,525			$333,774		
Top Development Position	8	$369,279			$313,549		
Top Education Position	12	$329,340		$184,552	$289,326	$341,411	
Top Finance Position	23	$252,722	$89,593	$117,191	$199,137	$375,122	$539,833
Top Operations Position	10	$218,585		$138,242	$177,606	$220,785	
Top Technology Position	5	$277,464			$243,764		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	$56,608			$44,000		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$192,451			$173,912		
Greater than $5 million							
CEO/Executive Director	14	$383,848		$189,294	$256,346	$467,876	
Top Finance Position	10	$239,445		$135,971	$157,571	$204,082	
Top Human Resources Position	5	$302,822			$239,722		
Top Operations Position	7	$167,064			$161,881		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$110,231			$104,628		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$59,276			$54,538		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$83,260			$73,982		
Between $1 million and $5 million							
CEO/Executive Director	18	$117,601		$96,647	$125,093	$129,576	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	24	$184,865	$129,630	$153,092	$169,609	$212,526	$248,660
Top Finance Position	17	$119,584		$102,763	$119,376	$143,413	
Top Operations Position	5	$176,028			$170,575		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$44,163			$55,000		
Between $1 million and $5 million							
CEO/Executive Director	5	$135,589			$134,199		
Greater than $5 million							
CEO/Executive Director	7	$227,202			$173,989		
Top Finance Position	7	$138,900			$143,103		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$70,559			$73,841		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$38,363			$34,860		
Between $1 million and $5 million							
CEO/Executive Director	6	$165,830			$171,775		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Animal-related							
$500 thousand or less							
CEO/Executive Director	6	$54,742			$41,641		
Between $1 million and $5 million							
CEO/Executive Director	7	$87,888			$77,292		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	41	$45,575	$18,590	$27,934	$44,669	$62,217	$76,000
Between $500 thousand and $1 million							
CEO/Executive Director	10	$80,367		$56,012	$72,896	$110,403	
Between $1 million and $5 million							
CEO/Executive Director	25	$123,346	$69,843	$96,238	$122,266	$129,627	$194,376
Greater than $5 million							
CEO/Executive Director	5	$255,404			$219,560		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	13	$53,321		$43,473	$54,744	$61,500	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$89,384			$98,724		
Between $1 million and $5 million							
CEO/Executive Director	13	$161,193		$116,337	$166,518	$212,721	
Greater than $5 million							
CEO/Executive Director	7	$174,618			$182,191		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	6	$42,950			$39,517		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$82,808			$74,867		
Between $1 million and $5 million							
CEO/Executive Director	5	$122,232			$120,067		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	12	$51,461		$39,786	$49,457	$59,566	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	37	$52,945	$30,000	$37,654	$46,200	$62,735	$82,943
Between $500 thousand and $1 million							
CEO/Executive Director	16	$72,152		$49,754	$65,711	$86,875	
Between $1 million and $5 million							
CEO/Executive Director	72	$122,896	$58,234	$74,565	$96,629	$132,757	$182,496
Top Finance Position	5	$96,267			$100,417		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	49	$245,008	$110,547	$133,150	$198,621	$300,699	$470,249
Top Administrative Position	18	$143,374		$105,829	$128,866	$167,432	
Top Business Position	5	$121,928			$130,348		
Top Development Position	16	$169,074		$137,754	$162,782	$189,102	
Top Education Position	17	$179,536		$131,507	$158,006	$183,282	
Top Finance Position	25	$156,546	$90,533	$105,544	$138,739	$191,211	$256,321
Top Operations Position	8	$207,358			$191,966		
Top Program Position	5	$150,094			$135,954		
Top Technology Position	6	$145,755			$120,764		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	$64,292		$49,500	$64,862	$77,500	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$110,150			$106,105		
Between $1 million and $5 million							
CEO/Executive Director	7	$152,856			$134,893		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	7	$46,264			$43,079		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	21	$76,632	$42,061	$58,914	$68,654	$93,016	$104,237

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	10	$68,961		$52,161	$67,697	$88,224	
Between $1 million and $5 million							
CEO/Executive Director	13	$103,401		$66,105	$90,872	$142,692	
Greater than $5 million							
CEO/Executive Director	37	$358,585	$141,938	$180,252	$241,479	$316,157	$751,576
Top Finance Position	26	$164,684	$84,150	$94,039	$126,174	$167,691	$211,244
Top Operations Position	18	$232,222		$97,782	$116,217	$145,091	
Top Technology Position	5	$357,046			$355,172		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	11	$47,058		$33,468	$47,500	$54,947	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$59,201			$62,975		
Between $1 million and $5 million							
CEO/Executive Director	17	$88,348		$67,500	$77,231	$97,850	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	57	$50,642	$27,460	$37,057	$50,000	$62,508	$75,410
Between $500 thousand and $1 million							
CEO/Executive Director	31	$66,475	$41,026	$54,424	$68,530	$77,783	$87,675
Between $1 million and $5 million							
CEO/Executive Director	62	$97,665	$64,057	$73,519	$93,316	$116,080	$141,874
Top Finance Position	7	$81,506			$79,413		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	30	$205,295	$100,401	$129,197	$175,072	$220,166	$428,288
Top Finance Position	16	$147,125		$99,146	$118,659	$173,971	
Top Human Resources Position	5	$120,820			$127,270		
Top Operations Position	7	$151,673			$144,254		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$63,029			$61,185		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$66,441			$59,582		
Between $1 million and $5 million							
CEO/Executive Director	19	$93,331		$74,247	$93,231	$109,406	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	$63,158			$54,829		
Between $1 million and $5 million							
CEO/Executive Director	8	$122,185			$114,996		
Greater than $5 million							
CEO/Executive Director	8	$453,535			$220,307		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$61,223			$52,800		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$66,150			$63,030		
Between $1 million and $5 million							
CEO/Executive Director	10	$140,882		$90,992	$123,105	$182,553	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	50	$51,014	$17,043	$27,508	$47,943	$64,346	$83,816
Between $500 thousand and $1 million							
CEO/Executive Director	7	$101,001			$94,301		
Between $1 million and $5 million							
CEO/Executive Director	12	$134,163		$86,340	$109,886	$157,371	
Youth development							
$500 thousand or less							
CEO/Executive Director	18	$66,710		$48,428	$62,193	$86,178	
Between $1 million and $5 million							
CEO/Executive Director	8	$128,095			$119,098		
South Dakota							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$41,821			$41,192		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$53,439		$36,271	$45,800	$57,927	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$43,114			$30,205		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$60,090			$39,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$89,696			$86,581		
Between $1 million and $5 million							
CEO/Executive Director	10	$89,424		$63,063	$72,410	$97,045	
Greater than $5 million							
CEO/Executive Director	16	$210,410		$129,331	$214,315	$264,131	
Top Administrative Position	6	$127,474			$121,489		
Top Business Position	6	$100,337			$108,650		
Top Development Position	5	$161,743			$157,621		
Top Finance Position	7	$150,520			$139,639		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	21	$346,597	$149,253	$153,907	$229,616	$401,656	$552,201
Top Finance Position	15	$203,560		$110,754	$136,557	$163,107	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$88,568			$89,248		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	16	$50,606		$29,792	$50,627	$60,233	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$71,351		$53,024	$67,026	$79,655	
Between $1 million and $5 million							
CEO/Executive Director	14	$98,324		$68,257	$83,550	$115,399	
Greater than $5 million							
CEO/Executive Director	17	$136,894		$88,006	$121,932	$154,254	
Top Finance Position	10	$105,594		$89,667	$97,982	$117,759	
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	6	$99,827			$101,929		
Greater than $5 million							
CEO/Executive Director	6	$144,876			$143,925		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	11	$51,777		$27,988	$53,000	$70,994	
Between $1 million and $5 million							
CEO/Executive Director	6	$70,010			$82,680		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$58,160			$52,044		
Between $1 million and $5 million							
CEO/Executive Director	8	$84,239			$81,654		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	60	$48,393	$23,898	$30,000	$45,342	$60,882	$76,022
Between $500 thousand and $1 million							
CEO/Executive Director	21	$80,285	$47,476	$55,081	$74,592	$94,231	$115,000
Between $1 million and $5 million							
CEO/Executive Director	43	$133,747	$79,993	$91,699	$112,650	$149,870	$212,443
Top Finance Position	7	$88,850			$78,204		
Greater than $5 million							
CEO/Executive Director	13	$241,776		$148,968	$224,470	$265,312	
Top Finance Position	6	$144,306			$145,635		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	8	$48,643			$48,240		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	27	$64,039	$31,360	$40,410	$57,211	$76,199	$101,750
Between $500 thousand and $1 million							
CEO/Executive Director	14	$107,956		$88,836	$100,900	$126,158	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	32	$133,788	$68,114	$89,702	$117,999	$168,462	$209,824
Top Operations Position	6	$140,835			$140,595		
Greater than $5 million							
CEO/Executive Director	9	$175,265			$134,373		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	13	$43,338		$30,250	$37,000	$48,150	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$94,936			$71,669		
Between $1 million and $5 million							
CEO/Executive Director	6	$117,899			$134,863		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	16	$47,053		$39,196	$47,429	$57,065	
Between $1 million and $5 million							
CEO/Executive Director	5	$80,558			$80,505		
Greater than $5 million							
CEO/Executive Director	8	$574,175			$358,891		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	55	$55,819	$23,100	$32,982	$46,061	$78,047	$87,006

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	24	$76,916	$41,515	$50,876	$67,700	$87,226	$134,877
Between $1 million and $5 million							
CEO/Executive Director	79	$126,879	$71,432	$89,229	$114,459	$152,399	$192,617
Top Education Position	5	$103,536			$70,526		
Top Finance Position	9	$96,755			$98,023		
Top Operations Position	14	$95,726		$61,100	$87,668	$127,812	
Greater than $5 million							
CEO/Executive Director	106	$276,263	$113,660	$155,363	$223,312	$353,518	$491,507
Top Administrative Position	21	$146,526	$81,685	$105,490	$115,000	$199,753	$238,660
Top Business Position	8	$158,470			$134,559		
Top Development Position	37	$174,717	$110,325	$124,908	$156,837	$184,272	$282,129
Top Education Position	31	$161,824	$68,591	$110,950	$143,809	$190,700	$242,073
Top Finance Position	61	$171,479	$99,536	$118,663	$158,218	$198,655	$247,825
Top Human Resources Position	9	$163,032			$160,529		
Top Legal Position	5	$250,989			$222,165		
Top Operations Position	24	$176,014	$112,042	$132,681	$153,115	$216,091	$236,577
Top PR/Communications Position	7	$163,637			$159,313		
Top Program Position	6	$185,896			$158,933		
Top Technology Position	15	$150,470		$112,592	$136,163	$172,223	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$98,742			$109,736		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	10	$55,045		$47,799	$54,696	$65,715	
Between $1 million and $5 million							
CEO/Executive Director	11	$148,494		$90,771	$142,363	$163,527	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$52,428			$51,897		
Between $1 million and $5 million							
CEO/Executive Director	6	$56,761			$55,737		
Greater than $5 million							
CEO/Executive Director	7	$105,610			$99,000		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	18	$70,500		$23,272	$46,477	$111,213	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$92,848		$60,920	$77,242	$131,631	
Between $1 million and $5 million							
CEO/Executive Director	31	$138,501	$65,371	$86,415	$116,177	$139,941	$186,033
Top Finance Position	8	$92,465			$80,236		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	55	$401,852	$131,215	$177,453	$222,786	$365,452	$728,256
Top Administrative Position	12	$195,349		$150,190	$185,921	$205,094	
Top Development Position	10	$230,893		$130,416	$149,817	$209,018	
Top Finance Position	48	$252,477	$91,170	$106,355	$169,530	$260,691	$451,787
Top Human Resources Position	7	$316,779			$119,312		
Top Legal Position	5	$529,587			$384,705		
Top Operations Position	26	$291,033	$95,778	$111,040	$191,651	$314,496	$641,139
Top Technology Position	5	$232,848			$194,459		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	22	$50,529	$25,099	$33,441	$45,900	$63,317	$81,168
Between $500 thousand and $1 million							
CEO/Executive Director	10	$66,432		$51,566	$66,610	$81,776	
Between $1 million and $5 million							
CEO/Executive Director	23	$100,833	$54,427	$69,122	$88,917	$119,838	$169,522
Top Finance Position	6	$91,804			$81,377		
Greater than $5 million							
CEO/Executive Director	8	$163,754			$174,463		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	94	$55,577	$25,972	$34,085	$49,114	$65,088	$90,106
Top Administrative Position	5	$38,536			$41,375		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	45	$70,716	$46,104	$56,629	$70,098	$85,000	$98,403
Between $1 million and $5 million							
CEO/Executive Director	77	$95,613	$53,877	$71,819	$88,733	$113,009	$140,439
Top Finance Position	12	$80,809		$65,977	$77,604	$86,966	
Top Operations Position	6	$69,287			$69,794		
Greater than $5 million							
CEO/Executive Director	59	$153,203	$84,650	$110,681	$136,072	$188,989	$231,889
Top Development Position	6	$133,889			$115,686		
Top Finance Position	27	$118,416	$68,183	$79,938	$108,505	$131,391	$200,160
Top Human Resources Position	5	$105,582			$103,039		
Top Operations Position	12	$166,261		$127,708	$163,524	$192,872	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	24	$44,725	$21,874	$29,167	$45,324	$56,739	$63,754
Between $500 thousand and $1 million							
CEO/Executive Director	9	$90,771			$92,571		
Between $1 million and $5 million							
CEO/Executive Director	30	$120,458	$60,548	$89,243	$115,321	$145,767	$190,520
Top Finance Position	6	$81,622			$98,864		
Top Operations Position	8	$127,970			$113,967		
Greater than $5 million							
CEO/Executive Director	16	$299,963		$159,012	$225,734	$315,108	
Top Finance Position	13	$183,308		$91,387	$148,650	$205,677	
Top Operations Position	7	$203,500			$163,634		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	10	$51,518		$34,675	$44,945	$52,194	
Between $1 million and $5 million							
CEO/Executive Director	11	$149,244		$109,762	$139,803	$177,232	
Greater than $5 million							
CEO/Executive Director	6	$283,066			$272,882		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$55,072			$64,632		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$84,641			$70,716		
Between $1 million and $5 million							
CEO/Executive Director	11	$172,134		$115,955	$179,657	$216,199	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	10	$41,118		$27,039	$39,118	$55,435	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$87,312			$83,965		
Between $1 million and $5 million							
CEO/Executive Director	7	$145,059			$135,379		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	117	$58,091	$21,294	$36,506	$54,000	$75,801	$93,866
Top Finance Position	8	$51,338			$48,150		
Between $500 thousand and $1 million							
CEO/Executive Director	20	$85,922	$37,071	$66,637	$81,984	$109,219	$120,953
Between $1 million and $5 million							
CEO/Executive Director	23	$139,559	$56,144	$86,147	$114,128	$158,372	$245,212
Top Finance Position	6	$81,950			$77,494		
Greater than $5 million							
CEO/Executive Director	10	$138,377		$117,452	$121,215	$170,956	
Top Finance Position	7	$126,491			$126,038		
Youth development							
$500 thousand or less							
CEO/Executive Director	24	$55,863	$32,650	$37,349	$57,011	$62,944	$87,523
Between $500 thousand and $1 million							
CEO/Executive Director	13	$68,421		$50,000	$71,606	$84,484	
Between $1 million and $5 million							
CEO/Executive Director	24	$137,361	$78,625	$92,166	$107,944	$174,502	$228,616
Top Finance Position	5	$113,710			$97,911		
Greater than $5 million							
CEO/Executive Director	5	$217,806			$171,714		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Animal-related							
$500 thousand or less							
CEO/Executive Director	16	$36,471		$24,194	$30,863	$39,275	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$68,287		$51,830	$66,731	$89,208	
Between $1 million and $5 million							
CEO/Executive Director	20	$103,682	$38,884	$63,370	$92,742	$146,297	$162,575
Greater than $5 million							
CEO/Executive Director	10	$272,641		$195,858	$230,200	$387,801	
Top Finance Position	6	$166,126			$166,822		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	166	$52,160	$24,472	$35,102	$47,738	$65,857	$84,167
Between $500 thousand and $1 million							
CEO/Executive Director	64	$84,900	$47,141	$63,566	$81,248	$98,735	$129,023
Between $1 million and $5 million							
CEO/Executive Director	77	$125,540	$52,352	$77,769	$106,328	$145,300	$185,069
Top Development Position	8	$115,388			$120,039		
Top Finance Position	14	$117,567		$75,327	$111,356	$137,390	
Top Operations Position	7	$159,713			$117,245		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	45	$306,140	$153,227	$187,574	$247,816	$429,880	$487,143
Top Administrative Position	7	$167,764			$171,037		
Top Development Position	26	$174,376	$116,443	$126,046	$158,322	$202,788	$240,483
Top Education Position	7	$145,424			$131,767		
Top Finance Position	33	$195,830	$99,137	$150,818	$174,647	$234,822	$274,469
Top Human Resources Position	5	$159,581			$146,942		
Top Marketing Position	9	$171,372			$165,340		
Top Operations Position	14	$217,297		$159,993	$221,959	$257,478	
Top PR/Communications Position	8	$173,493			$178,812		
Top Program Position	5	$151,191			$144,991		
Top Technology Position	13	$155,557		$123,452	$141,930	$158,609	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	25	$54,395	$23,942	$34,661	$57,550	$64,523	$75,106
Between $500 thousand and $1 million							
CEO/Executive Director	7	$85,287			$78,162		
Between $1 million and $5 million							
CEO/Executive Director	7	$116,712			$98,498		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	35	$62,165	$25,706	$34,326	$51,639	$71,356	$94,996
Between $500 thousand and $1 million							
CEO/Executive Director	20	$79,383	$45,222	$52,056	$69,449	$100,456	$119,447

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	31	$136,412	$76,912	$95,715	$113,579	$154,247	$183,535
Top Operations Position	5	$77,625			$90,540		
Greater than $5 million							
CEO/Executive Director	16	$214,133		$109,921	$145,278	$276,681	
Top Finance Position	13	$133,186		$80,639	$111,620	$168,191	
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	22	$60,003	$41,714	$47,448	$58,496	$73,656	$80,397
Between $500 thousand and $1 million							
CEO/Executive Director	20	$81,098	$61,721	$66,976	$81,723	$95,695	$102,638
Between $1 million and $5 million							
CEO/Executive Director	20	$132,558	$77,899	$92,883	$122,632	$165,226	$193,939
Greater than $5 million							
CEO/Executive Director	6	$180,711			$167,031		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	23	$59,514	$24,308	$34,345	$62,500	$78,999	$85,971
Between $500 thousand and $1 million							
CEO/Executive Director	8	$84,665			$93,687		
Between $1 million and $5 million							
CEO/Executive Director	21	$143,270	$40,000	$92,926	$135,000	$174,449	$271,628

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	11	$481,039		$184,642	$237,769	$418,300	
Top Finance Position	7	$209,658			$187,982		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	146	$58,541	$24,480	$35,479	$52,409	$74,864	$92,475
Top Finance Position	8	$41,062			$47,760		
Between $500 thousand and $1 million							
CEO/Executive Director	75	$87,885	$41,691	$57,648	$76,000	$114,824	$144,299
Top Finance Position	7	$56,515			$36,030		
Between $1 million and $5 million							
CEO/Executive Director	202	$121,591	$66,527	$84,286	$107,743	$142,249	$194,080
Top Administrative Position	22	$93,888	$60,461	$68,406	$94,453	$115,805	$136,272
Top Business Position	11	$78,874		$62,964	$79,825	$80,885	
Top Education Position	9	$142,758			$112,867		
Top Finance Position	31	$97,980	$51,455	$78,037	$96,011	$112,247	$131,850
Top Operations Position	8	$156,088			$123,658		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	219	$333,641	$119,675	$150,277	$223,226	$382,610	$535,582
Top Administrative Position	83	$189,357	$108,547	$124,151	$152,245	$205,743	$271,066
Top Business Position	25	$182,551	$63,913	$102,471	$149,774	$215,852	$269,120
Top Development Position	56	$205,273	$111,721	$135,589	$162,239	$217,300	$335,632
Top Education Position	51	$204,328	$83,029	$121,430	$170,736	$237,289	$310,129
Top Facilities Position	10	$162,168		$133,841	$168,884	$184,107	
Top Finance Position	127	$207,406	$88,811	$119,997	$152,629	$226,607	$317,091
Top Human Resources Position	21	$170,595	$108,178	$126,362	$146,426	$194,924	$293,355
Top Legal Position	11	$389,540		$218,962	$285,929	$599,348	
Top Marketing Position	13	$205,531		$128,635	$183,911	$251,507	
Top Operations Position	49	$184,499	$101,306	$120,109	$155,023	$217,202	$301,921
Top PR/Communications Position	18	$201,901		$133,400	$158,118	$201,044	
Top Program Position	11	$170,196		$111,631	$153,542	$201,101	
Top Technology Position	30	$335,744	$121,334	$139,369	$150,649	$206,380	$353,162
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	9	$40,951			$45,000		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$74,862			$58,622		
Between $1 million and $5 million							
CEO/Executive Director	11	$108,831		$81,675	$105,889	$127,202	
Greater than $5 million							
CEO/Executive Director	19	$203,252		$133,227	$169,103	$220,806	
Top Finance Position	8	$113,672			$101,257		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	26	$70,410	$39,754	$52,679	$66,298	$89,230	$100,786
Between $500 thousand and $1 million							
CEO/Executive Director	13	$100,814		$85,000	$106,292	$110,440	
Between $1 million and $5 million							
CEO/Executive Director	13	$149,944		$109,151	$134,758	$194,587	
Greater than $5 million							
CEO/Executive Director	9	$243,802			$218,957		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	15	$55,349		$39,647	$58,392	$68,442	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$64,545			$68,848		
Between $1 million and $5 million							
CEO/Executive Director	13	$96,519		$67,975	$78,700	$111,261	
Greater than $5 million							
CEO/Executive Director	22	$191,350	$85,678	$111,060	$135,742	$194,197	$367,826
Top Finance Position	10	$133,546		$89,924	$134,420	$154,908	
Top Operations Position	7	$128,126			$122,951		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	46	$59,872	$25,367	$36,663	$55,112	$74,776	$101,768
Between $500 thousand and $1 million							
CEO/Executive Director	29	$89,916	$52,363	$55,000	$88,393	$101,825	$128,800

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	68	$143,880	$73,403	$85,000	$108,332	$168,407	$237,689
Top Finance Position	9	$123,629			$73,958		
Top Operations Position	6	$117,867			$102,876		
Greater than $5 million							
CEO/Executive Director	125	$667,250	$137,989	$181,022	$286,636	$614,450	$1,230,908
Top Administrative Position	14	$194,807		$140,541	$181,313	$223,752	
Top Business Position	10	$301,254		$208,028	$240,504	$334,719	
Top Development Position	16	$191,991		$131,189	$167,673	$199,486	
Top Facilities Position	7	$254,653			$209,987		
Top Finance Position	106	$348,645	$98,351	$123,440	$187,986	$332,258	$560,073
Top Human Resources Position	16	$353,263		$188,817	$268,696	$440,370	
Top Legal Position	12	$514,932		$283,162	$425,346	$647,737	
Top Marketing Position	5	$279,303			$140,631		
Top Operations Position	72	$465,771	$121,726	$153,493	$223,599	$354,057	$651,605
Top PR/Communications Position	8	$268,839			$229,206		
Top Program Position	5	$150,129			$153,706		
Top Technology Position	21	$384,354	$110,293	$128,723	$194,310	$537,484	$926,890
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	36	$67,723	$32,872	$48,459	$62,709	$78,023	$99,814
Between $500 thousand and $1 million							
CEO/Executive Director	35	$73,028	$42,000	$49,406	$60,000	$87,263	$116,150

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	44	$102,094	$66,221	$71,121	$99,322	$119,031	$145,320
Top Finance Position	5	$112,912			$99,047		
Greater than $5 million							
CEO/Executive Director	28	$251,839	$129,290	$164,747	$203,101	$252,431	$299,320
Top Development Position	6	$164,077			$125,093		
Top Finance Position	16	$159,520		$118,411	$137,368	$173,616	
Top Operations Position	7	$154,779			$147,884		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	191	$54,852	$24,000	$36,181	$49,500	$70,417	$91,900
Top Finance Position	17	$34,818		$27,300	$33,016	$39,631	
Top Program Position	6	$54,075			$52,300		
Between $500 thousand and $1 million							
CEO/Executive Director	103	$73,295	$40,488	$56,587	$70,000	$89,472	$106,705
Top Finance Position	5	$51,894			$37,481		
Top Operations Position	7	$57,145			$52,024		
Between $1 million and $5 million							
CEO/Executive Director	234	$111,273	$60,634	$80,006	$102,945	$132,513	$169,747
Top Administrative Position	10	$85,953		$49,345	$81,688	$126,950	
Top Development Position	9	$127,130			$126,925		
Top Finance Position	48	$85,531	$45,904	$55,003	$76,988	$95,869	$128,501
Top Operations Position	15	$103,409		$72,292	$105,131	$124,545	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	151	$193,293	$96,128	$124,600	$168,879	$232,617	$303,529
Top Administrative Position	12	$107,119		$91,294	$115,902	$128,562	
Top Development Position	24	$141,380	$83,520	$110,101	$139,956	$166,686	$210,621
Top Finance Position	83	$130,027	$67,852	$85,110	$113,772	$158,973	$215,349
Top Human Resources Position	17	$151,216		$114,891	$141,301	$197,595	
Top Legal Position	5	$189,830			$144,636		
Top Marketing Position	8	$166,567			$160,871		
Top Operations Position	39	$171,598	$105,627	$121,794	$145,605	$177,565	$248,505
Top PR/Communications Position	5	$212,093			$234,969		
Top Program Position	22	$152,080	$103,575	$110,501	$136,132	$151,287	$215,993
Top Technology Position	7	$194,234			$179,587		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	24	$45,974	$22,821	$29,728	$40,000	$53,215	$72,950
Between $500 thousand and $1 million							
CEO/Executive Director	5	$102,738			$85,853		
Between $1 million and $5 million							
CEO/Executive Director	6	$169,420			$176,021		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	32	$49,447	$24,685	$29,767	$42,652	$63,787	$79,738
Top Finance Position	5	$30,510			$28,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	21	$72,658	$48,189	$63,300	$74,500	$85,000	$92,963
Between $1 million and $5 million							
CEO/Executive Director	42	$121,360	$79,739	$90,000	$111,699	$127,483	$150,799
Top Finance Position	11	$110,634		$73,214	$88,000	$131,822	
Top Operations Position	6	$112,182			$102,699		
Greater than $5 million							
CEO/Executive Director	27	$148,868	$83,884	$112,154	$150,000	$178,237	$191,249
Top Development Position	5	$147,153			$136,858		
Top Finance Position	18	$106,025		$86,289	$109,782	$124,614	
Top Operations Position	10	$118,200		$97,544	$116,798	$135,690	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	29	$65,707	$40,103	$46,446	$57,500	$69,917	$107,586
Between $500 thousand and $1 million							
CEO/Executive Director	10	$117,988		$84,742	$101,206	$131,742	
Between $1 million and $5 million							
CEO/Executive Director	32	$124,045	$55,031	$83,217	$120,035	$155,324	$194,360
Top Finance Position	9	$117,012			$84,826		
Greater than $5 million							
CEO/Executive Director	15	$259,451		$151,185	$250,333	$328,706	
Top Development Position	7	$194,302			$198,847		
Top Finance Position	10	$172,258		$109,064	$158,142	$196,634	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	8	$52,695			$45,641		
Between $1 million and $5 million							
CEO/Executive Director	7	$108,548			$103,900		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	18	$81,694		$44,109	$66,475	$106,259	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$96,582		$67,926	$93,839	$118,225	
Between $1 million and $5 million							
CEO/Executive Director	13	$176,012		$103,811	$143,718	$170,729	
Greater than $5 million							
CEO/Executive Director	14	$337,330		$185,969	$294,067	$442,803	
Top Finance Position	8	$186,445			$193,710		
Top Legal Position	5	$233,796			$261,402		
Top Operations Position	7	$266,783			$226,331		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	36	$54,064	$24,200	$31,742	$52,486	$73,884	$86,175
Top Finance Position	6	$37,638			$30,028		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$89,854		$85,149	$89,210	$100,215	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	28	$154,275	$87,208	$98,437	$124,113	$170,655	$298,308
Top Finance Position	8	$93,554			$80,497		
Top Operations Position	5	$103,698			$116,375		
Greater than $5 million							
CEO/Executive Director	17	$499,387		$195,488	$313,895	$456,798	
Top Finance Position	12	$206,888		$130,659	$149,055	$196,765	
Top Operations Position	9	$242,600			$192,715		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	270	$59,387	$21,676	$31,125	$51,402	$72,752	$105,328
Top Administrative Position	7	$25,848			$24,000		
Top Finance Position	22	$39,583	$16,198	$21,720	$44,574	$53,602	$64,000
Top Operations Position	8	$52,800			$55,107		
Between $500 thousand and $1 million							
CEO/Executive Director	36	$83,870	$41,141	$51,996	$74,380	$96,231	$127,865
Between $1 million and $5 million							
CEO/Executive Director	44	$117,269	$61,910	$82,988	$105,529	$140,154	$190,825
Top Finance Position	5	$117,618			$82,456		
Greater than $5 million							
CEO/Executive Director	22	$213,763	$78,209	$117,304	$155,999	$203,194	$307,038
Top Development Position	7	$135,123			$143,688		
Top Finance Position	10	$116,052		$86,299	$94,762	$140,487	
Top Operations Position	10	$138,965		$121,910	$139,524	$165,927	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Unknown							
$500 thousand or less							
CEO/Executive Director	10	$61,542		$38,524	$59,194	$69,627	
Youth development							
$500 thousand or less							
CEO/Executive Director	60	$59,106	$32,249	$41,018	$53,014	$66,734	$90,393
Between $500 thousand and $1 million							
CEO/Executive Director	27	$92,995	$67,374	$72,373	$82,683	$101,165	$125,851
Between $1 million and $5 million							
CEO/Executive Director	56	$131,019	$79,542	$106,462	$117,906	$144,531	$179,000
Top Finance Position	11	$90,645		$66,856	$77,947	$109,700	
Greater than $5 million							
CEO/Executive Director	20	$244,138	$133,521	$163,391	$199,813	$304,329	$360,420
Top Development Position	5	$131,375			$139,460		
Top Finance Position	12	$140,508		$88,455	$129,535	$190,954	
Top Operations Position	9	$144,197			$141,061		
Top Program Position	5	$131,461			$119,400		
Utah							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	22	$53,088	$30,780	$36,125	$49,708	$69,223	$81,098
Between $500 thousand and $1 million							
CEO/Executive Director	6	$84,588			$99,801		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	15	$127,991		$90,810	$115,090	$135,169	
Greater than $5 million							
CEO/Executive Director	5	$235,669			$209,996		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$101,964			$107,852		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	17	$58,103		$32,500	$55,015	$69,571	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$94,651			$86,400		
Between $1 million and $5 million							
CEO/Executive Director	22	$128,971	$65,992	$84,093	$120,708	$166,078	$209,899
Greater than $5 million							
CEO/Executive Director	26	$262,414	$112,497	$122,985	$164,039	$352,757	$478,889
Top Finance Position	9	$199,139			$193,180		
Top Technology Position	5	$239,254			$191,069		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	11	$53,519		$35,494	$45,000	$61,631	
Between $1 million and $5 million							
CEO/Executive Director	9	$103,543			$89,219		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	$66,773			$75,000		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$65,820			$59,522		
Between $1 million and $5 million							
CEO/Executive Director	6	$104,268			$106,483		
Greater than $5 million							
CEO/Executive Director	11	$266,881		$189,196	$200,043	$306,112	
Top Finance Position	9	$166,422			$156,536		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	16	$115,463		$82,359	$120,574	$155,428	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	16	$54,898		$32,574	$56,136	$75,600	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$66,830			$75,117		
Between $1 million and $5 million							
CEO/Executive Director	25	$94,750	$46,000	$74,665	$84,290	$129,160	$147,375
Greater than $5 million							
CEO/Executive Director	12	$145,615		$121,708	$138,911	$148,040	
Top Finance Position	7	$120,198			$120,345		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$77,728			$76,208		
Greater than $5 million							
CEO/Executive Director	6	$185,838			$168,097		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	$49,894			$50,750		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$84,779			$85,000		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	$61,455			$63,424		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	$37,718			$36,200		
Vermont							
Animal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$68,909			$68,000		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	33	$54,442	$28,439	$38,000	$58,385	$67,500	$86,651
Between $500 thousand and $1 million							
CEO/Executive Director	10	$76,419		$64,618	$78,292	$88,518	
Between $1 million and $5 million							
CEO/Executive Director	14	$107,863		$77,660	$105,734	$134,953	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	$72,235			$63,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$116,003			$88,194		
Between $1 million and $5 million							
CEO/Executive Director	6	$123,637			$121,600		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	17	$59,998		$50,837	$57,389	$65,800	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	$56,578		$33,143	$54,901	$72,316	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$76,694		$59,940	$82,888	$96,962	
Between $1 million and $5 million							
CEO/Executive Director	17	$113,421		$82,928	$105,653	$129,660	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	23	$287,585	$146,319	$161,671	$248,994	$388,295	$466,870
Top Administrative Position	6	$241,107			$197,910		
Top Development Position	8	$178,293			$163,661		
Top Education Position	6	$187,254			$208,458		
Top Finance Position	15	$206,815		$138,467	$183,039	$253,403	
Top Technology Position	5	$159,324			$169,518		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	$70,202		$50,077	$55,978	$67,598	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$67,921			$86,888		
Between $1 million and $5 million							
CEO/Executive Director	9	$125,344			$105,547		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$76,003			$64,156		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$76,756			$79,560		
Between $1 million and $5 million							
CEO/Executive Director	14	$140,133		$98,969	$119,815	$130,967	
Top Finance Position	6	$115,132			$95,574		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	21	$309,307	$132,046	$163,162	$265,195	$368,137	$490,882
Top Finance Position	14	$220,784		$125,593	$174,009	$247,575	
Top Operations Position	8	$311,169			$222,647		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$109,526			$110,988		
Greater than $5 million							
CEO/Executive Director	5	$127,980			$129,745		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	18	$48,250		$36,190	$46,950	$57,240	
Between $500 thousand and $1 million							
CEO/Executive Director	22	$63,973	$46,331	$57,662	$63,574	$71,325	$76,225
Between $1 million and $5 million							
CEO/Executive Director	26	$86,202	$63,882	$73,340	$82,928	$89,474	$114,215
Greater than $5 million							
CEO/Executive Director	19	$139,918		$111,193	$128,403	$177,466	
Top Finance Position	6	$113,086			$99,453		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$46,394			$41,050		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	10	$143,694		$99,579	$128,850	$187,376	
Top Finance Position	7	$137,213			$129,439		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	12	$52,000		$37,069	$53,270	$66,225	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$85,186			$78,307		
Between $1 million and $5 million							
CEO/Executive Director	6	$117,064			$99,709		
Youth development							
$500 thousand or less							
CEO/Executive Director	10	$55,324		$43,317	$53,700	$73,352	
Between $1 million and $5 million							
CEO/Executive Director	5	$103,925			$91,425		
Virginia							
Animal-related							
$500 thousand or less							
CEO/Executive Director	14	$41,509		$28,278	$39,896	$53,514	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$62,502		$53,363	$62,700	$70,398	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	17	$100,647		$72,928	$88,057	$130,000	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	80	$56,011	$23,259	$33,559	$51,750	$67,190	$89,521
Between $500 thousand and $1 million							
CEO/Executive Director	39	$96,863	$61,465	$70,795	$82,441	$112,122	$150,483
Between $1 million and $5 million							
CEO/Executive Director	51	$149,796	$68,648	$101,800	$131,103	$179,620	$224,315
Top Finance Position	5	$140,592			$117,277		
Greater than $5 million							
CEO/Executive Director	22	$310,785	$127,480	$155,524	$220,538	$375,116	$441,958
Top Development Position	8	$204,206			$166,290		
Top Finance Position	13	$191,335		$117,702	$140,804	$259,048	
Top Marketing Position	6	$209,988			$149,027		
Top Operations Position	6	$282,203			$146,216		
Top PR/Communications Position	7	$196,002			$149,371		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	12	$61,005		$51,154	$54,081	$71,570	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$102,620			$94,419		
Between $1 million and $5 million							
CEO/Executive Director	7	$137,346			$134,383		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Civil rights, social action, advocacy							
Greater than $5 million							
CEO/Executive Director	7	$270,235			$262,152		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	23	$76,267	$37,814	$52,873	$68,433	$100,659	$119,000
Between $500 thousand and $1 million							
CEO/Executive Director	18	$109,810		$72,658	$113,157	$127,814	
Between $1 million and $5 million							
CEO/Executive Director	22	$167,907	$84,414	$111,063	$145,484	$222,573	$281,469
Top Finance Position	7	$110,903			$85,918		
Greater than $5 million							
CEO/Executive Director	15	$336,069		$141,756	$253,111	$432,645	
Top Finance Position	8	$197,141			$172,145		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	12	$55,516		$46,064	$57,554	$62,639	
Between $1 million and $5 million							
CEO/Executive Director	18	$144,903		$86,796	$129,503	$183,348	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	$77,944			$76,287		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$103,114			$107,640		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	20	$189,645	$104,646	$143,392	$172,974	$242,139	$278,217
Greater than $5 million							
CEO/Executive Director	10	$441,731		$276,919	$332,440	$525,130	
Top Education Position	6	$187,331			$167,370		
Top Finance Position	8	$231,916			$246,836		
Top Operations Position	6	$237,657			$272,846		
Top Technology Position	6	$235,114			$173,078		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	79	$61,581	$24,977	$37,570	$53,000	$79,954	$106,245
Between $500 thousand and $1 million							
CEO/Executive Director	47	$96,452	$50,437	$58,129	$78,212	$126,687	$173,809
Top Administrative Position	5	$64,832			$55,792		
Between $1 million and $5 million							
CEO/Executive Director	138	$138,782	$65,568	$87,413	$120,287	$173,435	$235,849
Top Administrative Position	8	$70,782			$68,764		
Top Finance Position	19	$76,920		$48,197	$69,866	$99,825	
Top Operations Position	12	$166,482		$115,326	$141,290	$189,986	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	128	$361,036	$132,217	$198,686	$298,787	$406,545	$529,421
Top Administrative Position	27	$187,927	$125,572	$143,153	$179,126	$231,137	$268,127
Top Business Position	19	$181,364		$145,888	$170,108	$213,984	
Top Development Position	49	$219,442	$123,184	$152,463	$198,967	$256,136	$324,136
Top Education Position	38	$239,354	$133,016	$150,269	$193,081	$251,073	$406,834
Top Finance Position	84	$217,357	$111,299	$137,819	$172,481	$247,320	$381,717
Top Human Resources Position	15	$173,044		$123,650	$152,849	$191,636	
Top Legal Position	12	$329,340		$230,233	$271,938	$331,645	
Top Marketing Position	15	$183,907		$138,616	$154,015	$181,258	
Top Operations Position	38	$251,504	$109,539	$144,200	$188,144	$261,140	$371,479
Top PR/Communications Position	15	$161,248		$124,120	$141,272	$173,621	
Top Program Position	13	$175,087		$150,189	$164,351	$213,213	
Top Technology Position	24	$279,894	$116,231	$121,906	$154,536	$285,204	$372,483
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	8	$61,107			$64,086		
Between $1 million and $5 million							
CEO/Executive Director	10	$119,252		$112,995	$124,387	$135,054	
Greater than $5 million							
CEO/Executive Director	6	$316,618			$299,345		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	32	$67,302	$40,294	$53,174	$64,080	$81,625	$86,303

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$102,316			$96,645		
Between $1 million and $5 million							
CEO/Executive Director	11	$169,157		$115,496	$152,590	$230,680	
Greater than $5 million							
CEO/Executive Director	14	$362,607		$242,524	$286,806	$448,872	
Top Development Position	9	$276,049			$192,034		
Top Finance Position	11	$206,327		$133,931	$205,466	$250,344	
Top Legal Position	5	$297,765			$237,215		
Top Operations Position	6	$270,731			$229,820		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	11	$54,561		$44,094	$54,247	$72,696	
Between $1 million and $5 million							
CEO/Executive Director	11	$91,739		$64,364	$76,731	$111,217	
Greater than $5 million							
CEO/Executive Director	6	$205,268			$168,011		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	31	$57,777	$25,809	$42,485	$50,000	$75,405	$92,522
Between $500 thousand and $1 million							
CEO/Executive Director	22	$93,778	$54,710	$67,745	$81,299	$111,651	$153,415

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	47	$137,781	$56,248	$74,129	$117,048	$182,134	$223,584
Top Finance Position	6	$90,185			$75,188		
Greater than $5 million							
CEO/Executive Director	59	$572,113	$111,941	$172,595	$270,595	$405,177	$705,294
Top Administrative Position	11	$179,898		$153,170	$197,749	$206,425	
Top Finance Position	41	$315,416	$90,787	$126,891	$165,405	$244,509	$480,758
Top Human Resources Position	8	$390,918			$195,605		
Top Operations Position	22	$309,737	$114,972	$161,495	$235,132	$320,304	$567,856
Top PR/Communications Position	5	$181,171			$189,340		
Top Technology Position	10	$458,806		$172,056	$188,422	$709,753	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	20	$53,189	$21,632	$38,600	$52,941	$65,500	$74,196
Between $500 thousand and $1 million							
CEO/Executive Director	19	$88,792		$61,058	$82,370	$97,445	
Between $1 million and $5 million							
CEO/Executive Director	32	$116,299	$66,328	$75,612	$100,246	$147,517	$178,940
Top Finance Position	5	$92,701			$73,573		
Greater than $5 million							
CEO/Executive Director	12	$210,126		$157,958	$186,518	$227,685	
Top Finance Position	7	$144,615			$135,865		
Top Operations Position	5	$112,697			$132,244		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	102	$53,771	$23,531	$39,336	$53,303	$68,139	$81,728
Top Program Position	7	$36,469			$35,000		
Between $500 thousand and $1 million							
CEO/Executive Director	56	$76,868	$42,754	$55,429	$72,683	$93,421	$106,275
Between $1 million and $5 million							
CEO/Executive Director	123	$108,335	$60,925	$83,874	$100,480	$127,701	$160,150
Top Administrative Position	5	$106,243			$98,088		
Top Development Position	6	$83,824			$84,961		
Top Finance Position	23	$69,505	$43,791	$55,353	$67,172	$92,929	$102,430
Top Operations Position	7	$112,077			$108,117		
Greater than $5 million							
CEO/Executive Director	85	$228,107	$116,121	$145,500	$196,306	$295,891	$360,772
Top Administrative Position	9	$143,045			$130,430		
Top Business Position	9	$156,986			$152,537		
Top Development Position	13	$171,461		$145,559	$154,738	$197,376	
Top Finance Position	54	$166,535	$82,767	$116,394	$163,347	$205,056	$259,673
Top Human Resources Position	18	$158,219		$119,842	$147,347	$191,238	
Top Marketing Position	11	$173,794		$127,204	$147,401	$165,718	
Top Operations Position	35	$171,719	$107,810	$117,659	$160,381	$205,255	$243,193
Top PR/Communications Position	8	$157,068			$129,983		
Top Program Position	11	$150,101		$116,084	$144,291	$161,537	
Top Technology Position	11	$177,247		$148,816	$160,341	$194,078	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	20	$58,543	$21,080	$42,375	$49,928	$61,900	$94,914
Between $500 thousand and $1 million							
CEO/Executive Director	9	$108,458			$108,309		
Between $1 million and $5 million							
CEO/Executive Director	9	$145,330			$130,210		
Greater than $5 million							
CEO/Executive Director	8	$427,330			$312,494		
Top Finance Position	5	$250,506			$287,113		
Top Program Position	6	$194,583			$190,407		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	5	$174,497			$113,000		
Greater than $5 million							
CEO/Executive Director	6	$433,167			$459,244		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	10	$66,478		$58,400	$67,677	$81,461	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$74,676			$74,322		
Between $1 million and $5 million							
CEO/Executive Director	10	$154,816		$99,036	$138,221	$200,580	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	10	$326,676		$200,887	$235,663	$346,794	
Top Administrative Position	5	$228,016			$122,546		
Top Finance Position	6	$173,235			$166,411		
Mutual/membership benefit organizations, other							
Greater than $5 million							
CEO/Executive Director	7	$463,210			$431,934		
Top Finance Position	5	$193,687			$205,508		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	18	$62,587		$39,217	$55,810	$75,750	
Between $1 million and $5 million							
CEO/Executive Director	19	$134,562		$95,308	$106,790	$154,490	
Greater than $5 million							
CEO/Executive Director	15	$250,101		$202,060	$219,274	$333,322	
Top Finance Position	8	$153,832			$159,151		
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	6	$136,803			$107,919		
Between $1 million and $5 million							
CEO/Executive Director	8	$169,795			$145,004		
Greater than $5 million							
CEO/Executive Director	5	$445,270			$380,572		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$74,924		$41,584	$69,300	$87,500	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$137,022		$66,121	$137,836	$186,751	
Between $1 million and $5 million							
CEO/Executive Director	12	$236,343		$129,414	$162,467	$288,396	
Greater than $5 million							
CEO/Executive Director	14	$289,452		$188,579	$249,704	$311,285	
Top Finance Position	14	$201,522		$139,531	$174,257	$224,044	
Top Operations Position	6	$166,672			$168,057		
Top PR/Communications Position	5	$203,716			$148,743		
Top Technology Position	6	$163,427			$150,836		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	21	$50,884	$30,066	$37,400	$44,678	$67,299	$75,000
Between $500 thousand and $1 million							
CEO/Executive Director	8	$88,134			$86,574		
Between $1 million and $5 million							
CEO/Executive Director	21	$113,014	$63,902	$88,000	$108,000	$133,604	$152,933
Greater than $5 million							
CEO/Executive Director	7	$402,119			$305,879		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	55	$59,551	$21,673	$29,750	$54,442	$82,090	$108,107
Top Finance Position	7	$59,316			$31,200		
Between $500 thousand and $1 million							
CEO/Executive Director	23	$90,553	$35,024	$50,365	$106,245	$124,224	$142,482
Between $1 million and $5 million							
CEO/Executive Director	14	$138,208		$102,187	$119,895	$169,476	
Greater than $5 million							
CEO/Executive Director	8	$247,908			$196,088		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	8	$213,230			$218,798		
Greater than $5 million							
CEO/Executive Director	11	$720,241		$381,515	$460,267	$628,322	
Top Finance Position	8	$288,807			$269,768		
Top Operations Position	5	$390,222			$326,761		
Top Program Position	6	$380,267			$344,364		
Top Technology Position	7	$349,605			$290,559		
Youth development							
$500 thousand or less							
CEO/Executive Director	29	$59,899	$21,861	$39,885	$60,000	$71,700	$89,266
Between $500 thousand and $1 million							
CEO/Executive Director	14	$80,567		$53,859	$79,897	$104,148	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	18	$128,298		$90,255	$113,809	$151,227	
Greater than $5 million							
CEO/Executive Director	5	$462,038			$369,495		
Washington							
Animal-related							
$500 thousand or less							
CEO/Executive Director	12	$52,565		$39,750	$47,153	$61,995	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$69,321		$64,361	$69,510	$81,309	
Between $1 million and $5 million							
CEO/Executive Director	13	$91,769		$65,334	$70,162	$122,588	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	87	$53,036	$24,352	$32,269	$48,470	$68,463	$80,547
Between $500 thousand and $1 million							
CEO/Executive Director	33	$74,613	$50,200	$58,481	$72,305	$91,394	$104,761
Between $1 million and $5 million							
CEO/Executive Director	44	$116,778	$72,848	$84,650	$113,081	$138,327	$165,307
Top Finance Position	6	$90,535			$88,944		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	17	$276,526		$191,867	$234,611	$440,804	
Top Administrative Position	6	$159,681			$156,105		
Top Development Position	9	$160,663			$160,699		
Top Finance Position	13	$153,759		$127,990	$139,179	$199,578	
Top Operations Position	5	$208,507			$208,616		
Top Technology Position	5	$158,944			$171,567		
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	6	$130,284			$129,912		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	22	$60,265	$34,258	$54,324	$61,035	$69,827	$83,772
Between $500 thousand and $1 million							
CEO/Executive Director	12	$87,311		$62,489	$71,313	$84,564	
Between $1 million and $5 million							
CEO/Executive Director	9	$115,380			$113,018		
Greater than $5 million							
CEO/Executive Director	5	$138,822			$142,816		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	8	$58,268			$63,076		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	9	$102,170			$104,766		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	10	$70,578		$45,901	$62,634	$82,277	
Between $1 million and $5 million							
CEO/Executive Director	6	$165,682			$125,859		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	49	$59,161	$32,015	$38,884	$52,200	$70,000	$87,806
Between $500 thousand and $1 million							
CEO/Executive Director	37	$83,993	$54,262	$62,035	$79,661	$106,150	$130,226
Top Administrative Position	5	$64,241			$62,000		
Between $1 million and $5 million							
CEO/Executive Director	99	$133,695	$74,107	$95,568	$120,000	$155,393	$191,627
Top Administrative Position	6	$106,928			$92,235		
Top Education Position	10	$128,907		$113,096	$126,207	$140,084	
Top Finance Position	20	$93,045	$35,465	$64,267	$97,675	$116,254	$153,356
Top Operations Position	9	$93,795			$110,178		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	72	$308,324	$115,254	$175,525	$267,242	$402,253	$536,022
Top Administrative Position	18	$185,214		$138,767	$164,541	$235,155	
Top Business Position	10	$177,204		$144,012	$168,268	$196,435	
Top Development Position	26	$174,715	$121,879	$141,870	$165,671	$197,549	$226,027
Top Education Position	24	$197,950	$130,903	$143,089	$157,652	$222,436	$325,296
Top Finance Position	54	$187,475	$93,714	$131,371	$172,112	$236,200	$299,036
Top Human Resources Position	5	$139,501			$138,521		
Top Marketing Position	6	$141,875			$134,143		
Top Operations Position	16	$189,640		$155,422	$182,564	$233,138	
Top PR/Communications Position	7	$168,869			$154,178		
Top Program Position	6	$158,467			$140,626		
Top Technology Position	18	$173,520		$141,809	$172,896	$194,068	
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	5	$64,966			$60,758		
Between $1 million and $5 million							
CEO/Executive Director	11	$131,513		$110,523	$119,871	$155,822	
Greater than $5 million							
CEO/Executive Director	15	$201,143		$144,434	$167,577	$225,140	
Top Finance Position	8	$153,767			$141,152		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	29	$62,281	$31,477	$45,000	$65,000	$76,638	$83,276

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	13	$94,334		$74,780	$98,822	$107,380	
Between $1 million and $5 million							
CEO/Executive Director	31	$112,594	$73,750	$84,579	$102,914	$135,236	$153,576
Top Finance Position	7	$80,725			$73,738		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$45,995			$41,172		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$65,298			$60,326		
Between $1 million and $5 million							
CEO/Executive Director	11	$84,033		$44,286	$75,200	$96,508	
Greater than $5 million							
CEO/Executive Director	9	$156,149			$142,426		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	27	$57,043	$30,047	$38,455	$50,470	$70,423	$96,196
Between $500 thousand and $1 million							
CEO/Executive Director	14	$92,185		$67,530	$91,880	$104,586	
Between $1 million and $5 million							
CEO/Executive Director	21	$141,465	$80,957	$104,510	$144,364	$165,630	$210,549
Top Finance Position	6	$108,991			$111,776		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	52	$544,390	$183,679	$213,416	$306,127	$527,475	$1,317,411
Top Administrative Position	8	$209,185			$202,890		
Top Development Position	10	$268,972		$151,758	$214,586	$309,358	
Top Finance Position	32	$299,051	$110,839	$147,913	$202,373	$313,019	$569,233
Top Human Resources Position	5	$320,911			$129,063		
Top Operations Position	27	$357,733	$150,833	$186,765	$274,142	$349,174	$781,106
Top Program Position	5	$153,028			$153,899		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	$57,082			$64,698		
Between $500 thousand and $1 million							
CEO/Executive Director	13	$82,189		$65,341	$79,868	$92,591	
Between $1 million and $5 million							
CEO/Executive Director	27	$107,313	$65,819	$80,524	$101,061	$117,649	$167,942
Greater than $5 million							
CEO/Executive Director	11	$194,449		$165,645	$178,546	$215,748	
Top Finance Position	6	$160,007			$139,703		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	81	$55,045	$20,125	$36,360	$52,816	$68,000	$85,269
Between $500 thousand and $1 million							
CEO/Executive Director	48	$72,039	$38,792	$54,379	$74,332	$84,489	$100,798
Top Finance Position	6	$52,051			$50,814		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	101	$100,285	$67,226	$78,042	$100,266	$120,031	$134,035
Top Finance Position	13	$74,901		$57,726	$72,761	$83,953	
Greater than $5 million							
CEO/Executive Director	80	$192,169	$106,073	$130,526	$162,851	$231,472	$306,979
Top Administrative Position	8	$134,371			$124,417		
Top Development Position	9	$162,972			$153,631		
Top Finance Position	54	$139,957	$80,411	$98,692	$121,362	$151,364	$187,556
Top Human Resources Position	15	$129,116		$112,502	$134,144	$157,022	
Top Operations Position	23	$173,871	$102,210	$131,460	$155,851	$176,480	$242,441
Top Program Position	10	$118,206		$104,620	$118,165	$141,042	
Top Technology Position	8	$172,036			$176,277		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	16	$62,064		$29,530	$62,478	$77,953	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$120,662			$94,684		
Greater than $5 million							
CEO/Executive Director	6	$348,273			$351,686		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	15	$54,727		$40,782	$52,460	$65,905	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$72,669			$74,332		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	12	$144,448		$66,196	$119,202	$145,046	
Greater than $5 million							
CEO/Executive Director	26	$209,037	$132,968	$164,455	$193,426	$246,581	$323,964
Top Finance Position	21	$144,835	$60,333	$98,277	$135,943	$161,894	$217,269
Top Human Resources Position	6	$144,715			$135,018		
Top Operations Position	11	$177,175		$150,933	$181,878	$196,009	
Top Technology Position	5	$146,545			$138,583		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$36,503			$28,063		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$85,988			$79,385		
Between $1 million and $5 million							
CEO/Executive Director	23	$129,443	$70,408	$97,824	$124,546	$154,338	$203,701
Top Finance Position	5	$79,453			$70,325		
Greater than $5 million							
CEO/Executive Director	9	$255,299			$237,385		
Top Finance Position	8	$140,797			$120,919		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$80,018		$53,219	$71,014	$96,350	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$100,625			$107,023		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Public, society benefit—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$229,053			$180,765		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	20	$50,211	$20,095	$29,537	$45,234	$56,968	$74,980
Between $500 thousand and $1 million							
CEO/Executive Director	13	$87,570		$63,085	$82,000	$98,138	
Between $1 million and $5 million							
CEO/Executive Director	19	$120,443		$95,870	$130,563	$152,994	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	56	$50,334	$26,740	$32,649	$49,087	$66,470	$79,257
Between $500 thousand and $1 million							
CEO/Executive Director	10	$78,185		$48,668	$68,956	$96,100	
Science & technology research institutes, services							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$89,748			$81,756		
Unknown							
$500 thousand or less							
CEO/Executive Director	15	$63,685		$51,044	$66,577	$76,506	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$160,346			$116,440		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Unknown							
Between $1 million and $5 million							
CEO/Executive Director	9	$98,409			$82,600		
Youth development							
$500 thousand or less							
CEO/Executive Director	41	$63,639	$30,225	$45,563	$54,160	$80,852	$97,693
Top Program Position	5	$39,275			$40,800		
Between $500 thousand and $1 million							
CEO/Executive Director	22	$80,707	$50,764	$55,493	$79,565	$96,787	$110,578
Between $1 million and $5 million							
CEO/Executive Director	29	$122,303	$76,258	$91,730	$120,784	$137,567	$171,711
Top Finance Position	6	$107,877			$87,817		
Greater than $5 million							
CEO/Executive Director	10	$210,999		$140,584	$192,737	$269,412	
West Virginia							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	$41,753		$33,955	$39,785	$48,956	
Between $1 million and $5 million							
CEO/Executive Director	5	$77,724			$92,515		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	9	$58,664			$54,098		
Between $1 million and $5 million							
CEO/Executive Director	9	$77,898			$86,468		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$42,695			$35,010		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$102,246			$96,000		
Between $1 million and $5 million							
CEO/Executive Director	11	$108,281		$67,937	$102,702	$136,008	
Greater than $5 million							
CEO/Executive Director	10	$304,944		$185,533	$277,372	$359,768	
Top Education Position	5	$139,652			$130,360		
Top Finance Position	8	$182,638			$159,684		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	10	$85,587		$73,448	$80,079	$92,906	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$46,542			$50,706		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	14	$95,523		$74,959	$89,020	$118,998	
Top Finance Position	7	$122,558			$93,547		
Greater than $5 million							
CEO/Executive Director	37	$302,103	$116,419	$152,489	$222,265	$375,212	$679,979
Top Finance Position	25	$228,190	$107,409	$116,485	$155,451	$231,809	$529,673
Top Operations Position	10	$213,263		$117,125	$158,228	$251,865	
Top Technology Position	5	$243,733			$216,053		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$94,283			$94,700		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	19	$43,296		$36,056	$42,003	$51,796	
Between $500 thousand and $1 million							
CEO/Executive Director	24	$50,106	$35,200	$38,151	$46,413	$60,424	$71,567
Between $1 million and $5 million							
CEO/Executive Director	45	$74,794	$46,918	$54,000	$63,790	$88,541	$110,378
Top Finance Position	7	$59,100			$53,450		
Greater than $5 million							
CEO/Executive Director	20	$131,920	$74,913	$93,045	$126,443	$161,241	$215,822
Top Finance Position	13	$101,897		$70,346	$96,826	$122,427	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	9	$139,269			$129,090		
Top Finance Position	8	$102,629			$94,279		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	7	$110,836			$100,160		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$38,436			$31,668		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	$132,000			$115,417		
Wisconsin							
Animal-related							
$500 thousand or less							
CEO/Executive Director	8	$45,803			$40,065		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	63	$51,101	$26,239	$37,400	$48,900	$64,777	$78,254
Top Finance Position	5	$50,813			$48,899		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	33	$82,419	$52,761	$67,957	$79,644	$95,702	$103,982
Between $1 million and $5 million							
CEO/Executive Director	27	$128,119	$67,383	$87,637	$116,931	$167,709	$183,991
Top Finance Position	5	$98,506			$100,700		
Greater than $5 million							
CEO/Executive Director	9	$357,803			$274,813		
Top Development Position	6	$160,085			$140,895		
Top Finance Position	9	$145,587			$130,892		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	9	$58,620			$60,923		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	21	$66,555	$28,697	$40,560	$64,182	$92,675	$102,824
Between $1 million and $5 million							
CEO/Executive Director	14	$155,006		$95,633	$123,084	$175,260	
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	$69,865			$69,093		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$79,761			$66,298		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	7	$191,554			$127,901		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	11	$55,766		$42,939	$65,234	$69,709	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$116,225			$120,259		
Between $1 million and $5 million							
CEO/Executive Director	6	$115,770			$106,523		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	50	$64,459	$36,653	$47,180	$58,163	$74,803	$100,223
Between $500 thousand and $1 million							
CEO/Executive Director	12	$83,086		$64,915	$77,266	$98,431	
Between $1 million and $5 million							
CEO/Executive Director	67	$130,563	$68,890	$83,616	$114,309	$147,734	$216,817
Top Administrative Position	10	$86,929		$72,198	$85,806	$100,181	
Top Business Position	6	$68,065			$66,340		
Top Finance Position	10	$74,339		$44,976	$56,586	$97,599	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	55	$288,879	$112,963	$135,772	$230,939	$334,626	$511,717
Top Administrative Position	11	$237,675		$145,118	$195,380	$233,419	
Top Business Position	8	$236,386			$184,774		
Top Development Position	14	$182,839		$149,166	$177,032	$217,037	
Top Education Position	17	$270,306		$142,828	$173,003	$258,890	
Top Finance Position	36	$181,089	$59,949	$107,996	$145,265	$206,413	$282,831
Top Human Resources Position	6	$158,450			$157,045		
Top Operations Position	14	$232,450		$147,992	$167,417	$187,510	
Top PR/Communications Position	6	$190,391			$161,502		
Top Program Position	5	$166,808			$179,469		
Top Technology Position	5	$211,318			$144,131		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	18	$114,050		$92,097	$102,538	$136,974	
Top Finance Position	5	$106,049			$83,764		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	18	$61,325		$59,629	$61,002	$74,339	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$87,252		$77,034	$88,000	$98,214	
Between $1 million and $5 million							
CEO/Executive Director	13	$129,317		$98,784	$124,475	$135,630	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	15	$52,856		$40,385	$54,150	$57,823	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$76,377			$75,133		
Between $1 million and $5 million							
CEO/Executive Director	7	$90,370			$82,365		
Greater than $5 million							
CEO/Executive Director	7	$99,594			$83,797		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	14	$56,923		$41,500	$53,569	$76,560	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$99,254		$76,253	$96,960	$114,499	
Between $1 million and $5 million							
CEO/Executive Director	13	$242,531		$102,046	$133,000	$239,270	
Top Finance Position	6	$141,262			$109,038		
Greater than $5 million							
CEO/Executive Director	60	$389,367	$113,181	$177,757	$298,246	$423,062	$574,212
Top Administrative Position	5	$131,328			$156,861		
Top Business Position	5	$162,312			$134,743		
Top Finance Position	48	$235,704	$83,623	$128,271	$186,282	$248,128	$388,429
Top Human Resources Position	11	$231,084		$148,283	$175,455	$245,977	
Top Operations Position	17	$363,150		$168,656	$272,880	$318,007	
Top Technology Position	5	$315,522			$237,242		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	15	$56,646		$39,993	$60,769	$67,190	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$67,135			$72,024		
Between $1 million and $5 million							
CEO/Executive Director	18	$110,705		$80,537	$94,134	$121,535	
Greater than $5 million							
CEO/Executive Director	10	$146,544		$108,171	$122,857	$143,235	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	72	$53,890	$24,150	$33,753	$54,051	$66,813	$85,446
Top Finance Position	6	$39,134			$37,477		
Between $500 thousand and $1 million							
CEO/Executive Director	37	$76,005	$51,124	$60,245	$74,299	$89,255	$103,227
Between $1 million and $5 million							
CEO/Executive Director	94	$112,077	$72,032	$80,685	$102,452	$131,960	$156,926
Top Finance Position	24	$98,427	$49,147	$69,720	$85,135	$104,759	$142,561
Top Operations Position	6	$136,012			$117,985		
Greater than $5 million							
CEO/Executive Director	61	$213,762	$130,039	$158,624	$188,306	$247,140	$281,885
Top Administrative Position	7	$139,336			$138,029		
Top Finance Position	45	$128,277	$81,687	$93,557	$119,569	$141,689	$184,245
Top Human Resources Position	10	$120,419		$108,637	$112,903	$121,339	
Top Operations Position	16	$143,638		$103,952	$138,576	$158,975	
Top Technology Position	5	$165,016			$117,735		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	7	$52,192			$53,965		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	13	$48,304		$32,605	$50,962	$56,625	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$78,780			$79,084		
Between $1 million and $5 million							
CEO/Executive Director	8	$114,068			$99,437		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	$42,966			$38,983		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$83,144			$81,200		
Between $1 million and $5 million							
CEO/Executive Director	21	$118,904	$79,378	$99,542	$119,611	$140,746	$151,618
Greater than $5 million							
CEO/Executive Director	12	$249,457		$162,658	$202,692	$236,229	
Top Development Position	5	$186,310			$148,466		
Top Finance Position	7	$129,553			$129,745		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$71,701		$52,500	$63,246	$86,685	

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$79,963			$75,955		
Between $1 million and $5 million							
CEO/Executive Director	8	$141,542			$131,540		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	20	$49,672	$20,693	$24,776	$42,375	$60,207	$87,828
Between $500 thousand and $1 million							
CEO/Executive Director	12	$86,809		$74,716	$84,688	$96,306	
Between $1 million and $5 million							
CEO/Executive Director	15	$103,741		$92,248	$104,734	$110,369	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	34	$57,865	$29,556	$35,250	$58,837	$70,713	$91,442
Between $500 thousand and $1 million							
CEO/Executive Director	6	$87,982			$73,596		
Between $1 million and $5 million							
CEO/Executive Director	13	$110,244		$96,068	$101,680	$141,147	
Youth development							
$500 thousand or less							
CEO/Executive Director	18	$55,379		$45,352	$53,338	$58,178	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$79,325			$73,840		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	24	$129,550	$85,480	$102,083	$121,770	$149,242	$204,386
Greater than $5 million							
CEO/Executive Director	6	$233,654			$244,817		
Wyoming							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$74,588			$70,000		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$39,775			$37,363		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$50,034			$41,299		
Between $1 million and $5 million							
CEO/Executive Director	11	$120,826		$86,701	$117,664	$159,468	
Greater than $5 million							
CEO/Executive Director	8	$195,842			$129,791		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$47,535			$53,679		

501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	22	$57,318	$36,765	$45,329	$53,769	$66,064	$83,747
Between $500 thousand and $1 million							
CEO/Executive Director	12	$58,953		$45,904	$60,366	$68,505	
Between $1 million and $5 million							
CEO/Executive Director	20	$81,271	$62,649	$65,700	$75,498	$101,872	$111,248
Greater than $5 million							
CEO/Executive Director	8	$132,501			$117,928		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	10	$130,090		$102,895	$134,737	$158,735	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$39,887			$38,333		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$45,840			$46,529		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-related: animal protection & welfare							
CEO/Executive Director	9	$58,462			$55,887		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$51,518			$46,486		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$67,883			$56,523		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$118,036			$107,700		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	15	$77,249		$35,609	$65,000	$78,070	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	$72,958			$77,370		
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$107,907			$103,838		
Crime, legal-related: protection against abuse							
CEO/Executive Director	10	$63,628		$49,253	$66,089	$78,331	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$134,160			$133,093		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$78,437			$78,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	41	$112,772	$39,122	$77,500	$106,225	$138,933	$205,253
Top Finance Position	7	$100,611			$70,000		
Educational institutions & related activities: higher education							
CEO/Executive Director	15	$219,726		$112,086	$149,154	$313,090	
Top Administrative Position	9	$147,789			$138,332		
Top Development Position	5	$177,722			$170,932		
Top Education Position	12	$177,394		$132,254	$167,547	$210,649	
Top Finance Position	10	$182,007		$132,768	$183,455	$206,036	
Educational institutions & related activities: service & other							
CEO/Executive Director	13	$130,586		$65,000	$98,643	$193,104	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$63,572			$62,880		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	$86,624			$70,500		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	9	$69,169			$84,122		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	13	$239,491		$154,504	$238,279	$317,212	
Top Finance Position	6	$118,453			$126,102		
Top Operations Position	6	$124,559			$126,242		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	$500,884			$131,822		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$109,532			$78,243		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	$322,130			$212,925		
Top Finance Position	7	$274,240			$176,150		
Top Operations Position	5	$344,213			$273,104		
Health—general & rehabilitative: nursing							
Top Administrative Position	5	$139,191			$140,000		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$85,562			$90,000		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$100,263		$49,640	$82,100	$92,378	
Housing, shelter: temporary housing							
CEO/Executive Director	6	$180,878			$89,479		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	37	$84,737	$31,005	$49,753	$68,250	$90,165	$135,647
Top Finance Position	6	$106,581			$87,854		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	24	$81,827	$50,412	$55,303	$65,338	$107,257	$141,205
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$69,324			$71,295		
Human services—multipurpose & other: family services							
CEO/Executive Director	25	$70,949	$28,658	$40,540	$56,474	$83,667	$129,608
Human services—multipurpose & other: human services							
CEO/Executive Director	38	$118,321	$38,706	$53,695	$81,083	$143,026	$203,233
Top Finance Position	8	$100,347			$96,956		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$99,536			$86,868		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	$119,579			$73,500		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	15	$149,118		$46,907	$65,973	$192,256	
Top Finance Position	6	$166,069			$158,277		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	$117,223			$69,237		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$103,143			$101,626		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	21	$82,633	$48,000	$56,042	$81,238	$95,200	$131,356
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	$64,429			$66,054		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	9	$110,261			$109,396		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	$94,273			$89,375		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$119,845			$79,752		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	56	$69,094	$22,356	$34,845	$56,497	$91,358	$120,096
Top Operations Position	5	$96,530			$60,000		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$61,461			$67,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Religion-related, spiritual development: service & other							
CEO/Executive Director	8	$88,777			$87,940		
Unknown							
CEO/Executive Director	6	$93,358			$89,750		
Youth development: youth centers & clubs							
CEO/Executive Director	8	$76,614			$80,825		
Youth development: youth development programs							
CEO/Executive Director	11	$79,576		$43,952	$75,000	$108,562	
Alaska							
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	$152,776			$153,228		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	$141,067		$51,875	$72,373	$152,789	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	13	$75,064		$56,700	$62,000	$98,795	
Top Administrative Position	9	$61,766			$62,000		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	$66,422		$30,252	$52,000	$86,071	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$103,971			$90,704		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$106,731		$71,723	$95,371	$133,191	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	8	$94,061			$90,311		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$77,224			$81,600		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	13	$252,568		$131,958	$179,698	$239,329	
Top Finance Position	8	$202,168			$128,657		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	8	$408,300			$315,244		
Top Finance Position	5	$217,560			$271,644		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$136,831			$117,205		
Housing, shelter: housing support							
CEO/Executive Director	5	$150,057			$108,503		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	26	$120,506	$52,007	$57,454	$109,781	$140,789	$215,519
Top Finance Position	9	$122,710			$98,668		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	$81,092			$73,773		
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$85,963			$82,742		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$112,266			$69,423		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$128,848			$110,150		
Top Finance Position	5	$95,386			$95,555		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	$125,111			$139,734		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$94,394			$56,846		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$74,233			$63,436		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	$69,049		$46,462	$68,033	$105,294	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	17	$84,609		$47,933	$62,070	$111,918	
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	5	$190,804			$72,238		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	8	$111,785			$112,318		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$50,127			$55,218		
Arts, culture, & humanities: museums							
CEO/Executive Director	13	$173,491		$49,616	$152,655	$249,510	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	35	$79,655	$25,216	$38,625	$50,977	$102,947	$157,178
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	7	$116,948			$111,476		
Community improvement, capacity building: business & industry							
CEO/Executive Director	5	$198,541			$116,867		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	16	$119,006		$59,240	$83,575	$124,567	
Community improvement, capacity building: economic development							
CEO/Executive Director	8	$159,601			$102,875		
Community improvement, capacity building: service & other							
CEO/Executive Director	5	$105,313			$113,290		
Crime, legal-related: legal services							
CEO/Executive Director	6	$128,470			$89,121		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	$54,197			$40,302		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	7	$101,645			$59,700		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	20	$118,922	$39,129	$57,355	$107,254	$180,494	$214,281
Educational institutions & related activities: educational services							
CEO/Executive Director	13	$100,568		$64,063	$98,320	$124,478	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	171	$117,201	$50,842	$80,422	$101,795	$128,101	$179,708
Top Administrative Position	17	$120,657		$83,410	$117,453	$129,974	
Top Business Position	8	$89,079			$85,648		
Top Finance Position	25	$92,269	$43,015	$62,416	$82,378	$117,849	$144,458
Top Operations Position	9	$110,321			$106,817		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$157,824			$155,413		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	$161,351			$121,462		
Educational institutions & related activities: service & other							
CEO/Executive Director	27	$153,324	$31,516	$51,352	$94,716	$201,197	$343,575
Educational institutions & related activities: student services							
CEO/Executive Director	15	$97,643		$62,762	$92,462	$121,855	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	9	$67,601			$46,083		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	8	$145,907			$95,754		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	$105,921		$66,998	$82,720	$159,131	
Top Finance Position	7	$89,548			$86,214		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	10	$118,672		$60,704	$88,402	$135,689	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	20	$206,836	$47,277	$119,142	$184,175	$296,951	$350,908
Top Finance Position	11	$152,661		$123,905	$144,112	$180,938	
Top Operations Position	7	$134,006			$129,209		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	$84,922			$73,165		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	18	$314,524		$146,930	$247,824	$315,262	
Top Finance Position	15	$209,239		$106,210	$154,735	$193,794	
Top Operations Position	9	$252,915			$199,567		
Top Technology Position	5	$196,066			$133,872		
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	$178,428			$159,068		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	$144,999			$60,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Health—general & rehabilitative: service & other							
CEO/Executive Director	6	$177,381			$96,476		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	20	$151,570	$72,046	$84,665	$109,698	$165,777	$246,960
Housing, shelter: housing support							
CEO/Executive Director	5	$115,253			$85,000		
Housing, shelter: temporary housing							
CEO/Executive Director	11	$94,379		$49,388	$64,800	$140,905	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	52	$108,993	$39,191	$54,243	$96,291	$144,925	$213,177
Top Finance Position	11	$89,907		$67,012	$84,115	$106,717	
Top Operations Position	7	$103,285			$106,896		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	34	$121,672	$34,912	$56,472	$105,744	$183,908	$226,462
Top Finance Position	9	$100,742			$107,997		
Top Operations Position	5	$122,956			$126,242		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	$77,061			$66,569		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Human services—multipurpose & other: family services							
CEO/Executive Director	30	$120,116	$32,450	$58,827	$82,408	$148,167	$202,077
Top Finance Position	8	$122,874			$97,863		
Human services—multipurpose & other: human services							
CEO/Executive Director	44	$100,613	$47,619	$65,145	$82,682	$108,542	$173,692
Top Finance Position	10	$88,337		$54,411	$101,938	$117,281	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	$160,012		$115,246	$141,485	$162,948	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	$110,202			$99,741		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	15	$172,106		$61,045	$104,144	$239,218	
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$76,671			$83,049		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	$244,584		$123,807	$205,437	$319,137	
Top Finance Position	5	$129,613			$133,538		
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	$143,233			$100,273		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	14	$178,319		$121,039	$158,923	$240,115	
Top Finance Position	6	$181,111			$137,008		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	7	$191,213			$221,510		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	7	$272,568			$219,303		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	7	$182,827			$123,022		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	$99,512			$77,089		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	6	$138,687			$82,866		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	10	$73,346		$36,044	$49,735	$104,499	
Top Finance Position	5	$48,867			$50,985		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	53	$89,345	$22,044	$47,901	$77,550	$100,360	$139,146
Top Finance Position	5	$77,647			$81,775		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Religion-related, spiritual development: Judaism							
CEO/Executive Director	5	$98,547			$80,220		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$72,786			$91,010		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	7	$131,015			$85,207		
Unknown							
CEO/Executive Director	8	$196,860			$183,590		
Youth development: adult & child matching programs							
CEO/Executive Director	5	$103,787			$98,197		
Youth development: service & other							
CEO/Executive Director	5	$49,367			$54,894		
Youth development: youth development N.E.C.							
CEO/Executive Director	5	$90,403			$94,192		
Youth development: youth development programs							
CEO/Executive Director	26	$75,031	$40,223	$54,533	$73,050	$83,751	$106,444

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	11	$86,121		$38,450	$49,721	$75,664	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	$55,373		$28,267	$53,106	$72,028	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	$60,704		$36,793	$53,206	$83,498	
Community improvement, capacity building: economic development							
CEO/Executive Director	13	$124,991		$112,780	$120,512	$129,324	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$74,351			$57,960		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$101,358			$92,468		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	33	$111,748	$32,083	$50,500	$76,500	$132,085	$185,661
Top Administrative Position	5	$106,693			$116,900		
Top Finance Position	7	$106,738			$105,398		
Educational institutions & related activities: higher education							
CEO/Executive Director	14	$195,536		$71,250	$166,587	$315,394	
Top Education Position	6	$161,396			$163,850		
Top Finance Position	6	$125,608			$132,426		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$175,819			$102,610		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	$129,046			$120,940		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	11	$286,047		$154,880	$229,046	$350,555	
Top Finance Position	5	$124,834			$117,480		
Top Operations Position	5	$295,242			$115,753		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	20	$295,000	$124,476	$157,606	$197,702	$339,269	$622,221
Top Administrative Position	6	$234,082			$170,816		
Top Finance Position	16	$177,816		$110,162	$125,923	$204,640	
Top Operations Position	10	$248,063		$205,976	$243,036	$274,882	
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$542,194			$426,850		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$85,864			$89,637		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	29	$96,031	$57,884	$66,992	$85,511	$115,854	$152,966
Top Finance Position	7	$83,349			$77,759		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	$84,829		$64,553	$91,327	$113,356	
Human services—multipurpose & other: family services							
CEO/Executive Director	12	$79,811		$48,780	$54,649	$90,411	
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$97,780		$47,375	$84,643	$96,710	
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	$136,932			$78,670		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$165,529			$165,441		
Top Finance Position	5	$105,712			$105,003		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	21	$80,503	$19,928	$35,625	$57,600	$97,915	$173,181
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$61,452			$57,000		
Youth development: youth development programs							
CEO/Executive Director	6	$53,112			$43,162		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Animal-related: animal protection & welfare							
CEO/Executive Director	88	$109,487	$36,613	$54,717	$85,208	$127,939	$222,937
Top Development Position	7	$156,202			$148,601		
Top Finance Position	14	$125,873		$89,809	$132,324	$149,622	
Top Operations Position	11	$146,933		$128,678	$142,358	$171,564	
Animal-related: service & other							
CEO/Executive Director	14	$90,635		$48,047	$77,539	$113,777	
Animal-related: veterinary services							
CEO/Executive Director	5	$130,313			$125,000		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	29	$119,291	$39,550	$71,981	$108,295	$164,200	$175,696
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	219	$101,497	$36,290	$53,254	$77,859	$110,804	$166,012
Top Administrative Position	5	$68,912			$58,312		
Top Development Position	11	$142,158		$120,481	$130,973	$152,527	
Top Finance Position	21	$110,787	$46,580	$59,249	$120,000	$153,265	$178,694
Top Marketing Position	5	$152,352			$123,599		
Top Operations Position	17	$142,858		$61,000	$143,978	$179,594	
Top Program Position	9	$80,337			$59,771		
Arts, culture, & humanities: arts services							
CEO/Executive Director	12	$75,251		$39,180	$79,579	$107,321	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	17	$114,776		$40,000	$61,714	$125,340	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	22	$81,261	$45,168	$51,834	$64,621	$99,570	$145,173
Arts, culture, & humanities: humanities							
CEO/Executive Director	11	$120,280		$68,250	$95,696	$131,247	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	85	$121,526	$31,958	$49,190	$75,282	$137,077	$268,212
Top Administrative Position	9	$148,943			$134,266		
Top Business Position	8	$161,161			$147,338		
Top Development Position	10	$164,028		$129,459	$169,014	$177,313	
Top Finance Position	23	$117,999	$32,793	$47,330	$93,319	$159,279	$270,233
Top Operations Position	12	$155,216		$94,014	$167,163	$205,044	
Top Program Position	5	$128,863			$111,001		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, culture, & humanities: museums							
CEO/Executive Director	100	$183,990	$50,123	$82,793	$127,488	$231,819	$365,899
Top Development Position	24	$189,401	$123,283	$137,147	$177,248	$219,290	$259,738
Top Education Position	7	$157,772			$183,617		
Top Finance Position	26	$195,608	$115,309	$137,676	$177,491	$220,143	$288,373
Top Marketing Position	10	$180,018		$135,960	$176,069	$221,866	
Top Operations Position	28	$153,792	$60,076	$108,851	$150,027	$189,220	$240,720
Top PR/Communications Position	7	$180,978			$186,603		
Top Program Position	5	$187,316			$169,914		
Top Technology Position	10	$157,368		$127,998	$147,351	$181,399	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	291	$129,628	$28,750	$47,835	$84,575	$129,841	$219,153
Top Administrative Position	25	$123,331	$29,926	$56,003	$110,000	$177,942	$232,552
Top Development Position	27	$175,727	$98,496	$119,986	$163,989	$224,898	$309,149
Top Education Position	8	$177,988			$197,590		
Top Finance Position	45	$132,139	$53,340	$71,626	$116,679	$160,965	$230,909
Top Marketing Position	18	$147,748		$117,715	$132,404	$167,221	
Top Operations Position	16	$120,439		$98,725	$127,546	$160,655	
Top PR/Communications Position	8	$189,658			$164,785		
Top Technology Position	7	$121,578			$160,949		
Arts, culture, & humanities: service & other							
CEO/Executive Director	27	$153,143	$58,440	$69,372	$90,766	$160,705	$287,568

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, culture, & humanities: visual arts							
CEO/Executive Director	21	$83,689	$25,000	$43,955	$77,842	$100,167	$151,013
Top Finance Position	5	$60,320			$50,000		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	14	$133,005		$82,952	$101,297	$180,562	
Top Legal Position	6	$185,473			$204,018		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	75	$123,181	$46,564	$78,925	$119,168	$163,196	$198,963
Top Finance Position	19	$105,737		$71,383	$97,104	$153,656	
Top Legal Position	13	$189,511		$132,047	$147,290	$221,356	
Top Operations Position	9	$154,674			$173,779		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	14	$132,982		$89,419	$106,775	$119,632	
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	25	$128,840	$51,181	$88,458	$119,523	$147,400	$232,350
Top Finance Position	7	$136,165			$141,182		
Community improvement, capacity building: business & industry							
CEO/Executive Director	16	$117,935		$62,342	$103,945	$166,226	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	78	$130,898	$40,628	$61,715	$115,000	$149,725	$222,704
Top Finance Position	10	$94,533		$32,925	$107,063	$140,138	
Top Operations Position	7	$106,834			$110,137		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	23	$107,826	$34,361	$53,445	$83,334	$119,181	$147,440
Top Finance Position	5	$139,634			$95,338		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	8	$173,869			$110,170		
Community improvement, capacity building: economic development							
CEO/Executive Director	47	$167,835	$56,317	$95,631	$130,584	$217,467	$286,008
Top Finance Position	5	$217,526			$185,962		
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	17	$171,232		$98,412	$125,393	$170,018	
Top Finance Position	6	$126,591			$122,387		
Top Operations Position	5	$174,426			$108,762		
Community improvement, capacity building: service & other							
CEO/Executive Director	44	$151,747	$53,771	$74,984	$117,776	$182,619	$360,209
Top Finance Position	12	$167,450		$96,141	$131,525	$195,523	
Top Operations Position	7	$152,100			$169,345		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Crime, legal-related: administration of justice							
CEO/Executive Director	5	$103,414			$112,252		
Crime, legal-related: crime prevention							
CEO/Executive Director	15	$87,669		$62,120	$72,000	$105,385	
Crime, legal-related: legal services							
CEO/Executive Director	56	$142,135	$60,095	$87,678	$139,839	$179,404	$242,459
Top Finance Position	8	$133,612			$113,090		
Top Legal Position	23	$166,902	$99,713	$125,730	$170,700	$182,138	$232,534
Crime, legal-related: protection against abuse							
CEO/Executive Director	29	$116,409	$62,317	$75,950	$108,160	$132,362	$185,010
Top Finance Position	7	$105,384			$75,597		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	18	$103,493		$51,454	$88,706	$116,871	
Crime, legal-related: service & other							
CEO/Executive Director	6	$171,405			$174,992		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	10	$119,424		$63,750	$111,451	$134,507	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	28	$149,198	$33,000	$58,375	$85,013	$172,893	$196,460

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	18	$134,998		$65,413	$110,434	$155,539	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	14	$175,511		$95,991	$158,509	$232,342	
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	15	$172,645		$68,835	$130,681	$239,560	
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	39	$134,157	$49,173	$66,155	$98,253	$160,504	$268,811
Top Development Position	6	$174,191			$164,117		
Top Finance Position	8	$127,719			$127,246		
Top Program Position	6	$122,950			$114,538		
Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.							
CEO/Executive Director	6	$115,337			$106,469		
Educational institutions & related activities: adult education							
CEO/Executive Director	14	$77,128		$31,688	$41,750	$128,634	
Top Finance Position	5	$85,026			$36,608		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	98	$173,264	$44,071	$64,571	$111,374	$207,236	$360,571
Top Administrative Position	6	$127,336			$131,980		
Top Business Position	8	$155,763			$130,056		
Top Education Position	7	$185,674			$189,450		
Top Finance Position	30	$146,195	$33,313	$88,494	$125,926	$203,897	$255,228
Top Operations Position	14	$210,020		$107,003	$146,413	$274,977	
Top Program Position	5	$114,657			$116,231		
Top Technology Position	8	$161,008			$149,219		
Educational institutions & related activities: educational services							
CEO/Executive Director	142	$132,313	$33,200	$60,490	$101,916	$167,829	$267,350
Top Administrative Position	6	$163,936			$135,772		
Top Business Position	5	$128,018			$119,708		
Top Development Position	11	$153,868		$131,543	$152,295	$176,041	
Top Education Position	9	$152,716			$164,965		
Top Finance Position	31	$154,183	$66,540	$110,709	$144,146	$214,039	$236,536
Top Human Resources Position	7	$171,552			$164,667		
Top Operations Position	19	$171,054		$141,283	$170,923	$211,972	
Top Program Position	14	$123,120		$106,522	$129,654	$151,301	
Top Technology Position	5	$144,252			$135,102		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	940	$184,184	$62,494	$98,994	$144,807	$215,975	$355,406
Top Administrative Position	123	$159,595	$86,475	$117,808	$149,047	$190,927	$233,912
Top Business Position	73	$127,248	$67,619	$91,902	$128,523	$155,948	$182,950
Top Development Position	95	$181,481	$120,329	$136,221	$172,227	$212,591	$249,951
Top Education Position	117	$158,910	$113,206	$131,502	$150,849	$185,499	$218,805
Top Facilities Position	15	$165,630		$144,550	$167,960	$179,131	
Top Finance Position	261	$167,815	$64,346	$105,902	$158,203	$222,038	$285,372
Top Human Resources Position	29	$164,540	$110,249	$138,460	$160,375	$190,405	$214,458
Top Marketing Position	8	$153,300			$130,321		
Top Operations Position	142	$179,480	$104,181	$126,820	$167,377	$221,386	$267,839
Top PR/Communications Position	32	$166,679	$113,220	$140,138	$164,630	$184,057	$230,182
Top Program Position	32	$143,863	$87,309	$119,516	$136,136	$168,174	$209,309
Top Technology Position	60	$156,013	$111,597	$132,026	$154,356	$175,234	$205,805
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	30	$330,977	$60,246	$127,252	$331,216	$538,024	$583,916
Top Administrative Position	7	$198,943			$211,261		
Top Development Position	9	$230,245			$244,443		
Top Education Position	23	$228,086	$138,202	$168,622	$208,400	$298,636	$338,865
Top Finance Position	19	$165,547		$57,998	$142,348	$229,079	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities: higher education							
CEO/Executive Director	90	$441,299	$83,734	$151,582	$288,261	$530,188	$804,028
Top Administrative Position	43	$261,936	$119,480	$175,645	$220,634	$321,286	$428,960
Top Business Position	11	$372,807		$146,146	$208,454	$417,428	
Top Development Position	44	$262,973	$133,833	$188,890	$257,244	$312,730	$388,217
Top Education Position	58	$318,433	$133,586	$178,664	$268,180	$344,899	$548,664
Top Facilities Position	7	$220,140			$222,640		
Top Finance Position	69	$290,010	$94,512	$137,431	$217,913	$347,137	$448,928
Top Human Resources Position	16	$232,067		$175,011	$197,063	$229,926	
Top Legal Position	10	$417,560		$216,714	$345,663	$489,566	
Top Marketing Position	15	$219,614		$161,698	$212,484	$286,176	
Top Operations Position	20	$266,673	$136,074	$154,235	$210,947	$266,978	$472,703
Top PR/Communications Position	17	$227,916		$190,225	$213,520	$269,707	
Top Program Position	6	$221,634			$174,705		
Top Technology Position	21	$279,638	$168,157	$189,534	$239,651	$312,929	$430,052
Educational institutions & related activities: libraries							
CEO/Executive Director	16	$177,869		$41,099	$103,502	$183,749	
Top Finance Position	6	$219,488			$184,984		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities: service & other							
CEO/Executive Director	163	$176,945	$61,251	$95,906	$152,000	$212,637	$298,920
Top Administrative Position	5	$168,185			$147,356		
Top Business Position	10	$154,917		$120,917	$159,684	$184,324	
Top Development Position	15	$160,854		$130,400	$155,903	$177,870	
Top Education Position	10	$152,337		$118,430	$148,876	$168,974	
Top Finance Position	37	$156,204	$47,900	$115,032	$156,449	$207,215	$260,623
Top Human Resources Position	9	$156,489			$147,356		
Top Operations Position	22	$166,895	$98,109	$108,997	$140,403	$213,377	$266,868
Top Program Position	5	$190,496			$154,243		
Top Technology Position	16	$213,007		$145,819	$178,463	$221,642	
Educational institutions & related activities: student services							
CEO/Executive Director	61	$125,137	$36,000	$70,869	$120,000	$159,985	$212,418
Top Administrative Position	7	$148,062			$146,139		
Top Finance Position	14	$132,517		$99,115	$142,063	$165,147	
Top Operations Position	5	$172,069			$140,301		
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	11	$151,977		$65,672	$113,311	$191,660	
Employment, job-related: employment N.E.C.							
CEO/Executive Director	6	$74,926			$66,642		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	66	$131,569	$50,663	$82,691	$114,851	$157,047	$241,888
Top Education Position	14	$235,506		$214,038	$235,139	$264,901	
Top Finance Position	23	$122,681	$82,222	$101,433	$119,984	$145,969	$176,115
Top Operations Position	8	$164,471			$118,747		
Employment, job-related: service & other							
CEO/Executive Director	7	$133,876			$101,095		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	25	$206,290	$78,744	$86,649	$119,002	$226,661	$444,236
Top Finance Position	12	$161,207		$116,007	$162,541	$203,432	
Top Human Resources Position	5	$112,700			$98,110		
Top Operations Position	7	$175,192			$183,827		
Environmental quality, protection, & beautification: botanical, horticultural, & landscape services							
CEO/Executive Director	13	$141,253		$83,644	$152,407	$195,576	
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	34	$131,225	$55,281	$77,460	$95,917	$145,561	$218,514
Top Finance Position	7	$148,826			$139,046		
Environmental quality, protection, & beautification: environmental beautification							
CEO/Executive Director	8	$148,930			$140,003		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	30	$100,940	$43,293	$61,064	$88,570	$111,866	$145,214

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	143	$137,012	$48,527	$82,076	$122,566	$176,132	$230,153
Top Administrative Position	11	$136,343		$93,620	$136,026	$154,322	
Top Development Position	22	$147,728	$107,524	$118,082	$136,593	$163,968	$217,782
Top Finance Position	41	$134,769	$48,412	$85,518	$129,614	$164,325	$218,831
Top Legal Position	5	$183,465			$153,053		
Top Operations Position	17	$161,427		$111,169	$157,181	$188,650	
Top PR/Communications Position	9	$139,032			$132,993		
Top Program Position	14	$153,523		$126,915	$136,276	$166,910	
Environmental quality, protection, & beautification: pollution abatement & control							
CEO/Executive Director	13	$87,925		$31,746	$77,297	$118,146	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	36	$159,504	$61,746	$83,065	$122,500	$178,125	$239,068
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	23	$97,001	$25,200	$55,947	$98,654	$138,318	$163,459
Top Finance Position	5	$63,195			$61,350		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	70	$114,873	$38,086	$60,333	$102,290	$145,522	$205,419
Top Development Position	11	$165,184		$129,673	$145,453	$199,172	
Top Finance Position	14	$114,088		$88,157	$114,544	$148,200	
Top Operations Position	10	$149,312		$117,612	$136,343	$169,162	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.							
CEO/Executive Director	11	$85,921		$73,250	$85,000	$93,913	
Food, agriculture, & nutrition: nutrition							
CEO/Executive Director	9	$76,428			$87,398		
Food, agriculture, & nutrition: service & other							
CEO/Executive Director	6	$87,482			$82,758		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	122	$291,062	$92,645	$150,089	$228,770	$341,160	$495,675
Top Administrative Position	8	$243,262			$218,013		
Top Development Position	8	$273,402			$280,554		
Top Finance Position	69	$226,686	$119,007	$149,446	$192,776	$265,511	$390,526
Top Human Resources Position	6	$219,274			$219,417		
Top Operations Position	41	$235,165	$132,769	$151,905	$188,533	$235,348	$399,712
Top Technology Position	13	$200,458		$149,840	$188,437	$221,433	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	14	$150,454		$27,647	$105,300	$221,567	
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	25	$149,161	$44,380	$76,209	$131,688	$166,400	$324,798
Top Finance Position	9	$142,205			$134,889		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—general & rehabilitative: health support							
CEO/Executive Director	43	$159,273	$49,976	$73,947	$108,110	$209,567	$296,625
Top Business Position	5	$245,779			$260,380		
Top Development Position	7	$177,680			$152,052		
Top Finance Position	8	$167,686			$195,600		
Top Operations Position	10	$191,462		$124,887	$187,730	$225,204	
Top Technology Position	8	$173,874			$159,368		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	105	$510,700	$79,217	$136,297	$258,500	$385,751	$1,313,397
Top Administrative Position	9	$406,344			$300,981		
Top Business Position	9	$408,379			$323,784		
Top Development Position	13	$407,703		$171,154	$297,011	$394,931	
Top Finance Position	74	$387,533	$107,894	$161,685	$229,175	$418,338	$766,393
Top Human Resources Position	28	$457,362	$163,433	$241,138	$386,058	$549,805	$802,548
Top Legal Position	11	$632,771		$425,530	$659,564	$734,322	
Top Marketing Position	7	$272,738			$261,674		
Top Operations Position	64	$417,556	$136,209	$174,585	$272,294	$450,048	$653,358
Top PR/Communications Position	6	$189,071			$196,374		
Top Technology Position	27	$423,778	$179,413	$216,500	$308,382	$571,954	$796,982
Health—general & rehabilitative: nursing							
CEO/Executive Director	16	$156,682		$82,575	$142,150	$215,745	
Top Administrative Position	7	$143,923			$155,167		
Top Finance Position	6	$130,096			$125,747		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—general & rehabilitative: public health							
CEO/Executive Director	27	$123,722	$42,508	$65,140	$96,000	$147,455	$244,118
Top Finance Position	6	$175,265			$187,678		
Top Operations Position	10	$136,441		$87,882	$145,318	$195,958	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	19	$180,177		$77,171	$148,742	$188,787	
Top Finance Position	6	$122,376			$95,387		
Top Program Position	5	$215,907			$117,581		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	25	$180,575	$37,860	$58,600	$90,971	$310,293	$464,272
Top Finance Position	8	$241,222			$230,796		
Top Operations Position	6	$205,348			$154,448		
Health—general & rehabilitative: service & other							
CEO/Executive Director	50	$289,982	$74,313	$108,654	$157,050	$260,296	$430,353
Top Development Position	6	$217,764			$221,674		
Top Finance Position	13	$262,915		$129,196	$153,594	$251,779	
Top Human Resources Position	6	$362,838			$248,009		
Top Operations Position	11	$408,075		$152,582	$196,735	$363,524	
Housing, shelter: homeowners & tenants associations							
CEO/Executive Director	8	$154,159			$138,800		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	17	$116,635		$48,008	$86,908	$128,558	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	130	$188,980	$65,581	$89,574	$155,844	$217,710	$311,661
Top Administrative Position	8	$134,144			$143,747		
Top Business Position	9	$183,053			$146,640		
Top Development Position	16	$153,867		$121,419	$146,016	$183,913	
Top Facilities Position	7	$146,979			$124,685		
Top Finance Position	47	$172,187	$83,948	$123,794	$155,826	$211,422	$266,018
Top Human Resources Position	13	$180,901		$135,279	$152,727	$241,513	
Top Operations Position	22	$208,216	$80,724	$114,499	$182,373	$244,345	$401,245
Top Program Position	11	$148,525		$121,045	$133,738	$177,098	
Top Technology Position	10	$167,975		$143,139	$145,024	$161,249	
Housing, shelter: housing support							
CEO/Executive Director	32	$128,543	$56,127	$78,340	$134,547	$159,070	$201,523
Top Finance Position	7	$130,478			$134,541		
Top Operations Position	5	$107,017			$107,006		
Housing, shelter: service & other							
CEO/Executive Director	20	$132,425	$62,019	$75,671	$110,133	$166,246	$229,975
Housing, shelter: temporary housing							
CEO/Executive Director	59	$126,991	$41,686	$78,618	$115,104	$167,064	$228,109
Top Development Position	6	$139,147			$150,992		
Top Finance Position	14	$129,883		$103,742	$127,455	$166,852	
Top Human Resources Position	5	$137,898			$130,974		
Top Operations Position	7	$154,189			$135,612		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	343	$139,454	$55,462	$79,845	$118,602	$175,168	$260,509
Top Administrative Position	16	$124,688		$88,522	$128,012	$162,185	
Top Development Position	32	$148,561	$110,290	$122,661	$134,217	$162,027	$227,830
Top Finance Position	99	$145,325	$70,265	$102,521	$140,825	$187,107	$223,905
Top Human Resources Position	21	$157,828	$120,828	$133,928	$153,578	$184,604	$203,250
Top Marketing Position	7	$166,572			$161,183		
Top Operations Position	35	$151,682	$70,996	$105,224	$134,929	$194,249	$213,784
Top Program Position	32	$123,425	$64,653	$103,040	$126,071	$143,684	$172,296
Top Technology Position	15	$166,617		$142,873	$160,963	$200,984	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	294	$140,755	$46,226	$82,325	$123,020	$177,017	$251,071
Top Administrative Position	16	$107,042		$71,314	$112,116	$148,505	
Top Development Position	24	$134,245	$106,805	$116,630	$129,997	$142,184	$166,356
Top Finance Position	80	$149,627	$62,308	$102,271	$134,656	$181,168	$245,244
Top Human Resources Position	19	$141,535		$120,444	$131,513	$153,274	
Top Operations Position	26	$205,002	$143,281	$155,530	$189,763	$233,227	$319,951
Top PR/Communications Position	5	$123,981			$121,889		
Top Program Position	40	$115,066	$60,575	$89,353	$116,058	$135,578	$165,920
Top Technology Position	11	$156,083		$128,405	$145,618	$162,001	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	47	$114,957	$39,249	$65,473	$106,050	$158,670	$181,523
Top Finance Position	10	$116,158		$81,597	$108,043	$134,647	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other: family services							
CEO/Executive Director	161	$137,965	$53,250	$78,705	$111,801	$172,407	$272,007
Top Administrative Position	9	$193,544			$148,544		
Top Development Position	15	$148,472		$117,428	$131,313	$166,560	
Top Finance Position	60	$127,538	$70,546	$93,961	$118,740	$152,862	$198,562
Top Human Resources Position	11	$149,032		$117,836	$143,519	$158,581	
Top Operations Position	23	$140,238	$82,352	$111,141	$125,418	$183,355	$210,213
Top PR/Communications Position	5	$143,235			$129,123		
Top Program Position	13	$137,251		$104,967	$125,020	$174,482	
Top Technology Position	6	$187,421			$190,297		
Human services—multipurpose & other: human services							
CEO/Executive Director	262	$135,912	$44,368	$66,847	$102,659	$163,557	$242,493
Top Administrative Position	8	$115,682			$118,724		
Top Development Position	20	$180,569	$115,693	$132,409	$183,433	$224,955	$236,238
Top Facilities Position	5	$188,390			$176,411		
Top Finance Position	78	$134,795	$61,654	$94,925	$124,870	$160,155	$221,313
Top Human Resources Position	16	$171,407		$128,811	$171,168	$199,754	
Top Marketing Position	6	$149,541			$140,528		
Top Operations Position	47	$161,161	$78,011	$114,252	$139,668	$200,483	$279,873
Top PR/Communications Position	5	$175,875			$191,266		
Top Program Position	20	$126,361	$48,109	$107,657	$123,059	$142,808	$201,727
Top Technology Position	10	$174,088		$131,975	$170,562	$214,400	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	56	$132,767	$45,063	$62,756	$123,702	$191,007	$224,034
Top Finance Position	19	$140,338		$102,569	$147,321	$174,808	
Top Operations Position	8	$168,430			$156,298		
Top Program Position	8	$129,402			$130,066		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	42	$156,795	$45,492	$78,783	$124,548	$195,111	$287,403
Top Finance Position	12	$121,769		$74,004	$129,738	$164,538	
Top Operations Position	8	$162,185			$176,433		
Top Technology Position	5	$197,534			$197,582		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	119	$145,019	$53,560	$75,062	$121,000	$180,956	$268,052
Top Administrative Position	17	$143,588		$111,000	$136,998	$171,574	
Top Finance Position	30	$145,986	$94,057	$118,236	$132,180	$172,544	$200,534
Top Human Resources Position	14	$137,271		$121,316	$137,874	$153,864	
Top Marketing Position	7	$158,033			$147,415		
Top Operations Position	12	$181,534		$139,471	$166,912	$212,481	
Top Program Position	6	$113,620			$124,634		
Human services—multipurpose & other: service & other							
CEO/Executive Director	36	$121,708	$49,770	$74,132	$99,188	$160,030	$235,469
Top Finance Position	7	$136,612			$148,735		
Top Operations Position	6	$231,367			$164,255		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
International, foreign affairs, & national security: international development							
CEO/Executive Director	56	$137,797	$32,985	$55,519	$85,762	$128,745	$203,281
Top Administrative Position	5	$139,855			$105,881		
Top Development Position	6	$248,406			$230,438		
Top Finance Position	14	$143,889		$106,822	$122,076	$152,454	
Top Operations Position	8	$164,223			$132,297		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	8	$116,801			$120,074		
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	7	$80,013			$66,572		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	17	$122,330		$58,339	$85,654	$120,000	
International, foreign affairs, & national security: service & other							
CEO/Executive Director	11	$158,910		$87,049	$129,025	$175,420	
Medical research: medical disciplines research							
CEO/Executive Director	9	$465,578			$290,623		
Medical research: medical research N.E.C.							
CEO/Executive Director	12	$328,303		$119,761	$183,104	$292,685	
Medical research: service & other							
CEO/Executive Director	9	$207,508			$135,957		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mental health, crisis intervention: counseling							
CEO/Executive Director	22	$100,340	$20,837	$49,803	$90,748	$109,465	$120,625
Top Finance Position	6	$97,489			$58,521		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	24	$123,527	$74,517	$90,282	$108,156	$131,635	$171,931
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	14	$114,168		$77,732	$101,018	$152,825	
Top Finance Position	6	$95,601			$94,127		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	13	$123,302		$86,089	$120,406	$156,582	
Mental health, crisis intervention: mental health disorders							
CEO/Executive Director	7	$153,434			$160,527		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	129	$181,485	$71,762	$102,996	$157,026	$237,900	$311,166
Top Administrative Position	9	$143,960			$127,225		
Top Development Position	15	$163,652		$137,880	$157,321	$185,077	
Top Finance Position	53	$177,011	$97,446	$129,130	$173,681	$203,453	$262,805
Top Human Resources Position	21	$155,274	$113,711	$128,070	$149,805	$172,310	$202,286
Top Operations Position	33	$190,613	$78,304	$119,975	$167,501	$224,559	$242,450
Top Program Position	25	$154,264	$115,635	$121,844	$145,672	$169,194	$222,085
Top Technology Position	9	$161,305			$138,632		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mental health, crisis intervention: service & other							
CEO/Executive Director	14	$130,638		$62,179	$136,587	$183,808	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	106	$124,176	$48,135	$66,622	$112,407	$158,859	$206,840
Top Finance Position	24	$94,984	$46,287	$70,062	$85,743	$117,704	$141,136
Top Operations Position	7	$157,058			$160,923		
Mutual/membership benefit organizations, other: service & other							
CEO/Executive Director	12	$165,883		$112,875	$136,998	$214,575	
Top Operations Position	6	$166,402			$151,355		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	22	$180,670	$89,644	$102,775	$140,462	$245,808	$295,449
Top Finance Position	8	$147,982			$130,556		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	21	$115,137	$42,000	$53,000	$96,000	$158,288	$181,734
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
CEO/Executive Director	10	$327,180		$95,704	$111,783	$183,075	
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	12	$128,646		$56,493	$75,890	$132,046	
Top Finance Position	6	$133,589			$105,900		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	66	$198,372	$58,802	$83,846	$152,222	$269,710	$418,937
Top Development Position	11	$222,126		$168,378	$214,182	$273,807	
Top Finance Position	21	$204,812	$68,513	$114,742	$164,897	$309,569	$354,992
Top Operations Position	9	$217,198			$240,301		
Top PR/Communications Position	7	$188,725			$194,871		
Top Program Position	9	$160,863			$168,731		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	34	$185,894	$83,552	$98,742	$162,062	$231,518	$290,000
Top Development Position	6	$230,869			$129,083		
Top Finance Position	8	$167,693			$144,417		
Top Operations Position	8	$222,268			$159,046		
Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion							
CEO/Executive Director	8	$95,416			$85,185		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	15	$138,733		$64,946	$108,543	$153,447	
Public safety, disaster preparedness, & relief: safety education							
CEO/Executive Director	10	$89,399		$67,580	$87,089	$103,736	
Public safety, disaster preparedness, & relief: service & other							
CEO/Executive Director	10	$147,737		$104,127	$147,461	$168,968	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	6	$135,887			$121,999		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	18	$159,286		$101,557	$135,916	$187,106	
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	20	$147,710	$71,550	$86,368	$126,453	$198,438	$256,134
Top Finance Position	6	$182,406			$183,767		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	45	$131,055	$29,479	$51,534	$101,871	$147,501	$263,531
Top Finance Position	6	$185,404			$178,576		
Top Operations Position	5	$178,401			$186,433		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	38	$206,241	$58,854	$78,537	$147,720	$261,315	$395,655
Top Finance Position	14	$223,824		$126,640	$151,399	$225,830	
Top Operations Position	10	$185,551		$129,922	$187,919	$201,460	
Top PR/Communications Position	5	$202,981			$162,011		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	98	$134,601	$31,950	$47,000	$74,973	$107,950	$147,076
Top Finance Position	12	$112,906		$25,754	$55,042	$121,667	
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	8	$153,493			$123,142		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	16	$79,879		$53,750	$80,025	$108,957	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	14	$93,182		$52,781	$74,170	$145,557	
Recreation, sports, leisure, athletics: recreational clubs							
CEO/Executive Director	10	$106,318		$33,125	$68,897	$109,983	
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	12	$151,427		$71,691	$114,783	$164,808	
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	13	$175,835		$133,078	$154,652	$231,338	
Religion-related, spiritual development: Buddhism							
CEO/Executive Director	10	$40,499		$18,150	$20,320	$59,135	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	259	$74,167	$22,260	$30,600	$57,360	$92,319	$141,164
Top Administrative Position	6	$74,733			$57,311		
Top Development Position	5	$143,674			$152,461		
Top Finance Position	40	$89,736	$17,196	$24,720	$68,099	$124,292	$205,116
Top Operations Position	13	$154,008		$89,888	$94,146	$150,065	
Top Technology Position	5	$201,007			$173,475		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Religion-related, spiritual development: Judaism							
CEO/Executive Director	16	$130,451		$79,455	$105,435	$137,098	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	44	$76,997	$24,444	$45,050	$62,987	$89,798	$148,871
Top Finance Position	9	$60,946			$54,408		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	22	$95,010	$24,020	$47,810	$83,322	$123,314	$171,240
Top Finance Position	5	$80,089			$79,043		
Religion-related, spiritual development: service & other							
CEO/Executive Director	16	$101,430		$64,676	$85,200	$107,840	
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	10	$172,124		$79,396	$96,026	$193,065	
Science & technology research institutes, services: general science							
CEO/Executive Director	11	$239,913		$117,249	$190,860	$199,162	
Science & technology research institutes, services: physical & earth sciences							
CEO/Executive Director	9	$228,320			$194,933		
Top Finance Position	5	$172,887			$152,887		
Science & technology research institutes, services: science & technology N.E.C.							
CEO/Executive Director	5	$421,046			$196,841		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Science & technology research institutes, services: service & other							
CEO/Executive Director	11	$188,574		$102,101	$150,700	$230,374	
Social science research institutes, services: interdisciplinary research							
CEO/Executive Director	6	$119,472			$69,906		
Social science research institutes, services: service & other							
CEO/Executive Director	6	$100,913			$60,550		
Social science research institutes, services: social science							
CEO/Executive Director	7	$139,216			$130,000		
Unknown							
CEO/Executive Director	75	$115,410	$32,962	$58,713	$90,964	$149,587	$220,212
Top Finance Position	10	$117,478		$87,411	$95,246	$126,249	
Youth development: adult & child matching programs							
CEO/Executive Director	14	$104,864		$74,868	$87,853	$117,645	
Youth development: scouting							
CEO/Executive Director	22	$131,597	$65,197	$68,332	$103,174	$211,991	$229,881
Top Finance Position	5	$151,414			$159,424		
Youth development: service & other							
CEO/Executive Director	28	$121,214	$48,938	$77,673	$106,484	$156,739	$204,047

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Youth development: youth centers & clubs							
CEO/Executive Director	99	$121,616	$58,625	$80,000	$115,665	$161,287	$196,227
Top Development Position	6	$124,741			$127,728		
Top Finance Position	14	$83,728		$61,265	$82,874	$119,365	
Top Operations Position	12	$105,910		$82,151	$106,975	$118,818	
Youth development: youth development N.E.C.							
CEO/Executive Director	29	$100,348	$37,575	$63,936	$94,192	$123,577	$168,551
Top Finance Position	5	$97,271			$117,396		
Youth development: youth development programs							
CEO/Executive Director	239	$106,085	$42,575	$62,481	$89,126	$135,579	$178,611
Top Administrative Position	5	$88,646			$84,430		
Top Development Position	16	$142,521		$119,652	$136,232	$156,638	
Top Finance Position	39	$105,841	$50,874	$61,509	$101,126	$131,868	$163,451
Top Operations Position	22	$120,934	$71,204	$73,708	$107,634	$131,144	$150,071
Top Program Position	14	$94,612		$65,823	$96,093	$119,152	
Colorado							
Animal-related: animal protection & welfare							
CEO/Executive Director	20	$70,200	$19,930	$44,171	$68,379	$81,772	$116,672
Animal-related: wildlife preservation & protection							
CEO/Executive Director	9	$104,389			$93,496		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	38	$69,947	$25,371	$49,090	$61,934	$85,741	$113,798
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	6	$73,237			$69,620		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	24	$123,602	$43,621	$59,795	$101,253	$146,157	$254,583
Arts, culture, & humanities: museums							
CEO/Executive Director	24	$110,028	$44,597	$59,512	$83,536	$130,764	$199,004
Top Finance Position	5	$140,025			$135,253		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	53	$112,306	$30,830	$55,000	$67,845	$121,000	$250,438
Top Development Position	6	$137,013			$140,274		
Top Finance Position	8	$148,889			$144,994		
Arts, culture, & humanities: service & other							
CEO/Executive Director	8	$119,149			$100,709		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	$101,505			$61,396		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	15	$102,644		$58,003	$91,512	$139,206	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	6	$89,673			$81,848		
Community improvement, capacity building: business & industry							
CEO/Executive Director	7	$110,639			$94,631		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	22	$116,186	$29,088	$79,944	$97,742	$121,248	$212,918
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	7	$117,021			$102,555		
Community improvement, capacity building: economic development							
CEO/Executive Director	13	$102,677		$80,000	$109,215	$124,479	
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	5	$89,793			$78,000		
Community improvement, capacity building: service & other							
CEO/Executive Director	11	$95,311		$62,500	$98,198	$105,342	
Crime, legal-related: crime prevention							
CEO/Executive Director	6	$72,858			$69,599		
Crime, legal-related: legal services							
CEO/Executive Director	8	$68,972			$56,332		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Crime, legal-related: protection against abuse							
CEO/Executive Director	11	$106,334		$87,132	$89,532	$134,681	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	7	$83,300			$70,000		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	6	$85,246			$89,472		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	7	$91,840			$71,953		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	6	$77,658			$81,896		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	7	$93,403			$89,030		
Educational institutions & related activities: adult education							
CEO/Executive Director	13	$130,889		$60,000	$94,198	$113,500	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	35	$99,522	$47,628	$63,468	$75,000	$130,972	$172,495
Top Finance Position	5	$125,438			$134,409		
Educational institutions & related activities: educational services							
CEO/Executive Director	33	$100,999	$47,902	$68,333	$90,559	$120,144	$199,509

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	201	$124,407	$51,427	$71,479	$110,000	$147,305	$207,984
Top Administrative Position	7	$133,964			$145,954		
Top Business Position	9	$124,981			$108,739		
Top Development Position	11	$139,925		$114,191	$129,582	$146,264	
Top Education Position	10	$138,794		$112,573	$131,172	$167,165	
Top Finance Position	30	$136,894	$57,786	$102,793	$131,284	$171,738	$216,612
Top Operations Position	21	$137,127	$69,368	$117,780	$137,090	$168,563	$200,976
Top Technology Position	7	$135,928			$133,563		
Educational institutions & related activities: higher education							
CEO/Executive Director	14	$241,121		$113,918	$229,293	$283,837	
Top Education Position	6	$232,164			$189,780		
Top Finance Position	6	$226,993			$219,166		
Educational institutions & related activities: service & other							
CEO/Executive Director	36	$161,116	$50,125	$86,816	$115,913	$242,652	$328,482
Top Finance Position	6	$201,768			$208,808		
Educational institutions & related activities: student services							
CEO/Executive Director	15	$129,357		$59,560	$89,451	$211,918	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	8	$117,562			$102,106		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	14	$99,644		$52,830	$71,720	$114,805	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	46	$125,115	$66,457	$79,396	$107,204	$150,035	$198,710
Top Program Position	5	$123,859			$153,560		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	13	$113,735		$72,446	$83,743	$162,987	
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	5	$94,407			$92,003		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	23	$87,367	$31,796	$59,731	$68,650	$109,094	$143,335
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	19	$212,858		$112,754	$162,976	$274,483	
Top Finance Position	10	$144,455		$81,847	$137,399	$169,667	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	6	$150,959			$150,624		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	9	$371,938			$116,303		
Health—general & rehabilitative: health support							
CEO/Executive Director	11	$173,534		$62,231	$97,726	$128,194	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	26	$513,224	$108,823	$181,752	$358,589	$587,501	$998,412
Top Finance Position	16	$301,113		$136,479	$172,198	$306,172	
Top Operations Position	13	$535,672		$144,022	$256,106	$389,438	
Health—general & rehabilitative: nursing							
CEO/Executive Director	10	$174,580		$106,720	$169,290	$191,221	
Top Finance Position	5	$146,495			$144,652		
Health—general & rehabilitative: public health							
CEO/Executive Director	13	$142,654		$90,558	$102,303	$173,861	
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	9	$101,595			$72,526		
Health—general & rehabilitative: service & other							
CEO/Executive Director	20	$130,218	$51,416	$93,888	$135,991	$167,887	$182,809
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	37	$106,881	$52,351	$63,600	$97,350	$125,210	$170,097
Top Finance Position	6	$177,000			$153,849		
Housing, shelter: temporary housing							
CEO/Executive Director	9	$79,848			$76,294		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	62	$109,626	$47,771	$61,588	$94,765	$113,176	$170,871
Top Finance Position	15	$110,306		$72,309	$83,476	$123,402	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	66	$90,062	$41,902	$57,594	$81,338	$105,554	$150,548
Top Finance Position	11	$76,735		$54,204	$62,600	$112,110	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	21	$103,717	$61,050	$75,614	$86,723	$100,977	$142,617
Human services—multipurpose & other: family services							
CEO/Executive Director	40	$91,845	$37,464	$49,043	$75,425	$125,588	$139,783
Top Operations Position	5	$111,350			$122,035		
Human services—multipurpose & other: human services							
CEO/Executive Director	60	$100,033	$39,780	$53,200	$77,107	$124,493	$195,834
Top Development Position	5	$139,397			$146,671		
Top Finance Position	11	$110,252		$81,497	$92,135	$137,506	
Top Operations Position	5	$135,437			$150,885		
Top Program Position	5	$62,013			$36,000		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	17	$146,986		$81,750	$99,499	$177,216	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	12	$85,799		$52,883	$80,102	$101,932	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	20	$158,565	$66,491	$81,477	$121,779	$225,908	$281,658
Top Finance Position	8	$123,863			$120,500		
Human services—multipurpose & other: service & other							
CEO/Executive Director	12	$106,279		$94,828	$102,378	$116,925	
International, foreign affairs, & national security: international development							
CEO/Executive Director	24	$96,967	$36,985	$47,250	$82,556	$139,470	$182,108
Mental health, crisis intervention: counseling							
CEO/Executive Director	6	$84,461			$70,706		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	7	$82,860			$67,307		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	7	$67,563			$78,528		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	33	$170,640	$47,935	$77,726	$141,121	$212,981	$308,052
Top Finance Position	15	$165,763		$108,169	$138,763	$188,552	
Top Operations Position	11	$174,710		$127,180	$156,025	$214,850	
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	$101,164			$95,869		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	17	$116,210		$64,785	$113,332	$157,512	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	7	$82,309			$76,064		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	22	$149,857	$74,921	$102,092	$122,570	$203,769	$252,265
Top Finance Position	7	$144,103			$146,320		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	8	$83,101			$72,943		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	$84,858			$94,626		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	6	$158,496			$98,462		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	$164,352			$97,500		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	43	$118,973	$36,253	$59,077	$91,307	$146,750	$224,576
Top Finance Position	7	$142,347			$122,737		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	10	$357,058		$103,704	$269,527	$399,698	
Top Finance Position	5	$189,632			$121,525		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	13	$75,122		$49,095	$64,328	$88,400	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	$87,517			$73,400		
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
CEO/Executive Director	7	$132,156			$97,783		
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	7	$169,023			$140,000		
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	5	$137,224			$133,557		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	98	$88,964	$28,266	$47,048	$72,679	$109,347	$166,987
Top Finance Position	15	$69,078		$37,034	$60,000	$87,521	
Top Operations Position	5	$151,934			$118,750		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	18	$56,906		$30,895	$45,501	$79,974	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	10	$101,397		$58,925	$83,109	$116,478	
Unknown							
CEO/Executive Director	15	$75,532		$51,127	$63,139	$95,534	
Youth development: adult & child matching programs							
CEO/Executive Director	6	$104,418			$82,431		
Youth development: service & other							
CEO/Executive Director	7	$112,376			$144,543		
Youth development: youth centers & clubs							
CEO/Executive Director	11	$123,329		$87,103	$105,000	$144,948	
Youth development: youth development programs							
CEO/Executive Director	60	$106,522	$38,635	$55,138	$79,042	$116,868	$165,480
Connecticut							
Animal-related: animal protection & welfare							
CEO/Executive Director	9	$89,759			$89,650		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	29	$95,418	$36,024	$72,000	$85,500	$116,794	$162,992

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	10	$111,355		$67,844	$112,333	$158,419	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	8	$84,645			$96,154		
Arts, culture, & humanities: museums							
CEO/Executive Director	24	$139,338	$43,909	$72,412	$116,357	$185,039	$249,978
Top Development Position	5	$165,074			$171,825		
Top Finance Position	5	$140,736			$143,193		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	35	$110,824	$25,802	$52,200	$76,920	$150,280	$179,119
Top Finance Position	5	$100,324			$93,795		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	$68,843			$83,523		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	$110,019		$85,262	$93,138	$138,621	
Community improvement, capacity building: economic development							
CEO/Executive Director	9	$113,766			$93,750		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	9	$139,373			$124,343		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational institutions & related activities: adult education							
CEO/Executive Director	7	$73,349			$61,788		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$118,306			$105,078		
Educational institutions & related activities: educational services							
CEO/Executive Director	22	$151,311	$34,004	$70,512	$158,879	$205,474	$218,517
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	147	$248,456	$71,971	$113,306	$177,500	$312,672	$552,467
Top Administrative Position	11	$177,397		$133,876	$167,999	$199,271	
Top Business Position	10	$139,920		$120,028	$132,220	$154,987	
Top Development Position	37	$214,905	$120,305	$141,156	$199,699	$259,249	$305,661
Top Education Position	26	$164,648	$112,464	$119,773	$159,052	$184,131	$228,579
Top Facilities Position	11	$141,956		$125,618	$141,547	$161,011	
Top Finance Position	59	$225,055	$106,509	$130,041	$193,513	$305,267	$422,136
Top Marketing Position	7	$148,265			$160,872		
Top Operations Position	21	$196,381	$117,709	$123,423	$134,958	$238,027	$374,257
Top PR/Communications Position	7	$200,948			$175,491		
Top Technology Position	8	$179,444			$157,507		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational institutions & related activities: higher education							
CEO/Executive Director	14	$805,761		$489,589	$732,107	$1,131,604	
Top Administrative Position	8	$316,712			$325,889		
Top Development Position	11	$351,740		$255,513	$325,042	$399,959	
Top Education Position	12	$317,478		$257,122	$286,293	$366,260	
Top Finance Position	14	$382,096		$275,453	$389,352	$474,136	
Top Technology Position	5	$227,165			$245,776		
Educational institutions & related activities: libraries							
CEO/Executive Director	17	$97,626		$78,970	$97,810	$124,113	
Educational institutions & related activities: service & other							
CEO/Executive Director	11	$127,503		$56,650	$135,923	$152,845	
Educational institutions & related activities: student services							
CEO/Executive Director	6	$139,986			$163,331		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	12	$203,718		$93,626	$198,041	$277,456	
Top Administrative Position	5	$217,000			$215,309		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	$131,000			$116,733		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	19	$115,906		$74,334	$87,458	$134,086	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	16	$79,236		$55,637	$65,464	$83,574	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	16	$384,840		$225,455	$290,637	$377,278	
Top Finance Position	10	$226,038		$171,063	$182,007	$272,699	
Top Operations Position	6	$155,014			$151,923		
Health—general & rehabilitative: health support							
CEO/Executive Director	15	$143,041		$86,783	$108,785	$185,454	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	21	$889,471	$172,736	$257,302	$715,552	$1,276,803	$1,614,758
Top Finance Position	11	$639,137		$338,828	$647,651	$858,453	
Top Human Resources Position	5	$343,830			$404,310		
Top Operations Position	10	$642,147		$244,519	$378,027	$854,237	
Health—general & rehabilitative: nursing							
CEO/Executive Director	19	$242,136		$131,736	$224,801	$282,363	
Top Administrative Position	10	$175,687		$135,527	$170,111	$207,785	
Top Finance Position	10	$144,930		$92,022	$133,765	$186,685	
Health—general & rehabilitative: public health							
CEO/Executive Director	7	$93,574			$78,108		
Health—general & rehabilitative: service & other							
CEO/Executive Director	11	$148,590		$55,751	$82,250	$244,973	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	22	$148,350	$69,388	$96,172	$134,361	$182,468	$211,555
Top Finance Position	5	$132,191			$121,923		
Housing, shelter: temporary housing							
CEO/Executive Director	10	$103,733		$72,753	$87,811	$137,026	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	59	$122,855	$67,825	$87,282	$119,660	$141,581	$179,330
Top Finance Position	22	$124,820	$74,237	$95,633	$117,730	$128,389	$198,669
Top Operations Position	5	$138,182			$132,690		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	36	$106,511	$47,615	$55,570	$74,588	$133,007	$220,536
Top Finance Position	7	$134,502			$137,116		
Human services—multipurpose & other: family services							
CEO/Executive Director	21	$117,150	$70,959	$86,348	$116,592	$136,231	$163,020
Top Finance Position	6	$120,155			$113,504		
Human services—multipurpose & other: human services							
CEO/Executive Director	51	$164,120	$68,250	$97,595	$150,127	$211,758	$292,111
Top Development Position	5	$165,094			$171,334		
Top Finance Position	21	$132,505	$66,913	$92,289	$133,248	$169,094	$178,286
Top Operations Position	8	$134,817			$144,780		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$174,413			$138,748		
Top Finance Position	5	$130,123			$101,111		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$87,616			$96,994		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	23	$200,970	$107,418	$120,170	$186,958	$259,562	$329,639
Top Finance Position	14	$143,934		$122,457	$130,031	$185,685	
Top Human Resources Position	5	$119,636			$115,317		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	33	$209,900	$100,200	$130,220	$167,683	$247,051	$339,988
Top Finance Position	17	$173,247		$150,016	$164,279	$179,450	
Top Operations Position	10	$162,694		$114,984	$148,256	$197,992	
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	$74,632			$54,000		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	14	$152,895		$99,345	$144,941	$207,827	
Top Finance Position	5	$130,882			$106,557		
Top Operations Position	5	$155,123			$151,674		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	10	$134,003		$87,816	$137,575	$180,970	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	12	$198,115		$139,909	$173,408	$234,976	
Top Finance Position	6	$168,266			$154,652		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	$90,752			$97,000		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$127,201			$93,455		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	6	$192,438			$160,916		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$73,245			$74,346		
Youth development: youth centers & clubs							
CEO/Executive Director	15	$120,404		$69,929	$102,175	$160,059	
Youth development: youth development programs							
CEO/Executive Director	30	$122,330	$57,429	$67,000	$104,218	$144,712	$196,695
Top Finance Position	6	$138,447			$137,880		
Top Operations Position	6	$117,363			$155,558		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	$70,039			$58,916		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$147,195			$124,450		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$95,071			$65,610		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	$74,688			$61,406		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$73,884			$73,500		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$160,529			$91,875		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	33	$154,244	$82,225	$96,560	$125,000	$176,293	$234,859
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$666,673			$420,508		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$140,608			$143,314		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$741,991			$247,872		
Top Finance Position	6	$426,100			$457,053		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$89,006			$82,700		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	21	$77,210	$45,000	$51,923	$69,304	$93,818	$124,249
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$111,738			$100,189		
Human services—multipurpose & other: human services							
CEO/Executive Director	16	$107,967		$62,705	$90,930	$123,460	
District of Columbia							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	$302,564			$244,344		
Top Finance Position	5	$187,200			$156,887		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	29	$124,024	$35,140	$71,544	$107,582	$159,760	$236,977
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	5	$185,583			$97,393		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	13	$193,824		$80,000	$198,983	$298,416	
Top Finance Position	5	$180,883			$162,554		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	25	$240,338	$64,493	$112,787	$197,246	$245,000	$513,119
Top Finance Position	8	$242,428			$210,142		
Top Technology Position	5	$194,631			$181,987		
Arts, culture, & humanities: museums							
CEO/Executive Director	17	$236,452		$144,925	$183,315	$280,568	
Top Development Position	8	$235,497			$142,859		
Top Finance Position	7	$230,711			$149,821		
Top Operations Position	6	$153,156			$129,049		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	39	$144,160	$33,289	$62,739	$93,273	$125,975	$213,937
Top Administrative Position	5	$104,513			$105,000		
Top Finance Position	5	$195,387			$158,015		
Top PR/Communications Position	5	$158,795			$134,123		
Arts, culture, & humanities: service & other							
CEO/Executive Director	11	$119,108		$97,035	$118,869	$142,249	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	23	$185,634	$42,332	$119,399	$169,324	$239,846	$278,288
Top Development Position	5	$142,550			$140,180		
Top Legal Position	9	$204,542			$200,533		
Top Operations Position	5	$172,378			$143,982		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	30	$186,247	$74,631	$115,558	$176,941	$254,133	$295,959
Top Administrative Position	7	$182,615			$188,460		
Top Development Position	6	$173,321			$162,823		
Top Finance Position	12	$159,042		$127,994	$161,339	$191,044	
Top Legal Position	6	$167,946			$159,930		
Top Operations Position	8	$182,295			$178,289		
Top PR/Communications Position	6	$158,440			$130,749		
Top Program Position	6	$164,508			$180,737		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	13	$188,322		$113,315	$155,857	$218,749	
Top Development Position	5	$158,973			$164,418		
Top Operations Position	5	$195,015			$185,489		
Top PR/Communications Position	5	$166,771			$162,266		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	20	$166,856	$55,925	$86,247	$119,687	$226,792	$354,829
Civil rights, social action, advocacy: voter education & registration							
CEO/Executive Director	7	$197,350			$215,250		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Community improvement, capacity building: business & industry							
CEO/Executive Director	7	$320,341			$191,836		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	17	$136,212		$75,000	$114,010	$196,263	
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	6	$129,087			$130,515		
Community improvement, capacity building: economic development							
CEO/Executive Director	15	$202,536		$127,258	$173,750	$227,885	
Community improvement, capacity building: service & other							
CEO/Executive Director	10	$235,887		$197,516	$249,460	$261,944	
Crime, legal-related: legal services							
CEO/Executive Director	12	$209,334		$118,737	$196,528	$262,882	
Top Legal Position	7	$206,208			$191,002		
Crime, legal-related: protection against abuse							
CEO/Executive Director	5	$164,538			$172,690		
Crime, legal-related: service & other							
CEO/Executive Director	8	$200,908			$148,483		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	$271,307			$223,697		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	$224,130			$208,708		
Educational institutions & related activities: adult education							
CEO/Executive Director	12	$170,211		$123,009	$162,000	$199,981	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	11	$324,246		$158,119	$251,054	$471,826	
Top Finance Position	5	$205,337			$221,780		
Educational institutions & related activities: educational services							
CEO/Executive Director	22	$163,767	$56,150	$105,014	$144,883	$244,817	$302,064
Top Finance Position	6	$137,749			$125,094		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	100	$199,816	$88,208	$128,115	$168,774	$226,982	$319,987
Top Administrative Position	8	$143,500			$132,413		
Top Development Position	15	$160,081		$135,403	$156,570	$180,424	
Top Education Position	18	$140,714		$113,650	$132,615	$159,691	
Top Finance Position	28	$165,684	$72,829	$121,931	$168,100	$206,856	$230,105
Top Operations Position	41	$149,644	$99,188	$120,022	$146,546	$177,669	$216,020
Top Program Position	6	$132,039			$133,686		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Educational institutions & related activities: higher education							
CEO/Executive Director	12	$693,354		$277,352	$558,331	$844,257	
Top Development Position	5	$348,096			$325,654		
Top Education Position	8	$386,664			$350,818		
Top Finance Position	7	$436,710			$329,929		
Top Legal Position	5	$374,945			$363,038		
Top Technology Position	5	$143,877			$144,200		
Educational institutions & related activities: service & other							
CEO/Executive Director	78	$314,580	$107,801	$149,469	$218,831	$454,312	$648,674
Top Administrative Position	11	$236,011		$146,889	$186,697	$218,056	
Top Business Position	7	$184,788			$176,267		
Top Development Position	9	$177,876			$185,741		
Top Education Position	13	$273,775		$156,646	$217,000	$287,012	
Top Finance Position	27	$235,855	$156,137	$183,130	$198,697	$263,959	$304,487
Top Human Resources Position	11	$227,679		$176,637	$213,107	$276,304	
Top Marketing Position	6	$286,159			$193,736		
Top Operations Position	21	$268,794	$118,648	$149,979	$213,755	$321,207	$477,720
Top PR/Communications Position	15	$212,643		$142,447	$183,523	$261,866	
Top Program Position	8	$235,615			$178,203		
Top Technology Position	7	$248,415			$215,725		
Educational institutions & related activities: student services							
CEO/Executive Director	16	$224,294		$115,279	$194,789	$308,241	
Top Operations Position	5	$159,046			$169,827		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	$195,710		$113,419	$166,941	$262,211	
Employment, job-related: service & other							
CEO/Executive Director	7	$139,352			$150,000		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	28	$317,555	$61,013	$142,861	$209,865	$300,065	$645,680
Top Development Position	7	$213,194			$181,287		
Top Finance Position	11	$237,449		$137,933	$177,904	$296,043	
Top Operations Position	6	$156,772			$154,230		
Top PR/Communications Position	6	$267,944			$199,774		
Top Program Position	6	$170,685			$162,040		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	35	$226,768	$104,059	$157,700	$199,092	$257,461	$379,649
Top Development Position	6	$191,348			$162,693		
Top Finance Position	11	$207,578		$116,812	$134,641	$211,165	
Top Operations Position	6	$191,893			$201,112		
Top PR/Communications Position	7	$206,395			$192,595		
Top Program Position	6	$143,647			$142,070		
Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.							
CEO/Executive Director	5	$114,638			$103,596		
Food, agriculture, & nutrition: service & other							
CEO/Executive Director	5	$223,666			$207,225		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	$945,832			$878,815		
Top Operations Position	5	$525,207			$443,848		
Health—general & rehabilitative: public health							
CEO/Executive Director	9	$264,987			$233,632		
Top Finance Position	5	$180,586			$197,383		
Top Operations Position	5	$178,950			$172,431		
Health—general & rehabilitative: service & other							
CEO/Executive Director	24	$298,411	$107,058	$173,399	$245,203	$400,208	$614,745
Top Finance Position	7	$215,237			$164,465		
Top Operations Position	11	$190,644		$153,106	$170,160	$210,946	
Top Program Position	8	$166,244			$148,942		
Top Technology Position	8	$194,656			$160,417		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$176,564			$171,142		
Housing, shelter: service & other							
CEO/Executive Director	6	$246,115			$271,022		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	30	$160,937	$72,117	$107,323	$123,483	$194,989	$267,568
Top Finance Position	9	$157,621			$156,658		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	24	$193,783	$41,291	$70,768	$109,985	$161,237	$208,699
Top Finance Position	5	$157,366			$107,089		
Top Program Position	5	$155,338			$147,531		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$119,451			$127,262		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$127,157			$132,466		
Human services—multipurpose & other: human services							
CEO/Executive Director	19	$151,587		$94,342	$125,448	$172,409	
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	$228,751			$164,236		
International, foreign affairs, & national security: international affairs, foreign policy, & globalization							
CEO/Executive Director	5	$166,564			$110,725		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, foreign affairs, & national security: international development							
CEO/Executive Director	32	$242,988	$85,786	$156,324	$217,661	$325,204	$411,731
Top Administrative Position	5	$236,290			$224,028		
Top Development Position	6	$196,214			$194,490		
Top Finance Position	16	$197,306		$135,287	$190,443	$240,461	
Top Human Resources Position	6	$171,459			$162,686		
Top Operations Position	13	$223,899		$148,669	$215,743	$260,238	
Top PR/Communications Position	5	$179,155			$189,899		
Top Program Position	10	$204,431		$166,111	$192,592	$253,823	
Top Technology Position	7	$193,603			$200,603		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	15	$179,993		$126,991	$151,667	$240,090	
Top Development Position	5	$180,078			$194,405		
Top Finance Position	8	$157,961			$134,548		
Top Program Position	6	$185,958			$199,297		
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	24	$207,704	$96,132	$121,117	$159,847	$222,579	$402,354
Top Finance Position	7	$135,111			$131,047		
Top Operations Position	5	$211,987			$208,178		
International, foreign affairs, & national security: international, foreign affairs, & national security N.E.C.							
CEO/Executive Director	6	$335,691			$329,509		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	27	$215,170	$108,474	$132,218	$174,380	$262,977	$376,272
Top Finance Position	9	$192,050			$217,990		
Top Operations Position	6	$195,821			$200,391		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	22	$225,705	$100,158	$139,644	$195,696	$282,016	$365,432
Top Finance Position	10	$162,846		$118,714	$153,904	$191,594	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$214,286			$193,320		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$91,870			$93,644		
Mutual/membership benefit organizations, other: service & other							
CEO/Executive Director	6	$469,184			$559,594		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	$249,433			$260,262		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	19	$296,869		$207,530	$309,749	$366,539	
Top Finance Position	6	$205,231			$210,490		
Top Operations Position	7	$197,636			$175,548		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	7	$153,245			$134,532		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	16	$328,657		$174,660	$258,121	$361,344	
Top Development Position	6	$178,822			$180,499		
Top Finance Position	6	$235,559			$209,386		
Top Operations Position	8	$262,671			$165,420		
Top PR/Communications Position	7	$202,993			$181,229		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	41	$296,575	$117,218	$160,768	$230,513	$332,490	$547,696
Top Finance Position	16	$242,307		$197,995	$214,316	$266,313	
Top Legal Position	10	$258,287		$203,054	$250,004	$286,360	
Top Operations Position	9	$257,763			$215,813		
Top PR/Communications Position	12	$180,432		$151,186	$162,423	$220,373	
Top Program Position	8	$208,813			$184,310		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$98,113			$86,385		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	$142,961		$51,987	$99,246	$189,231	
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	6	$305,153			$264,812		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Science & technology research institutes, services: general science							
CEO/Executive Director	5	$536,310			$517,871		
Science & technology research institutes, services: physical & earth sciences							
CEO/Executive Director	5	$491,579			$504,319		
Science & technology research institutes, services: science & technology N.E.C.							
CEO/Executive Director	6	$341,530			$359,887		
Science & technology research institutes, services: service & other							
CEO/Executive Director	7	$369,358			$339,750		
Top Program Position	5	$207,348			$188,011		
Social science research institutes, services: service & other							
CEO/Executive Director	10	$316,520		$252,029	$287,405	$345,048	
Top Finance Position	5	$197,533			$177,922		
Top PR/Communications Position	6	$204,444			$179,570		
Social science research institutes, services: social science							
CEO/Executive Director	12	$298,291		$191,053	$248,621	$371,666	
Top Finance Position	6	$203,193			$224,545		
Unknown							
CEO/Executive Director	8	$267,088			$158,435		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$72,056			$55,510		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Youth development: youth development N.E.C.							
CEO/Executive Director	5	$135,065			$134,167		
Youth development: youth development programs							
CEO/Executive Director	32	$154,693	$69,629	$102,283	$122,919	$168,130	$261,968
Top Operations Position	5	$135,524			$142,781		
Florida							
Animal-related: animal protection & welfare							
CEO/Executive Director	46	$94,500	$25,296	$46,179	$76,535	$117,906	$182,516
Top Finance Position	7	$88,908			$105,485		
Animal-related: animal related N.E.C.							
CEO/Executive Director	5	$52,128			$52,280		
Animal-related: animal services N.E.C.							
CEO/Executive Director	6	$69,597			$34,207		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	21	$95,779	$38,153	$50,000	$84,000	$128,611	$174,360
Animal-related: zoos & aquariums							
CEO/Executive Director	9	$259,173			$272,288		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	72	$91,209	$25,291	$36,592	$72,386	$114,400	$153,834
Top Finance Position	9	$112,113			$108,958		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	5	$163,461			$127,399		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	19	$125,961		$82,445	$109,500	$158,363	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	19	$96,524		$34,875	$61,098	$98,330	
Top Finance Position	6	$82,461			$85,281		
Arts, culture, & humanities: museums							
CEO/Executive Director	61	$139,198	$36,005	$62,000	$125,000	$179,437	$256,621
Top Development Position	5	$140,888			$139,455		
Top Finance Position	15	$116,770		$89,586	$109,993	$133,423	
Top Operations Position	8	$112,184			$94,305		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	117	$112,865	$26,572	$49,946	$71,900	$125,508	$248,597
Top Development Position	10	$152,297		$107,921	$154,626	$197,728	
Top Finance Position	11	$170,020		$93,200	$144,878	$260,515	
Top Marketing Position	11	$132,685		$107,279	$120,149	$161,925	
Top Operations Position	9	$154,587			$130,564		
Top Program Position	7	$201,922			$189,573		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Arts, culture, & humanities: service & other							
CEO/Executive Director	11	$77,354		$50,163	$73,558	$89,208	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	7	$91,111			$82,249		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	13	$116,250		$71,316	$96,284	$167,139	
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	6	$121,016			$115,020		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	42	$96,239	$33,624	$52,112	$63,466	$113,481	$135,348
Top Finance Position	6	$100,859			$112,463		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	7	$75,602			$56,942		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	5	$47,648			$41,600		
Community improvement, capacity building: economic development							
CEO/Executive Director	17	$116,608		$83,365	$97,896	$173,272	
Community improvement, capacity building: service & other							
CEO/Executive Director	11	$97,913		$67,402	$84,058	$122,396	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Crime, legal-related: crime prevention							
CEO/Executive Director	12	$100,946		$59,263	$77,554	$105,481	
Crime, legal-related: legal services							
CEO/Executive Director	17	$114,090		$68,948	$96,885	$148,570	
Top Legal Position	5	$119,803			$116,492		
Crime, legal-related: protection against abuse							
CEO/Executive Director	11	$110,555		$84,372	$101,116	$126,432	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	7	$80,236			$72,000		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	12	$187,018		$61,970	$114,811	$247,135	
Top Finance Position	6	$100,305			$61,745		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	11	$130,310		$64,439	$102,792	$180,604	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	9	$163,299			$126,323		
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
CEO/Executive Director	5	$126,152			$122,299		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	$149,736			$122,692		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	17	$105,383		$52,000	$80,792	$130,924	
Top Finance Position	5	$134,510			$149,884		
Educational institutions & related activities: adult education							
CEO/Executive Director	14	$93,223		$62,189	$82,704	$114,733	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	30	$116,557	$33,682	$65,161	$94,230	$142,615	$182,067
Top Finance Position	5	$109,056			$67,381		
Educational institutions & related activities: educational services							
CEO/Executive Director	46	$102,695	$42,402	$62,954	$84,939	$140,971	$181,231
Top Finance Position	7	$95,939			$96,282		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	321	$130,021	$41,000	$67,750	$106,041	$150,479	$236,642
Top Administrative Position	21	$114,983	$37,240	$63,070	$113,613	$157,000	$191,897
Top Business Position	5	$135,959			$93,452		
Top Development Position	17	$135,133		$104,050	$138,978	$165,211	
Top Education Position	20	$122,631	$51,738	$68,548	$127,941	$164,856	$183,479
Top Finance Position	61	$111,471	$37,905	$47,860	$96,679	$150,568	$206,059
Top Human Resources Position	5	$136,903			$147,923		
Top Operations Position	29	$157,070	$75,190	$104,152	$139,559	$187,089	$242,446
Top Technology Position	7	$145,546			$130,139		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$165,968			$119,834		
Educational institutions & related activities: higher education							
CEO/Executive Director	33	$551,537	$143,178	$191,497	$482,510	$870,820	$1,167,353
Top Administrative Position	15	$219,854		$161,563	$213,688	$258,349	
Top Business Position	8	$194,262			$198,474		
Top Development Position	15	$229,573		$164,686	$206,397	$276,265	
Top Education Position	20	$270,696	$146,714	$207,502	$244,773	$316,582	$386,476
Top Finance Position	25	$252,568	$135,537	$171,188	$240,711	$274,730	$339,640
Top Technology Position	5	$227,954			$238,311		
Educational institutions & related activities: libraries							
CEO/Executive Director	10	$93,344		$62,010	$103,562	$116,122	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational institutions & related activities: service & other							
CEO/Executive Director	63	$169,624	$51,180	$80,057	$126,792	$195,523	$392,933
Top Finance Position	13	$164,376		$109,632	$143,409	$178,867	
Top Operations Position	9	$189,321			$162,145		
Educational institutions & related activities: student services							
CEO/Executive Director	25	$138,931	$42,810	$69,065	$91,904	$175,819	$272,853
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	9	$143,167			$131,506		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	34	$154,824	$80,471	$99,173	$128,318	$186,540	$275,627
Top Finance Position	18	$127,461		$98,753	$116,645	$158,544	
Top Operations Position	7	$139,905			$124,698		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	$112,232			$117,672		
Environmental quality, protection, & beautification: botanical, horticultural, & landscape services							
CEO/Executive Director	6	$154,741			$128,685		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	9	$71,528			$75,978		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	30	$99,573	$52,292	$60,098	$83,993	$124,242	$150,590

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	10	$115,512		$69,375	$84,621	$114,972	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	31	$110,311	$37,383	$53,252	$112,500	$151,576	$182,733
Top Operations Position	5	$95,560			$101,155		
Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.							
CEO/Executive Director	6	$86,845			$87,259		
Food, agriculture, & nutrition: nutrition							
CEO/Executive Director	5	$119,132			$142,357		
Food, agriculture, & nutrition: service & other							
CEO/Executive Director	5	$99,931			$101,325		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	50	$254,885	$70,006	$103,582	$184,623	$290,032	$563,666
Top Finance Position	23	$164,656	$77,970	$119,447	$150,186	$208,868	$242,100
Top Operations Position	13	$212,556		$167,541	$198,792	$257,072	
Top Technology Position	5	$133,567			$126,082		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	9	$95,755			$70,000		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	10	$221,281		$39,692	$85,032	$118,793	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—general & rehabilitative: health support							
CEO/Executive Director	15	$217,394		$71,863	$173,508	$316,460	
Top Finance Position	7	$180,339			$157,001		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	56	$658,131	$94,158	$164,530	$289,660	$709,155	$1,536,852
Top Administrative Position	9	$379,433			$240,592		
Top Development Position	8	$205,759			$218,064		
Top Finance Position	36	$439,631	$89,624	$129,481	$226,676	$620,072	$1,211,143
Top Human Resources Position	14	$399,038		$126,583	$379,190	$502,417	
Top Legal Position	8	$700,425			$615,919		
Top Operations Position	39	$457,084	$120,178	$167,282	$304,719	$462,650	$848,380
Top Technology Position	15	$461,520		$263,712	$402,244	$530,387	
Health—general & rehabilitative: nursing							
CEO/Executive Director	11	$210,614		$115,181	$203,479	$274,280	
Top Administrative Position	11	$131,740		$108,597	$139,792	$156,633	
Top Finance Position	9	$155,047			$125,223		
Top Operations Position	5	$224,307			$209,466		
Health—general & rehabilitative: public health							
CEO/Executive Director	23	$111,986	$44,358	$70,033	$94,815	$130,787	$206,081
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	10	$102,064		$70,105	$98,430	$138,455	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	7	$99,053			$68,234		
Health—general & rehabilitative: service & other							
CEO/Executive Director	27	$253,706	$58,000	$84,310	$182,692	$320,562	$507,561
Top Finance Position	5	$196,328			$169,560		
Top Operations Position	7	$245,206			$179,398		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	$100,420			$96,087		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	69	$119,486	$61,617	$71,045	$101,209	$140,890	$181,192
Top Finance Position	13	$140,070		$82,129	$127,364	$173,355	
Top Operations Position	6	$152,550			$105,023		
Housing, shelter: housing support							
CEO/Executive Director	15	$105,390		$70,710	$85,014	$111,117	
Housing, shelter: service & other							
CEO/Executive Director	9	$176,436			$104,568		
Housing, shelter: temporary housing							
CEO/Executive Director	24	$100,916	$37,368	$60,000	$77,432	$127,032	$197,257

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	170	$111,161	$37,475	$66,914	$94,815	$136,248	$189,888
Top Administrative Position	7	$108,769			$81,328		
Top Development Position	8	$176,484			$156,555		
Top Finance Position	43	$94,985	$43,940	$60,541	$91,084	$118,674	$143,126
Top Operations Position	27	$128,414	$78,010	$91,583	$116,093	$151,020	$210,875
Top PR/Communications Position	5	$126,977			$130,040		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	115	$124,951	$50,000	$74,178	$108,838	$157,193	$210,114
Top Development Position	9	$123,421			$119,813		
Top Finance Position	49	$97,192	$44,163	$59,048	$99,602	$120,243	$149,926
Top Human Resources Position	5	$132,280			$121,478		
Top Operations Position	26	$120,698	$78,347	$88,222	$113,984	$136,871	$174,447
Top Program Position	6	$104,173			$99,063		
Top Technology Position	6	$132,445			$130,450		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	27	$96,143	$33,202	$54,431	$79,136	$115,027	$159,208
Human services—multipurpose & other: family services							
CEO/Executive Director	84	$98,580	$33,342	$47,188	$80,082	$125,103	$184,818
Top Finance Position	17	$88,729		$66,388	$85,314	$94,556	
Top Operations Position	8	$131,812			$120,491		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human services—multipurpose & other: human services							
CEO/Executive Director	123	$143,220	$32,103	$57,056	$104,501	$182,143	$294,963
Top Administrative Position	6	$159,431			$137,531		
Top Development Position	7	$158,205			$162,379		
Top Finance Position	46	$129,514	$44,853	$83,262	$117,971	$155,441	$229,611
Top Human Resources Position	11	$143,341		$113,659	$134,443	$165,758	
Top Operations Position	18	$160,957		$109,287	$143,162	$221,058	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	35	$106,106	$37,325	$54,734	$90,482	$109,337	$183,234
Top Finance Position	8	$129,304			$132,831		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	23	$109,453	$37,965	$50,126	$87,603	$106,565	$156,583
Top Finance Position	7	$122,285			$103,900		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	44	$207,822	$56,208	$80,586	$148,004	$295,358	$440,031
Top Administrative Position	7	$135,300			$138,066		
Top Business Position	12	$203,374		$137,695	$155,111	$183,256	
Top Finance Position	21	$157,604	$30,000	$104,020	$145,534	$245,492	$264,916
Top Human Resources Position	6	$187,719			$136,621		
Top Marketing Position	9	$227,303			$157,796		
Top Operations Position	13	$200,802		$147,005	$170,583	$244,644	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human services—multipurpose & other: service & other							
CEO/Executive Director	23	$169,929	$50,860	$70,110	$118,234	$203,965	$395,664
Top Finance Position	6	$164,506			$133,795		
International, foreign affairs, & national security: international development							
CEO/Executive Director	22	$65,437	$20,081	$28,301	$48,641	$77,988	$143,265
Mental health, crisis intervention: counseling							
CEO/Executive Director	8	$111,040			$90,291		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	$108,686			$107,510		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	7	$96,820			$102,000		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	54	$147,078	$47,860	$72,726	$125,695	$166,958	$278,906
Top Finance Position	27	$123,926	$74,998	$96,571	$117,350	$145,973	$171,094
Top Operations Position	15	$133,453		$96,528	$124,840	$166,961	
Top Technology Position	5	$163,630			$146,747		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	47	$139,570	$48,763	$65,076	$135,091	$190,077	$251,834
Top Finance Position	15	$128,645		$96,507	$122,126	$139,758	
Top Operations Position	14	$127,116		$104,287	$122,218	$154,469	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	20	$219,225	$64,299	$104,014	$141,819	$318,100	$404,709
Top Development Position	5	$176,477			$136,786		
Top Finance Position	11	$133,299		$78,990	$115,788	$207,009	
Top Marketing Position	5	$148,350			$154,172		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	11	$161,662		$67,709	$146,359	$224,603	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	37	$154,885	$45,010	$82,050	$137,052	$208,036	$308,996
Top Finance Position	13	$152,793		$123,874	$162,210	$184,970	
Top Operations Position	7	$109,345			$121,935		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	12	$122,061		$64,750	$100,333	$147,714	
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	12	$127,656		$76,148	$90,409	$135,718	
Public safety, disaster preparedness, & relief: safety education							
CEO/Executive Director	6	$83,289			$72,390		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	7	$148,947			$146,903		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	9	$104,324			$107,307		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	14	$72,551		$21,270	$51,147	$80,552	
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	15	$118,945		$44,746	$66,478	$121,874	
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	13	$95,043		$53,600	$77,860	$113,565	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	37	$113,439	$25,854	$33,497	$61,283	$90,000	$301,496
Top Finance Position	7	$98,405			$49,000		
Top Operations Position	5	$69,803			$48,000		
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	9	$224,265			$124,883		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	$144,725			$105,597		
Recreation, sports, leisure, athletics: recreational clubs							
CEO/Executive Director	8	$123,752			$115,997		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	5	$116,332			$92,500		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	169	$67,815	$27,558	$36,912	$54,200	$84,000	$129,041
Top Finance Position	14	$61,686		$36,333	$48,887	$82,348	
Religion-related, spiritual development: Judaism							
CEO/Executive Director	10	$153,004		$146,959	$163,647	$184,863	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	24	$59,663	$24,619	$35,565	$55,750	$76,631	$107,374
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	17	$88,926		$50,100	$60,000	$97,937	
Religion-related, spiritual development: service & other							
CEO/Executive Director	7	$67,318			$55,675		
Social science research institutes, services: interdisciplinary research							
CEO/Executive Director	5	$147,125			$126,000		
Unknown							
CEO/Executive Director	5	$101,339			$114,928		
Youth development: adult & child matching programs							
CEO/Executive Director	13	$129,194		$60,000	$90,000	$135,213	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Youth development: scouting							
CEO/Executive Director	10	$220,588		$139,786	$232,741	$278,876	
Youth development: service & other							
CEO/Executive Director	10	$129,351		$77,018	$123,506	$155,896	
Youth development: youth centers & clubs							
CEO/Executive Director	32	$131,720	$40,573	$65,535	$111,149	$159,972	$261,993
Top Development Position	6	$106,714			$112,912		
Top Finance Position	9	$102,342			$85,568		
Top Operations Position	5	$111,672			$111,369		
Youth development: youth development N.E.C.							
CEO/Executive Director	6	$64,164			$65,567		
Youth development: youth development programs							
CEO/Executive Director	69	$95,088	$39,472	$48,468	$70,000	$104,825	$165,986
Top Finance Position	8	$117,515			$99,889		
Top Operations Position	6	$111,917			$109,399		
Georgia							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	$73,486		$30,622	$50,000	$62,710	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	28	$67,120	$22,845	$43,755	$55,432	$81,731	$109,075

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	12	$178,170		$67,302	$113,943	$193,941	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	11	$99,359		$59,496	$82,500	$115,003	
Arts, culture, & humanities: museums							
CEO/Executive Director	15	$121,634		$63,393	$85,538	$139,651	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	43	$91,208	$40,390	$48,584	$62,500	$87,953	$146,652
Top Operations Position	5	$89,781			$37,875		
Arts, culture, & humanities: service & other							
CEO/Executive Director	5	$125,723			$124,604		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	15	$79,438		$56,625	$62,000	$102,136	
Community improvement, capacity building: business & industry							
CEO/Executive Director	7	$178,088			$126,875		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	19	$92,953		$60,366	$92,880	$111,459	
Community improvement, capacity building: economic development							
CEO/Executive Director	7	$192,153			$171,624		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Community improvement, capacity building: service & other							
CEO/Executive Director	7	$110,612			$77,551		
Crime, legal-related: legal services							
CEO/Executive Director	9	$132,907			$152,261		
Crime, legal-related: protection against abuse							
CEO/Executive Director	17	$66,799		$55,565	$60,399	$73,225	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	8	$115,245			$101,965		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	5	$171,264			$113,084		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	8	$122,297			$75,500		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	19	$126,515		$56,110	$86,004	$150,500	
Educational institutions & related activities: educational services							
CEO/Executive Director	31	$89,110	$36,167	$45,330	$68,280	$102,432	$148,559

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	161	$172,471	$47,900	$78,000	$133,900	$207,575	$372,086
Top Administrative Position	8	$116,330			$121,964		
Top Business Position	7	$144,730			$146,737		
Top Development Position	15	$166,427		$129,864	$150,436	$183,776	
Top Education Position	10	$105,349		$66,506	$126,223	$135,497	
Top Finance Position	55	$132,245	$59,688	$81,694	$115,926	$158,217	$222,999
Top Human Resources Position	5	$113,933			$118,285		
Top Operations Position	19	$140,759		$102,270	$139,985	$161,283	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	6	$300,717			$176,620		
Educational institutions & related activities: higher education							
CEO/Executive Director	30	$467,293	$89,638	$156,031	$256,081	$390,867	$625,495
Top Administrative Position	16	$216,268		$88,028	$147,843	$182,565	
Top Business Position	6	$334,970			$206,404		
Top Development Position	14	$166,734		$91,447	$153,419	$228,527	
Top Education Position	24	$233,458	$72,460	$96,924	$167,685	$221,739	$340,045
Top Finance Position	25	$216,955	$88,533	$132,502	$169,054	$273,898	$410,997
Top Human Resources Position	6	$250,270			$190,830		
Top Marketing Position	5	$216,846			$211,385		
Top Operations Position	6	$248,501			$162,775		
Top PR/Communications Position	7	$262,040			$234,178		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational institutions & related activities: service & other							
CEO/Executive Director	44	$191,323	$47,420	$88,502	$136,146	$223,837	$369,960
Top Administrative Position	6	$157,727			$186,254		
Top Development Position	5	$181,875			$193,380		
Top Finance Position	13	$186,528		$141,822	$194,237	$226,103	
Top Operations Position	7	$225,732			$172,415		
Educational institutions & related activities: student services							
CEO/Executive Director	9	$212,367			$246,234		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	$93,031			$78,752		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	9	$212,857			$88,240		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	7	$93,030			$103,300		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	$135,541			$79,200		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	7	$72,892			$68,406		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	12	$93,706		$41,325	$62,272	$101,161	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	31	$197,993	$54,871	$81,036	$149,305	$233,115	$362,314
Top Finance Position	21	$161,343	$94,887	$106,731	$123,652	$190,390	$265,910
Top Operations Position	9	$138,123			$127,840		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	$97,709			$69,799		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	$151,341			$125,850		
Health—general & rehabilitative: health support							
CEO/Executive Director	10	$142,269		$63,812	$101,835	$180,235	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	49	$846,350	$139,504	$230,200	$488,709	$862,015	$1,994,500
Top Administrative Position	9	$289,216			$285,292		
Top Finance Position	41	$382,433	$145,056	$208,266	$291,604	$458,758	$624,034
Top Human Resources Position	11	$378,270		$257,438	$293,110	$399,914	
Top Legal Position	8	$728,670			$554,956		
Top Operations Position	28	$381,340	$138,930	$204,847	$272,498	$442,753	$823,656
Top Technology Position	8	$442,372			$344,468		
Health—general & rehabilitative: nursing							
CEO/Executive Director	10	$291,746		$119,643	$247,149	$410,900	
Top Administrative Position	5	$161,122			$158,588		
Top Operations Position	5	$197,724			$199,055		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—general & rehabilitative: public health							
CEO/Executive Director	9	$174,497			$112,455		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	6	$104,693			$92,765		
Health—general & rehabilitative: service & other							
CEO/Executive Director	10	$194,353		$98,091	$167,309	$226,610	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	40	$100,275	$28,865	$48,730	$67,894	$100,201	$220,343
Top Finance Position	7	$177,423			$187,278		
Housing, shelter: housing support							
CEO/Executive Director	8	$100,889			$85,431		
Housing, shelter: temporary housing							
CEO/Executive Director	15	$86,166		$48,586	$55,385	$82,069	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	57	$95,939	$35,000	$50,000	$85,056	$127,500	$171,966
Top Finance Position	8	$93,005			$113,777		
Top Operations Position	7	$92,594			$74,279		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	57	$100,586	$38,096	$50,251	$78,450	$127,076	$208,340
Top Development Position	5	$134,698			$140,358		
Top Finance Position	8	$102,124			$109,845		
Top Operations Position	7	$128,048			$134,664		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	11	$126,870		$67,396	$83,481	$169,484	
Top Finance Position	5	$116,734			$87,321		
Human services—multipurpose & other: family services							
CEO/Executive Director	48	$82,478	$31,843	$45,742	$73,266	$127,237	$140,952
Human services—multipurpose & other: human services							
CEO/Executive Director	70	$125,727	$37,490	$51,490	$94,283	$159,974	$241,096
Top Finance Position	14	$140,739		$80,332	$117,022	$186,215	
Top Operations Position	8	$213,180			$135,988		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	11	$127,850		$57,101	$85,667	$118,742	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$175,951			$70,903		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	17	$135,584		$78,949	$103,000	$119,474	
Top Finance Position	5	$170,411			$109,443		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human services—multipurpose & other: service & other							
CEO/Executive Director	11	$115,725		$61,081	$95,481	$130,541	
International, foreign affairs, & national security: international development							
CEO/Executive Director	16	$106,383		$41,575	$55,774	$128,150	
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	6	$112,982			$73,750		
Mental health, crisis intervention: counseling							
CEO/Executive Director	8	$108,411			$109,543		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	20	$144,809	$58,990	$76,336	$127,072	$163,513	$199,018
Top Finance Position	6	$141,409			$103,229		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	18	$87,998		$51,638	$79,063	$112,012	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	9	$99,316			$96,488		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	9	$127,368			$159,687		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	9	$81,263			$66,256		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	5	$103,711			$110,603		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	8	$75,340			$82,500		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	$136,336			$159,322		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	21	$142,663	$45,500	$58,511	$103,178	$146,554	$227,351
Top Finance Position	5	$115,567			$87,885		
Recreation, sports, leisure, athletics: recreational clubs							
CEO/Executive Director	6	$104,643			$95,438		
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	6	$91,716			$87,637		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	128	$83,262	$28,765	$41,042	$65,460	$101,904	$159,624
Top Finance Position	19	$83,411		$43,620	$69,550	$112,911	
Top Operations Position	10	$112,632		$81,150	$94,250	$127,836	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	16	$54,834		$27,911	$42,184	$69,901	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	14	$119,677		$57,429	$84,470	$136,056	
Unknown							
CEO/Executive Director	5	$128,154			$126,615		
Youth development: scouting							
CEO/Executive Director	6	$177,721			$141,212		
Youth development: youth centers & clubs							
CEO/Executive Director	18	$145,303		$78,792	$96,866	$125,063	
Youth development: youth development N.E.C.							
CEO/Executive Director	5	$115,094			$115,509		
Youth development: youth development programs							
CEO/Executive Director	49	$84,139	$31,458	$42,526	$60,000	$98,000	$147,362
Hawaii							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	$121,927		$48,206	$76,353	$142,559	
Arts, culture, & humanities: museums							
CEO/Executive Director	11	$91,545		$48,854	$64,978	$98,977	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	$93,529		$54,897	$76,724	$111,870	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$91,236			$87,807		
Crime, legal-related: legal services							
CEO/Executive Director	5	$104,644			$90,831		
Crime, legal-related: protection against abuse							
CEO/Executive Director	5	$69,572			$74,061		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	8	$127,494			$92,165		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$98,844			$90,589		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	41	$166,064	$36,230	$54,293	$135,674	$190,562	$278,618
Top Administrative Position	6	$171,663			$165,430		
Top Finance Position	9	$235,529			$175,500		
Top Operations Position	5	$123,934			$111,611		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$87,003			$70,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	5	$49,485			$38,318		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	12	$100,447		$63,133	$80,810	$108,893	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$188,289			$189,454		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	12	$545,100		$127,609	$242,048	$467,019	
Top Finance Position	7	$349,175			$185,425		
Health—general & rehabilitative: public health							
CEO/Executive Director	9	$137,560			$128,722		
Top Finance Position	5	$123,123			$109,286		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	11	$116,176		$93,726	$101,040	$141,449	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	$121,807		$86,170	$112,500	$149,281	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$113,085			$84,682		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Human services—multipurpose & other: human services							
CEO/Executive Director	22	$95,504	$61,421	$70,500	$87,269	$119,306	$126,333
Top Finance Position	6	$94,794			$83,233		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$129,447			$122,275		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$134,347			$139,615		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$67,157			$57,718		
Unknown							
CEO/Executive Director	5	$86,815			$85,293		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$100,451			$90,053		
Youth development: youth development programs							
CEO/Executive Director	9	$89,226			$82,500		
Idaho							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$105,027			$100,695		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$92,983			$97,499		
Arts, culture, & humanities: museums							
CEO/Executive Director	7	$75,713			$76,875		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	$52,905		$37,375	$45,488	$63,648	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$118,438			$128,489		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	26	$96,295	$33,221	$51,995	$92,990	$118,348	$150,375
Top Administrative Position	24	$92,275	$46,756	$71,296	$98,832	$113,049	$125,467
Educational institutions & related activities: service & other							
CEO/Executive Director	7	$112,581			$81,960		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$86,690			$71,649		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	8	$205,833			$162,328		
Top Finance Position	5	$121,221			$114,680		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$78,586		$53,189	$79,509	$103,372	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$47,238			$42,100		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	$75,162		$50,336	$88,952	$97,175	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$109,210			$106,703		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	$82,130			$58,750		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	$59,861		$40,257	$57,737	$73,597	
Unknown							
CEO/Executive Director	5	$61,469			$49,172		
Youth development: youth development programs							
CEO/Executive Director	7	$77,692			$68,004		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Animal-related: animal protection & welfare							
CEO/Executive Director	29	$72,874	$30,822	$42,471	$60,432	$86,948	$136,357
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	70	$111,221	$29,330	$45,912	$73,500	$112,043	$200,745
Top Finance Position	6	$181,026			$138,747		
Top Operations Position	6	$172,488			$174,192		
Arts, culture, & humanities: arts services							
CEO/Executive Director	5	$86,839			$111,783		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	7	$80,307			$70,082		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	18	$98,692		$42,598	$69,057	$102,151	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	19	$145,250		$64,413	$87,500	$155,109	
Arts, culture, & humanities: museums							
CEO/Executive Director	35	$106,009	$28,131	$51,341	$70,865	$114,537	$214,610
Top Finance Position	9	$147,464			$135,628		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	99	$92,223	$22,100	$35,550	$58,725	$90,600	$142,153
Top Administrative Position	8	$92,704			$88,567		
Top Development Position	5	$218,223			$195,153		
Top Finance Position	10	$159,460		$59,806	$140,388	$228,825	
Top Operations Position	7	$150,133			$65,421		
Arts, culture, & humanities: service & other							
CEO/Executive Director	15	$106,779		$58,056	$89,250	$138,782	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	8	$162,428			$66,549		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	6	$138,788			$101,681		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	21	$107,478	$49,527	$62,592	$89,460	$126,231	$176,817
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	6	$104,110			$84,767		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	9	$108,706			$71,000		
Community improvement, capacity building: business & industry							
CEO/Executive Director	9	$212,107			$180,938		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	45	$100,460	$35,170	$60,528	$84,413	$130,617	$169,688
Top Finance Position	6	$130,444			$139,031		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	7	$105,824			$97,404		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	12	$132,841		$76,538	$92,339	$189,660	
Community improvement, capacity building: economic development							
CEO/Executive Director	16	$88,271		$51,431	$69,254	$84,623	
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	5	$246,590			$82,000		
Community improvement, capacity building: service & other							
CEO/Executive Director	15	$161,420		$74,897	$117,500	$260,307	
Top Finance Position	5	$223,349			$220,337		
Crime, legal-related: legal services							
CEO/Executive Director	19	$134,240		$77,920	$127,318	$153,584	
Crime, legal-related: protection against abuse							
CEO/Executive Director	23	$91,199	$55,208	$61,112	$84,107	$118,724	$137,750

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	5	$163,049			$109,929		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	5	$156,620			$110,138		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	$164,821			$131,864		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	13	$199,102		$104,264	$154,000	$254,551	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	20	$466,639	$133,900	$196,410	$310,023	$590,364	$982,785
Top Finance Position	7	$382,736			$340,376		
Top Marketing Position	5	$164,870			$156,396		
Top Technology Position	5	$205,593			$211,028		
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
CEO/Executive Director	6	$181,546			$192,397		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	$329,971			$241,034		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	18	$187,709		$86,239	$107,470	$162,163	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational institutions & related activities: adult education							
CEO/Executive Director	13	$149,472		$62,833	$98,057	$171,501	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	29	$127,819	$31,992	$51,555	$97,447	$150,896	$218,000
Top Finance Position	8	$113,140			$124,997		
Educational institutions & related activities: educational services							
CEO/Executive Director	35	$128,842	$66,196	$84,720	$122,561	$155,393	$231,778
Top Finance Position	5	$126,510			$109,615		
Top Operations Position	7	$145,658			$119,499		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	179	$147,036	$40,654	$65,824	$128,045	$195,361	$283,739
Top Administrative Position	27	$103,536	$46,382	$56,721	$66,119	$137,789	$184,718
Top Business Position	8	$118,582			$119,405		
Top Development Position	14	$187,829		$145,337	$173,540	$204,977	
Top Education Position	24	$143,574	$68,143	$115,923	$153,427	$174,546	$194,560
Top Facilities Position	6	$122,770			$126,604		
Top Finance Position	44	$114,945	$43,508	$62,493	$102,039	$143,360	$202,058
Top Human Resources Position	6	$151,473			$165,957		
Top Operations Position	26	$129,277	$59,526	$91,438	$122,432	$170,868	$191,351
Top PR/Communications Position	5	$137,073			$142,835		
Top Technology Position	7	$131,783			$148,510		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	14	$401,804		$84,944	$264,404	$443,583	
Top Education Position	9	$267,708			$253,782		
Top Finance Position	9	$310,615			$244,876		
Top Operations Position	5	$211,471			$235,391		
Educational institutions & related activities: higher education							
CEO/Executive Director	46	$431,718	$104,768	$201,988	$337,073	$527,476	$746,809
Top Administrative Position	20	$241,772	$123,274	$172,971	$199,323	$245,810	$391,013
Top Development Position	20	$226,761	$116,303	$134,017	$206,747	$256,039	$297,638
Top Education Position	33	$271,164	$139,161	$161,850	$201,015	$290,957	$421,603
Top Facilities Position	5	$244,054			$197,867		
Top Finance Position	35	$203,770	$106,430	$136,219	$184,690	$226,139	$298,519
Top Human Resources Position	6	$252,546			$255,250		
Top Legal Position	5	$432,328			$364,263		
Top Marketing Position	5	$365,885			$253,219		
Top Operations Position	8	$369,953			$186,869		
Top PR/Communications Position	5	$332,810			$321,655		
Top Technology Position	14	$222,490		$168,502	$201,613	$222,258	
Educational institutions & related activities: service & other							
CEO/Executive Director	59	$186,695	$60,755	$90,156	$151,280	$266,695	$319,935
Top Education Position	6	$155,054			$156,758		
Top Finance Position	16	$161,727		$115,968	$172,635	$201,618	
Top Operations Position	8	$213,933			$177,459		
Top Technology Position	5	$213,230			$215,882		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational institutions & related activities: student services							
CEO/Executive Director	26	$177,532	$64,150	$81,662	$135,145	$176,532	$350,577
Top Finance Position	6	$179,045			$158,844		
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	5	$168,935			$136,948		
Employment, job-related: employment N.E.C.							
CEO/Executive Director	5	$227,598			$191,093		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	22	$114,327	$41,203	$85,037	$104,793	$128,228	$220,335
Top Education Position	10	$181,739		$164,694	$179,286	$197,365	
Top Finance Position	6	$84,127			$65,018		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	17	$115,265		$76,291	$91,500	$118,289	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	14	$137,275		$88,911	$142,390	$181,265	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	12	$114,394		$74,151	$108,847	$154,350	
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	6	$98,676			$92,473		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	22	$141,295	$24,282	$35,355	$94,773	$132,573	$296,482
Top Development Position	5	$183,817			$136,352		
Top Finance Position	6	$198,352			$131,707		
Food, agriculture, & nutrition: nutrition							
CEO/Executive Director	6	$120,548			$78,551		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	23	$338,742	$138,401	$199,629	$228,093	$333,611	$437,352
Top Finance Position	17	$212,943		$144,354	$155,304	$175,253	
Top Operations Position	10	$194,988		$128,153	$185,398	$244,385	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	6	$92,631			$89,565		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	6	$170,738			$111,942		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	$57,001			$40,228		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	61	$595,921	$131,512	$206,767	$325,841	$716,076	$1,623,548
Top Administrative Position	8	$549,187			$453,561		
Top Business Position	9	$340,926			$226,696		
Top Development Position	6	$397,780			$326,333		
Top Finance Position	50	$378,890	$125,042	$157,314	$242,746	$510,901	$811,549
Top Human Resources Position	15	$478,463		$296,353	$507,074	$593,619	
Top Legal Position	11	$484,681		$259,214	$318,724	$808,060	
Top Operations Position	31	$486,258	$155,197	$215,744	$357,709	$640,916	$1,006,280
Top Technology Position	17	$310,314		$171,949	$214,292	$324,111	
Health—general & rehabilitative: nursing							
CEO/Executive Director	11	$223,864		$129,466	$195,700	$305,878	
Top Administrative Position	14	$127,664		$104,694	$128,561	$152,214	
Top Finance Position	9	$135,677			$105,218		
Health—general & rehabilitative: public health							
CEO/Executive Director	13	$118,799		$77,537	$104,545	$137,215	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	11	$334,508		$79,308	$121,954	$162,481	
Top Finance Position	5	$280,622			$129,785		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	6	$114,826			$74,914		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—general & rehabilitative: service & other							
CEO/Executive Director	27	$249,031	$52,003	$79,324	$185,063	$341,650	$581,768
Top Finance Position	8	$191,846			$166,419		
Top Technology Position	5	$259,722			$282,989		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	9	$109,118			$108,500		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	40	$123,294	$31,015	$64,873	$100,764	$161,541	$218,279
Top Administrative Position	6	$103,888			$102,329		
Top Finance Position	5	$159,305			$153,803		
Housing, shelter: housing support							
CEO/Executive Director	16	$121,840		$74,045	$99,568	$152,940	
Housing, shelter: service & other							
CEO/Executive Director	5	$82,403			$88,700		
Housing, shelter: temporary housing							
CEO/Executive Director	15	$104,689		$62,584	$82,424	$139,627	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	182	$111,172	$45,704	$63,277	$94,625	$136,741	$193,779
Top Administrative Position	8	$86,686			$66,079		
Top Development Position	8	$133,825			$129,653		
Top Finance Position	47	$105,361	$48,442	$71,654	$91,672	$132,538	$178,250
Top Human Resources Position	6	$135,308			$142,073		
Top Operations Position	15	$118,665		$89,575	$108,810	$139,021	
Top Program Position	12	$105,228		$97,679	$106,549	$117,152	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	101	$131,454	$52,000	$68,568	$107,982	$177,112	$226,334
Top Administrative Position	6	$119,915			$132,369		
Top Development Position	8	$113,947			$110,727		
Top Finance Position	23	$130,231	$62,730	$107,326	$138,595	$161,787	$169,546
Top Operations Position	15	$163,721		$140,875	$159,851	$187,514	
Top Program Position	8	$115,011			$137,927		
Top Technology Position	5	$152,104			$138,616		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	12	$95,022		$63,849	$100,335	$113,788	
Human services—multipurpose & other: family services							
CEO/Executive Director	67	$102,830	$43,153	$59,977	$74,162	$109,511	$164,914
Top Finance Position	14	$96,173		$49,069	$94,788	$121,679	
Top Operations Position	9	$137,647			$120,395		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human services—multipurpose & other: human services							
CEO/Executive Director	133	$123,693	$40,014	$68,687	$95,687	$155,310	$224,000
Top Administrative Position	5	$131,182			$122,871		
Top Development Position	13	$152,213		$110,585	$130,132	$144,006	
Top Finance Position	37	$123,876	$59,897	$85,722	$118,046	$142,186	$186,162
Top Human Resources Position	5	$137,876			$135,635		
Top Operations Position	16	$177,986		$123,836	$144,558	$168,404	
Top Program Position	6	$217,841			$178,667		
Top Technology Position	5	$153,614			$145,824		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	34	$134,387	$39,340	$54,909	$104,560	$158,694	$275,432
Top Finance Position	8	$183,008			$125,042		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	11	$132,592		$50,651	$54,636	$196,428	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	48	$155,005	$59,702	$103,660	$149,269	$205,145	$231,161
Top Administrative Position	11	$139,895		$129,196	$138,416	$149,005	
Top Business Position	6	$128,555			$122,591		
Top Finance Position	24	$131,021	$72,372	$95,804	$125,934	$156,263	$196,872
Top Operations Position	5	$152,429			$155,052		
Human services—multipurpose & other: service & other							
CEO/Executive Director	11	$123,430		$57,154	$98,862	$147,450	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
International, foreign affairs, & national security: international development							
CEO/Executive Director	27	$91,678	$26,250	$40,500	$60,000	$121,269	$186,875
Medical research: medical research N.E.C.							
CEO/Executive Director	5	$130,372			$121,822		
Medical research: service & other							
CEO/Executive Director	5	$247,239			$185,830		
Mental health, crisis intervention: counseling							
CEO/Executive Director	15	$79,221		$51,727	$61,872	$101,540	
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	14	$86,639		$76,509	$86,662	$101,147	
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	11	$84,771		$45,645	$66,505	$120,248	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	51	$151,538	$77,886	$97,625	$129,898	$173,128	$269,234
Top Finance Position	16	$137,819		$94,207	$125,258	$183,531	
Top Operations Position	8	$166,958			$180,214		
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	$126,549			$100,238		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	27	$198,145	$62,445	$109,350	$151,060	$251,983	$374,551
Top Finance Position	6	$200,373			$206,051		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	19	$82,856		$49,975	$61,368	$121,679	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	6	$184,632			$110,973		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	6	$101,258			$100,458		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	27	$139,374	$53,290	$87,486	$117,743	$168,189	$219,909
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	9	$178,649			$158,333		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	7	$183,852			$102,201		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	14	$127,073		$68,870	$84,163	$135,436	
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	$159,934			$117,961		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	8	$195,051			$130,179		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	22	$94,262	$20,029	$53,427	$82,719	$123,107	$198,359
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	9	$153,308			$136,135		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	90	$84,735	$26,897	$48,047	$68,518	$106,605	$151,180
Top Finance Position	12	$104,111		$38,052	$93,100	$147,695	
Top Operations Position	7	$144,883			$162,814		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	7	$70,085			$60,200		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	8	$63,845			$52,570		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	11	$81,890		$39,204	$82,972	$114,733	
Top Finance Position	6	$81,190			$58,647		
Religion-related, spiritual development: service & other							
CEO/Executive Director	7	$181,532			$87,362		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Unknown							
CEO/Executive Director	6	$104,736			$80,000		
Youth development: adult & child matching programs							
CEO/Executive Director	9	$73,502			$70,154		
Youth development: scouting							
CEO/Executive Director	8	$185,099			$172,809		
Youth development: youth centers & clubs							
CEO/Executive Director	25	$116,353	$39,897	$65,000	$87,975	$141,587	$185,111
Youth development: youth development programs							
CEO/Executive Director	84	$100,669	$38,021	$54,933	$83,456	$113,111	$168,250
Top Finance Position	5	$82,350			$69,057		
Top Operations Position	10	$108,700		$76,277	$105,838	$120,734	
Top Program Position	7	$86,090			$91,142		
Indiana							
Animal-related: animal protection & welfare							
CEO/Executive Director	18	$72,181		$50,818	$63,654	$72,096	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	23	$92,794	$30,600	$45,000	$88,866	$119,466	$165,086

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	14	$81,982		$54,075	$58,978	$76,968	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	9	$111,856			$74,420		
Arts, culture, & humanities: museums							
CEO/Executive Director	13	$145,387		$72,251	$80,572	$101,782	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	40	$73,020	$29,496	$41,916	$54,373	$80,447	$138,162
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	$61,947			$50,000		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	31	$78,910	$36,000	$49,414	$74,673	$100,447	$127,949
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	6	$133,922			$101,480		
Community improvement, capacity building: economic development							
CEO/Executive Director	20	$108,527	$42,998	$49,250	$70,126	$122,647	$167,703
Community improvement, capacity building: service & other							
CEO/Executive Director	6	$85,259			$67,772		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Crime, legal-related: legal services							
CEO/Executive Director	6	$108,117			$87,436		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	$74,813			$82,246		
Crime, legal-related: service & other							
CEO/Executive Director	5	$53,477			$54,260		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	6	$89,066			$79,657		
Educational institutions & related activities: adult education							
CEO/Executive Director	8	$55,502			$62,714		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	8	$88,546			$62,038		
Educational institutions & related activities: educational services							
CEO/Executive Director	17	$138,838		$42,000	$72,315	$101,502	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	78	$127,600	$57,631	$80,225	$111,537	$139,696	$273,432
Top Administrative Position	10	$84,043		$57,595	$86,284	$99,823	
Top Business Position	9	$84,966			$71,606		
Top Finance Position	25	$92,108	$37,713	$56,822	$83,179	$122,059	$155,958
Top Operations Position	15	$90,826		$56,504	$83,647	$89,764	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Educational institutions & related activities: higher education							
CEO/Executive Director	28	$445,935	$66,307	$208,467	$285,607	$611,089	$950,842
Top Administrative Position	16	$152,805		$112,917	$147,528	$163,639	
Top Business Position	5	$173,361			$175,559		
Top Development Position	23	$187,133	$112,000	$137,199	$177,546	$222,494	$294,729
Top Education Position	24	$216,788	$131,546	$155,462	$187,409	$213,535	$245,203
Top Finance Position	25	$186,244	$107,098	$128,481	$162,141	$250,767	$288,877
Top Legal Position	6	$330,210			$285,407		
Top Marketing Position	6	$150,785			$146,211		
Top PR/Communications Position	5	$185,407			$145,087		
Top Program Position	6	$183,286			$179,037		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	$123,157			$135,200		
Educational institutions & related activities: service & other							
CEO/Executive Director	37	$117,431	$50,592	$63,855	$108,392	$160,471	$230,948
Top Finance Position	7	$136,825			$125,579		
Educational institutions & related activities: student services							
CEO/Executive Director	13	$163,301		$126,219	$148,748	$168,976	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	15	$114,592		$89,609	$116,604	$132,026	
Top Education Position	5	$112,734			$140,650		
Top Finance Position	6	$104,292			$115,026		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	$109,836			$122,156		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	$81,383			$69,344		
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	5	$156,735			$116,963		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	17	$79,301		$40,574	$69,186	$110,693	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	21	$168,415	$27,791	$37,333	$100,709	$266,056	$422,296
Top Finance Position	6	$176,583			$138,881		
Top Operations Position	8	$164,993			$129,814		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	6	$148,158			$117,207		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	6	$235,793			$117,466		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	$250,704			$101,995		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	27	$459,319	$77,427	$147,402	$307,556	$421,835	$860,739
Top Finance Position	18	$363,550		$157,058	$295,824	$415,087	
Top Operations Position	7	$535,008			$359,379		
Health—general & rehabilitative: public health							
CEO/Executive Director	12	$97,992		$54,367	$70,729	$97,796	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	29	$111,946	$39,052	$53,500	$77,000	$103,610	$167,268
Housing, shelter: housing support							
CEO/Executive Director	6	$142,467			$89,311		
Housing, shelter: temporary housing							
CEO/Executive Director	16	$86,749		$50,636	$69,625	$106,755	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	78	$92,979	$38,235	$57,844	$75,284	$114,007	$172,010
Top Finance Position	18	$101,741		$69,219	$104,349	$125,838	
Top Operations Position	5	$114,880			$102,519		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	41	$96,218	$39,754	$52,765	$70,615	$101,560	$220,024
Top Finance Position	9	$96,002			$100,382		
Top Operations Position	5	$116,590			$105,172		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	$86,783			$85,591		
Human services—multipurpose & other: family services							
CEO/Executive Director	35	$83,969	$37,764	$54,450	$74,984	$99,651	$134,841
Top Finance Position	8	$90,123			$85,726		
Human services—multipurpose & other: human services							
CEO/Executive Director	79	$105,638	$43,430	$63,718	$85,963	$132,742	$173,619
Top Finance Position	22	$106,974	$62,472	$76,924	$96,174	$122,366	$148,410
Top Operations Position	5	$122,047			$114,286		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	13	$112,818		$57,212	$81,000	$110,769	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	11	$76,331		$52,000	$66,864	$85,572	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	17	$154,489		$76,792	$145,857	$198,116	
Top Administrative Position	5	$141,383			$134,124		
Top Finance Position	11	$115,478		$104,972	$128,214	$141,285	
Human services—multipurpose & other: service & other							
CEO/Executive Director	13	$99,412		$69,940	$88,847	$126,291	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	$61,907		$35,548	$51,525	$69,961	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	25	$238,940	$39,256	$103,435	$160,980	$296,349	$528,611
Top Finance Position	8	$195,783			$141,998		
Top Operations Position	5	$237,193			$147,714		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	18	$83,601		$50,835	$65,260	$94,000	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	13	$98,418		$42,259	$65,960	$91,446	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	6	$93,216			$59,811		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	9	$90,077			$80,604		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	51	$135,524	$65,674	$77,676	$96,530	$133,511	$182,176
Top Finance Position	8	$192,436			$99,190		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	9	$85,462			$88,060		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	$92,075			$85,644		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	15	$92,311		$66,447	$99,368	$120,587	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	$64,279			$49,846		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	68	$57,199	$22,961	$26,910	$51,623	$70,223	$90,972
Top Administrative Position	5	$61,856			$34,803		
Top Finance Position	7	$54,284			$36,915		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	13	$81,733		$29,886	$51,000	$86,741	
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	8	$151,635			$109,261		
Religion-related, spiritual development: service & other							
CEO/Executive Director	5	$103,020			$115,209		
Youth development: adult & child matching programs							
CEO/Executive Director	6	$79,767			$54,200		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Youth development: scouting							
CEO/Executive Director	8	$164,796			$158,783		
Youth development: service & other							
CEO/Executive Director	7	$153,978			$133,119		
Youth development: youth centers & clubs							
CEO/Executive Director	17	$91,626		$52,393	$84,790	$115,962	
Youth development: youth development programs							
CEO/Executive Director	34	$89,807	$30,324	$55,739	$78,060	$105,382	$180,402
Top Operations Position	5	$109,800			$121,204		
Iowa							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$71,313			$67,681		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	13	$72,371		$42,981	$64,232	$87,537	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$130,894			$91,167		
Arts, culture, & humanities: museums							
CEO/Executive Director	10	$110,908		$83,808	$117,994	$138,948	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	18	$103,487		$58,226	$81,757	$94,327	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	18	$84,131		$57,136	$94,459	$112,724	
Community improvement, capacity building: economic development							
CEO/Executive Director	7	$59,538			$54,029		
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$91,992			$78,000		
Top Finance Position	5	$86,306			$70,200		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	23	$78,976	$30,827	$42,594	$60,724	$91,605	$184,411
Top Finance Position	6	$65,944			$58,959		
Educational institutions & related activities: higher education							
CEO/Executive Director	24	$360,571	$107,380	$232,359	$343,500	$405,088	$481,550
Top Administrative Position	14	$151,544		$131,988	$144,855	$176,670	
Top Business Position	6	$178,342			$175,400		
Top Development Position	14	$186,190		$147,915	$182,959	$217,573	
Top Education Position	21	$167,175	$78,727	$164,478	$176,763	$185,184	$202,350
Top Finance Position	22	$179,476	$124,248	$146,765	$173,038	$211,863	$253,396
Top Technology Position	5	$169,634			$150,016		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Educational institutions & related activities: service & other							
CEO/Executive Director	13	$202,467		$103,391	$144,652	$226,899	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	8	$115,461			$106,818		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	7	$75,636			$63,200		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	$133,808			$115,113		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	11	$101,550		$60,823	$75,595	$134,432	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	14	$233,846		$87,132	$154,551	$217,183	
Top Finance Position	6	$142,368			$127,353		
Health—general & rehabilitative: health support							
CEO/Executive Director	8	$191,229			$176,855		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	24	$285,463	$104,557	$167,431	$189,557	$301,704	$591,332
Top Finance Position	21	$227,539	$102,750	$137,478	$174,324	$238,022	$450,294
Top Operations Position	6	$302,108			$209,900		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Health—general & rehabilitative: nursing							
CEO/Executive Director	11	$161,607		$117,685	$142,801	$193,352	
Top Administrative Position	13	$106,330		$77,098	$94,227	$116,790	
Top Finance Position	5	$148,882			$147,470		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	22	$104,794	$23,125	$52,882	$87,325	$126,766	$210,519
Top Administrative Position	6	$88,527			$83,946		
Housing, shelter: housing support							
CEO/Executive Director	7	$131,345			$68,343		
Housing, shelter: temporary housing							
CEO/Executive Director	12	$80,949		$52,063	$65,790	$117,631	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	40	$112,576	$43,699	$71,598	$96,129	$139,735	$217,935
Top Finance Position	15	$101,419		$87,949	$91,418	$112,507	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	35	$51,993	$29,073	$36,250	$45,921	$56,526	$86,093
Human services—multipurpose & other: family services							
CEO/Executive Director	18	$78,628		$62,778	$76,408	$93,766	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Human services—multipurpose & other: human services							
CEO/Executive Director	49	$99,980	$42,460	$58,971	$85,440	$118,204	$180,549
Top Finance Position	12	$91,808		$66,329	$87,114	$109,457	
Top Operations Position	5	$115,430			$118,031		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	$109,439		$58,388	$90,497	$122,656	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	$109,993			$97,779		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	26	$141,762	$71,359	$90,915	$126,583	$178,613	$244,604
Top Administrative Position	9	$111,726			$91,179		
Top Finance Position	13	$112,073		$90,796	$112,658	$116,716	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$100,330			$102,142		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	18	$151,186		$120,873	$141,712	$182,436	
Top Finance Position	7	$133,099			$138,368		
Top Operations Position	5	$126,492			$128,362		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	15	$107,560		$78,731	$92,500	$121,093	
Top Finance Position	5	$90,776			$84,071		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	11	$99,183		$59,625	$75,970	$124,773	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	8	$137,105			$115,151		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	$74,226			$75,767		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	$66,774			$69,731		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	17	$56,948		$30,000	$56,587	$75,318	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	$71,519			$77,908		
Youth development: adult & child matching programs							
CEO/Executive Director	5	$101,864			$105,777		
Youth development: scouting							
CEO/Executive Director	6	$145,849			$144,469		
Youth development: youth centers & clubs							
CEO/Executive Director	7	$100,621			$94,824		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Youth development: youth development programs							
CEO/Executive Director	12	$76,871		$46,976	$65,366	$86,598	
Kansas							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	$59,077		$37,758	$44,263	$66,013	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$60,562			$43,522		
Arts, culture, & humanities: museums							
CEO/Executive Director	11	$89,259		$65,950	$72,420	$92,439	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	17	$91,261		$47,770	$90,000	$119,868	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$56,790			$59,280		
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$97,025			$86,124		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	$55,509			$45,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Educational institutions & related activities: educational services							
CEO/Executive Director	8	$134,391			$76,818		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	34	$100,629	$32,066	$44,117	$77,448	$131,849	$199,328
Top Finance Position	9	$87,106			$66,950		
Educational institutions & related activities: higher education							
CEO/Executive Director	20	$254,930	$123,553	$167,057	$232,733	$335,078	$371,518
Top Administrative Position	7	$131,717			$131,863		
Top Development Position	6	$169,658			$156,968		
Top Education Position	10	$155,314		$147,583	$162,343	$166,140	
Top Finance Position	18	$171,132		$109,443	$139,282	$193,940	
Educational institutions & related activities: service & other							
CEO/Executive Director	16	$135,238		$77,832	$121,654	$152,029	
Top Finance Position	5	$145,393			$146,340		
Educational institutions & related activities: student services							
CEO/Executive Director	11	$134,375		$66,692	$101,658	$173,502	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	7	$140,920			$112,105		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	$181,190			$229,270		
Top Finance Position	5	$117,080			$128,868		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$75,884			$50,456		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	10	$168,183		$129,770	$141,037	$191,012	
Top Finance Position	7	$129,895			$120,211		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	$154,196			$107,845		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	27	$262,320	$69,857	$127,785	$157,673	$237,887	$620,554
Top Administrative Position	8	$156,941			$168,189		
Top Finance Position	19	$172,031		$91,090	$131,508	$203,487	
Top Operations Position	12	$228,927		$171,425	$214,029	$246,859	
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	$186,128			$187,152		
Top Administrative Position	16	$100,455		$83,023	$98,766	$113,186	
Top Finance Position	8	$121,182			$125,922		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$189,339			$139,434		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	14	$106,737		$65,294	$78,852	$130,144	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	47	$107,655	$52,572	$72,289	$97,556	$127,629	$170,410
Top Finance Position	18	$93,295		$67,092	$87,448	$116,347	
Top Operations Position	6	$117,937			$121,708		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	23	$94,933	$35,269	$43,187	$67,130	$108,517	$206,914
Top Finance Position	5	$107,859			$106,415		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	$82,568			$74,965		
Human services—multipurpose & other: family services							
CEO/Executive Director	15	$73,925		$52,356	$62,675	$77,915	
Human services—multipurpose & other: human services							
CEO/Executive Director	19	$109,990		$73,793	$83,132	$112,247	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	$79,563			$89,124		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	14	$117,214		$77,676	$109,510	$154,069	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$76,202			$89,397		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	21	$137,825	$40,527	$103,193	$135,119	$187,768	$233,271
Top Finance Position	12	$100,678		$73,874	$105,209	$118,842	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	13	$137,985		$100,454	$110,250	$177,312	
Top Finance Position	5	$94,866			$85,460		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	$80,976			$84,932		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	18	$117,544		$74,239	$92,011	$140,614	
Top Finance Position	5	$102,455			$94,633		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	$60,640			$51,376		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	25	$65,697	$19,812	$27,084	$58,569	$88,245	$109,900
Youth development: youth centers & clubs							
CEO/Executive Director	5	$81,706			$73,456		
Youth development: youth development programs							
CEO/Executive Director	9	$76,407			$64,272		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$71,506			$64,104		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	14	$73,843		$26,867	$47,412	$64,657	
Arts, culture, & humanities: museums							
CEO/Executive Director	14	$84,686		$48,337	$70,976	$101,181	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	30	$70,960	$19,063	$37,842	$73,721	$91,864	$124,120
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	12	$127,544		$81,667	$109,568	$150,496	
Community improvement, capacity building: economic development							
CEO/Executive Director	12	$96,895		$46,836	$95,351	$132,898	
Crime, legal-related: legal services							
CEO/Executive Director	6	$93,842			$95,122		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	$66,483			$68,275		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	10	$136,209		$90,419	$113,979	$157,073	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Educational institutions & related activities: educational services							
CEO/Executive Director	11	$87,424		$46,553	$67,193	$115,418	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	$107,024	$42,265	$59,363	$94,567	$137,118	$199,508
Top Finance Position	6	$106,981			$103,290		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$166,318			$90,000		
Educational institutions & related activities: higher education							
CEO/Executive Director	18	$307,273		$139,300	$232,328	$427,594	
Top Administrative Position	9	$128,042			$136,393		
Top Business Position	6	$156,615			$158,088		
Top Development Position	12	$135,009		$90,835	$134,170	$176,594	
Top Education Position	15	$171,490		$153,844	$165,383	$182,840	
Top Finance Position	16	$164,642		$133,052	$150,241	$175,131	
Top PR/Communications Position	5	$153,234			$130,283		
Top Technology Position	7	$165,544			$143,416		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	$200,581			$213,937		
Educational institutions & related activities: student services							
CEO/Executive Director	5	$109,857			$122,806		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	$156,296			$116,526		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$64,644			$70,501		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$77,506			$62,934		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	$168,199			$163,509		
Top Finance Position	6	$119,064			$130,860		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	6	$173,727			$148,608		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	$126,706			$129,013		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	27	$572,210	$164,435	$193,102	$306,045	$859,726	$1,224,358
Top Administrative Position	8	$219,318			$185,046		
Top Finance Position	21	$355,290	$109,778	$141,870	$210,467	$525,855	$771,488
Top Operations Position	15	$403,578		$165,948	$329,119	$475,526	
Top Technology Position	5	$288,284			$258,332		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	$139,461			$130,981		
Top Administrative Position	6	$110,789			$98,099		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	$57,867			$42,561		
Health—general & rehabilitative: service & other							
CEO/Executive Director	8	$216,628			$150,134		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	20	$82,813	$33,480	$43,965	$66,769	$109,427	$158,683
Housing, shelter: temporary housing							
CEO/Executive Director	8	$58,498			$58,316		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	30	$80,508	$34,188	$39,375	$55,491	$101,927	$136,724
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	22	$114,560	$52,787	$67,326	$98,227	$111,728	$259,068
Top Finance Position	6	$127,748			$135,955		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	11	$81,010		$53,125	$58,225	$105,202	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Human services—multipurpose & other: family services							
CEO/Executive Director	21	$86,969	$51,580	$56,400	$70,927	$102,765	$147,700
Human services—multipurpose & other: human services							
CEO/Executive Director	43	$111,520	$42,888	$58,972	$99,327	$146,825	$194,916
Top Finance Position	12	$103,480		$87,989	$101,141	$128,013	
Top Operations Position	6	$136,740			$126,770		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$50,036			$31,841		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	13	$145,675		$81,369	$125,296	$154,668	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	14	$180,962		$132,974	$152,168	$251,075	
Top Finance Position	9	$104,483			$110,079		
Top Operations Position	6	$120,314			$114,027		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	10	$125,110		$70,045	$120,825	$172,185	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$136,431			$86,531		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	33	$67,212	$29,575	$35,000	$51,500	$73,004	$125,096

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$66,714			$70,469		
Unknown							
CEO/Executive Director	5	$81,600			$68,995		
Youth development: youth centers & clubs							
CEO/Executive Director	6	$68,330			$53,526		
Youth development: youth development programs							
CEO/Executive Director	8	$94,980			$75,478		
Louisiana							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	20	$105,301	$47,813	$64,048	$84,341	$145,307	$182,814
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$86,954			$81,500		
Arts, culture, & humanities: museums							
CEO/Executive Director	12	$112,416		$56,150	$90,051	$91,545	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	16	$80,142		$61,920	$81,064	$97,978	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	$97,490			$93,718		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	$108,990		$59,065	$89,500	$148,009	
Community improvement, capacity building: economic development							
CEO/Executive Director	8	$162,879			$82,615		
Crime, legal-related: legal services							
CEO/Executive Director	8	$109,061			$107,343		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	6	$102,895			$82,634		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	$109,710			$89,052		
Educational institutions & related activities: educational services							
CEO/Executive Director	14	$122,920		$78,903	$104,943	$175,881	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	79	$137,667	$51,414	$79,261	$115,000	$167,678	$245,752
Top Development Position	5	$122,379			$126,366		
Top Education Position	6	$136,035			$131,687		
Top Finance Position	22	$115,713	$60,937	$74,968	$112,301	$149,170	$167,855
Top Operations Position	7	$124,712			$133,093		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Educational institutions & related activities: higher education							
CEO/Executive Director	12	$342,488		$131,090	$225,922	$339,185	
Top Education Position	5	$332,931			$268,522		
Top Finance Position	5	$288,933			$174,560		
Educational institutions & related activities: service & other							
CEO/Executive Director	24	$163,845	$70,883	$113,474	$152,951	$215,291	$257,843
Top Finance Position	9	$130,402			$138,781		
Top Operations Position	5	$145,101			$146,949		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$81,022			$80,537		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	$94,813			$91,423		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$86,428			$82,752		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	9	$78,985			$84,719		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	18	$222,824		$67,277	$184,351	$257,468	
Top Finance Position	12	$148,869		$129,199	$147,520	$182,508	
Top Operations Position	9	$226,499			$175,313		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	17	$391,364		$149,276	$228,353	$367,249	
Top Finance Position	13	$234,855		$123,835	$147,119	$250,017	
Top Operations Position	11	$324,428		$182,919	$297,953	$434,721	
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$178,416			$124,988		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	18	$121,335		$56,125	$95,937	$143,011	
Top Finance Position	9	$93,019			$64,971		
Housing, shelter: temporary housing							
CEO/Executive Director	5	$84,236			$96,807		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	54	$81,643	$29,081	$48,274	$70,568	$90,700	$149,020
Top Finance Position	5	$134,281			$108,013		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	18	$69,443		$33,168	$49,986	$80,026	
Human services—multipurpose & other: family services							
CEO/Executive Director	15	$84,539		$67,603	$90,570	$102,098	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Human services—multipurpose & other: human services							
CEO/Executive Director	34	$125,429	$44,950	$83,858	$115,425	$167,826	$198,265
Top Finance Position	11	$95,220		$85,921	$105,763	$111,705	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$98,702			$81,341		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$102,972		$74,612	$82,737	$133,925	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$88,711			$49,920		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	$156,427			$129,984		
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	$88,228			$93,102		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	13	$82,909		$49,995	$55,235	$110,154	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	11	$156,897		$103,674	$123,845	$176,650	
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	7	$196,296			$217,845		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$303,177			$154,442		
Public safety, disaster preparedness, & relief: safety education							
CEO/Executive Director	5	$169,861			$143,536		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$85,812			$100,729		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	42	$59,049	$24,854	$30,743	$44,700	$81,633	$108,070
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	6	$59,397			$44,943		
Unknown							
CEO/Executive Director	7	$129,536			$110,368		
Youth development: youth development programs							
CEO/Executive Director	16	$59,391		$36,557	$62,299	$75,947	
Maine							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$88,791			$80,089		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	$71,267			$79,423		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	$77,023		$35,561	$63,764	$85,816	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	9	$72,121			$73,053		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$99,132			$90,446		
Arts, culture, & humanities: museums							
CEO/Executive Director	11	$79,464		$45,467	$56,524	$86,581	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	27	$65,268	$22,632	$44,456	$58,862	$83,852	$106,387
Arts, culture, & humanities: visual arts							
CEO/Executive Director	5	$76,321			$71,155		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$101,785			$78,502		
Community improvement, capacity building: economic development							
CEO/Executive Director	10	$129,669		$111,258	$124,361	$139,399	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$103,435			$109,886		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	47	$133,654	$39,133	$63,412	$102,500	$168,944	$240,966
Top Development Position	6	$131,220			$129,711		
Top Finance Position	18	$116,623		$81,380	$113,977	$147,287	
Educational institutions & related activities: higher education							
CEO/Executive Director	12	$446,058		$287,263	$346,097	$603,993	
Top Administrative Position	6	$333,373			$393,490		
Top Development Position	6	$224,657			$188,288		
Top Education Position	10	$238,097		$152,380	$197,435	$323,549	
Top Finance Position	7	$307,630			$374,456		
Educational institutions & related activities: libraries							
CEO/Executive Director	8	$80,891			$96,646		
Educational institutions & related activities: service & other							
CEO/Executive Director	9	$105,854			$85,527		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	40	$85,363	$52,060	$63,510	$75,907	$100,359	$125,373
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	7	$92,500			$96,420		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	8	$63,163			$53,087		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	17	$145,843		$64,279	$127,800	$193,193	
Top Finance Position	8	$99,052			$98,643		
Health—general & rehabilitative: health support							
CEO/Executive Director	9	$126,701			$103,874		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	18	$509,084		$261,152	$385,041	$567,233	
Top Finance Position	16	$342,907		$244,789	$284,439	$353,494	
Top Operations Position	8	$266,248			$246,495		
Health—general & rehabilitative: nursing							
CEO/Executive Director	7	$270,790			$255,345		
Top Administrative Position	5	$110,676			$94,801		
Top Finance Position	7	$200,887			$200,066		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	$163,909			$122,376		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$163,860			$150,679		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	21	$131,601	$52,000	$68,439	$84,337	$122,826	$265,383
Top Finance Position	5	$201,173			$195,793		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	26	$106,193	$52,427	$82,094	$101,691	$129,589	$167,465
Top Finance Position	12	$84,725		$66,568	$83,136	$88,027	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	13	$103,652		$68,600	$93,040	$119,889	
Human services—multipurpose & other: family services							
CEO/Executive Director	10	$131,674		$67,690	$91,794	$101,846	
Human services—multipurpose & other: human services							
CEO/Executive Director	31	$111,258	$52,514	$74,883	$90,000	$146,184	$193,197
Top Finance Position	10	$120,176		$111,095	$115,679	$131,923	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	$106,001		$59,536	$99,937	$159,494	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$70,281			$66,765		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	12	$121,538		$73,415	$117,334	$136,992	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	15	$151,990		$101,465	$117,746	$130,495	
Top Finance Position	9	$123,326			$92,599		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$86,821			$111,266		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	$88,801			$83,239		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$74,715			$59,137		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	8	$80,819			$74,187		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$48,283			$38,601		
Youth development: youth centers & clubs							
CEO/Executive Director	6	$122,705			$128,960		
Youth development: youth development programs							
CEO/Executive Director	12	$71,906		$55,328	$68,862	$81,153	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Animal-related: animal protection & welfare							
CEO/Executive Director	28	$78,520	$22,800	$41,667	$72,462	$102,690	$131,599
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	$93,623			$79,762		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	38	$106,048	$39,464	$48,083	$68,772	$130,491	$185,608
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	18	$103,710		$71,459	$82,226	$122,907	
Arts, culture, & humanities: humanities							
CEO/Executive Director	5	$88,113			$84,380		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	14	$161,086		$96,749	$134,042	$176,334	
Arts, culture, & humanities: museums							
CEO/Executive Director	15	$123,104		$55,500	$133,877	$162,882	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	44	$82,745	$24,173	$39,571	$69,140	$107,271	$166,110
Arts, culture, & humanities: service & other							
CEO/Executive Director	5	$103,185			$82,414		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Arts, culture, & humanities: visual arts							
CEO/Executive Director	8	$86,793			$89,029		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	17	$131,862		$93,500	$118,707	$161,100	
Community improvement, capacity building: business & industry							
CEO/Executive Director	6	$247,335			$220,337		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	35	$124,785	$35,211	$60,067	$84,427	$159,682	$231,660
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	$81,369			$87,451		
Community improvement, capacity building: economic development							
CEO/Executive Director	22	$115,596	$54,749	$82,269	$99,226	$153,697	$197,701
Top Finance Position	5	$130,393			$119,708		
Community improvement, capacity building: service & other							
CEO/Executive Director	6	$139,057			$113,558		
Crime, legal-related: administration of justice							
CEO/Executive Director	6	$63,344			$57,885		
Crime, legal-related: legal services							
CEO/Executive Director	7	$109,527			$98,356		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Crime, legal-related: protection against abuse							
CEO/Executive Director	5	$137,792			$117,687		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	9	$165,631			$142,704		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	13	$250,546		$98,524	$110,000	$197,732	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	6	$250,555			$231,105		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	13	$65,879		$43,071	$49,749	$60,051	
Educational institutions & related activities: educational services							
CEO/Executive Director	22	$111,126	$40,105	$60,748	$84,342	$136,206	$194,021

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	147	$197,288	$49,162	$78,430	$144,727	$249,730	$448,562
Top Administrative Position	8	$143,869			$112,606		
Top Business Position	15	$126,041		$63,952	$82,329	$194,163	
Top Development Position	23	$167,533	$126,364	$137,662	$157,987	$197,049	$229,716
Top Education Position	13	$154,649		$140,997	$150,490	$158,389	
Top Facilities Position	6	$145,602			$135,082		
Top Finance Position	57	$164,010	$88,412	$105,602	$149,700	$219,151	$253,356
Top Human Resources Position	5	$163,996			$164,805		
Top Operations Position	18	$188,668		$147,654	$177,761	$222,417	
Top Program Position	10	$121,219		$76,644	$136,342	$160,231	
Top Technology Position	8	$130,610			$129,912		
Educational institutions & related activities: higher education							
CEO/Executive Director	16	$624,321		$202,076	$443,694	$494,070	
Top Administrative Position	9	$353,135			$218,012		
Top Development Position	8	$405,787			$228,098		
Top Education Position	12	$436,807		$196,836	$238,866	$314,080	
Top Finance Position	16	$314,191		$212,423	$224,895	$279,963	
Top Human Resources Position	5	$213,620			$155,808		
Top PR/Communications Position	7	$205,082			$153,491		
Top Technology Position	8	$418,362			$180,820		
Educational institutions & related activities: libraries							
CEO/Executive Director	10	$157,252		$103,644	$150,301	$213,050	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Educational institutions & related activities: service & other							
CEO/Executive Director	27	$179,673	$58,000	$75,975	$148,918	$233,877	$308,031
Top Finance Position	7	$210,767			$199,857		
Top Program Position	5	$153,818			$149,458		
Educational institutions & related activities: student services							
CEO/Executive Director	10	$149,808		$101,090	$141,657	$174,331	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	15	$124,829		$68,529	$128,671	$165,513	
Top Finance Position	5	$141,746			$145,641		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	$201,260			$173,109		
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	6	$119,471			$90,966		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	8	$75,906			$67,598		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	28	$121,237	$34,783	$74,551	$113,936	$174,606	$203,862
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	10	$125,239		$70,454	$102,095	$145,739	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	$102,013			$78,588		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	15	$332,158		$176,376	$200,382	$309,463	
Top Finance Position	12	$196,648		$118,953	$153,047	$213,615	
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	$287,147			$325,232		
Health—general & rehabilitative: health support							
CEO/Executive Director	14	$309,645		$143,041	$249,368	$505,341	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	35	$973,288	$136,701	$205,916	$588,442	$1,243,760	$1,998,662
Top Development Position	10	$269,702		$155,279	$245,966	$351,150	
Top Finance Position	24	$590,356	$140,593	$252,151	$459,027	$727,817	$1,451,671
Top Human Resources Position	12	$398,717		$295,268	$364,640	$441,133	
Top Legal Position	5	$483,827			$505,709		
Top Operations Position	15	$591,739		$406,207	$640,309	$769,713	
Top PR/Communications Position	6	$306,910			$267,921		
Top Technology Position	12	$443,635		$282,303	$376,823	$515,486	
Health—general & rehabilitative: nursing							
CEO/Executive Director	14	$234,537		$143,065	$205,213	$311,184	
Top Administrative Position	7	$119,660			$124,989		
Top Finance Position	5	$157,883			$128,758		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Health—general & rehabilitative: public health							
CEO/Executive Director	7	$280,772			$182,537		
Health—general & rehabilitative: service & other							
CEO/Executive Director	21	$244,086	$124,805	$148,526	$188,416	$244,086	$507,016
Top Finance Position	5	$264,247			$156,402		
Top Operations Position	7	$181,860			$139,868		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	10	$231,140		$89,434	$136,423	$178,431	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	23	$143,189	$69,372	$87,468	$111,159	$150,985	$244,256
Top Administrative Position	6	$168,342			$167,115		
Top Finance Position	9	$145,518			$135,887		
Housing, shelter: housing support							
CEO/Executive Director	11	$92,403		$67,573	$87,080	$123,976	
Housing, shelter: service & other							
CEO/Executive Director	5	$145,380			$114,350		
Housing, shelter: temporary housing							
CEO/Executive Director	13	$82,528		$57,515	$72,490	$102,875	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	73	$150,429	$59,907	$85,748	$135,918	$195,354	$243,211
Top Development Position	5	$152,055			$140,519		
Top Finance Position	31	$114,105	$59,824	$92,465	$116,412	$140,782	$163,302
Top Human Resources Position	7	$118,802			$114,569		
Top Operations Position	16	$146,079		$125,719	$145,461	$169,304	
Top Program Position	7	$166,206			$139,898		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	46	$112,386	$48,798	$68,467	$90,936	$123,945	$171,813
Top Finance Position	12	$117,956		$79,603	$118,999	$138,512	
Top Human Resources Position	5	$137,960			$138,931		
Top Operations Position	5	$116,246			$115,868		
Top Program Position	6	$87,703			$76,330		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$80,645			$89,520		
Human services—multipurpose & other: family services							
CEO/Executive Director	21	$106,986	$50,477	$66,636	$87,779	$107,230	$188,882
Top Finance Position	5	$263,459			$137,191		
Human services—multipurpose & other: human services							
CEO/Executive Director	60	$129,475	$43,728	$63,173	$95,312	$155,537	$257,029
Top Finance Position	21	$147,656	$89,361	$107,697	$136,156	$190,807	$204,219
Top Operations Position	6	$220,769			$224,581		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	16	$134,511		$81,332	$107,069	$170,496	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	8	$97,777			$92,071		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	47	$152,234	$80,541	$97,338	$130,094	$201,839	$268,806
Top Finance Position	24	$129,808	$65,945	$80,973	$109,398	$165,420	$225,429
Top Marketing Position	5	$157,538			$147,252		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$178,475			$195,408		
International, foreign affairs, & national security: international development							
CEO/Executive Director	9	$140,963			$45,000		
Medical research: service & other							
CEO/Executive Director	9	$333,424			$297,547		
Top Finance Position	5	$202,773			$177,200		
Mental health, crisis intervention: counseling							
CEO/Executive Director	7	$50,903			$54,539		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	9	$101,339			$90,003		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	34	$183,097	$52,310	$93,425	$139,366	$182,445	$259,566
Top Finance Position	15	$163,691		$96,297	$150,977	$160,136	
Top Operations Position	5	$176,290			$155,498		
Mental health, crisis intervention: service & other							
CEO/Executive Director	11	$172,079		$130,673	$153,890	$214,204	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	23	$143,151	$31,949	$77,155	$106,301	$172,663	$341,314
Top Finance Position	6	$93,915			$90,548		
Top Operations Position	6	$200,448			$202,877		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	$208,824			$91,327		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	7	$186,014			$124,734		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	7	$84,898			$59,944		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	11	$125,764		$93,975	$119,315	$145,555	
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	8	$87,477			$94,229		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	10	$147,934		$68,351	$115,492	$237,633	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	29	$103,715	$45,990	$68,060	$103,001	$119,485	$142,732
Top Finance Position	5	$79,255			$37,544		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	$145,044			$116,740		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	6	$128,451			$98,065		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	37	$57,443	$18,720	$30,000	$42,244	$76,879	$99,434
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$115,258			$105,440		
Science & technology research institutes, services: service & other							
CEO/Executive Director	7	$346,221			$275,499		
Top Finance Position	5	$210,639			$200,543		
Youth development: youth centers & clubs							
CEO/Executive Director	8	$141,606			$91,969		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Youth development: youth development programs							
CEO/Executive Director	37	$93,413	$35,176	$55,016	$80,600	$120,610	$181,847
Massachusetts							
Animal-related: animal protection & welfare							
CEO/Executive Director	25	$102,417	$34,427	$48,000	$87,894	$107,051	$143,282
Top Finance Position	9	$98,068			$67,343		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	47	$77,931	$30,000	$46,500	$68,007	$88,106	$133,345
Top Finance Position	7	$106,347			$97,264		
Arts, culture, & humanities: arts services							
CEO/Executive Director	9	$91,527			$66,600		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	18	$139,146		$54,712	$98,143	$175,359	
Arts, culture, & humanities: humanities							
CEO/Executive Director	6	$164,450			$96,924		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	56	$151,369	$58,200	$79,656	$93,798	$123,199	$221,091
Top Finance Position	8	$213,137			$168,007		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Arts, culture, & humanities: museums							
CEO/Executive Director	37	$154,187	$51,805	$75,488	$141,750	$195,601	$291,440
Top Development Position	9	$229,443			$203,256		
Top Finance Position	13	$177,379		$129,322	$138,033	$213,576	
Top Operations Position	6	$169,667			$154,035		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	86	$137,867	$38,000	$56,670	$87,895	$130,469	$273,959
Top Administrative Position	6	$166,126			$146,039		
Top Development Position	9	$151,890			$127,464		
Top Finance Position	15	$112,657		$63,875	$96,483	$130,048	
Top Operations Position	5	$104,842			$118,859		
Arts, culture, & humanities: service & other							
CEO/Executive Director	10	$63,179		$33,567	$58,992	$70,348	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	19	$105,790		$55,007	$94,470	$128,734	
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	10	$106,597		$74,331	$112,764	$125,709	
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	7	$121,644			$100,000		
Community improvement, capacity building: business & industry							
CEO/Executive Director	8	$164,476			$131,997		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	38	$102,074	$42,572	$55,227	$84,370	$134,036	$184,395
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	7	$105,965			$67,753		
Community improvement, capacity building: economic development							
CEO/Executive Director	22	$121,817	$52,455	$73,985	$109,400	$155,616	$200,408
Top Finance Position	5	$90,765			$101,187		
Community improvement, capacity building: service & other							
CEO/Executive Director	8	$152,243			$142,919		
Crime, legal-related: legal services							
CEO/Executive Director	10	$115,198		$82,836	$107,566	$137,814	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	5	$68,911			$60,000		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	8	$154,166			$136,739		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	12	$526,146		$78,427	$201,651	$627,950	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	7	$551,509			$266,621		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	10	$137,158		$99,789	$108,216	$140,409	
Educational institutions & related activities: adult education							
CEO/Executive Director	26	$114,777	$46,611	$70,382	$86,613	$144,873	$201,871
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	24	$158,258	$57,109	$73,648	$107,121	$166,177	$211,459
Top Finance Position	8	$156,852			$138,702		
Educational institutions & related activities: educational services							
CEO/Executive Director	68	$142,517	$41,852	$69,672	$117,957	$194,753	$249,923
Top Finance Position	21	$134,424	$25,000	$113,000	$127,333	$171,000	$188,260
Top Operations Position	14	$169,603		$128,426	$142,450	$236,894	
Top PR/Communications Position	7	$183,131			$152,219		
Top Program Position	10	$139,265		$119,067	$124,698	$170,873	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	270	$204,952	$51,300	$79,092	$137,436	$275,105	$451,815
Top Administrative Position	9	$149,232			$146,610		
Top Business Position	12	$122,378		$106,408	$123,365	$151,200	
Top Development Position	61	$206,091	$123,046	$148,943	$178,696	$259,617	$316,160
Top Education Position	28	$169,184	$118,436	$132,165	$149,219	$182,720	$239,500
Top Facilities Position	14	$160,689		$147,566	$156,180	$176,633	
Top Finance Position	109	$179,590	$68,011	$114,028	$174,575	$247,009	$293,183
Top Human Resources Position	7	$172,937			$156,002		
Top Marketing Position	7	$182,325			$167,775		
Top Operations Position	57	$194,834	$110,058	$137,863	$183,445	$245,078	$294,363
Top PR/Communications Position	11	$163,921		$140,491	$167,775	$196,515	
Top Program Position	21	$132,490	$84,504	$115,872	$126,141	$154,203	$188,118
Top Technology Position	15	$164,132		$131,110	$153,888	$182,942	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	7	$416,729			$318,446		
Top Education Position	6	$277,294			$293,091		
Top Finance Position	7	$277,078			$256,406		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational institutions & related activities: higher education							
CEO/Executive Director	65	$590,937	$133,812	$236,085	$473,832	$778,232	$1,217,303
Top Administrative Position	31	$255,790	$141,343	$183,979	$219,769	$274,502	$471,410
Top Business Position	8	$233,070			$200,720		
Top Development Position	40	$340,926	$143,775	$192,225	$247,489	$440,523	$624,269
Top Education Position	47	$317,319	$129,980	$176,942	$247,183	$380,449	$616,145
Top Finance Position	51	$352,545	$128,373	$194,952	$249,843	$419,145	$629,613
Top Human Resources Position	13	$240,812		$119,530	$201,296	$312,206	
Top Legal Position	17	$408,356		$283,505	$318,745	$537,551	
Top Marketing Position	9	$237,661			$231,341		
Top Operations Position	14	$436,550		$183,716	$354,704	$600,303	
Top PR/Communications Position	14	$301,682		$213,013	$285,385	$348,465	
Top Program Position	7	$203,811			$205,921		
Top Technology Position	25	$241,073	$141,971	$165,500	$196,609	$299,878	$404,768
Educational institutions & related activities: libraries							
CEO/Executive Director	25	$128,160	$39,453	$70,000	$122,404	$139,384	$242,307
Educational institutions & related activities: service & other							
CEO/Executive Director	55	$287,046	$53,586	$87,455	$169,709	$228,649	$308,679
Top Education Position	5	$184,353			$122,439		
Top Finance Position	12	$958,448		$127,953	$156,065	$194,451	
Top Operations Position	5	$2,061,068			$130,292		
Top Program Position	6	$137,416			$151,154		
Top Technology Position	7	$889,791			$189,180		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational institutions & related activities: student services							
CEO/Executive Director	22	$124,165	$46,423	$53,260	$98,955	$191,382	$218,016
Top Finance Position	5	$127,381			$126,395		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	27	$127,864	$57,348	$98,032	$120,419	$159,861	$183,720
Top Finance Position	8	$155,815			$144,925		
Employment, job-related: service & other							
CEO/Executive Director	5	$152,739			$72,148		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	13	$140,106		$91,275	$112,990	$127,511	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	52	$133,529	$37,226	$77,257	$103,624	$177,078	$239,218
Top Development Position	5	$188,485			$177,786		
Top Finance Position	6	$159,639			$175,904		
Environmental quality, protection, & beautification: pollution abatement & control							
CEO/Executive Director	5	$130,621			$154,800		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	19	$165,612		$76,806	$128,329	$215,360	
Top Finance Position	7	$156,226			$166,457		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	19	$123,639		$82,557	$114,840	$134,872	
Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.							
CEO/Executive Director	6	$121,724			$104,104		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	38	$459,236	$119,217	$190,706	$272,203	$459,708	$1,195,622
Top Finance Position	25	$306,368	$131,370	$157,647	$216,532	$310,398	$644,009
Top Operations Position	13	$278,989		$186,987	$216,628	$293,680	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	6	$156,007			$122,055		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	7	$246,927			$259,312		
Top Finance Position	5	$120,293			$131,851		
Health—general & rehabilitative: health support							
CEO/Executive Director	15	$156,170		$74,440	$107,321	$166,369	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	49	$810,169	$148,448	$238,450	$564,219	$976,020	$1,992,237
Top Administrative Position	9	$341,409			$272,431		
Top Development Position	12	$394,300		$187,392	$235,182	$613,021	
Top Finance Position	36	$586,295	$170,910	$212,043	$479,369	$647,972	$969,788
Top Human Resources Position	19	$410,356		$214,477	$321,474	$574,147	
Top Legal Position	8	$668,797			$592,565		
Top Operations Position	22	$549,547	$142,717	$212,330	$426,229	$734,258	$1,132,201
Top Technology Position	15	$467,132		$323,141	$421,549	$524,482	
Health—general & rehabilitative: nursing							
CEO/Executive Director	16	$215,327		$143,757	$202,975	$279,915	
Top Administrative Position	7	$171,698			$171,339		
Top Finance Position	8	$162,588			$154,094		
Health—general & rehabilitative: public health							
CEO/Executive Director	17	$175,378		$106,641	$140,810	$178,882	
Top Operations Position	5	$220,533			$186,570		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	$112,696			$115,204		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	6	$298,808			$293,469		
Top Finance Position	5	$211,641			$218,413		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—general & rehabilitative: service & other							
CEO/Executive Director	21	$533,180	$78,983	$113,614	$275,853	$736,750	$874,923
Top Business Position	5	$370,480			$265,458		
Top Finance Position	12	$463,239		$167,425	$349,613	$529,962	
Top Operations Position	11	$355,158		$282,573	$338,638	$406,344	
Top PR/Communications Position	6	$292,707			$245,997		
Top Technology Position	6	$409,918			$355,922		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	7	$98,767			$99,631		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	49	$145,395	$61,338	$89,882	$121,190	$194,860	$238,811
Top Administrative Position	5	$138,631			$132,798		
Top Facilities Position	5	$163,160			$152,173		
Top Finance Position	12	$147,386		$112,796	$133,302	$179,922	
Top Operations Position	6	$142,770			$163,470		
Housing, shelter: housing support							
CEO/Executive Director	11	$142,524		$86,510	$111,691	$200,219	
Housing, shelter: temporary housing							
CEO/Executive Director	16	$126,495		$93,425	$104,301	$162,612	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	133	$175,994	$78,007	$100,541	$147,149	$219,223	$284,377
Top Administrative Position	12	$142,361		$119,015	$140,834	$153,133	
Top Development Position	14	$153,892		$115,933	$160,521	$172,886	
Top Finance Position	68	$160,636	$112,500	$124,073	$149,437	$178,780	$227,544
Top Human Resources Position	20	$141,198	$112,143	$124,576	$136,902	$160,803	$170,895
Top Operations Position	34	$199,957	$107,665	$127,288	$158,556	$210,593	$305,846
Top PR/Communications Position	6	$145,887			$155,281		
Top Program Position	16	$133,345		$117,110	$129,205	$148,099	
Top Technology Position	10	$160,337		$121,948	$147,542	$181,043	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	106	$134,174	$61,918	$78,222	$106,513	$153,595	$204,108
Top Administrative Position	8	$110,137			$95,378		
Top Development Position	6	$149,630			$158,905		
Top Finance Position	21	$127,865	$58,093	$92,702	$121,596	$176,372	$198,510
Top Operations Position	6	$142,023			$110,322		
Top Program Position	12	$123,292		$88,758	$108,853	$156,317	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	18	$97,291		$70,182	$98,053	$122,507	
Human services—multipurpose & other: family services							
CEO/Executive Director	37	$127,181	$70,760	$86,582	$111,734	$138,654	$187,074
Top Development Position	6	$151,231			$116,481		
Top Finance Position	11	$115,970		$89,186	$100,319	$163,007	
Top Operations Position	5	$145,714			$137,768		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human services—multipurpose & other: human services							
CEO/Executive Director	92	$164,867	$63,228	$95,129	$139,971	$204,606	$300,938
Top Administrative Position	5	$193,177			$166,904		
Top Development Position	6	$138,394			$124,151		
Top Finance Position	41	$140,807	$84,738	$102,628	$136,111	$174,492	$218,754
Top Human Resources Position	12	$144,335		$120,570	$143,303	$159,308	
Top Operations Position	19	$176,126		$126,125	$144,017	$231,045	
Top Program Position	8	$141,616			$125,732		
Top Technology Position	5	$172,405			$187,414		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	24	$144,499	$42,441	$76,865	$123,617	$192,861	$221,444
Top Finance Position	8	$182,905			$155,559		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	10	$164,079		$66,298	$88,383	$110,953	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	39	$170,396	$81,429	$110,206	$153,054	$221,080	$277,939
Top Finance Position	15	$146,661		$103,091	$156,812	$190,439	
Top Human Resources Position	5	$171,016			$143,914		
Top Marketing Position	5	$152,941			$142,215		
Human services—multipurpose & other: service & other							
CEO/Executive Director	8	$134,468			$104,489		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
International, foreign affairs, & national security: international development							
CEO/Executive Director	11	$186,289		$87,487	$169,995	$286,834	
Top Finance Position	5	$174,683			$164,832		
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	8	$76,695			$54,234		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	10	$177,373		$77,150	$156,874	$234,079	
International, foreign affairs, & national security: service & other							
CEO/Executive Director	7	$184,203			$115,090		
Medical research: cancer research							
CEO/Executive Director	5	$179,459			$170,885		
Medical research: service & other							
CEO/Executive Director	7	$233,288			$204,974		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	7	$110,643			$118,216		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	8	$153,702			$123,580		
Top Finance Position	5	$133,268			$137,278		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	24	$182,888	$76,457	$112,108	$145,531	$258,206	$305,799
Top Finance Position	15	$147,722		$118,250	$141,322	$150,410	
Top Human Resources Position	5	$151,857			$141,765		
Top Operations Position	11	$199,229		$154,284	$168,017	$192,842	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	23	$145,414	$51,605	$71,041	$126,545	$180,802	$227,013
Top Finance Position	6	$138,300			$160,229		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	8	$150,591			$130,408		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	9	$200,414			$182,512		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	17	$230,899		$161,323	$182,235	$231,546	
Top Finance Position	5	$245,487			$170,700		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	8	$177,118			$124,157		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	5	$133,974			$160,615		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	6	$119,370			$85,130		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	7	$192,026			$132,693		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	11	$144,787		$70,877	$137,733	$156,373	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	28	$126,658	$32,776	$51,378	$112,566	$175,872	$219,899
Top Finance Position	7	$105,239			$113,729		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	7	$115,772			$100,701		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	22	$70,994	$18,220	$25,620	$41,819	$93,671	$179,419
Religion-related, spiritual development: Judaism							
CEO/Executive Director	8	$113,399			$97,800		
Social science research institutes, services: social science							
CEO/Executive Director	5	$330,107			$168,809		
Unknown							
CEO/Executive Director	5	$157,034			$128,019		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Youth development: adult & child matching programs							
CEO/Executive Director	12	$183,189		$109,938	$169,160	$223,310	
Youth development: scouting							
CEO/Executive Director	9	$166,424			$170,758		
Youth development: youth centers & clubs							
CEO/Executive Director	38	$131,914	$68,630	$83,397	$115,030	$134,630	$183,064
Top Finance Position	6	$118,005			$112,809		
Youth development: youth development programs							
CEO/Executive Director	63	$124,133	$40,400	$63,856	$100,010	$140,017	$199,208
Top Finance Position	5	$163,987			$169,730		
Top Operations Position	5	$194,568			$173,379		
Top Program Position	6	$97,126			$96,695		
Michigan							
Animal-related: animal protection & welfare							
CEO/Executive Director	20	$86,764	$27,081	$40,920	$55,000	$82,292	$191,994
Top Finance Position	5	$112,897			$110,679		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	52	$90,506	$25,100	$47,942	$57,993	$88,350	$160,202
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$70,549			$51,892		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	15	$91,401		$56,492	$73,437	$86,342	
Arts, culture, & humanities: museums							
CEO/Executive Director	31	$107,658	$42,027	$52,447	$76,305	$114,828	$217,043
Top Finance Position	6	$120,600			$99,795		
Top Operations Position	5	$121,074			$117,267		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	49	$85,052	$27,484	$40,574	$63,960	$98,588	$138,865
Top Finance Position	5	$92,933			$61,016		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	11	$74,977		$37,900	$57,166	$90,753	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	9	$88,669			$87,934		
Community improvement, capacity building: business & industry							
CEO/Executive Director	10	$143,433		$79,408	$147,675	$215,632	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	40	$82,640	$33,424	$52,050	$68,444	$86,226	$156,263
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	7	$105,141			$92,596		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Community improvement, capacity building: economic development							
CEO/Executive Director	20	$145,834	$48,000	$54,439	$97,747	$182,721	$260,702
Top Finance Position	5	$136,916			$156,259		
Community improvement, capacity building: service & other							
CEO/Executive Director	8	$87,543			$79,528		
Crime, legal-related: legal services							
CEO/Executive Director	11	$98,700		$78,616	$103,153	$115,261	
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	$73,958			$78,594		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	$93,722			$90,573		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	12	$101,394		$47,864	$82,176	$132,080	
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	$67,225			$83,517		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	11	$70,797		$51,238	$65,993	$88,031	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational institutions & related activities: educational services							
CEO/Executive Director	25	$100,241	$43,538	$59,800	$87,258	$129,029	$143,284
Top Finance Position	5	$107,611			$108,474		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	86	$129,419	$42,563	$60,238	$86,804	$144,254	$275,798
Top Administrative Position	14	$96,395		$72,223	$78,831	$124,675	
Top Business Position	5	$123,460			$105,213		
Top Development Position	9	$163,258			$150,737		
Top Finance Position	21	$112,032	$44,585	$58,890	$90,000	$132,060	$202,811
Top Operations Position	6	$153,410			$140,616		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	10	$229,004		$120,455	$174,386	$254,847	
Educational institutions & related activities: higher education							
CEO/Executive Director	31	$375,076	$90,458	$139,869	$283,751	$513,390	$823,509
Top Administrative Position	10	$192,491		$123,154	$169,249	$257,771	
Top Business Position	7	$212,177			$238,856		
Top Development Position	14	$211,334		$133,337	$163,135	$260,923	
Top Education Position	20	$230,025	$142,698	$158,830	$186,211	$317,166	$380,969
Top Finance Position	22	$209,456	$91,752	$138,223	$206,499	$277,705	$336,956
Top Marketing Position	6	$202,532			$196,236		
Top Technology Position	8	$170,913			$161,776		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational institutions & related activities: service & other							
CEO/Executive Director	42	$128,293	$49,026	$78,663	$105,711	$181,766	$266,561
Top Operations Position	5	$122,947			$135,415		
Educational institutions & related activities: student services							
CEO/Executive Director	7	$168,439			$122,167		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	12	$153,811		$70,520	$130,008	$229,349	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	14	$134,084		$91,273	$133,343	$172,685	
Top Finance Position	6	$105,552			$109,725		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	8	$104,239			$111,858		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	26	$93,316	$41,597	$66,044	$89,762	$111,064	$151,846
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	10	$65,508		$46,095	$57,966	$86,713	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	22	$107,652	$37,128	$68,961	$78,026	$162,191	$214,610

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	28	$227,492	$89,612	$141,753	$214,434	$289,671	$369,548
Top Finance Position	17	$159,721		$108,934	$138,940	$190,895	
Top Human Resources Position	5	$122,351			$120,000		
Top Operations Position	8	$197,925			$148,051		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	6	$115,512			$97,747		
Health—general & rehabilitative: health support							
CEO/Executive Director	19	$188,215		$90,658	$160,519	$221,570	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	38	$783,159	$109,565	$169,710	$270,897	$659,972	$1,685,640
Top Finance Position	31	$377,248	$66,644	$142,928	$235,946	$405,534	$704,938
Top Human Resources Position	6	$737,731			$736,600		
Top Marketing Position	5	$435,104			$257,914		
Top Operations Position	15	$217,885		$134,562	$186,138	$231,823	
Top Technology Position	7	$702,467			$502,971		
Health—general & rehabilitative: nursing							
CEO/Executive Director	19	$181,466		$107,422	$163,693	$213,883	
Top Administrative Position	12	$156,734		$114,336	$139,026	$176,048	
Top Business Position	5	$158,072			$132,779		
Top Finance Position	9	$159,380			$117,048		
Top Operations Position	5	$190,356			$183,738		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Health—general & rehabilitative: public health							
CEO/Executive Director	6	$197,787			$158,084		
Health—general & rehabilitative: service & other							
CEO/Executive Director	10	$161,589		$85,673	$116,239	$148,366	
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	8	$78,533			$75,197		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	50	$88,171	$38,533	$46,226	$65,985	$95,032	$153,374
Top Administrative Position	10	$63,233		$51,580	$53,614	$74,726	
Top Finance Position	6	$145,086			$118,751		
Top Operations Position	6	$145,800			$112,950		
Housing, shelter: housing support							
CEO/Executive Director	9	$144,971			$117,971		
Housing, shelter: service & other							
CEO/Executive Director	5	$121,637			$120,542		
Housing, shelter: temporary housing							
CEO/Executive Director	19	$91,753		$64,820	$82,819	$108,226	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	115	$112,253	$42,058	$60,174	$85,899	$134,648	$218,204
Top Administrative Position	5	$81,992			$68,788		
Top Finance Position	24	$118,731	$47,663	$84,414	$116,151	$162,770	$187,041
Top Human Resources Position	9	$129,722			$126,240		
Top Operations Position	7	$136,128			$130,896		
Top Technology Position	6	$151,356			$128,258		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	56	$112,044	$41,489	$59,794	$82,927	$109,882	$212,149
Top Administrative Position	5	$131,646			$105,797		
Top Development Position	5	$138,169			$146,233		
Top Finance Position	15	$101,272		$49,303	$105,385	$124,615	
Top Operations Position	9	$128,900			$139,093		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	11	$64,691		$47,180	$61,777	$74,410	
Human services—multipurpose & other: family services							
CEO/Executive Director	58	$69,848	$32,128	$45,790	$64,410	$80,419	$120,556
Top Finance Position	8	$78,313			$74,097		
Human services—multipurpose & other: human services							
CEO/Executive Director	88	$110,650	$38,743	$58,662	$93,114	$146,216	$202,502
Top Finance Position	20	$94,637	$66,660	$74,757	$89,205	$114,989	$135,552
Top Operations Position	9	$134,538			$137,072		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	19	$108,830		$70,064	$87,951	$144,333	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	12	$86,217		$38,609	$77,724	$104,844	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	77	$146,081	$54,048	$84,841	$125,382	$183,801	$266,185
Top Administrative Position	6	$124,652			$122,687		
Top Finance Position	24	$125,797	$71,503	$81,122	$110,787	$147,226	$177,429
Top Operations Position	8	$188,911			$175,359		
Human services—multipurpose & other: service & other							
CEO/Executive Director	21	$108,683	$54,083	$72,025	$86,373	$136,489	$159,131
International, foreign affairs, & national security: international development							
CEO/Executive Director	13	$98,420		$45,833	$82,000	$149,407	
Mental health, crisis intervention: counseling							
CEO/Executive Director	7	$84,572			$81,498		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	$117,084			$95,538		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	8	$64,266			$65,530		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	31	$152,003	$42,471	$69,426	$120,067	$209,691	$272,773
Top Finance Position	14	$125,124		$73,900	$95,065	$182,479	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	23	$141,709	$51,296	$77,450	$109,461	$154,139	$202,267
Top Finance Position	6	$95,872			$76,921		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	19	$104,572		$53,000	$90,000	$145,971	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	36	$120,059	$46,221	$71,355	$96,659	$123,944	$249,410
Top Finance Position	5	$160,014			$147,060		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	11	$93,950		$46,047	$69,500	$111,143	
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	5	$86,018			$79,820		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	8	$77,804			$67,754		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	8	$166,958			$144,915		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	16	$78,619		$39,957	$69,510	$119,694	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	12	$88,783		$54,517	$68,257	$111,802	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	7	$56,866			$40,415		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	69	$74,792	$29,958	$42,000	$63,000	$97,341	$126,929
Top Finance Position	7	$47,758			$40,619		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	9	$113,098			$86,263		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	9	$128,972			$88,183		
Unknown							
CEO/Executive Director	9	$68,755			$67,231		
Youth development: adult & child matching programs							
CEO/Executive Director	9	$74,742			$72,318		
Youth development: service & other							
CEO/Executive Director	5	$48,501			$55,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Youth development: youth centers & clubs							
CEO/Executive Director	8	$88,910			$89,111		
Youth development: youth development programs							
CEO/Executive Director	39	$73,590	$25,872	$48,500	$65,000	$87,975	$116,557
Minnesota							
Animal-related: animal protection & welfare							
CEO/Executive Director	20	$68,083	$34,780	$40,757	$52,230	$63,113	$102,882
Animal-related: wildlife preservation & protection							
CEO/Executive Director	11	$158,403		$88,456	$114,773	$175,088	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	49	$91,913	$32,634	$50,312	$75,078	$93,000	$166,816
Top Finance Position	8	$109,701			$91,102		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	8	$63,266			$48,288		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	8	$81,434			$51,356		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	23	$113,045	$46,136	$59,648	$90,117	$142,607	$191,279
Top Operations Position	5	$230,336			$266,284		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Arts, culture, & humanities: museums							
CEO/Executive Director	15	$121,110		$70,374	$78,683	$114,743	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	76	$84,296	$28,575	$42,750	$60,525	$84,639	$185,313
Top Development Position	5	$195,099			$194,811		
Top Finance Position	9	$103,357			$81,887		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	11	$92,839		$69,065	$78,537	$108,573	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	11	$74,937		$64,986	$84,974	$90,430	
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	8	$130,236			$99,858		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	38	$90,524	$44,373	$60,921	$77,543	$118,472	$147,552
Top Finance Position	6	$92,167			$93,187		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	6	$80,923			$79,294		
Community improvement, capacity building: economic development							
CEO/Executive Director	17	$167,153		$87,400	$146,893	$175,042	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Community improvement, capacity building: service & other							
CEO/Executive Director	11	$110,593		$69,934	$94,619	$109,195	
Crime, legal-related: legal services							
CEO/Executive Director	12	$110,547		$90,781	$109,396	$126,900	
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	7	$117,950			$88,565		
Educational institutions & related activities: adult education							
CEO/Executive Director	6	$119,785			$130,881		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	15	$86,625		$51,367	$77,004	$101,700	
Educational institutions & related activities: educational services							
CEO/Executive Director	22	$93,153	$38,892	$51,505	$71,533	$105,509	$163,689
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	170	$123,372	$51,005	$74,870	$107,027	$143,232	$181,652
Top Administrative Position	14	$106,433		$54,572	$70,031	$178,113	
Top Business Position	11	$54,906		$45,588	$57,420	$67,162	
Top Development Position	10	$156,180		$127,771	$147,085	$175,446	
Top Education Position	10	$105,045		$62,493	$108,765	$128,381	
Top Finance Position	60	$79,771	$41,090	$50,213	$65,541	$88,972	$143,438
Top Operations Position	15	$153,381		$103,135	$125,825	$205,794	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	10	$170,912		$92,227	$140,605	$230,476	
Top Finance Position	5	$144,218			$163,704		
Educational institutions & related activities: higher education							
CEO/Executive Director	26	$438,160	$109,942	$202,633	$394,166	$482,074	$619,280
Top Administrative Position	14	$213,906		$172,737	$210,265	$258,598	
Top Development Position	15	$231,905		$187,849	$214,780	$273,468	
Top Education Position	16	$237,830		$181,271	$226,907	$262,199	
Top Finance Position	18	$222,657		$176,534	$210,265	$272,877	
Top Operations Position	5	$128,858			$174,654		
Top Technology Position	5	$183,531			$175,792		
Educational institutions & related activities: libraries							
CEO/Executive Director	7	$140,650			$123,200		
Educational institutions & related activities: service & other							
CEO/Executive Director	23	$189,568	$40,471	$70,882	$89,620	$168,173	$243,653
Top Finance Position	5	$177,975			$98,186		
Educational institutions & related activities: student services							
CEO/Executive Director	10	$167,292		$88,857	$115,207	$212,932	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	13	$119,187		$80,382	$103,544	$149,303	
Top Finance Position	8	$86,010			$93,133		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	15	$146,889		$67,796	$125,431	$169,961	
Top Finance Position	6	$169,695			$128,563		
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	6	$152,240			$154,694		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	$94,886			$103,084		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	21	$106,561	$40,097	$72,596	$96,600	$139,643	$160,830
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	8	$94,054			$95,968		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	20	$94,013	$39,667	$53,597	$100,476	$104,351	$129,941
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	20	$281,941	$57,947	$90,187	$129,745	$182,587	$360,789
Top Finance Position	8	$224,508			$133,072		
Top Operations Position	5	$451,756			$198,664		
Health—general & rehabilitative: health support							
CEO/Executive Director	10	$292,969		$86,785	$151,162	$337,730	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	29	$452,096	$120,291	$191,467	$309,842	$447,633	$792,626
Top Administrative Position	6	$283,417			$174,047		
Top Finance Position	18	$337,362		$179,419	$214,176	$304,818	
Top Operations Position	13	$364,274		$189,095	$215,393	$309,175	
Health—general & rehabilitative: nursing							
CEO/Executive Director	20	$189,864	$113,654	$135,935	$169,332	$223,050	$299,025
Top Administrative Position	21	$127,661	$81,689	$106,299	$130,471	$147,863	$160,164
Top Finance Position	14	$153,295		$99,248	$121,788	$203,343	
Health—general & rehabilitative: public health							
CEO/Executive Director	6	$81,459			$60,922		
Health—general & rehabilitative: service & other							
CEO/Executive Director	9	$89,620			$80,850		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	8	$169,790			$147,974		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	39	$124,848	$47,434	$74,205	$97,558	$158,287	$286,968
Top Administrative Position	11	$113,601		$112,714	$123,248	$125,657	
Top Finance Position	12	$124,450		$82,313	$121,387	$175,993	
Top Operations Position	5	$145,160			$167,475		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Housing, shelter: housing support							
CEO/Executive Director	9	$119,597			$90,388		
Housing, shelter: temporary housing							
CEO/Executive Director	13	$100,998		$74,129	$110,464	$130,807	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	88	$114,837	$51,192	$69,732	$90,966	$128,365	$193,115
Top Finance Position	27	$97,050	$54,723	$72,061	$98,311	$117,241	$146,678
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	42	$98,529	$36,905	$62,216	$73,054	$118,587	$187,865
Top Finance Position	10	$99,698		$67,263	$100,546	$124,442	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	17	$98,198		$62,400	$99,615	$120,705	
Human services—multipurpose & other: family services							
CEO/Executive Director	40	$93,552	$44,120	$57,158	$84,410	$108,175	$146,153
Top Finance Position	8	$82,224			$82,907		
Human services—multipurpose & other: human services							
CEO/Executive Director	76	$113,153	$36,894	$69,259	$105,249	$142,242	$197,760
Top Development Position	6	$134,987			$149,595		
Top Finance Position	21	$103,594	$54,224	$64,596	$102,492	$127,418	$159,645
Top Human Resources Position	5	$133,082			$128,472		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	26	$140,015	$47,702	$77,059	$107,148	$170,526	$255,870
Top Finance Position	10	$118,061		$73,024	$126,353	$150,950	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$75,689			$72,000		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	34	$140,273	$59,901	$76,206	$100,909	$141,639	$221,477
Top Administrative Position	15	$120,082		$108,352	$124,871	$145,881	
Top Finance Position	12	$144,011		$80,728	$113,097	$167,425	
Human services—multipurpose & other: service & other							
CEO/Executive Director	13	$119,370		$73,345	$107,794	$140,335	
International, foreign affairs, & national security: international development							
CEO/Executive Director	15	$98,442		$52,313	$90,661	$103,079	
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	5	$99,944			$100,649		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	24	$156,509	$46,129	$107,361	$166,358	$195,970	$229,608
Top Finance Position	13	$121,163		$113,413	$121,034	$143,756	
Top Operations Position	6	$151,746			$147,475		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	19	$127,420		$77,796	$111,684	$170,244	
Top Finance Position	8	$130,167			$131,932		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	15	$61,742		$41,688	$53,430	$72,794	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	6	$109,757			$94,571		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	23	$167,350	$42,798	$64,699	$142,101	$216,253	$351,577
Top Finance Position	16	$142,818		$117,994	$139,342	$168,279	
Top Operations Position	5	$172,518			$143,402		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	7	$117,261			$113,148		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	6	$122,792			$101,353		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	5	$134,066			$148,591		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	29	$76,295	$31,692	$44,928	$71,280	$91,813	$123,270

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	6	$74,570			$84,110		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	53	$67,648	$24,300	$37,104	$63,097	$87,622	$119,619
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	$115,300			$119,000		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	7	$107,208			$100,906		
Religion-related, spiritual development: service & other							
CEO/Executive Director	5	$87,258			$95,224		
Unknown							
CEO/Executive Director	6	$68,783			$63,631		
Youth development: adult & child matching programs							
CEO/Executive Director	8	$92,027			$81,934		
Youth development: scouting							
CEO/Executive Director	5	$222,541			$172,157		
Youth development: youth centers & clubs							
CEO/Executive Director	7	$96,494			$80,614		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Youth development: youth development programs							
CEO/Executive Director	43	$96,020	$30,680	$61,061	$82,430	$113,550	$196,123
Top Finance Position	6	$113,290			$104,563		
Mississippi							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$48,366			$42,000		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$99,731			$80,282		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	$57,578		$36,479	$41,797	$70,207	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	$96,607			$106,000		
Top Finance Position	5	$66,377			$77,922		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	$105,760			$100,571		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	31	$106,343	$43,762	$51,135	$101,308	$127,872	$207,045
Top Finance Position	8	$88,176			$77,921		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Educational institutions & related activities: higher education							
CEO/Executive Director	9	$293,593			$320,390		
Top Education Position	5	$210,447			$199,252		
Top Finance Position	7	$126,197			$135,792		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$164,678			$147,113		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	18	$180,883		$120,705	$178,326	$211,462	
Top Finance Position	13	$88,046		$60,512	$82,770	$94,293	
Top Operations Position	5	$115,017			$84,667		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	$410,961			$391,348		
Top Administrative Position	9	$224,955			$213,088		
Top Finance Position	8	$226,616			$175,302		
Top Operations Position	5	$318,661			$299,387		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$79,462			$62,338		
Housing, shelter: temporary housing							
CEO/Executive Director	5	$75,509			$28,167		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$68,922			$50,994		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	17	$70,073		$38,558	$56,577	$98,000	
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$71,676			$63,821		
Human services—multipurpose & other: human services							
CEO/Executive Director	24	$87,903	$36,164	$50,945	$74,585	$122,531	$138,131
Top Finance Position	5	$97,060			$97,464		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$58,064			$63,000		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	$104,335			$89,164		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	25	$63,109	$25,574	$39,000	$72,000	$88,000	$95,335
Top Finance Position	5	$72,625			$72,325		
Missouri							
Animal-related: animal protection & welfare							
CEO/Executive Director	8	$101,738			$78,390		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	22	$79,868	$30,000	$41,581	$66,660	$93,231	$130,039

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$94,238			$72,400		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$165,696			$107,153		
Arts, culture, & humanities: museums							
CEO/Executive Director	20	$190,971	$48,684	$54,332	$96,571	$231,818	$381,164
Top Finance Position	5	$164,146			$170,636		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	49	$117,265	$27,666	$35,570	$76,754	$135,404	$248,621
Top Development Position	7	$142,372			$156,436		
Top Finance Position	9	$142,861			$132,454		
Top Operations Position	6	$127,673			$138,009		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	9	$95,209			$93,955		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	30	$93,669	$42,616	$60,055	$83,134	$118,666	$156,927
Top Finance Position	5	$86,606			$88,793		
Community improvement, capacity building: economic development							
CEO/Executive Director	11	$155,247		$71,850	$103,594	$191,752	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Community improvement, capacity building: service & other							
CEO/Executive Director	9	$760,937			$93,259		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	6	$174,777			$110,913		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	6	$78,015			$75,701		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	11	$73,830		$29,716	$73,609	$100,103	
Educational institutions & related activities: educational services							
CEO/Executive Director	18	$102,266		$51,642	$94,908	$148,228	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	93	$147,299	$42,026	$71,250	$114,500	$210,338	$282,144
Top Administrative Position	11	$105,104		$35,051	$94,024	$117,254	
Top Business Position	7	$122,078			$121,036		
Top Development Position	7	$143,969			$128,844		
Top Education Position	6	$107,105			$103,354		
Top Finance Position	25	$121,052	$24,384	$83,087	$106,680	$153,861	$219,130
Top Operations Position	13	$126,127		$95,994	$115,870	$143,460	
Top Technology Position	5	$134,502			$128,379		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	6	$314,048			$188,987		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Educational institutions & related activities: higher education							
CEO/Executive Director	32	$335,148	$92,250	$164,259	$278,645	$425,962	$570,505
Top Administrative Position	16	$214,527		$115,548	$131,528	$175,014	
Top Business Position	6	$111,496			$113,231		
Top Development Position	12	$201,215		$140,605	$172,763	$206,388	
Top Education Position	18	$188,942		$146,860	$185,555	$233,807	
Top Finance Position	21	$181,895	$60,463	$89,062	$151,058	$204,958	$417,941
Top Operations Position	6	$276,178			$238,192		
Top Technology Position	6	$286,579			$245,002		
Educational institutions & related activities: service & other							
CEO/Executive Director	17	$102,025		$56,250	$74,946	$117,527	
Educational institutions & related activities: student services							
CEO/Executive Director	10	$147,988		$32,500	$118,596	$223,116	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	13	$150,953		$62,747	$147,296	$181,154	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	18	$108,278		$50,041	$87,066	$118,497	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$70,854			$52,918		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	14	$101,584		$44,641	$89,818	$141,029	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	22	$326,948	$67,360	$125,605	$259,781	$348,821	$565,584
Top Finance Position	17	$272,753		$184,040	$233,191	$398,903	
Top Operations Position	8	$204,050			$156,722		
Health—general & rehabilitative: health support							
CEO/Executive Director	11	$223,029		$126,314	$181,727	$248,405	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	62	$802,773	$185,599	$264,224	$450,106	$718,622	$1,113,422
Top Administrative Position	19	$280,974		$226,153	$248,925	$322,724	
Top Finance Position	24	$415,122	$130,773	$166,087	$273,603	$616,340	$820,205
Top Human Resources Position	7	$624,960			$276,406		
Top Operations Position	38	$430,166	$174,948	$242,409	$313,094	$392,758	$530,172
Top Technology Position	8	$360,981			$314,671		
Health—general & rehabilitative: nursing							
CEO/Executive Director	15	$139,874		$108,642	$123,809	$140,265	
Top Administrative Position	10	$106,063		$92,336	$110,093	$120,353	
Top Finance Position	9	$106,337			$106,932		
Top Operations Position	5	$219,270			$113,170		
Health—general & rehabilitative: public health							
CEO/Executive Director	9	$108,629			$110,111		
Health—general & rehabilitative: service & other							
CEO/Executive Director	15	$176,116		$107,209	$115,734	$230,334	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	19	$98,201		$66,770	$81,467	$112,039	
Housing, shelter: temporary housing							
CEO/Executive Director	9	$85,945			$95,951		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	77	$111,582	$45,516	$61,994	$83,774	$128,918	$204,471
Top Administrative Position	6	$63,519			$39,036		
Top Development Position	5	$138,082			$144,060		
Top Finance Position	20	$123,987	$47,309	$72,662	$120,920	$161,874	$198,221
Top Human Resources Position	5	$111,151			$122,685		
Top Operations Position	6	$136,709			$133,661		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	47	$102,126	$37,640	$57,783	$79,944	$137,005	$177,886
Top Finance Position	8	$120,036			$107,229		
Top Operations Position	8	$144,530			$126,491		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	12	$97,771		$66,867	$98,884	$113,074	
Human services—multipurpose & other: family services							
CEO/Executive Director	32	$85,094	$27,909	$48,966	$60,469	$88,480	$170,557
Top Finance Position	7	$102,584			$116,425		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Human services—multipurpose & other: human services							
CEO/Executive Director	52	$105,033	$32,359	$62,043	$91,304	$121,352	$186,820
Top Finance Position	12	$98,671		$70,996	$92,754	$127,606	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	$76,303			$64,067		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$81,596			$73,603		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	26	$138,655	$49,165	$74,391	$113,562	$167,242	$233,635
Top Finance Position	5	$164,849			$128,179		
Human services—multipurpose & other: service & other							
CEO/Executive Director	9	$104,323			$76,274		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$127,874			$80,921		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	$60,819			$31,125		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	27	$243,610	$59,925	$97,880	$129,301	$215,835	$508,793
Top Administrative Position	5	$249,934			$203,051		
Top Finance Position	16	$183,534		$89,583	$129,659	$151,817	
Top Operations Position	8	$229,395			$155,339		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	$230,776			$129,713		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	8	$110,894			$92,114		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	16	$115,022		$54,556	$80,825	$116,515	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	6	$88,758			$82,546		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	61	$63,196	$28,860	$37,083	$52,000	$77,011	$108,533
Top Finance Position	10	$57,303		$36,825	$41,705	$72,646	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	9	$52,238			$51,627		
Youth development: adult & child matching programs							
CEO/Executive Director	5	$77,475			$42,420		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Youth development: scouting							
CEO/Executive Director	6	$254,928			$203,909		
Youth development: youth development programs							
CEO/Executive Director	29	$121,922	$54,798	$74,937	$95,866	$137,462	$191,500
Top Finance Position	7	$101,364			$100,000		
Montana							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$55,902			$60,342		
Animal-related: service & other							
CEO/Executive Director	5	$142,621			$62,850		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	9	$88,356			$72,575		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	22	$52,006	$31,455	$35,350	$50,750	$68,659	$76,049
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$50,977			$52,580		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$74,309			$82,189		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Arts, culture, & humanities: museums							
CEO/Executive Director	12	$67,555		$38,774	$64,900	$85,219	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	$65,536		$50,111	$57,522	$85,370	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	$91,503			$64,820		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$94,320			$38,540		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	7	$86,206			$72,331		
Community improvement, capacity building: economic development							
CEO/Executive Director	10	$62,433		$34,326	$66,632	$90,649	
Crime, legal-related: protection against abuse							
CEO/Executive Director	8	$62,641			$62,506		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	$82,415			$60,951		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	33	$70,077	$41,883	$50,833	$59,301	$85,860	$99,984
Top Finance Position	8	$67,272			$47,941		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$150,237			$136,198		
Educational institutions & related activities: service & other							
CEO/Executive Director	10	$152,695		$76,912	$105,907	$232,452	
Top Finance Position	6	$156,845			$120,124		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$111,961			$83,613		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	$79,936			$72,942		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	30	$114,204	$46,825	$55,763	$84,627	$120,821	$185,190
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	$93,125			$57,600		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$64,809			$70,866		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	11	$186,951		$82,742	$120,922	$155,314	
Top Finance Position	7	$94,740			$105,844		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	26	$288,325	$77,857	$127,099	$215,133	$338,209	$530,959
Top Finance Position	20	$214,216	$95,581	$118,097	$155,385	$272,491	$364,071
Top Operations Position	7	$236,839			$187,091		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$128,337			$103,190		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$71,886			$79,171		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	30	$76,790	$33,220	$41,565	$62,239	$90,705	$119,903
Top Finance Position	6	$75,023			$70,406		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	16	$60,870		$42,112	$52,978	$79,128	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	7	$80,574			$101,652		
Human services—multipurpose & other: family services							
CEO/Executive Director	17	$63,044		$54,060	$61,484	$80,521	
Human services—multipurpose & other: human services							
CEO/Executive Director	18	$92,490		$66,549	$89,264	$116,357	
Top Finance Position	8	$75,030			$71,577		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$103,934			$72,351		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	$165,960			$120,886		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$98,209			$88,355		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	$71,247			$66,856		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	$122,159			$117,049		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	$55,711			$47,988		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	15	$81,057		$53,330	$67,000	$85,854	
Youth development: youth development programs							
CEO/Executive Director	10	$44,872		$37,554	$42,765	$54,762	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	$79,809		$55,750	$68,468	$91,418	
Arts, culture, & humanities: museums							
CEO/Executive Director	9	$114,264			$72,047		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	$118,662		$63,768	$82,432	$94,510	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	$73,905		$53,954	$62,916	$86,569	
Community improvement, capacity building: economic development							
CEO/Executive Director	11	$127,092		$59,140	$86,487	$110,769	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$73,357			$81,996		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$140,029			$109,736		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	$84,763		$45,627	$61,649	$93,421	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Educational institutions & related activities: higher education							
CEO/Executive Director	10	$248,719		$124,640	$253,945	$337,548	
Top Administrative Position	6	$187,457			$173,784		
Top Education Position	8	$234,114			$172,950		
Top Finance Position	6	$152,308			$157,345		
Educational institutions & related activities: service & other							
CEO/Executive Director	12	$136,019		$56,762	$76,021	$128,665	
Educational institutions & related activities: student services							
CEO/Executive Director	7	$172,879			$135,831		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$179,429			$121,540		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$92,257			$91,003		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	11	$212,575		$80,614	$154,481	$208,360	
Top Finance Position	7	$223,281			$127,577		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	26	$385,837	$97,270	$195,324	$290,973	$524,890	$677,545
Top Finance Position	21	$234,133	$112,389	$152,517	$169,965	$262,429	$408,444
Top Operations Position	5	$385,090			$240,514		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$94,528			$89,299		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	12	$67,233		$36,425	$49,675	$92,494	
Housing, shelter: temporary housing							
CEO/Executive Director	5	$153,232			$137,241		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	17	$134,408		$53,658	$83,880	$116,391	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	26	$106,893	$45,048	$51,640	$87,797	$135,223	$173,570
Top Finance Position	9	$122,850			$105,922		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$76,921			$69,992		
Human services—multipurpose & other: family services							
CEO/Executive Director	18	$62,926		$43,285	$56,079	$79,636	
Human services—multipurpose & other: human services							
CEO/Executive Director	22	$88,948	$42,685	$54,011	$83,571	$120,166	$140,210
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$109,237		$85,632	$112,128	$131,924	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Human services—multipurpose & other: service & other							
CEO/Executive Director	6	$136,414			$90,473		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	13	$94,298		$65,359	$97,309	$129,808	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$130,051			$114,268		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	7	$104,921			$111,477		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	11	$89,738		$60,140	$83,124	$94,126	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	$90,287			$80,520		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	15	$60,593		$33,600	$43,000	$93,655	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$47,685			$41,333		
Youth development: youth development programs							
CEO/Executive Director	15	$93,714		$57,208	$79,340	$88,212	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$87,369			$73,268		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$129,305			$55,848		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$137,452			$149,919		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$101,563			$101,535		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$75,383			$70,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	21	$149,942	$45,000	$101,118	$131,533	$175,000	$237,778
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$206,325			$159,132		
Educational institutions & related activities: student services							
CEO/Executive Director	5	$145,734			$153,928		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	$130,465			$92,773		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	$266,884			$169,664		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$160,163			$127,973		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	$93,006		$59,895	$72,612	$130,572	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	11	$113,066		$48,482	$98,319	$170,036	
Human services—multipurpose & other: family services							
CEO/Executive Director	13	$91,362		$70,830	$94,987	$109,638	
Human services—multipurpose & other: human services							
CEO/Executive Director	21	$136,790	$52,039	$66,500	$103,433	$155,773	$336,974
Top Finance Position	6	$89,213			$88,712		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	11	$122,697		$77,247	$85,000	$121,612	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$66,640			$56,917		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$62,493			$56,128		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Unknown							
CEO/Executive Director	9	$91,152			$81,055		
Youth development: youth development programs							
CEO/Executive Director	14	$78,155		$53,250	$73,419	$107,576	
New Hampshire							
Animal-related: animal protection & welfare							
CEO/Executive Director	10	$81,784		$65,814	$87,831	$97,982	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	$64,176		$31,911	$64,887	$90,213	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	7	$92,436			$65,000		
Arts, culture, & humanities: museums							
CEO/Executive Director	12	$89,415		$55,502	$76,182	$103,193	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	23	$72,107	$25,420	$45,083	$66,356	$83,969	$138,343
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$86,383			$80,775		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$133,442			$149,693		
Crime, legal-related: legal services							
CEO/Executive Director	5	$114,802			$117,300		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	$105,483			$93,446		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	50	$150,328	$38,281	$61,783	$82,643	$177,119	$369,834
Top Administrative Position	5	$81,400			$58,682		
Top Development Position	6	$198,272			$183,897		
Top Finance Position	15	$175,985		$122,665	$166,579	$224,107	
Top Operations Position	5	$181,221			$167,559		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	$498,614			$319,797		
Top Development Position	6	$314,884			$205,279		
Top Finance Position	8	$235,596			$206,723		
Educational institutions & related activities: service & other							
CEO/Executive Director	11	$115,644		$64,488	$78,147	$142,292	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	$96,645		$68,335	$89,175	$121,817	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	$65,688			$68,622		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	11	$223,049		$133,801	$216,730	$282,301	
Top Finance Position	8	$153,517			$154,643		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	16	$472,695		$222,593	$358,412	$554,515	
Top Finance Position	16	$383,341		$152,161	$228,774	$428,711	
Health—general & rehabilitative: nursing							
CEO/Executive Director	16	$173,974		$117,191	$184,377	$222,223	
Top Finance Position	11	$128,000		$104,708	$137,365	$150,747	
Top Operations Position	5	$129,296			$118,700		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	$124,148			$84,342		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	$135,382		$95,526	$133,795	$154,952	
Housing, shelter: temporary housing							
CEO/Executive Director	5	$58,415			$52,846		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	25	$103,036	$42,110	$54,606	$80,953	$156,229	$191,000
Top Finance Position	6	$94,041			$108,263		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	$77,958		$56,153	$72,100	$90,488	
Human services—multipurpose & other: family services							
CEO/Executive Director	13	$79,303		$47,500	$80,500	$88,317	
Human services—multipurpose & other: human services							
CEO/Executive Director	25	$133,906	$66,256	$105,501	$125,062	$164,441	$207,835
Top Finance Position	8	$135,011			$139,990		
Top Operations Position	5	$141,694			$144,110		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$111,445			$103,499		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	15	$144,616		$96,279	$128,293	$173,596	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$182,810			$187,562		
Top Finance Position	6	$136,004			$138,839		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$69,193			$76,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	$74,189			$63,900		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	$60,102		$36,450	$45,100	$67,750	
Youth development: youth centers & clubs							
CEO/Executive Director	5	$119,581			$113,630		
Youth development: youth development programs							
CEO/Executive Director	13	$97,343		$60,000	$71,849	$107,007	
New Jersey							
Animal-related: animal protection & welfare							
CEO/Executive Director	18	$63,787		$35,842	$58,167	$92,137	
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	$95,002			$94,230		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	41	$87,463	$24,923	$43,000	$76,844	$124,666	$177,572
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	$110,484			$96,041		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$87,118			$69,055		
Arts, culture, & humanities: museums							
CEO/Executive Director	12	$154,939		$51,885	$84,319	$145,966	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	47	$121,915	$25,065	$39,093	$71,663	$99,750	$295,964
Top Finance Position	7	$135,992			$124,279		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	$112,360			$104,724		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	5	$64,430			$70,250		
Community improvement, capacity building: business & industry							
CEO/Executive Director	7	$217,061			$183,474		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	22	$118,452	$43,621	$61,481	$88,816	$170,153	$206,896
Community improvement, capacity building: community service clubs							
CEO/Executive Director	6	$99,333			$118,980		
Community improvement, capacity building: economic development							
CEO/Executive Director	18	$129,384		$76,784	$98,596	$168,680	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Community improvement, capacity building: service & other							
CEO/Executive Director	5	$135,322			$99,540		
Crime, legal-related: legal services							
CEO/Executive Director	9	$154,919			$167,558		
Top Legal Position	5	$176,145			$164,187		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	9	$134,938			$124,160		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	$152,052			$155,900		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	17	$102,417		$63,123	$105,663	$134,577	
Educational institutions & related activities: adult education							
CEO/Executive Director	7	$99,567			$101,673		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	12	$188,416		$64,277	$102,597	$273,500	
Educational institutions & related activities: educational services							
CEO/Executive Director	20	$199,268	$22,586	$45,363	$122,112	$186,895	$367,757

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	189	$214,305	$64,855	$111,034	$179,600	$255,312	$436,464
Top Administrative Position	25	$144,133	$50,892	$107,043	$135,558	$165,000	$232,918
Top Business Position	21	$136,018	$95,587	$103,632	$120,040	$145,000	$186,750
Top Development Position	20	$240,097	$154,231	$180,149	$236,284	$269,764	$359,487
Top Education Position	22	$165,750	$133,019	$137,093	$159,823	$179,573	$238,609
Top Facilities Position	6	$157,706			$159,774		
Top Finance Position	48	$183,875	$69,113	$113,344	$164,268	$236,854	$341,355
Top Operations Position	16	$194,563		$133,375	$153,684	$236,322	
Top Program Position	6	$130,093			$130,795		
Top Technology Position	11	$165,464		$124,462	$146,099	$204,832	
Educational institutions & related activities: higher education							
CEO/Executive Director	16	$919,495		$262,208	$388,425	$743,979	
Top Administrative Position	13	$262,823		$170,766	$211,609	$345,309	
Top Development Position	11	$299,906		$194,269	$298,546	$342,270	
Top Education Position	15	$303,483		$185,346	$233,902	$331,551	
Top Facilities Position	5	$325,622			$265,676		
Top Finance Position	16	$302,377		$206,493	$302,017	$384,909	
Top Operations Position	7	$294,478			$207,042		
Top Technology Position	5	$289,509			$252,646		
Educational institutions & related activities: service & other							
CEO/Executive Director	31	$199,780	$28,000	$91,934	$150,000	$247,682	$328,375
Top Finance Position	8	$207,269			$192,008		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational institutions & related activities: student services							
CEO/Executive Director	8	$141,693			$141,604		
Employment, job-related: employment preparation & procurement							
Top Education Position	7	$223,587			$249,150		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	11	$214,786		$126,268	$160,000	$331,783	
Top Finance Position	5	$154,558			$151,562		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	12	$106,036		$61,813	$85,930	$148,656	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	18	$121,038		$74,085	$110,084	$145,548	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	12	$254,143		$115,500	$221,988	$377,307	
Top Finance Position	7	$225,325			$200,607		
Top Operations Position	6	$205,896			$182,600		
Health—general & rehabilitative: health support							
CEO/Executive Director	10	$174,579		$43,674	$90,989	$179,462	
Top Finance Position	5	$144,420			$72,415		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	$623,334			$348,812		
Top Finance Position	7	$379,943			$320,218		
Top Operations Position	5	$378,460			$263,522		
Health—general & rehabilitative: nursing							
CEO/Executive Director	13	$308,135		$209,422	$243,769	$400,000	
Top Finance Position	7	$154,780			$156,057		
Top Operations Position	5	$293,536			$281,144		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	6	$174,206			$168,690		
Health—general & rehabilitative: service & other							
CEO/Executive Director	12	$239,471		$78,750	$190,409	$397,436	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	30	$124,255	$51,106	$71,385	$105,306	$160,302	$216,810
Top Finance Position	6	$124,679			$121,994		
Housing, shelter: temporary housing							
CEO/Executive Director	9	$99,254			$91,752		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	58	$139,974	$44,654	$76,488	$102,186	$187,149	$233,940
Top Development Position	5	$179,290			$157,066		
Top Finance Position	16	$143,296		$91,166	$117,919	$168,367	
Top Operations Position	7	$130,641			$124,901		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	72	$113,580	$45,187	$65,985	$104,048	$142,572	$190,130
Top Finance Position	21	$112,298	$50,000	$101,070	$112,334	$127,239	$162,792
Top Operations Position	7	$109,132			$109,613		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	7	$88,918			$109,495		
Human services—multipurpose & other: family services							
CEO/Executive Director	39	$116,861	$59,221	$80,241	$110,461	$142,255	$167,624
Top Finance Position	8	$116,335			$108,358		
Human services—multipurpose & other: human services							
CEO/Executive Director	89	$155,851	$54,154	$84,379	$128,515	$202,639	$278,048
Top Development Position	6	$117,972			$122,015		
Top Finance Position	25	$140,829	$72,876	$95,707	$136,883	$167,100	$228,920
Top Human Resources Position	5	$167,112			$129,909		
Top Operations Position	17	$148,374		$117,604	$137,935	$182,526	
Top Program Position	6	$101,082			$107,056		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	22	$132,227	$59,818	$99,423	$119,021	$157,755	$209,576
Top Finance Position	7	$105,138			$115,892		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	10	$124,806		$56,480	$120,408	$137,930	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	31	$202,553	$75,466	$117,708	$163,518	$250,746	$384,278
Top Finance Position	18	$154,625		$102,114	$147,369	$192,647	
Top Operations Position	9	$179,281			$150,282		
Human services—multipurpose & other: service & other							
CEO/Executive Director	9	$193,465			$114,754		
Top Finance Position	5	$134,107			$110,640		
International, foreign affairs, & national security: international development							
CEO/Executive Director	13	$77,383		$30,000	$45,000	$55,600	
Mental health, crisis intervention: counseling							
CEO/Executive Director	13	$104,480		$64,383	$116,461	$130,175	
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	5	$121,459			$104,708		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	32	$189,025	$98,975	$145,365	$172,986	$221,456	$251,226
Top Administrative Position	5	$145,654			$145,685		
Top Finance Position	22	$138,934	$86,209	$107,938	$125,631	$157,607	$193,678
Top Operations Position	10	$186,536		$126,211	$146,652	$202,343	
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	$113,814			$144,320		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	33	$160,194	$77,391	$109,000	$133,287	$172,964	$294,887
Top Finance Position	12	$151,813		$125,792	$134,485	$164,705	
Top Operations Position	6	$183,859			$189,679		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	11	$176,896		$107,116	$141,941	$197,543	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	5	$183,163			$133,296		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	$82,520			$96,000		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	14	$111,687		$30,779	$38,750	$124,762	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	$185,457			$205,772		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	38	$83,165	$18,570	$39,375	$67,402	$95,091	$153,968
Religion-related, spiritual development: Judaism							
CEO/Executive Director	16	$159,791		$52,740	$123,166	$252,857	
Youth development: scouting							
CEO/Executive Director	6	$175,570			$184,936		
Youth development: service & other							
CEO/Executive Director	6	$88,792			$107,260		
Youth development: youth centers & clubs							
CEO/Executive Director	13	$112,577		$69,216	$115,835	$157,500	
Youth development: youth development programs							
CEO/Executive Director	23	$95,585	$36,800	$58,482	$85,600	$100,335	$175,528
New Mexico							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$47,665			$25,920		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	15	$63,922		$39,495	$57,475	$77,773	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$62,603			$62,000		
Arts, culture, & humanities: museums							
CEO/Executive Director	8	$116,732			$93,812		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	19	$63,807		$33,743	$43,700	$79,264	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	7	$72,194			$76,223		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	13	$66,033		$38,500	$53,077	$80,314	
Community improvement, capacity building: economic development							
CEO/Executive Director	13	$110,120		$64,800	$106,716	$140,000	
Crime, legal-related: legal services							
CEO/Executive Director	5	$126,575			$79,490		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	$65,360			$65,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	8	$80,710			$64,231		
Educational institutions & related activities: educational services							
CEO/Executive Director	10	$75,619		$52,741	$65,039	$88,758	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	40	$111,727	$38,999	$58,028	$80,716	$125,864	$182,632
Top Business Position	6	$101,786			$101,656		
Top Finance Position	12	$103,122		$67,369	$101,377	$111,612	
Educational institutions & related activities: service & other							
CEO/Executive Director	13	$105,864		$44,259	$107,989	$145,161	
Educational institutions & related activities: student services							
CEO/Executive Director	7	$118,558			$103,000		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$99,467			$76,045		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	$89,928		$67,856	$84,464	$98,122	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	$76,435			$66,859		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	$213,491			$153,479		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	8	$364,414			$302,899		
Top Finance Position	7	$230,483			$193,459		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$96,786			$66,628		
Housing, shelter: housing support							
CEO/Executive Director	5	$93,208			$84,143		
Housing, shelter: temporary housing							
CEO/Executive Director	7	$74,449			$66,433		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	34	$95,379	$50,474	$66,289	$89,975	$109,785	$150,275
Top Finance Position	8	$88,744			$78,533		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	20	$106,394	$50,567	$70,937	$90,784	$113,960	$152,714
Top Finance Position	7	$101,535			$61,508		
Human services—multipurpose & other: family services							
CEO/Executive Director	17	$80,902		$54,720	$80,495	$96,987	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$88,740		$54,535	$81,284	$121,339	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	$81,623			$77,195		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	$148,905			$126,824		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$114,037			$90,194		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	$71,315			$69,834		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	$68,770			$63,060		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	$107,018			$108,192		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$60,747			$61,288		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	$62,499		$48,057	$65,341	$78,820	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Youth development: youth development programs							
CEO/Executive Director	8	$70,268			$61,604		
New York							
Animal-related: animal protection & welfare							
CEO/Executive Director	32	$120,954	$37,246	$54,635	$75,751	$106,185	$191,439
Animal-related: wildlife preservation & protection							
CEO/Executive Director	6	$349,006			$148,130		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	202	$119,324	$25,159	$45,606	$80,000	$148,858	$236,289
Top Administrative Position	8	$144,393			$169,967		
Top Business Position	6	$128,521			$125,861		
Top Development Position	14	$180,013		$120,550	$148,242	$214,800	
Top Education Position	5	$149,333			$139,606		
Top Finance Position	37	$137,563	$52,065	$60,474	$135,454	$170,459	$226,410
Top Operations Position	15	$157,177		$105,612	$132,212	$162,305	
Top Program Position	11	$122,434		$100,480	$119,337	$159,857	
Arts, culture, & humanities: arts services							
CEO/Executive Director	17	$184,543		$130,301	$172,770	$240,261	
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	24	$139,620	$33,810	$54,912	$123,748	$211,708	$259,673

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	54	$99,976	$38,891	$55,039	$72,911	$110,773	$140,844
Top Finance Position	5	$149,322			$154,575		
Top Operations Position	6	$157,523			$159,866		
Arts, culture, & humanities: humanities							
CEO/Executive Director	15	$139,429		$53,000	$138,333	$182,805	
Top Finance Position	5	$173,874			$132,880		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	71	$184,765	$46,305	$70,738	$123,743	$253,185	$393,111
Top Administrative Position	6	$243,661			$230,884		
Top Development Position	9	$247,938			$241,552		
Top Finance Position	21	$170,330	$34,525	$70,433	$132,268	$250,824	$355,500
Top Operations Position	8	$217,878			$157,649		
Top Program Position	6	$237,586			$200,727		
Top Technology Position	5	$110,178			$118,201		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, culture, & humanities: museums							
CEO/Executive Director	103	$206,695	$50,682	$72,471	$143,163	$233,404	$408,248
Top Administrative Position	5	$270,858			$287,081		
Top Development Position	24	$195,204	$116,169	$142,503	$170,924	$230,767	$278,139
Top Education Position	9	$209,104			$169,352		
Top Facilities Position	8	$235,540			$197,614		
Top Finance Position	34	$247,931	$79,603	$123,669	$179,837	$285,224	$468,820
Top Human Resources Position	7	$250,978			$198,818		
Top Legal Position	7	$367,117			$341,043		
Top Marketing Position	11	$209,894		$170,314	$179,891	$195,455	
Top Operations Position	23	$280,287	$76,841	$139,750	$211,740	$328,269	$447,913
Top PR/Communications Position	11	$292,896		$181,594	$209,773	$371,115	
Top Technology Position	5	$237,673			$195,051		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	333	$142,955	$28,101	$47,405	$82,719	$143,858	$263,940
Top Administrative Position	23	$165,111	$71,833	$126,604	$135,655	$175,834	$262,999
Top Business Position	5	$190,796			$151,247		
Top Development Position	35	$210,316	$113,535	$120,376	$170,910	$220,032	$298,318
Top Education Position	6	$224,575			$187,795		
Top Finance Position	62	$160,920	$36,881	$69,261	$132,490	$180,054	$341,441
Top Legal Position	6	$327,430			$287,968		
Top Marketing Position	14	$202,227		$141,005	$198,830	$248,145	
Top Operations Position	17	$188,846		$118,510	$161,860	$221,146	
Top PR/Communications Position	8	$209,347			$208,914		
Top Program Position	12	$176,191		$147,655	$173,722	$229,939	
Top Technology Position	7	$228,119			$169,397		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, culture, & humanities: service & other							
CEO/Executive Director	40	$138,169	$42,259	$64,750	$112,220	$212,803	$270,106
Top Development Position	5	$158,991			$152,550		
Top Finance Position	11	$181,179		$118,396	$162,344	$194,051	
Top Program Position	6	$142,910			$157,959		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	33	$119,037	$33,454	$48,500	$87,376	$162,800	$264,262
Top Finance Position	5	$106,625			$113,908		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	12	$294,659		$137,875	$266,802	$308,291	
Top Finance Position	6	$186,788			$172,942		
Top Legal Position	5	$279,635			$232,465		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	51	$157,425	$41,300	$82,573	$136,043	$227,732	$276,307
Top Administrative Position	5	$157,114			$151,021		
Top Development Position	9	$136,601			$131,630		
Top Finance Position	13	$125,855		$69,500	$129,490	$155,093	
Top Legal Position	10	$175,520		$136,665	$192,207	$225,807	
Top Operations Position	6	$159,441			$167,651		
Top PR/Communications Position	6	$150,882			$166,612		
Top Program Position	6	$161,928			$168,636		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	22	$213,125	$56,031	$124,262	$179,116	$247,043	$281,321
Top Finance Position	9	$143,670			$144,750		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	19	$145,668		$73,224	$150,000	$193,072	
Top Development Position	6	$156,147			$162,429		
Top Finance Position	5	$157,553			$168,653		
Top Operations Position	6	$168,034			$167,296		
Community improvement, capacity building: business & industry							
CEO/Executive Director	27	$208,836	$73,855	$86,750	$127,069	$246,769	$389,001
Top Finance Position	9	$142,695			$139,816		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	107	$135,626	$46,967	$69,705	$96,868	$155,538	$256,889
Top Finance Position	26	$129,625	$51,443	$62,368	$105,822	$163,936	$288,780
Top Operations Position	11	$168,859		$122,969	$148,724	$177,246	
Top Program Position	6	$120,065			$144,163		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	15	$184,910		$89,412	$121,341	$251,983	
Community improvement, capacity building: community service clubs							
CEO/Executive Director	16	$95,061		$63,087	$84,951	$135,273	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Community improvement, capacity building: economic development							
CEO/Executive Director	45	$134,596	$59,374	$73,155	$110,000	$176,893	$254,991
Top Finance Position	10	$130,270		$83,687	$117,776	$176,014	
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	9	$175,947			$160,298		
Community improvement, capacity building: service & other							
CEO/Executive Director	20	$167,545	$59,450	$89,471	$125,160	$227,226	$281,336
Top Program Position	5	$148,691			$146,547		
Crime, legal-related: administration of justice							
CEO/Executive Director	10	$102,553		$78,611	$82,884	$88,740	
Crime, legal-related: crime prevention							
CEO/Executive Director	8	$114,984			$128,200		
Crime, legal-related: legal services							
CEO/Executive Director	46	$182,378	$73,750	$117,881	$178,894	$235,358	$288,203
Top Administrative Position	5	$167,403			$175,110		
Top Development Position	6	$157,222			$154,853		
Top Finance Position	18	$155,837		$117,644	$160,531	$195,521	
Top Legal Position	32	$163,715	$114,554	$138,709	$162,957	$195,489	$205,918
Top Operations Position	6	$178,809			$180,407		
Crime, legal-related: protection against abuse							
CEO/Executive Director	10	$95,111		$71,398	$104,197	$110,631	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	14	$152,696		$71,448	$100,964	$211,754	
Top Finance Position	7	$179,319			$183,503		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	8	$279,778			$232,294		
Top Finance Position	6	$222,542			$227,688		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	19	$221,962		$89,541	$132,500	$325,836	
Top Finance Position	6	$209,156			$184,200		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	23	$180,758	$32,686	$75,574	$110,000	$189,753	$457,241
Top Finance Position	5	$302,896			$226,776		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	10	$587,251		$102,726	$189,680	$951,682	
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
CEO/Executive Director	11	$125,060		$62,395	$93,783	$178,890	
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	8	$151,865			$118,308		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	38	$250,077	$77,307	$100,320	$177,907	$345,971	$517,578
Top Finance Position	16	$193,944		$112,437	$161,947	$246,188	
Top Operations Position	9	$250,817			$254,074		
Top Program Position	6	$189,104			$180,789		
Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.							
CEO/Executive Director	7	$278,906			$281,349		
Top Finance Position	5	$213,817			$163,400		
Educational institutions & related activities: adult education							
CEO/Executive Director	22	$106,927	$49,187	$65,212	$88,749	$144,291	$179,996
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	48	$149,091	$38,750	$60,090	$101,409	$216,407	$334,191
Top Finance Position	9	$208,896			$163,689		
Top Human Resources Position	5	$196,894			$211,857		
Top Operations Position	8	$155,960			$151,353		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities: educational services							
CEO/Executive Director	93	$164,766	$33,984	$71,880	$116,368	$206,768	$344,000
Top Administrative Position	5	$178,574			$172,885		
Top Development Position	12	$181,836		$138,822	$173,167	$232,258	
Top Education Position	9	$201,627			$199,728		
Top Finance Position	29	$189,257	$44,580	$125,847	$160,444	$256,183	$316,891
Top Human Resources Position	6	$168,126			$154,649		
Top Operations Position	14	$219,957		$166,569	$190,862	$273,220	
Top Program Position	15	$182,719		$124,968	$149,564	$230,750	
Top Technology Position	7	$200,272			$212,658		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	502	$224,545	$76,324	$123,544	$180,281	$243,085	$418,817
Top Administrative Position	55	$150,278	$86,840	$114,854	$142,668	$184,288	$234,416
Top Business Position	26	$130,179	$84,459	$111,320	$121,985	$151,285	$183,832
Top Development Position	67	$211,054	$131,766	$164,468	$195,461	$255,810	$305,080
Top Education Position	95	$156,391	$102,738	$121,126	$142,608	$179,107	$241,468
Top Facilities Position	24	$185,649	$121,985	$139,737	$169,811	$214,357	$276,997
Top Finance Position	170	$191,531	$85,269	$114,271	$162,728	$233,864	$359,505
Top Human Resources Position	22	$188,711	$123,668	$139,110	$157,811	$231,791	$273,509
Top Legal Position	9	$197,028			$180,154		
Top Operations Position	109	$175,274	$97,161	$115,178	$155,904	$209,112	$269,784
Top PR/Communications Position	19	$174,660		$120,074	$143,618	$195,398	
Top Program Position	31	$146,064	$102,067	$117,647	$143,118	$163,161	$204,498
Top Technology Position	38	$193,851	$128,853	$145,707	$178,816	$238,608	$277,562

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	11	$392,179		$260,144	$380,558	$496,671	
Top Administrative Position	9	$220,183			$167,236		
Top Development Position	6	$322,440			$226,919		
Top Education Position	12	$275,334		$217,434	$234,046	$349,656	
Top Finance Position	11	$256,049		$196,585	$294,493	$322,665	
Educational institutions & related activities: higher education							
CEO/Executive Director	109	$727,082	$149,718	$284,442	$439,649	$809,461	$1,068,901
Top Administrative Position	57	$306,943	$148,301	$190,952	$244,387	$350,893	$507,634
Top Business Position	8	$313,881			$302,935		
Top Development Position	55	$315,115	$130,157	$186,328	$296,688	$360,928	$496,788
Top Education Position	85	$339,606	$134,698	$174,915	$251,878	$407,816	$624,006
Top Facilities Position	12	$349,211		$257,018	$284,511	$351,739	
Top Finance Position	86	$409,613	$135,827	$193,786	$280,236	$391,249	$637,229
Top Human Resources Position	16	$246,614		$170,547	$221,430	$263,455	
Top Legal Position	22	$594,549	$165,964	$283,544	$423,521	$634,686	$831,936
Top Marketing Position	8	$292,909			$291,161		
Top Operations Position	20	$288,676	$118,324	$170,454	$243,954	$332,060	$477,317
Top PR/Communications Position	17	$285,590		$226,456	$255,557	$328,715	
Top Program Position	5	$329,485			$228,129		
Top Technology Position	36	$295,404	$123,268	$170,507	$226,904	$315,727	$400,262
Educational institutions & related activities: libraries							
CEO/Executive Director	47	$129,857	$47,667	$67,653	$97,598	$113,889	$201,794
Top Finance Position	13	$186,457		$115,481	$156,979	$236,549	
Top Technology Position	5	$212,539			$146,412		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities: service & other							
CEO/Executive Director	90	$190,950	$55,823	$100,524	$146,687	$224,729	$369,517
Top Administrative Position	6	$177,795			$173,807		
Top Development Position	11	$228,462		$168,743	$204,066	$283,532	
Top Education Position	7	$202,900			$181,941		
Top Finance Position	34	$187,244	$95,158	$131,463	$169,649	$211,210	$338,874
Top Human Resources Position	9	$219,310			$176,541		
Top Legal Position	5	$258,099			$208,080		
Top Operations Position	19	$214,788		$126,059	$180,682	$281,531	
Top Program Position	7	$139,653			$124,310		
Top Technology Position	6	$262,753			$249,363		
Educational institutions & related activities: student services							
CEO/Executive Director	53	$174,863	$78,947	$100,282	$149,363	$224,732	$288,222
Top Administrative Position	5	$134,643			$120,254		
Top Finance Position	11	$135,262		$79,368	$128,973	$148,539	
Top Operations Position	8	$206,729			$199,511		
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	5	$226,749			$224,696		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	34	$168,333	$89,334	$120,027	$141,052	$200,096	$285,689
Top Development Position	5	$127,724			$136,716		
Top Education Position	14	$199,685		$152,230	$191,341	$262,588	
Top Finance Position	17	$150,339		$118,417	$147,150	$184,530	
Top Operations Position	7	$163,141			$147,150		
Top Program Position	5	$150,921			$154,239		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	10	$240,809		$111,539	$194,092	$332,834	
Top Finance Position	5	$182,604			$163,449		
Environmental quality, protection, & beautification: botanical, horticultural, & landscape services							
CEO/Executive Director	11	$159,275		$91,288	$133,520	$230,256	
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	6	$96,307			$96,392		
Environmental quality, protection, & beautification: environmental beautification							
CEO/Executive Director	8	$107,372			$82,204		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	15	$122,753		$61,750	$93,462	$183,926	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	56	$165,813	$62,279	$72,956	$122,666	$161,565	$265,659
Top Development Position	10	$229,915		$137,008	$180,684	$316,102	
Top Finance Position	11	$220,317		$122,603	$222,621	$297,977	
Top Operations Position	7	$199,052			$193,032		
Top Program Position	6	$267,092			$232,227		
Environmental quality, protection, & beautification: pollution abatement & control							
CEO/Executive Director	5	$58,075			$49,667		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	20	$183,587	$67,560	$106,169	$149,522	$262,375	$304,612
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	13	$104,950		$68,813	$90,378	$115,826	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	30	$122,916	$37,361	$48,234	$84,639	$168,293	$289,039
Top Finance Position	9	$135,192			$118,872		
Food, agriculture, & nutrition: nutrition							
CEO/Executive Director	7	$146,036			$103,291		
Food, agriculture, & nutrition: service & other							
CEO/Executive Director	7	$87,269			$87,550		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	35	$304,702	$81,178	$156,430	$226,070	$429,946	$646,289
Top Administrative Position	5	$116,962			$115,108		
Top Finance Position	26	$272,113	$101,568	$131,185	$210,919	$326,374	$475,646
Top Human Resources Position	5	$230,067			$244,693		
Top Operations Position	15	$237,849		$187,220	$220,130	$259,633	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	19	$247,866		$72,888	$165,000	$235,240	
Top Finance Position	5	$293,507			$224,052		
Health—general & rehabilitative: health support							
CEO/Executive Director	37	$223,158	$58,017	$83,883	$114,750	$190,025	$355,042
Top Finance Position	9	$182,487			$73,440		
Top Operations Position	11	$175,856		$82,489	$105,574	$130,205	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	52	$704,360	$81,342	$142,301	$257,910	$574,361	$1,041,160
Top Administrative Position	5	$210,941			$236,080		
Top Development Position	5	$970,959			$279,810		
Top Finance Position	33	$618,335	$153,092	$224,380	$281,166	$506,027	$830,027
Top Human Resources Position	11	$1,111,245		$288,017	$383,012	$1,025,870	
Top Legal Position	5	$1,300,083			$387,268		
Top Operations Position	20	$532,477	$159,379	$215,376	$262,518	$545,259	$720,932
Top PR/Communications Position	5	$338,253			$153,451		
Top Technology Position	6	$1,009,441			$326,258		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—general & rehabilitative: nursing							
CEO/Executive Director	31	$358,328	$117,838	$163,781	$257,608	$348,677	$717,747
Top Administrative Position	20	$194,095	$120,693	$145,989	$179,376	$223,780	$326,484
Top Business Position	6	$219,024			$176,538		
Top Finance Position	21	$232,296	$97,480	$134,727	$179,198	$230,641	$325,460
Top Human Resources Position	5	$160,152			$142,176		
Top Operations Position	13	$215,125		$141,491	$188,242	$241,034	
Health—general & rehabilitative: public health							
CEO/Executive Director	19	$196,650		$68,113	$108,103	$211,973	
Top Finance Position	6	$257,613			$192,743		
Top Operations Position	5	$290,481			$207,360		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	11	$174,354		$123,230	$155,873	$209,136	
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	17	$169,911		$87,759	$113,346	$273,932	
Health—general & rehabilitative: service & other							
CEO/Executive Director	43	$245,581	$81,895	$95,852	$136,513	$209,401	$577,119
Top Development Position	7	$322,922			$177,761		
Top Finance Position	13	$245,082		$111,510	$159,375	$300,763	
Top Operations Position	8	$252,582			$189,623		
Top Technology Position	5	$247,384			$281,986		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Housing, shelter: homeowners & tenants associations							
CEO/Executive Director	8	$76,773			$81,786		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	11	$140,800		$85,831	$103,511	$160,695	
Top Finance Position	6	$116,036			$142,333		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	124	$135,083	$46,630	$70,508	$106,505	$157,495	$242,530
Top Administrative Position	11	$151,829		$107,065	$144,741	$192,292	
Top Development Position	6	$150,579			$142,126		
Top Facilities Position	8	$136,718			$130,663		
Top Finance Position	33	$135,001	$68,008	$101,555	$122,499	$148,995	$187,839
Top Human Resources Position	6	$150,771			$141,281		
Top Legal Position	5	$232,403			$182,546		
Top Operations Position	15	$180,823		$109,733	$154,427	$202,272	
Housing, shelter: housing support							
CEO/Executive Director	24	$115,171	$68,377	$94,732	$104,076	$140,558	$178,163
Top Finance Position	8	$109,143			$92,803		
Housing, shelter: service & other							
CEO/Executive Director	8	$143,754			$125,068		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Housing, shelter: temporary housing							
CEO/Executive Director	31	$186,101	$60,311	$78,462	$130,921	$200,332	$429,148
Top Finance Position	15	$161,428		$92,630	$170,788	$222,872	
Top Operations Position	8	$173,877			$169,413		
Top Program Position	9	$158,560			$143,697		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	233	$189,042	$61,486	$86,569	$151,035	$245,628	$370,087
Top Administrative Position	13	$128,515		$94,290	$130,412	$166,353	
Top Business Position	6	$185,320			$161,668		
Top Development Position	18	$164,083		$132,171	$149,557	$193,688	
Top Facilities Position	7	$134,560			$118,075		
Top Finance Position	109	$163,415	$64,864	$107,016	$144,185	$199,720	$272,137
Top Human Resources Position	25	$171,480	$117,781	$130,005	$139,244	$196,940	$287,221
Top Legal Position	8	$228,313			$214,045		
Top Operations Position	46	$185,051	$106,627	$131,130	$170,750	$235,825	$298,865
Top Program Position	34	$165,535	$67,514	$129,071	$157,203	$201,432	$236,254
Top Technology Position	16	$159,149		$135,288	$154,974	$165,105	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	185	$140,612	$49,402	$64,963	$101,960	$167,582	$267,182
Top Administrative Position	8	$142,548			$107,280		
Top Development Position	10	$170,992		$113,314	$130,305	$233,499	
Top Education Position	11	$102,006		$81,664	$111,921	$122,281	
Top Finance Position	48	$143,457	$48,444	$87,295	$120,796	$212,231	$260,309
Top Human Resources Position	10	$171,871		$151,636	$159,193	$209,019	
Top Legal Position	8	$218,662			$211,924		
Top Operations Position	24	$182,085	$59,215	$98,978	$190,511	$266,558	$281,934
Top Program Position	22	$153,046	$41,708	$109,899	$151,325	$187,452	$234,690
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	14	$122,302		$56,967	$89,584	$152,443	
Human services—multipurpose & other: family services							
CEO/Executive Director	68	$137,520	$61,992	$81,726	$114,671	$169,072	$247,109
Top Finance Position	24	$111,754	$63,224	$78,462	$106,183	$129,465	$168,173
Top Operations Position	9	$144,117			$141,234		
Top Program Position	5	$142,819			$150,270		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human services—multipurpose & other: human services							
CEO/Executive Director	232	$157,617	$54,058	$87,524	$133,131	$205,512	$285,984
Top Administrative Position	9	$148,186			$160,497		
Top Development Position	24	$170,719	$113,227	$122,119	$149,912	$207,133	$267,377
Top Finance Position	101	$138,719	$61,332	$88,051	$123,236	$162,241	$225,168
Top Human Resources Position	18	$143,224		$131,594	$144,613	$152,655	
Top Legal Position	7	$219,311			$190,940		
Top Operations Position	35	$184,635	$107,503	$131,244	$182,909	$201,382	$252,716
Top Program Position	23	$153,484	$85,979	$114,068	$143,545	$186,900	$212,117
Top Technology Position	9	$151,994			$153,938		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	44	$208,961	$50,205	$86,942	$153,462	$266,647	$428,499
Top Development Position	7	$154,560			$160,527		
Top Finance Position	20	$192,676	$110,364	$138,144	$185,608	$228,340	$261,428
Top Operations Position	6	$208,812			$153,141		
Top Program Position	7	$178,978			$201,533		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	17	$123,496		$60,460	$130,470	$181,000	
Top Finance Position	7	$103,492			$115,232		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	64	$212,960	$96,042	$112,215	$184,631	$280,829	$355,902
Top Administrative Position	8	$162,189			$145,622		
Top Finance Position	34	$158,817	$85,460	$115,987	$137,100	$200,656	$222,540
Top Operations Position	13	$221,468		$189,739	$206,085	$250,076	
Top Program Position	10	$149,430		$127,600	$145,552	$159,414	
Human services—multipurpose & other: service & other							
CEO/Executive Director	30	$185,661	$50,000	$60,297	$126,229	$190,117	$271,377
Top Finance Position	9	$210,253			$131,747		
International, foreign affairs, & national security: international development							
CEO/Executive Director	42	$183,122	$53,892	$73,683	$144,037	$232,176	$314,217
Top Business Position	6	$176,931			$149,086		
Top Development Position	8	$179,061			$165,845		
Top Finance Position	17	$213,406		$147,163	$176,246	$242,086	
Top Human Resources Position	5	$313,046			$301,387		
Top Operations Position	9	$168,384			$157,564		
Top Program Position	8	$241,244			$193,887		
Top Technology Position	5	$303,555			$378,855		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	18	$193,542		$130,731	$186,140	$209,363	
Top Development Position	6	$184,826			$145,378		
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	8	$127,650			$141,451		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	25	$208,362	$34,304	$85,542	$161,898	$279,158	$437,090
Top Finance Position	9	$160,465			$112,793		
Top Operations Position	6	$136,163			$126,476		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	20	$281,144	$38,600	$93,250	$161,508	$293,135	$455,219
Top Development Position	7	$187,162			$158,015		
Top Finance Position	6	$246,809			$156,796		
Medical research: cancer research							
CEO/Executive Director	12	$446,403		$197,455	$397,399	$667,518	
Top Finance Position	5	$316,171			$335,508		
Medical research: medical disciplines research							
CEO/Executive Director	7	$293,846			$226,000		
Medical research: medical research N.E.C.							
CEO/Executive Director	6	$115,387			$92,328		
Medical research: service & other							
CEO/Executive Director	5	$401,356			$246,181		
Medical research: specifically named diseases research							
CEO/Executive Director	7	$470,895			$395,000		
Top Finance Position	6	$321,453			$363,738		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental health, crisis intervention: counseling							
CEO/Executive Director	5	$85,150			$70,000		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	9	$111,964			$116,700		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	19	$153,227		$107,879	$129,843	$175,705	
Top Finance Position	7	$107,005			$103,182		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	17	$128,292		$96,588	$110,115	$167,931	
Top Finance Position	6	$116,444			$112,629		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	83	$211,744	$82,595	$121,736	$173,491	$269,250	$368,960
Top Administrative Position	6	$221,248			$201,164		
Top Finance Position	44	$166,343	$86,801	$113,630	$143,208	$211,882	$271,087
Top Human Resources Position	5	$167,845			$162,376		
Top Operations Position	22	$191,908	$107,210	$157,091	$196,260	$223,032	$277,428
Top Program Position	13	$164,921		$118,690	$157,274	$175,338	
Top Technology Position	5	$213,814			$187,636		
Mental health, crisis intervention: service & other							
CEO/Executive Director	11	$308,310		$111,665	$176,907	$259,058	
Top Finance Position	5	$233,770			$128,638		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	63	$143,830	$59,312	$82,791	$116,279	$164,016	$277,726
Top Administrative Position	6	$148,092			$125,309		
Top Finance Position	27	$137,648	$53,956	$74,578	$102,005	$148,439	$313,489
Top Operations Position	9	$204,346			$177,307		
Mutual/membership benefit organizations, other: service & other							
CEO/Executive Director	5	$175,107			$185,924		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	22	$206,495	$54,044	$81,971	$123,844	$248,699	$304,982
Top Finance Position	7	$194,375			$148,406		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	16	$239,741		$82,991	$187,500	$284,331	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
CEO/Executive Director	11	$220,338		$101,626	$191,683	$226,578	
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	11	$306,404		$80,147	$115,640	$254,512	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	34	$151,393	$43,298	$65,125	$129,701	$179,452	$351,424
Top Finance Position	13	$150,944		$104,780	$154,528	$168,383	
Top Operations Position	6	$170,800			$157,875		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	17	$167,631		$112,377	$150,231	$252,650	
Top Finance Position	8	$151,032			$144,805		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	7	$129,645			$74,731		
Public safety, disaster preparedness, & relief: safety education							
CEO/Executive Director	6	$153,880			$139,418		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	6	$301,385			$154,462		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	9	$103,325			$70,000		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	6	$144,917			$107,750		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	20	$152,064	$59,186	$91,167	$148,721	$202,524	$240,660
Top Finance Position	9	$143,849			$141,500		
Public, society benefit—multipurpose & other: public utilities							
CEO/Executive Director	6	$384,879			$172,472		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	19	$295,271		$119,443	$163,656	$311,200	
Top Business Position	5	$270,376			$272,292		
Top Finance Position	6	$273,645			$295,143		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	33	$104,425	$27,667	$49,000	$75,000	$90,516	$220,731
Top Finance Position	6	$85,816			$33,823		
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	5	$146,104			$95,590		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	13	$182,819		$68,905	$202,346	$256,306	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	22	$227,483	$54,074	$83,768	$132,376	$229,515	$618,962
Top Finance Position	9	$194,882			$161,296		
Top Operations Position	7	$208,697			$190,446		
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
CEO/Executive Director	5	$103,922			$77,165		
Recreation, sports, leisure, athletics: recreational clubs							
CEO/Executive Director	5	$95,276			$79,126		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	8	$149,391			$125,520		
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	6	$130,075			$131,587		
Religion-related, spiritual development: Buddhism							
CEO/Executive Director	5	$75,333			$37,100		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	73	$66,825	$24,085	$30,400	$48,600	$75,000	$133,266
Top Finance Position	7	$105,689			$103,350		
Religion-related, spiritual development: interfaith coalitions							
CEO/Executive Director	6	$102,581			$78,349		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	32	$145,073	$26,335	$53,938	$106,722	$208,418	$251,294
Top Finance Position	13	$139,191		$115,579	$134,232	$156,551	
Top Program Position	5	$184,659			$217,377		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	11	$79,883		$43,001	$53,770	$95,500	
Religion-related, spiritual development: service & other							
CEO/Executive Director	13	$124,839		$42,000	$102,035	$188,248	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	7	$433,216			$132,458		
Science & technology research institutes, services: service & other							
CEO/Executive Director	6	$223,478			$151,009		
Social science research institutes, services: social science							
CEO/Executive Director	12	$191,318		$90,224	$126,982	$206,130	
Unknown							
CEO/Executive Director	19	$174,079		$63,898	$90,975	$208,950	
Youth development: adult & child matching programs							
CEO/Executive Director	7	$148,138			$96,706		
Youth development: scouting							
CEO/Executive Director	11	$171,337		$139,219	$160,000	$188,598	
Top Finance Position	6	$183,120			$132,161		
Youth development: service & other							
CEO/Executive Director	10	$213,877		$158,127	$189,355	$234,087	
Youth development: youth centers & clubs							
CEO/Executive Director	38	$124,755	$37,646	$72,620	$98,301	$137,949	$220,983
Top Operations Position	5	$166,898			$138,769		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Youth development: youth development N.E.C.							
CEO/Executive Director	14	$126,346		$70,281	$103,820	$155,036	
Youth development: youth development programs							
CEO/Executive Director	129	$137,859	$41,554	$67,161	$114,469	$167,409	$229,098
Top Administrative Position	6	$172,573			$154,709		
Top Development Position	13	$182,862		$125,431	$156,663	$171,608	
Top Education Position	7	$159,824			$163,722		
Top Finance Position	23	$155,727	$97,135	$115,152	$129,615	$176,960	$243,101
Top Operations Position	16	$181,985		$115,758	$160,145	$250,464	
Top Program Position	13	$115,088		$104,851	$135,437	$143,454	
Top Technology Position	5	$152,456			$162,134		
North Carolina							
Animal-related: animal protection & welfare							
CEO/Executive Director	22	$67,912	$32,733	$42,261	$64,227	$79,969	$111,313
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	$55,031			$54,083		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	55	$80,199	$33,228	$44,121	$66,207	$109,915	$141,949
Top Finance Position	5	$72,800			$88,493		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	13	$46,814		$26,400	$50,957	$56,904	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	15	$85,755		$41,762	$81,998	$104,800	
Arts, culture, & humanities: museums							
CEO/Executive Director	43	$99,957	$30,126	$43,250	$68,289	$118,375	$233,983
Top Finance Position	5	$108,454			$113,725		
Top Operations Position	7	$109,772			$125,331		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	61	$81,059	$24,000	$36,667	$53,404	$83,553	$148,683
Top Finance Position	6	$91,258			$64,154		
Arts, culture, & humanities: service & other							
CEO/Executive Director	9	$81,930			$69,900		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	10	$65,346		$52,515	$58,769	$76,724	
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	6	$120,431			$50,104		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	10	$89,482		$43,975	$71,117	$88,232	
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	8	$100,041			$107,890		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Community improvement, capacity building: business & industry							
CEO/Executive Director	8	$471,922			$95,810		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	43	$86,782	$40,882	$58,080	$81,094	$108,358	$137,564
Top Finance Position	5	$99,359			$85,516		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	7	$66,065			$71,000		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	6	$78,356			$77,432		
Community improvement, capacity building: economic development							
CEO/Executive Director	32	$105,909	$51,153	$70,748	$92,056	$139,384	$166,444
Top Finance Position	5	$101,598			$120,319		
Community improvement, capacity building: service & other							
CEO/Executive Director	9	$134,851			$109,528		
Crime, legal-related: legal services							
CEO/Executive Director	12	$103,274		$63,786	$107,722	$141,483	
Crime, legal-related: protection against abuse							
CEO/Executive Director	9	$57,969			$57,975		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	9	$54,763			$45,886		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	9	$83,347			$64,058		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	9	$86,604			$65,351		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	7	$93,649			$88,374		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	16	$114,921		$79,743	$106,451	$134,789	
Educational institutions & related activities: adult education							
CEO/Executive Director	14	$70,744		$35,430	$51,016	$85,973	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	27	$106,381	$33,400	$64,392	$82,360	$124,264	$223,577
Educational institutions & related activities: educational services							
CEO/Executive Director	40	$92,825	$35,878	$52,700	$65,490	$120,917	$166,402
Top Operations Position	5	$99,232			$111,436		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	231	$120,743	$40,835	$67,900	$96,170	$131,189	$218,245
Top Administrative Position	15	$94,903		$52,075	$118,824	$129,015	
Top Business Position	11	$126,336		$45,780	$65,067	$190,758	
Top Development Position	12	$147,511		$117,485	$143,286	$170,309	
Top Education Position	8	$134,400			$139,483		
Top Finance Position	52	$133,424	$49,849	$78,084	$120,918	$180,954	$236,233
Top Operations Position	13	$131,418		$102,074	$124,483	$161,378	
Top Technology Position	6	$139,184			$138,666		
Educational institutions & related activities: higher education							
CEO/Executive Director	41	$426,942	$62,402	$167,737	$266,745	$419,113	$605,960
Top Administrative Position	18	$203,550		$110,501	$183,435	$207,038	
Top Business Position	7	$186,043			$191,300		
Top Development Position	22	$209,096	$83,913	$119,128	$165,095	$216,813	$401,704
Top Education Position	27	$223,514	$107,727	$122,671	$167,500	$216,487	$354,492
Top Finance Position	27	$218,099	$95,559	$128,136	$153,652	$209,593	$356,704
Top Marketing Position	6	$156,724			$164,636		
Top Operations Position	6	$123,521			$122,734		
Educational institutions & related activities: libraries							
CEO/Executive Director	7	$63,378			$65,157		
Educational institutions & related activities: service & other							
CEO/Executive Director	81	$106,701	$45,670	$66,800	$85,076	$112,841	$176,640
Top Finance Position	13	$80,040		$47,631	$60,522	$132,264	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational institutions & related activities: student services							
CEO/Executive Director	14	$137,393		$79,806	$121,874	$150,282	
Top Finance Position	6	$136,679			$127,855		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	14	$97,435		$51,025	$76,216	$141,082	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	22	$153,748	$67,575	$79,992	$96,111	$155,232	$285,443
Top Finance Position	8	$117,627			$67,018		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	$78,090			$92,221		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	44	$89,661	$33,736	$58,092	$88,025	$117,776	$142,552
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	12	$100,067		$54,786	$73,660	$105,971	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	35	$83,743	$38,323	$45,294	$73,319	$103,712	$133,155
Top Operations Position	5	$75,206			$47,400		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	47	$178,632	$61,429	$92,953	$143,391	$207,547	$323,898
Top Finance Position	21	$157,278	$62,021	$89,919	$115,449	$143,391	$155,733
Top Operations Position	13	$152,850		$94,376	$107,657	$186,300	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	7	$87,429			$88,746		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	9	$119,519			$64,877		
Health—general & rehabilitative: health support							
CEO/Executive Director	20	$129,930	$24,644	$59,925	$97,346	$138,259	$345,667
Top Finance Position	6	$138,083			$110,032		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	38	$493,523	$90,921	$133,861	$273,385	$702,540	$1,109,422
Top Finance Position	24	$350,109	$139,078	$170,572	$240,747	$511,480	$745,296
Top Human Resources Position	6	$317,696			$294,206		
Top Operations Position	19	$340,548		$186,212	$293,425	$384,619	
Top Technology Position	6	$373,696			$388,626		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	$182,485			$181,992		
Health—general & rehabilitative: public health							
CEO/Executive Director	11	$133,105		$60,982	$104,117	$153,861	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Health—general & rehabilitative: service & other							
CEO/Executive Director	22	$251,564	$30,198	$65,179	$111,846	$176,867	$351,011
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	6	$67,426			$57,708		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	57	$119,016	$46,326	$57,110	$78,330	$126,825	$281,028
Top Finance Position	15	$138,007		$107,303	$117,341	$192,883	
Top Operations Position	9	$129,587			$93,071		
Housing, shelter: housing support							
CEO/Executive Director	11	$72,981		$45,986	$60,440	$104,505	
Housing, shelter: temporary housing							
CEO/Executive Director	21	$73,356	$32,000	$45,329	$67,766	$103,233	$122,807
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	93	$90,308	$44,530	$55,000	$78,000	$107,663	$137,844
Top Finance Position	10	$73,827		$56,542	$86,800	$93,615	
Top Operations Position	5	$206,611			$108,031		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	71	$102,825	$35,271	$49,648	$64,252	$102,593	$187,307
Top Finance Position	14	$127,234		$82,927	$111,917	$134,471	
Top Operations Position	10	$99,132		$53,984	$114,932	$122,529	
Top Program Position	5	$139,492			$132,410		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	18	$78,217		$53,044	$73,346	$98,029	
Human services—multipurpose & other: family services							
CEO/Executive Director	69	$69,337	$36,173	$48,952	$65,000	$85,000	$109,141
Top Finance Position	7	$67,773			$65,934		
Human services—multipurpose & other: human services							
CEO/Executive Director	89	$102,976	$35,942	$50,000	$80,301	$133,361	$185,936
Top Finance Position	20	$114,929	$60,160	$77,767	$99,543	$135,925	$187,460
Top Operations Position	9	$150,900			$141,024		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	21	$79,368	$50,000	$62,000	$76,152	$97,510	$129,347
Human services—multipurpose & other: personal social services							
CEO/Executive Director	18	$84,452		$44,043	$72,172	$101,758	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	51	$182,763	$55,020	$85,472	$162,160	$246,446	$339,468
Top Administrative Position	5	$153,224			$162,370		
Top Finance Position	20	$182,295	$86,987	$128,958	$180,997	$249,227	$273,322
Top Human Resources Position	6	$161,203			$158,272		
Top Marketing Position	5	$185,818			$206,970		
Top Operations Position	7	$252,415			$291,481		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Human services—multipurpose & other: service & other							
CEO/Executive Director	17	$88,718		$51,016	$69,192	$108,875	
International, foreign affairs, & national security: international development							
CEO/Executive Director	12	$64,244		$31,986	$61,543	$91,337	
Mental health, crisis intervention: counseling							
CEO/Executive Director	6	$87,341			$89,723		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	7	$89,368			$80,629		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	32	$150,743	$40,017	$69,467	$99,394	$177,183	$306,877
Top Finance Position	10	$146,539		$105,491	$151,038	$182,112	
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	$54,225			$63,966		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	27	$118,926	$35,110	$49,500	$90,129	$173,989	$228,844
Top Finance Position	10	$101,380		$91,664	$99,182	$121,284	
Top Operations Position	6	$136,812			$130,237		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	25	$99,090	$41,590	$52,602	$80,159	$105,920	$219,968
Top Finance Position	5	$67,136			$72,360		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	6	$87,453			$65,580		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	6	$119,066			$78,711		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	15	$162,802		$93,528	$160,000	$210,894	
Top Finance Position	6	$136,186			$138,254		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	$125,554			$85,448		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	5	$44,199			$45,530		
Top Finance Position	7	$64,120			$46,602		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	8	$225,025			$94,392		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	5	$136,718			$113,750		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	$117,943			$88,949		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	33	$104,014	$27,230	$45,180	$69,290	$106,196	$205,667
Top Finance Position	5	$77,113			$38,800		
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	5	$89,408			$90,000		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	10	$96,887		$43,440	$76,625	$145,892	
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
CEO/Executive Director	5	$171,474			$106,768		
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	5	$96,886			$95,220		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	101	$67,821	$25,125	$32,469	$57,444	$92,551	$125,000
Top Finance Position	14	$81,336		$26,390	$67,759	$101,641	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	15	$79,825		$41,204	$56,312	$79,314	
Top Finance Position	6	$68,947			$67,442		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	7	$107,181			$73,538		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Religion-related, spiritual development: service & other							
CEO/Executive Director	8	$63,847			$73,753		
Unknown							
CEO/Executive Director	7	$51,690			$54,000		
Youth development: adult & child matching programs							
CEO/Executive Director	6	$74,718			$81,540		
Youth development: scouting							
CEO/Executive Director	9	$186,683			$196,027		
Youth development: youth centers & clubs							
CEO/Executive Director	17	$77,312		$57,365	$77,075	$89,858	
Youth development: youth development N.E.C.							
CEO/Executive Director	6	$71,815			$63,451		
Youth development: youth development programs							
CEO/Executive Director	50	$76,023	$30,715	$47,261	$64,750	$86,912	$143,175
North Dakota							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$49,660			$36,345		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$42,472			$45,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$73,248			$56,000		
Educational institutions & related activities: higher education							
CEO/Executive Director	8	$178,889			$158,688		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$240,449			$184,592		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	15	$312,771		$172,373	$218,167	$275,661	
Top Administrative Position	5	$158,901			$183,730		
Top Finance Position	15	$167,865		$101,729	$117,121	$172,012	
Top Operations Position	5	$243,363			$169,584		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	$181,423			$156,505		
Top Administrative Position	15	$136,499		$107,843	$130,170	$157,797	
Top Finance Position	7	$121,293			$102,787		
Housing, shelter: temporary housing							
CEO/Executive Director	6	$81,258			$69,316		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	24	$115,446	$47,271	$71,577	$94,610	$129,227	$207,927
Top Finance Position	10	$107,093		$78,546	$104,478	$136,140	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$53,951			$44,728		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$68,062			$56,000		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$97,088		$73,638	$85,090	$97,696	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$151,139			$162,060		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$64,978			$59,682		
Youth development: youth development programs							
CEO/Executive Director	6	$70,753			$69,810		
Ohio							
Animal-related: animal protection & welfare							
CEO/Executive Director	23	$70,348	$23,744	$39,592	$50,762	$83,851	$142,284

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	62	$79,352	$28,464	$38,147	$56,738	$85,066	$115,766
Top Finance Position	6	$97,950			$83,935		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	6	$55,432			$57,219		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	13	$85,676		$43,500	$53,000	$82,327	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	14	$160,726		$90,650	$147,955	$206,833	
Arts, culture, & humanities: museums							
CEO/Executive Director	36	$175,388	$34,947	$51,500	$85,565	$254,986	$369,000
Top Development Position	6	$162,924			$145,746		
Top Finance Position	11	$160,673		$118,784	$138,877	$204,425	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	92	$109,789	$33,628	$49,290	$70,990	$99,184	$228,480
Top Administrative Position	6	$158,754			$95,918		
Top Development Position	8	$166,180			$145,439		
Top Finance Position	13	$178,332		$97,675	$161,126	$242,583	
Arts, culture, & humanities: service & other							
CEO/Executive Director	13	$130,525		$92,455	$109,307	$150,000	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Arts, culture, & humanities: visual arts							
CEO/Executive Director	7	$71,934			$64,000		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	5	$59,221			$48,000		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	11	$83,881		$58,770	$84,848	$101,510	
Community improvement, capacity building: business & industry							
CEO/Executive Director	11	$182,074		$66,341	$118,891	$250,479	
Top Finance Position	6	$160,089			$140,144		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	58	$98,051	$38,516	$61,658	$85,220	$105,024	$149,755
Top Finance Position	9	$98,465			$100,693		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	$134,142			$91,916		
Community improvement, capacity building: economic development							
CEO/Executive Director	23	$110,064	$40,846	$57,796	$107,000	$148,285	$182,528
Top Finance Position	5	$102,907			$115,417		
Community improvement, capacity building: service & other							
CEO/Executive Director	6	$188,304			$132,336		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Crime, legal-related: legal services							
CEO/Executive Director	7	$120,345			$121,464		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	$55,564			$57,635		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	7	$167,054			$111,142		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	9	$88,635			$93,628		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	8	$97,269			$74,303		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	$107,112			$138,191		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	12	$142,363		$80,376	$118,712	$149,779	
Educational institutions & related activities: adult education							
CEO/Executive Director	8	$96,560			$80,948		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	13	$113,158		$80,709	$105,000	$133,390	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational institutions & related activities: educational services							
CEO/Executive Director	32	$150,311	$25,202	$42,005	$69,299	$100,083	$187,489
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	161	$123,108	$38,000	$61,707	$84,872	$150,000	$245,661
Top Administrative Position	29	$88,385	$46,300	$55,667	$85,610	$115,403	$140,994
Top Business Position	6	$69,871			$72,117		
Top Development Position	12	$157,970		$116,042	$137,045	$165,347	
Top Education Position	7	$109,844			$128,196		
Top Finance Position	49	$108,086	$25,118	$47,943	$104,082	$133,365	$199,029
Top Operations Position	9	$155,355			$123,767		
Top Program Position	5	$157,263			$150,655		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$188,474			$134,971		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational institutions & related activities: higher education							
CEO/Executive Director	44	$365,675	$103,549	$255,935	$355,852	$473,223	$623,612
Top Administrative Position	25	$209,966	$127,041	$155,040	$192,198	$214,535	$287,281
Top Business Position	12	$221,300		$174,905	$198,396	$241,647	
Top Development Position	27	$202,039	$129,869	$154,247	$179,440	$237,367	$292,588
Top Education Position	37	$219,408	$136,611	$166,659	$205,404	$252,315	$327,788
Top Finance Position	40	$173,715	$84,984	$107,067	$171,247	$223,026	$282,611
Top Legal Position	7	$252,890			$232,087		
Top Marketing Position	10	$169,367		$126,522	$156,325	$177,376	
Top PR/Communications Position	9	$200,694			$193,617		
Top Program Position	7	$149,012			$143,097		
Top Technology Position	5	$192,840			$179,107		
Educational institutions & related activities: libraries							
CEO/Executive Director	11	$100,503		$62,240	$108,852	$131,758	
Top Finance Position	6	$74,457			$81,458		
Educational institutions & related activities: service & other							
CEO/Executive Director	51	$136,373	$30,000	$55,574	$107,964	$184,538	$264,796
Top Finance Position	8	$122,989			$141,355		
Educational institutions & related activities: student services							
CEO/Executive Director	17	$120,701		$69,435	$118,498	$140,153	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	13	$134,617		$87,636	$156,342	$166,202	
Top Education Position	8	$122,297			$131,603		
Top Finance Position	6	$112,069			$117,215		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	18	$119,080		$77,252	$104,729	$120,587	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	15	$86,694		$51,586	$61,050	$103,256	
Food, agriculture, & nutrition: agricultural programs							
Top Finance Position	6	$38,067			$37,630		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	25	$132,007	$35,205	$50,288	$67,389	$137,729	$233,280
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	21	$139,908	$55,808	$77,992	$139,660	$173,115	$232,878
Top Finance Position	11	$115,637		$93,206	$112,528	$127,726	
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	8	$86,310			$73,539		
Health—general & rehabilitative: health support							
CEO/Executive Director	16	$205,488		$90,625	$165,239	$312,861	
Top Finance Position	5	$174,525			$215,613		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	31	$1,142,518	$103,255	$179,325	$376,094	$703,226	$1,694,349
Top Administrative Position	5	$212,215			$226,711		
Top Finance Position	26	$417,757	$116,515	$158,188	$207,951	$364,092	$1,023,551
Top Human Resources Position	12	$360,134		$183,922	$238,826	$325,609	
Top Legal Position	5	$675,004			$645,647		
Top Operations Position	12	$509,645		$139,186	$199,008	$391,810	
Top Technology Position	7	$341,239			$267,329		
Health—general & rehabilitative: nursing							
CEO/Executive Director	10	$183,443		$107,077	$126,088	$285,445	
Top Finance Position	5	$163,238			$185,255		
Health—general & rehabilitative: public health							
CEO/Executive Director	10	$86,247		$52,026	$96,016	$112,403	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	$103,513			$76,461		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	11	$89,354		$41,823	$63,135	$114,813	
Health—general & rehabilitative: service & other							
CEO/Executive Director	14	$326,495		$52,714	$105,134	$377,199	
Top Finance Position	5	$305,016			$176,133		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	9	$85,872			$90,149		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	55	$126,891	$41,823	$60,448	$85,379	$142,565	$239,768
Top Development Position	5	$226,422			$257,102		
Top Finance Position	12	$162,651		$78,697	$137,874	$205,894	
Top Operations Position	5	$222,431			$152,445		
Housing, shelter: housing support							
CEO/Executive Director	10	$89,023		$64,532	$83,262	$112,733	
Housing, shelter: service & other							
CEO/Executive Director	5	$208,525			$91,300		
Housing, shelter: temporary housing							
CEO/Executive Director	19	$88,182		$54,651	$71,236	$108,540	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	93	$105,162	$39,387	$61,547	$82,252	$126,899	$161,418
Top Finance Position	16	$129,709		$90,936	$125,256	$145,253	
Top Operations Position	9	$150,407			$102,991		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	63	$120,160	$43,560	$67,025	$101,812	$149,531	$200,309
Top Administrative Position	5	$113,435			$111,192		
Top Finance Position	13	$123,529		$73,635	$119,655	$157,236	
Top Operations Position	11	$135,959		$88,226	$115,926	$155,561	
Top Program Position	5	$96,422			$70,845		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	20	$76,713	$38,790	$48,673	$77,241	$102,398	$121,256
Human services—multipurpose & other: family services							
CEO/Executive Director	45	$85,295	$36,848	$55,500	$69,308	$86,878	$131,689
Top Finance Position	7	$99,969			$101,837		
Human services—multipurpose & other: human services							
CEO/Executive Director	132	$117,095	$38,177	$57,211	$95,336	$152,755	$213,235
Top Administrative Position	7	$89,829			$94,063		
Top Development Position	5	$169,091			$163,465		
Top Finance Position	44	$104,152	$53,989	$70,915	$91,146	$121,428	$184,495
Top Operations Position	22	$126,168	$59,231	$93,603	$123,008	$163,607	$198,516
Top Program Position	5	$106,759			$113,268		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	15	$122,635		$68,693	$95,970	$139,379	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$124,126			$86,400		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	50	$174,583	$68,785	$87,161	$137,638	$212,868	$342,889
Top Finance Position	16	$134,141		$93,985	$147,579	$166,626	
Top Operations Position	9	$176,293			$155,457		
Human services—multipurpose & other: service & other							
CEO/Executive Director	13	$192,563		$71,895	$105,982	$159,029	
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	$76,617		$37,027	$67,245	$76,602	
Mental health, crisis intervention: counseling							
CEO/Executive Director	9	$63,459			$53,000		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	8	$76,947			$77,441		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	5	$94,970			$91,240		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	10	$88,402		$69,972	$80,661	$98,807	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	79	$143,691	$63,406	$84,853	$116,021	$157,724	$273,034
Top Finance Position	40	$108,501	$72,163	$77,817	$94,420	$124,722	$147,235
Top Operations Position	12	$131,007		$100,516	$121,093	$145,215	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Mental health, crisis intervention: service & other							
CEO/Executive Director	7	$51,831			$56,000		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	44	$142,435	$60,540	$95,521	$123,465	$167,808	$249,571
Top Finance Position	15	$119,636		$85,344	$97,192	$138,586	
Top Human Resources Position	5	$124,852			$122,259		
Top Operations Position	9	$167,838			$135,507		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	29	$134,857	$34,567	$48,936	$90,168	$163,056	$355,405
Top Finance Position	8	$145,617			$114,000		
Top Operations Position	5	$133,527			$111,462		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	32	$193,657	$54,786	$96,331	$150,187	$231,294	$409,173
Top Development Position	8	$204,903			$187,157		
Top Finance Position	12	$170,019		$116,870	$153,448	$212,520	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	8	$155,396			$140,384		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	14	$83,625		$55,125	$68,103	$91,258	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	21	$97,465	$35,570	$40,000	$70,834	$83,270	$100,000

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	$132,655			$81,000		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	7	$148,149			$69,804		
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	5	$232,947			$111,180		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	84	$67,339	$22,845	$31,345	$55,410	$80,491	$122,711
Top Finance Position	9	$61,649			$31,231		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	5	$183,426			$156,400		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	8	$51,170			$36,538		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	7	$82,363			$60,000		
Religion-related, spiritual development: service & other							
CEO/Executive Director	5	$144,479			$47,550		
Social science research institutes, services: interdisciplinary research							
CEO/Executive Director	10	$89,928		$74,750	$87,937	$91,237	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Youth development: adult & child matching programs							
CEO/Executive Director	14	$68,823		$56,726	$65,253	$87,201	
Youth development: scouting							
CEO/Executive Director	6	$198,358			$181,873		
Youth development: youth centers & clubs							
CEO/Executive Director	10	$53,137		$27,192	$51,667	$70,246	
Youth development: youth development N.E.C.							
CEO/Executive Director	5	$66,963			$63,934		
Youth development: youth development programs							
CEO/Executive Director	45	$73,880	$33,732	$41,912	$69,774	$94,706	$124,218
Top Operations Position	6	$93,990			$102,323		
Oklahoma							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$97,889			$99,848		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$79,701			$82,542		
Arts, culture, & humanities: museums							
CEO/Executive Director	9	$129,440			$80,318		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	20	$95,161	$32,340	$48,950	$84,366	$130,201	$180,346
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	$72,424			$58,517		
Community improvement, capacity building: economic development							
CEO/Executive Director	6	$159,834			$175,253		
Crime, legal-related: crime prevention							
CEO/Executive Director	5	$87,605			$80,513		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	5	$85,509			$42,000		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$80,972			$89,203		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	26	$123,058	$33,310	$60,852	$100,024	$176,676	$246,001
Top Administrative Position	7	$70,016			$83,879		
Top Finance Position	6	$97,975			$122,791		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Educational institutions & related activities: higher education							
CEO/Executive Director	13	$279,618		$140,000	$219,156	$304,886	
Top Administrative Position	7	$167,041			$144,702		
Top Development Position	7	$203,331			$158,235		
Top Education Position	8	$191,810			$168,179		
Top Finance Position	10	$180,571		$105,349	$134,727	$278,450	
Educational institutions & related activities: service & other							
CEO/Executive Director	11	$153,088		$54,844	$82,250	$176,086	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$85,471			$72,967		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	$101,730			$87,472		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	8	$143,180			$102,798		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	14	$197,550		$119,495	$192,718	$225,499	
Top Finance Position	6	$138,068			$123,074		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	$177,362			$103,546		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	21	$484,416	$123,907	$150,000	$322,139	$501,991	$893,949
Top Administrative Position	8	$377,974			$370,457		
Top Finance Position	12	$324,894		$158,585	$239,201	$318,743	
Top Operations Position	12	$376,520		$160,204	$206,382	$324,749	
Housing, shelter: temporary housing							
CEO/Executive Director	6	$76,056			$66,975		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	33	$94,293	$48,595	$55,300	$77,600	$133,581	$159,211
Top Finance Position	7	$75,347			$73,304		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	32	$80,274	$47,967	$54,169	$70,283	$94,814	$139,377
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$83,492			$103,362		
Human services—multipurpose & other: family services							
CEO/Executive Director	33	$76,737	$41,902	$50,827	$67,988	$90,000	$104,379
Top Finance Position	5	$72,980			$64,245		
Human services—multipurpose & other: human services							
CEO/Executive Director	35	$97,390	$37,371	$55,785	$84,461	$113,143	$185,331
Top Finance Position	11	$89,998		$66,269	$89,645	$127,126	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	$140,622			$64,100		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$60,678			$72,000		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	17	$106,076		$63,008	$80,636	$134,228	
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$47,697			$45,458		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	14	$205,816		$78,286	$125,357	$308,267	
Top Finance Position	5	$167,461			$132,917		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	15	$90,804		$64,802	$82,655	$96,080	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	$94,042			$94,394		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	50	$65,607	$20,650	$31,267	$52,766	$88,339	$119,150
Top Finance Position	9	$58,359			$45,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	6	$55,781			$49,482		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	$139,449			$71,811		
Unknown							
CEO/Executive Director	6	$100,083			$67,199		
Youth development: scouting							
CEO/Executive Director	5	$164,735			$131,370		
Youth development: youth development programs							
CEO/Executive Director	16	$78,876		$48,664	$67,396	$102,300	
Oregon							
Animal-related: animal protection & welfare							
CEO/Executive Director	10	$113,074		$62,944	$95,098	$123,053	
Animal-related: wildlife preservation & protection							
CEO/Executive Director	11	$61,574		$43,536	$52,785	$76,058	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	34	$75,714	$34,234	$50,535	$68,110	$79,740	$146,111

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	9	$81,677			$65,683		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	17	$115,599		$45,650	$77,500	$121,303	
Arts, culture, & humanities: museums							
CEO/Executive Director	14	$128,412		$58,694	$80,407	$136,178	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	54	$83,699	$30,032	$46,750	$65,512	$100,599	$151,607
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	9	$82,873			$74,688		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	8	$86,873			$67,335		
Community improvement, capacity building: business & industry							
CEO/Executive Director	6	$94,447			$61,245		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	22	$113,470	$54,383	$69,675	$102,259	$117,547	$169,558
Top Finance Position	5	$141,565			$103,037		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	$87,289			$85,430		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Community improvement, capacity building: economic development							
CEO/Executive Director	12	$109,271		$73,726	$91,813	$126,362	
Community improvement, capacity building: service & other							
CEO/Executive Director	8	$78,555			$75,763		
Crime, legal-related: legal services							
CEO/Executive Director	10	$119,265		$83,213	$133,773	$142,563	
Crime, legal-related: protection against abuse							
CEO/Executive Director	10	$83,226		$67,519	$71,659	$92,328	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	5	$84,182			$50,000		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	5	$124,906			$57,946		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	7	$68,001			$59,792		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	7	$85,690			$83,282		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	15	$83,790		$51,480	$69,431	$113,733	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Educational institutions & related activities: educational services							
CEO/Executive Director	16	$110,355		$65,913	$84,733	$110,066	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	124	$98,745	$36,599	$60,564	$94,077	$122,323	$158,983
Top Administrative Position	13	$86,378		$43,167	$99,245	$126,606	
Top Business Position	6	$78,039			$79,808		
Top Finance Position	18	$67,479		$35,311	$65,413	$79,613	
Top Operations Position	6	$98,684			$103,409		
Educational institutions & related activities: higher education							
CEO/Executive Director	23	$297,217	$69,569	$88,031	$267,760	$381,775	$578,992
Top Administrative Position	10	$189,880		$143,787	$186,405	$211,117	
Top Development Position	8	$230,431			$214,230		
Top Education Position	13	$211,217		$115,752	$210,972	$304,413	
Top Finance Position	13	$214,934		$143,960	$204,539	$305,918	
Educational institutions & related activities: service & other							
CEO/Executive Director	18	$132,743		$62,288	$92,261	$154,129	
Educational institutions & related activities: student services							
CEO/Executive Director	7	$106,875			$102,642		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	20	$122,225	$93,750	$104,170	$120,272	$135,302	$164,269
Top Finance Position	10	$114,647		$100,544	$111,342	$129,047	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	16	$123,752		$71,537	$87,147	$107,882	
Top Finance Position	5	$139,230			$137,386		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	8	$68,024			$53,571		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	53	$119,128	$57,779	$70,292	$86,149	$145,434	$231,976
Top Finance Position	10	$130,675		$101,335	$125,015	$161,128	
Top Operations Position	5	$145,584			$127,970		
Top Program Position	5	$152,310			$148,100		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	14	$125,906		$76,917	$107,422	$170,565	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	11	$85,488		$43,434	$56,957	$121,012	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	18	$175,227		$117,155	$163,961	$234,093	
Top Finance Position	12	$132,948		$108,672	$137,374	$153,611	
Top Operations Position	8	$135,394			$121,266		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	$143,604			$125,581		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	8	$65,363			$58,370		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	$103,277			$59,436		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	23	$488,635	$117,548	$221,734	$428,058	$607,201	$906,833
Top Finance Position	12	$365,706		$176,325	$232,966	$444,253	
Top Human Resources Position	6	$193,302			$185,046		
Top Operations Position	10	$285,408		$209,812	$266,616	$308,325	
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	$150,262			$139,352		
Health—general & rehabilitative: public health							
CEO/Executive Director	8	$105,724			$101,581		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	8	$74,784			$49,427		
Health—general & rehabilitative: service & other							
CEO/Executive Director	12	$125,914		$104,377	$109,275	$126,860	
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	6	$69,560			$82,401		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	39	$116,967	$46,200	$62,327	$86,664	$148,364	$260,642
Top Finance Position	9	$141,477			$141,361		
Housing, shelter: housing support							
CEO/Executive Director	10	$122,112		$70,018	$121,762	$172,680	
Housing, shelter: service & other							
CEO/Executive Director	5	$100,809			$89,954		
Housing, shelter: temporary housing							
CEO/Executive Director	11	$68,422		$47,852	$74,193	$86,719	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	60	$102,710	$44,657	$67,686	$102,100	$137,884	$153,510
Top Finance Position	11	$86,940		$62,330	$71,093	$96,836	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	42	$98,215	$39,164	$54,425	$83,168	$137,341	$174,683
Top Finance Position	7	$92,091			$89,063		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	16	$78,372		$40,856	$66,479	$93,268	
Human services—multipurpose & other: family services							
CEO/Executive Director	24	$79,626	$34,555	$48,435	$72,551	$105,066	$133,773

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Human services—multipurpose & other: human services							
CEO/Executive Director	49	$99,065	$44,782	$58,240	$88,067	$119,783	$147,733
Top Finance Position	8	$117,130			$107,222		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	19	$105,819		$75,136	$107,265	$134,333	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	13	$85,523		$58,267	$80,954	$100,525	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	24	$132,513	$79,709	$93,514	$117,060	$170,689	$230,026
Top Finance Position	6	$141,724			$113,995		
Human services—multipurpose & other: service & other							
CEO/Executive Director	10	$156,797		$71,864	$87,690	$122,212	
International, foreign affairs, & national security: international development							
CEO/Executive Director	19	$71,773		$45,950	$51,836	$71,310	
Mental health, crisis intervention: counseling							
CEO/Executive Director	5	$89,888			$89,200		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	9	$53,676			$47,236		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	28	$164,642	$75,350	$108,716	$127,298	$220,537	$256,983
Top Finance Position	14	$113,816		$91,362	$107,154	$147,855	
Top Operations Position	8	$127,306			$127,960		
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	$72,392			$64,247		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	18	$159,894		$93,190	$124,675	$197,985	
Top Finance Position	8	$83,876			$76,318		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	$133,084			$126,258		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	5	$122,473			$89,582		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	7	$74,832			$70,675		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	14	$89,081		$57,708	$79,020	$102,038	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	$146,175			$107,667		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	5	$113,155			$121,340		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	28	$72,214	$34,141	$43,883	$60,020	$85,413	$110,890
Top Finance Position	5	$68,628			$35,608		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	10	$70,184		$28,144	$73,865	$111,055	
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	$107,264			$81,940		
Unknown							
CEO/Executive Director	17	$86,910		$45,045	$68,719	$110,932	
Youth development: youth centers & clubs							
CEO/Executive Director	10	$100,277		$76,255	$90,720	$120,439	
Youth development: youth development N.E.C.							
CEO/Executive Director	6	$161,953			$103,388		
Youth development: youth development programs							
CEO/Executive Director	25	$97,913	$52,071	$64,455	$82,156	$114,343	$144,719

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Animal-related: animal protection & welfare							
CEO/Executive Director	27	$106,666	$38,923	$58,501	$84,151	$133,327	$202,809
Top Finance Position	6	$68,614			$71,540		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	$69,376			$59,540		
Animal-related: zoos & aquariums							
CEO/Executive Director	5	$250,414			$195,745		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	82	$102,328	$36,200	$45,481	$72,756	$105,810	$152,280
Top Development Position	6	$181,468			$183,004		
Top Finance Position	8	$138,945			$129,049		
Top Operations Position	5	$128,797			$100,645		
Arts, culture, & humanities: arts services							
CEO/Executive Director	6	$78,276			$68,544		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	9	$105,724			$97,299		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	34	$82,070	$27,772	$35,219	$58,606	$93,305	$170,753
Arts, culture, & humanities: humanities							
CEO/Executive Director	7	$85,951			$63,875		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	27	$153,656	$49,827	$81,972	$112,651	$163,524	$283,794
Top Finance Position	10	$115,261		$100,098	$126,443	$147,812	
Arts, culture, & humanities: museums							
CEO/Executive Director	40	$178,849	$40,139	$69,883	$114,270	$213,384	$370,221
Top Development Position	12	$175,605		$139,395	$149,714	$192,339	
Top Finance Position	12	$147,212		$84,525	$129,289	$174,581	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	119	$115,869	$29,400	$45,510	$70,663	$112,242	$228,950
Top Administrative Position	5	$54,018			$50,004		
Top Development Position	8	$150,697			$158,793		
Top Finance Position	20	$136,916	$34,235	$86,975	$115,637	$154,841	$265,784
Top Operations Position	9	$160,950			$143,111		
Arts, culture, & humanities: service & other							
CEO/Executive Director	12	$113,673		$48,945	$99,704	$152,280	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	12	$68,715		$51,868	$61,085	$77,748	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	25	$122,352	$60,587	$84,460	$110,940	$130,000	$200,968
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	7	$65,748			$67,383		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Community improvement, capacity building: business & industry							
CEO/Executive Director	14	$210,241		$138,106	$183,552	$207,206	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	58	$90,655	$45,183	$58,556	$76,694	$109,533	$132,538
Top Finance Position	5	$74,883			$61,781		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	10	$113,351		$76,067	$86,175	$132,138	
Community improvement, capacity building: economic development							
CEO/Executive Director	51	$138,855	$46,082	$67,924	$107,622	$166,844	$315,423
Top Finance Position	7	$140,432			$142,658		
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	7	$152,645			$96,667		
Community improvement, capacity building: service & other							
CEO/Executive Director	12	$169,857		$106,753	$127,970	$196,702	
Crime, legal-related: crime prevention							
CEO/Executive Director	8	$91,428			$67,918		
Crime, legal-related: legal services							
CEO/Executive Director	22	$111,176	$54,658	$86,206	$111,834	$140,570	$152,607
Top Finance Position	11	$97,516		$72,887	$94,203	$114,438	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Crime, legal-related: protection against abuse							
CEO/Executive Director	11	$96,121		$65,627	$87,488	$136,116	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	9	$118,693			$97,633		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	10	$94,547		$52,118	$79,467	$91,766	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	16	$136,608		$80,489	$124,196	$182,377	
Top Finance Position	7	$155,485			$110,262		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	13	$178,097		$93,997	$114,827	$161,594	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	8	$252,731			$131,591		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	10	$235,188		$107,828	$156,422	$190,860	
Top Finance Position	6	$184,053			$144,950		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	13	$103,134		$72,233	$85,995	$120,598	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational institutions & related activities: adult education							
CEO/Executive Director	12	$80,064		$45,591	$72,837	$104,277	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	30	$103,302	$30,544	$46,280	$84,052	$128,987	$183,075
Top Administrative Position	5	$54,116			$47,860		
Educational institutions & related activities: educational services							
CEO/Executive Director	49	$125,557	$36,232	$52,400	$95,002	$160,236	$213,728
Top Finance Position	9	$143,896			$123,107		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	339	$163,379	$49,670	$84,858	$143,017	$204,259	$281,825
Top Administrative Position	41	$124,204	$25,350	$42,840	$101,040	$164,107	$199,506
Top Business Position	22	$109,935	$43,084	$82,447	$111,954	$134,296	$180,724
Top Development Position	26	$162,570	$108,494	$135,444	$161,705	$182,791	$234,951
Top Education Position	34	$148,805	$77,111	$117,947	$158,626	$185,108	$211,325
Top Facilities Position	5	$141,300			$139,043		
Top Finance Position	77	$140,236	$49,839	$80,538	$132,147	$187,526	$251,426
Top Human Resources Position	15	$158,798		$131,757	$154,232	$162,849	
Top Operations Position	35	$155,883	$113,108	$127,098	$139,607	$170,965	$207,236
Top Program Position	7	$151,553			$132,355		
Top Technology Position	13	$159,445		$120,556	$174,616	$186,070	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	10	$1,088,094		$191,201	$207,568	$872,934	
Top Finance Position	6	$583,254			$247,134		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational institutions & related activities: higher education							
CEO/Executive Director	88	$497,737	$123,160	$222,504	$383,374	$581,824	$930,277
Top Administrative Position	61	$247,171	$133,762	$172,601	$204,388	$319,916	$418,013
Top Business Position	14	$261,581		$174,670	$233,311	$327,495	
Top Development Position	54	$286,330	$147,894	$173,316	$220,852	$310,197	$477,556
Top Education Position	72	$330,537	$146,170	$185,028	$223,442	$295,853	$457,275
Top Facilities Position	6	$313,381			$281,826		
Top Finance Position	78	$268,146	$114,271	$169,183	$206,344	$333,078	$437,509
Top Human Resources Position	12	$265,276		$189,208	$221,768	$270,886	
Top Legal Position	27	$336,646	$148,605	$224,727	$283,684	$409,204	$551,340
Top Marketing Position	14	$191,526		$166,708	$180,984	$211,556	
Top Operations Position	12	$470,894		$205,521	$234,107	$685,335	
Top PR/Communications Position	23	$235,434	$119,587	$146,531	$197,639	$293,597	$385,898
Top Program Position	7	$162,969			$156,805		
Top Technology Position	33	$224,114	$124,808	$160,411	$197,938	$256,792	$318,583
Educational institutions & related activities: libraries							
CEO/Executive Director	48	$82,198	$31,151	$52,582	$67,499	$96,391	$149,625
Top Administrative Position	5	$76,533			$53,328		
Top Finance Position	6	$127,365			$123,852		
Educational institutions & related activities: service & other							
CEO/Executive Director	59	$134,526	$39,960	$62,076	$101,747	$181,398	$249,819
Top Development Position	6	$129,895			$140,173		
Top Finance Position	9	$185,223			$154,113		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational institutions & related activities: student services							
CEO/Executive Director	34	$129,349	$44,710	$66,313	$112,059	$170,340	$244,491
Top Finance Position	7	$186,701			$193,575		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	25	$117,153	$64,109	$88,057	$112,050	$139,119	$197,209
Top Finance Position	6	$113,400			$107,247		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	25	$152,760	$69,049	$82,401	$109,914	$175,189	$263,685
Top Finance Position	9	$134,594			$131,922		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	9	$108,202			$121,722		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	45	$116,969	$56,921	$71,264	$101,956	$147,980	$200,902
Top Finance Position	8	$156,152			$153,901		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	8	$142,337			$146,421		
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	6	$58,372			$54,615		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	26	$77,536	$29,310	$40,058	$76,437	$110,358	$130,159

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	51	$367,327	$51,684	$99,064	$185,405	$394,666	$1,124,808
Top Finance Position	19	$276,084		$126,993	$148,099	$189,475	
Top Operations Position	11	$251,509		$159,214	$256,520	$320,047	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	6	$108,479			$107,833		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	12	$112,367		$51,189	$68,987	$137,598	
Health—general & rehabilitative: health support							
CEO/Executive Director	45	$137,391	$52,288	$71,173	$100,884	$134,815	$224,493
Top Finance Position	10	$137,814		$96,884	$148,132	$161,555	
Top Operations Position	8	$141,717			$117,763		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	94	$723,317	$111,633	$169,921	$356,007	$883,705	$1,354,042
Top Administrative Position	14	$445,645		$174,373	$252,435	$364,114	
Top Business Position	6	$343,391			$281,728		
Top Development Position	10	$387,664		$203,410	$315,645	$424,714	
Top Facilities Position	6	$355,656			$344,107		
Top Finance Position	61	$515,076	$109,796	$181,185	$294,383	$561,458	$1,055,159
Top Human Resources Position	28	$360,127	$195,426	$234,818	$281,017	$408,727	$622,245
Top Legal Position	12	$650,898		$333,539	$477,749	$560,485	
Top Operations Position	43	$487,832	$181,533	$243,713	$356,212	$456,157	$719,034
Top Technology Position	22	$507,967	$294,096	$338,387	$463,454	$599,117	$847,143

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—general & rehabilitative: nursing							
CEO/Executive Director	30	$207,433	$99,372	$118,545	$189,001	$263,222	$284,870
Top Administrative Position	17	$154,836		$123,077	$163,472	$193,628	
Top Finance Position	22	$152,827	$90,412	$107,551	$126,928	$158,172	$225,327
Top Human Resources Position	7	$177,672			$184,543		
Top Operations Position	11	$213,882		$146,202	$171,358	$239,895	
Health—general & rehabilitative: public health							
CEO/Executive Director	14	$141,224		$62,639	$109,512	$199,752	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	11	$134,204		$51,417	$96,688	$179,153	
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	14	$157,651		$71,112	$158,064	$207,388	
Health—general & rehabilitative: service & other							
CEO/Executive Director	36	$295,435	$100,555	$106,192	$174,128	$300,099	$604,473
Top Business Position	6	$280,704			$256,089		
Top Finance Position	15	$238,694		$118,612	$154,145	$317,437	
Top Human Resources Position	5	$203,927			$180,105		
Top Operations Position	6	$553,165			$512,542		
Top Technology Position	5	$287,084			$280,023		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	13	$100,216		$42,000	$62,050	$136,946	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	70	$119,759	$48,944	$70,466	$102,502	$141,272	$216,675
Top Administrative Position	5	$102,735			$89,085		
Top Finance Position	14	$133,942		$84,543	$111,319	$164,256	
Top Human Resources Position	5	$129,216			$120,511		
Top Operations Position	5	$196,228			$175,826		
Housing, shelter: housing support							
CEO/Executive Director	17	$103,563		$55,679	$93,200	$125,000	
Housing, shelter: temporary housing							
CEO/Executive Director	27	$82,942	$52,409	$60,195	$72,604	$90,390	$135,875
Top Finance Position	5	$101,255			$129,038		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	207	$126,835	$44,287	$69,394	$98,085	$151,961	$215,686
Top Administrative Position	6	$266,428			$188,012		
Top Business Position	5	$145,611			$125,874		
Top Development Position	8	$149,905			$150,555		
Top Finance Position	58	$143,345	$61,358	$79,059	$127,049	$172,526	$248,570
Top Human Resources Position	15	$154,988		$111,500	$147,230	$160,838	
Top Operations Position	16	$166,518		$97,748	$145,375	$196,842	
Top PR/Communications Position	6	$210,700			$158,211		
Top Program Position	8	$121,878			$126,616		
Top Technology Position	9	$172,409			$152,918		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	114	$117,675	$39,383	$63,317	$97,474	$145,807	$207,571
Top Development Position	6	$184,584			$148,141		
Top Finance Position	36	$118,481	$65,257	$86,718	$111,017	$131,920	$178,524
Top Operations Position	13	$162,533		$128,330	$161,184	$180,169	
Top Program Position	5	$102,286			$107,513		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	28	$91,224	$41,075	$67,217	$81,575	$107,182	$156,332
Top Finance Position	8	$82,550			$68,600		
Human services—multipurpose & other: family services							
CEO/Executive Director	95	$98,869	$43,225	$63,632	$82,632	$115,871	$172,285
Top Finance Position	16	$95,871		$63,887	$88,830	$129,219	
Top Operations Position	6	$90,201			$85,086		
Human services—multipurpose & other: human services							
CEO/Executive Director	173	$122,185	$38,949	$60,529	$92,810	$135,935	$230,891
Top Administrative Position	5	$90,572			$106,877		
Top Business Position	10	$123,804		$69,767	$139,834	$183,914	
Top Development Position	6	$146,370			$150,369		
Top Finance Position	47	$137,903	$74,890	$90,601	$109,274	$165,569	$207,195
Top Human Resources Position	8	$164,961			$161,049		
Top Marketing Position	5	$168,671			$168,573		
Top Operations Position	18	$165,926		$114,535	$135,272	$173,052	
Top Program Position	8	$124,595			$133,178		
Top Technology Position	7	$175,109			$160,059		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	32	$121,598	$54,075	$69,711	$115,340	$148,103	$194,213
Top Finance Position	9	$116,494			$111,215		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	22	$116,032	$43,524	$72,830	$101,665	$166,219	$185,010
Top Finance Position	7	$110,619			$104,720		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	100	$200,944	$62,298	$111,498	$167,281	$244,022	$380,166
Top Administrative Position	12	$140,013		$112,359	$138,691	$167,278	
Top Development Position	10	$155,584		$127,863	$138,552	$189,786	
Top Facilities Position	8	$147,396			$159,969		
Top Finance Position	47	$162,826	$73,366	$100,747	$153,498	$202,293	$251,768
Top Human Resources Position	18	$165,398		$135,723	$147,333	$188,453	
Top Marketing Position	12	$170,914		$151,037	$164,668	$183,100	
Top Operations Position	27	$203,634	$113,665	$153,439	$198,184	$236,747	$315,969
Top Technology Position	7	$159,605			$152,285		
Human services—multipurpose & other: service & other							
CEO/Executive Director	26	$118,703	$43,213	$66,595	$114,968	$162,880	$188,512
International, foreign affairs, & national security: international development							
CEO/Executive Director	16	$122,407		$58,217	$82,882	$136,671	
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	10	$91,680		$59,652	$86,856	$95,629	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	11	$91,911		$74,405	$87,483	$111,879	
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	8	$161,844			$162,117		
Top Finance Position	5	$106,242			$100,507		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	11	$92,113		$65,896	$81,564	$90,745	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	63	$173,205	$59,953	$83,592	$140,022	$187,448	$285,706
Top Finance Position	23	$151,219	$97,802	$113,420	$124,670	$183,089	$189,685
Top Operations Position	16	$159,585		$111,815	$161,160	$192,090	
Top Program Position	5	$159,363			$167,113		
Top Technology Position	7	$138,054			$157,533		
Mental health, crisis intervention: service & other							
CEO/Executive Director	8	$89,631			$111,959		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	55	$136,098	$54,116	$84,604	$104,177	$148,304	$248,782
Top Finance Position	16	$100,915		$58,444	$94,870	$128,610	
Top Operations Position	7	$137,319			$114,642		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	20	$140,803	$50,819	$56,050	$132,414	$177,281	$220,462
Top Finance Position	5	$116,585			$98,750		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
CEO/Executive Director	6	$202,495			$99,131		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	13	$89,146		$45,000	$60,000	$104,473	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	29	$157,779	$65,953	$97,500	$154,017	$208,650	$226,958
Top Finance Position	9	$132,898			$128,279		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	10	$90,766		$58,354	$81,582	$101,291	
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	5	$85,241			$78,122		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	10	$115,644		$63,991	$106,801	$146,647	
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	12	$99,311		$67,130	$83,935	$102,415	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	13	$150,550		$80,000	$136,417	$182,133	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	29	$108,756	$37,484	$48,468	$78,100	$110,657	$177,525
Top Finance Position	5	$115,710			$75,848		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	16	$92,808		$55,085	$83,692	$110,757	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	9	$97,712			$91,388		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	106	$74,351	$23,290	$35,459	$60,506	$90,375	$146,743
Top Finance Position	16	$101,552		$60,035	$96,556	$129,910	
Top Operations Position	5	$98,234			$97,078		
Religion-related, spiritual development: interfaith coalitions							
CEO/Executive Director	6	$50,005			$38,075		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	10	$175,732		$91,010	$152,595	$204,760	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	15	$67,057		$54,037	$63,695	$74,382	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	8	$74,407			$75,850		
Religion-related, spiritual development: service & other							
CEO/Executive Director	7	$120,813			$129,282		
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	6	$331,806			$361,709		
Unknown							
CEO/Executive Director	11	$93,271		$55,792	$60,859	$89,355	
Youth development: adult & child matching programs							
CEO/Executive Director	9	$77,630			$81,621		
Youth development: scouting							
CEO/Executive Director	11	$178,863		$146,310	$167,937	$221,932	
Youth development: service & other							
CEO/Executive Director	7	$89,439			$71,000		
Youth development: youth centers & clubs							
CEO/Executive Director	25	$108,844	$39,259	$65,015	$100,115	$144,371	$176,932
Youth development: youth development N.E.C.							
CEO/Executive Director	5	$127,488			$106,248		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Youth development: youth development programs							
CEO/Executive Director	63	$88,649	$36,000	$50,193	$82,222	$110,458	$148,951
Top Finance Position	5	$96,044			$81,929		
Puerto Rico							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	$70,858			$59,250		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	$110,810		$68,318	$78,001	$144,985	
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$147,781			$133,200		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$205,976			$199,356		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$764,577			$151,800		
Top Administrative Position	5	$208,096			$115,778		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$53,831			$53,429		
Human services—multipurpose & other: human services							
CEO/Executive Director	12	$54,538		$37,665	$50,710	$60,556	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$113,965			$127,641		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$144,662			$123,697		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	$149,700		$36,980	$52,244	$120,918	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$96,528			$72,875		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$111,038			$110,424		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	44	$164,772	$77,346	$103,108	$132,562	$185,496	$269,127
Top Development Position	5	$152,822			$133,921		
Top Education Position	7	$125,602			$130,713		
Top Finance Position	15	$132,279		$97,754	$118,687	$162,570	
Top Operations Position	5	$188,832			$166,901		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$611,986			$567,352		
Top Administrative Position	5	$418,403			$342,429		
Top Education Position	6	$399,844			$295,527		
Top Finance Position	6	$471,458			$388,564		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Educational institutions & related activities: libraries							
CEO/Executive Director	9	$101,466			$98,763		
Educational institutions & related activities: service & other							
CEO/Executive Director	10	$140,156		$87,286	$123,842	$172,485	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$107,307			$91,787		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$98,658			$105,682		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$276,543			$245,332		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$634,683			$537,420		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	$176,338			$159,546		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$103,956			$112,722		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	$126,107		$89,376	$97,506	$143,445	
Top Finance Position	5	$108,940			$119,376		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$141,694			$140,751		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$89,952			$92,000		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$127,419			$119,573		
Human services—multipurpose & other: human services							
CEO/Executive Director	20	$145,301	$51,057	$110,345	$155,695	$195,589	$222,402
Top Finance Position	9	$116,229			$103,741		
Top Operations Position	5	$176,028			$170,575		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$188,475			$167,740		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	10	$108,940		$81,776	$93,632	$135,497	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$114,386			$127,953		
Youth development: youth development programs							
CEO/Executive Director	5	$57,138			$34,860		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	$84,118		$46,615	$59,707	$107,362	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	15	$76,269		$42,264	$62,868	$119,026	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	9	$73,728			$76,000		
Arts, culture, & humanities: museums							
CEO/Executive Director	15	$114,323		$61,914	$99,280	$168,872	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	33	$74,282	$24,054	$37,000	$51,263	$75,000	$119,309
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	19	$105,783		$55,248	$88,266	$159,020	
Community improvement, capacity building: economic development							
CEO/Executive Director	8	$141,716			$126,951		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	$98,417			$84,000		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	6	$85,475			$73,260		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Educational institutions & related activities: adult education							
CEO/Executive Director	6	$73,433			$74,044		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	8	$86,325			$72,599		
Educational institutions & related activities: educational services							
CEO/Executive Director	8	$86,842			$79,852		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	88	$136,114	$51,078	$74,565	$97,416	$139,697	$206,127
Top Administrative Position	5	$72,779			$60,403		
Top Finance Position	13	$109,223		$66,213	$88,768	$135,504	
Top Operations Position	6	$116,635			$111,672		
Educational institutions & related activities: higher education							
CEO/Executive Director	18	$300,331		$192,962	$290,188	$311,762	
Top Administrative Position	14	$152,774		$105,829	$131,891	$175,304	
Top Development Position	12	$171,943		$115,200	$163,262	$207,868	
Top Education Position	15	$182,258		$130,588	$158,006	$188,845	
Top Finance Position	13	$151,617		$105,544	$138,739	$152,502	
Top Technology Position	6	$145,755			$120,764		
Educational institutions & related activities: service & other							
CEO/Executive Director	37	$71,726	$33,372	$39,862	$55,033	$81,292	$130,661

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Educational institutions & related activities: student services							
CEO/Executive Director	5	$187,248			$198,621		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	$73,778			$70,000		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	14	$106,912		$68,562	$98,914	$134,079	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	8	$51,528			$52,791		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	25	$220,785	$60,778	$101,155	$180,252	$258,743	$333,826
Top Finance Position	13	$124,429		$92,521	$124,556	$156,734	
Top Operations Position	10	$145,870		$97,782	$110,372	$139,397	
Health—general & rehabilitative: health support							
CEO/Executive Director	5	$154,923			$79,015		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	16	$413,743		$124,579	$194,751	$624,955	
Top Finance Position	6	$279,543			$125,814		
Top Operations Position	6	$415,825			$380,948		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	$91,581			$70,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Health—general & rehabilitative: service & other							
CEO/Executive Director	16	$102,698		$59,729	$78,357	$107,913	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	26	$74,054	$42,982	$58,270	$68,609	$79,557	$111,371
Housing, shelter: temporary housing							
CEO/Executive Director	7	$52,292			$48,373		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	46	$77,958	$38,564	$48,558	$71,068	$93,261	$117,606
Top Finance Position	6	$80,044			$93,918		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	29	$102,354	$38,190	$57,308	$81,000	$113,681	$144,089
Top Operations Position	5	$114,865			$84,680		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	$64,280			$56,984		
Human services—multipurpose & other: family services							
CEO/Executive Director	15	$69,649		$51,520	$71,888	$78,119	
Human services—multipurpose & other: human services							
CEO/Executive Director	49	$95,435	$32,827	$50,875	$74,100	$119,403	$151,746
Top Finance Position	8	$99,308			$89,059		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$92,484			$89,809		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	21	$150,691	$53,774	$68,000	$100,006	$198,975	$263,412
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	6	$54,334			$56,627		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	11	$83,877		$61,185	$76,262	$110,401	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	14	$102,670		$75,028	$98,222	$111,539	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	7	$116,455			$112,908		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	9	$160,180			$148,925		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	10	$101,682		$70,871	$77,956	$117,689	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	59	$74,449	$19,760	$36,395	$58,285	$95,151	$152,655
Top Finance Position	6	$64,828			$37,797		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	$49,734			$48,000		
Youth development: youth centers & clubs							
CEO/Executive Director	8	$80,480			$69,859		
Youth development: youth development programs							
CEO/Executive Director	16	$83,097		$63,458	$84,865	$106,246	
South Dakota							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$113,069			$104,680		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$62,627			$62,500		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	12	$111,031		$64,067	$86,499	$169,174	
Top Administrative Position	7	$126,239			$130,583		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	$192,687		$96,980	$232,596	$255,796	
Educational institutions & related activities: service & other							
CEO/Executive Director	7	$149,630			$109,851		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	$86,249			$77,300		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$213,535			$171,739		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	14	$303,448		$184,362	$246,003	$428,135	
Top Finance Position	13	$201,315		$106,840	$111,777	$139,897	
Housing, shelter: housing support							
CEO/Executive Director	5	$82,792			$88,950		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	$90,985		$63,992	$84,599	$110,083	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	$58,842			$47,220		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$60,875			$63,093		
Human services—multipurpose & other: human services							
CEO/Executive Director	12	$100,130		$71,197	$93,971	$119,767	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	$93,514			$93,257		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$131,612			$128,515		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	15	$56,276		$29,266	$58,916	$82,680	
Tennessee							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	$84,633		$52,044	$80,769	$104,824	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	27	$88,182	$26,933	$45,342	$55,081	$105,472	$176,749
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	9	$109,774			$84,512		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	12	$112,604		$83,155	$99,587	$125,416	
Arts, culture, & humanities: museums							
CEO/Executive Director	24	$113,322	$35,587	$51,347	$78,064	$135,517	$247,468
Arts, culture, & humanities: performing arts							
CEO/Executive Director	51	$92,328	$25,000	$41,957	$73,524	$109,242	$144,020
Top Finance Position	6	$129,337			$149,755		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	7	$102,238			$81,125		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	5	$113,978			$106,158		
Community improvement, capacity building: business & industry							
CEO/Executive Director	10	$158,843		$91,969	$123,833	$179,063	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	39	$86,336	$36,937	$47,625	$71,565	$98,851	$137,984
Community improvement, capacity building: economic development							
CEO/Executive Director	13	$131,360		$88,198	$152,051	$187,556	
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	5	$117,008			$118,209		
Community improvement, capacity building: service & other							
CEO/Executive Director	8	$135,661			$116,404		
Crime, legal-related: legal services							
CEO/Executive Director	7	$114,502			$127,271		
Crime, legal-related: protection against abuse							
CEO/Executive Director	8	$42,723			$35,487		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	11	$316,714		$38,149	$60,000	$328,114	
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	8	$97,389			$91,812		
Educational institutions & related activities: adult education							
CEO/Executive Director	7	$75,019			$73,834		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	15	$120,069		$52,125	$100,000	$111,365	
Educational institutions & related activities: educational services							
CEO/Executive Director	40	$99,112	$30,000	$50,866	$85,068	$137,803	$189,380
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	125	$170,778	$48,167	$76,959	$129,215	$198,435	$386,162
Top Administrative Position	5	$72,674			$67,838		
Top Business Position	6	$105,000			$114,532		
Top Development Position	19	$152,788		$124,169	$141,242	$166,195	
Top Education Position	8	$93,054			$98,762		
Top Finance Position	34	$138,577	$74,592	$99,876	$131,757	$167,601	$199,478
Top Operations Position	18	$131,125		$109,487	$128,920	$155,666	
Top Program Position	5	$93,106			$114,529		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$355,227			$395,104		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Educational institutions & related activities: higher education							
CEO/Executive Director	34	$268,655	$100,082	$152,797	$218,519	$293,135	$427,055
Top Administrative Position	18	$144,652		$104,732	$112,083	$189,603	
Top Development Position	15	$170,151		$118,513	$156,837	$209,944	
Top Education Position	21	$154,164	$62,500	$108,791	$134,935	$159,346	$242,073
Top Finance Position	26	$165,036	$91,806	$117,948	$146,490	$197,302	$244,745
Top Human Resources Position	5	$161,300			$169,599		
Top Operations Position	7	$174,675			$136,614		
Top PR/Communications Position	5	$158,648			$149,145		
Top Technology Position	8	$143,928			$150,779		
Educational institutions & related activities: service & other							
CEO/Executive Director	22	$172,726	$28,332	$70,470	$127,200	$183,390	$308,951
Educational institutions & related activities: student services							
CEO/Executive Director	11	$114,303		$73,073	$98,125	$150,270	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	9	$98,838			$78,256		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	14	$104,837		$66,788	$86,017	$133,522	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	14	$66,712		$42,180	$60,070	$84,816	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	29	$155,189	$69,025	$116,713	$153,661	$195,564	$230,314
Top Finance Position	16	$126,624		$92,647	$103,471	$163,882	
Top Operations Position	10	$139,581		$98,551	$110,095	$168,706	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	10	$81,850		$31,500	$94,061	$122,602	
Health—general & rehabilitative: health support							
CEO/Executive Director	12	$189,367		$86,192	$152,813	$302,910	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	21	$603,364	$153,209	$210,664	$311,194	$639,277	$893,502
Top Administrative Position	5	$179,418			$194,432		
Top Development Position	6	$280,493			$183,802		
Top Finance Position	24	$280,425	$90,628	$118,716	$178,540	$307,398	$477,660
Top Operations Position	10	$402,273		$132,725	$290,237	$504,556	
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	$184,386			$172,163		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	$76,485			$60,331		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	6	$256,787			$140,526		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	9	$83,229			$59,000		
Health—general & rehabilitative: service & other							
CEO/Executive Director	11	$322,362		$120,516	$176,870	$235,046	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	25	$92,767	$40,129	$63,508	$86,250	$120,080	$174,896
Top Finance Position	8	$111,003			$122,863		
Housing, shelter: housing support							
CEO/Executive Director	15	$78,098		$59,943	$76,322	$84,391	
Housing, shelter: temporary housing							
CEO/Executive Director	17	$87,380		$37,103	$46,800	$151,566	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	86	$82,759	$31,893	$56,460	$78,367	$104,601	$134,022
Top Finance Position	15	$80,629		$69,495	$80,407	$91,289	
Top Operations Position	5	$79,063			$73,738		
Top Program Position	5	$50,811			$52,724		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	40	$86,323	$42,911	$62,613	$77,039	$109,322	$140,804
Top Finance Position	5	$68,953			$60,500		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	18	$63,029		$37,450	$50,972	$64,790	
Human services—multipurpose & other: family services							
CEO/Executive Director	42	$84,110	$28,266	$49,640	$73,391	$103,665	$160,098
Top Finance Position	5	$93,344			$87,398		
Human services—multipurpose & other: human services							
CEO/Executive Director	50	$110,673	$34,342	$50,625	$84,930	$135,365	$231,854
Top Finance Position	12	$110,549		$61,592	$88,312	$142,692	
Top Operations Position	7	$172,835			$167,641		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	$71,532		$41,192	$54,663	$104,376	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	13	$85,253		$62,620	$78,647	$89,141	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	11	$146,033		$85,983	$117,667	$214,942	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$121,337			$112,065		
International, foreign affairs, & national security: international development							
CEO/Executive Director	8	$121,504			$100,734		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Mental health, crisis intervention: counseling							
CEO/Executive Director	7	$81,651			$63,912		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	6	$88,478			$79,503		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	24	$193,337	$49,368	$87,892	$140,272	$220,324	$342,907
Top Finance Position	10	$186,330		$97,230	$163,273	$205,185	
Top Operations Position	8	$174,508			$161,137		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	28	$85,038	$26,549	$44,900	$61,693	$110,122	$151,733
Top Finance Position	5	$56,333			$67,951		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	9	$91,926			$58,818		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	8	$118,469			$94,739		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	$131,258			$122,097		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	$124,717			$107,701		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	10	$122,775		$53,971	$102,640	$179,847	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	11	$90,090		$59,837	$72,089	$119,943	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	136	$74,291	$24,000	$40,000	$63,582	$90,099	$130,174
Top Development Position	5	$147,766			$130,179		
Top Finance Position	15	$86,867		$48,394	$87,987	$120,426	
Top Operations Position	6	$95,294			$90,933		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	12	$59,342		$40,083	$61,653	$69,055	
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	10	$89,026		$59,462	$81,023	$113,503	
Religion-related, spiritual development: service & other							
CEO/Executive Director	9	$119,070			$83,867		
Youth development: scouting							
CEO/Executive Director	7	$205,867			$160,594		
Youth development: youth centers & clubs							
CEO/Executive Director	15	$106,070		$60,828	$91,658	$145,710	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Youth development: youth development programs							
CEO/Executive Director	39	$80,560	$32,900	$48,438	$74,235	$98,553	$122,357
Texas							
Animal-related: animal protection & welfare							
CEO/Executive Director	32	$82,320	$29,280	$37,375	$69,231	$102,442	$158,935
Top Finance Position	8	$90,453			$81,355		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	16	$70,889		$24,312	$48,601	$79,938	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	74	$73,664	$31,440	$42,281	$61,456	$95,209	$127,855
Arts, culture, & humanities: arts services							
CEO/Executive Director	6	$56,082			$38,742		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	24	$68,394	$29,633	$42,468	$71,680	$84,991	$98,750
Arts, culture, & humanities: humanities							
CEO/Executive Director	6	$80,564			$82,304		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	27	$108,610	$38,898	$48,971	$101,063	$143,489	$210,579

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Arts, culture, & humanities: museums							
CEO/Executive Director	54	$178,562	$42,814	$58,200	$110,641	$227,484	$454,553
Top Development Position	12	$189,678		$133,386	$164,842	$197,471	
Top Education Position	5	$154,214			$144,991		
Top Finance Position	20	$192,254	$67,568	$116,571	$163,129	$239,716	$278,779
Top Operations Position	12	$223,819		$128,289	$223,715	$309,422	
Top PR/Communications Position	7	$193,320			$203,957		
Top Technology Position	6	$167,929			$155,697		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	138	$102,185	$27,374	$42,058	$67,104	$98,925	$219,055
Top Development Position	13	$149,054		$118,974	$132,841	$159,201	
Top Finance Position	19	$145,300		$79,764	$140,510	$189,974	
Top Marketing Position	5	$161,843			$154,625		
Top Operations Position	6	$122,192			$115,846		
Top Technology Position	5	$116,927			$121,502		
Arts, culture, & humanities: service & other							
CEO/Executive Director	11	$126,433		$73,482	$121,318	$144,222	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	9	$83,167			$84,167		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	7	$170,344			$60,387		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	23	$68,848	$26,160	$40,710	$62,078	$74,691	$102,652
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	8	$61,953			$60,859		
Community improvement, capacity building: business & industry							
CEO/Executive Director	11	$178,276		$46,820	$99,952	$192,355	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	46	$103,551	$35,004	$68,980	$101,021	$118,345	$157,118
Top Finance Position	12	$112,107		$77,572	$103,295	$137,880	
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	8	$131,598			$101,325		
Community improvement, capacity building: economic development							
CEO/Executive Director	22	$114,148	$42,919	$53,655	$68,552	$117,007	$186,950
Community improvement, capacity building: service & other							
CEO/Executive Director	8	$55,912			$48,295		
Crime, legal-related: crime prevention							
CEO/Executive Director	7	$110,162			$75,000		
Crime, legal-related: legal services							
CEO/Executive Director	13	$104,966		$48,963	$94,033	$140,739	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Crime, legal-related: protection against abuse							
CEO/Executive Director	23	$104,306	$62,348	$66,318	$85,965	$133,992	$165,552
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	12	$94,079		$67,781	$79,358	$104,225	
Crime, legal-related: service & other							
CEO/Executive Director	5	$75,407			$83,092		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	$192,251			$75,000		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	19	$281,525		$73,335	$135,000	$248,266	
Top Finance Position	5	$208,272			$166,537		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	8	$88,695			$76,013		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	14	$112,463		$86,668	$100,038	$117,888	
Educational institutions & related activities: adult education							
CEO/Executive Director	21	$104,550	$35,810	$54,877	$78,227	$117,266	$206,497

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	43	$98,571	$37,940	$46,250	$81,608	$130,977	$169,470
Top Administrative Position	5	$153,627			$150,398		
Educational institutions & related activities: educational services							
CEO/Executive Director	73	$129,888	$32,410	$65,000	$91,776	$167,072	$241,347
Top Administrative Position	9	$125,442			$135,442		
Top Finance Position	17	$130,810		$84,444	$120,450	$168,786	
Top Operations Position	10	$129,722		$72,212	$123,361	$179,326	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	316	$150,269	$41,761	$74,379	$117,092	$177,491	$270,919
Top Administrative Position	62	$137,104	$60,038	$95,289	$124,151	$163,405	$215,961
Top Business Position	21	$93,411	$39,389	$68,573	$81,233	$104,481	$170,525
Top Development Position	25	$155,700	$101,032	$126,353	$142,915	$163,779	$236,968
Top Education Position	14	$153,782		$104,854	$142,392	$170,849	
Top Facilities Position	9	$139,612			$149,737		
Top Finance Position	82	$143,769	$50,803	$79,131	$122,081	$173,707	$284,116
Top Human Resources Position	10	$130,796		$111,638	$132,986	$144,294	
Top Operations Position	32	$152,172	$82,326	$112,142	$121,683	$183,684	$290,830
Top Program Position	10	$130,753		$104,497	$111,631	$147,077	
Top Technology Position	9	$140,389			$140,511		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	15	$202,027		$86,509	$152,419	$261,967	
Top Education Position	8	$124,659			$102,388		
Top Finance Position	6	$167,095			$169,816		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational institutions & related activities: higher education							
CEO/Executive Director	52	$461,219	$90,158	$138,477	$328,754	$517,202	$715,395
Top Administrative Position	27	$240,697	$114,780	$136,921	$177,576	$274,289	$358,525
Top Business Position	8	$261,941			$204,558		
Top Development Position	23	$269,797	$118,352	$151,117	$178,720	$325,915	$511,506
Top Education Position	32	$237,962	$84,722	$131,814	$196,342	$288,798	$335,251
Top Finance Position	33	$299,111	$100,610	$128,938	$172,290	$272,615	$402,508
Top Human Resources Position	5	$233,139			$212,161		
Top Legal Position	7	$469,112			$502,761		
Top Marketing Position	8	$243,620			$220,482		
Top PR/Communications Position	9	$254,152			$189,456		
Top Technology Position	12	$595,379		$145,281	$187,747	$370,091	
Educational institutions & related activities: libraries							
CEO/Executive Director	11	$113,782		$58,154	$73,805	$142,068	
Educational institutions & related activities: service & other							
CEO/Executive Director	71	$199,681	$44,288	$67,850	$100,000	$185,056	$280,544
Top Administrative Position	5	$151,394			$137,841		
Top Finance Position	14	$133,300		$106,112	$128,429	$152,756	
Top Operations Position	6	$220,539			$190,669		
Educational institutions & related activities: student services							
CEO/Executive Director	33	$184,055	$45,625	$75,369	$102,500	$193,418	$391,911
Top Finance Position	9	$193,909			$166,407		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	7	$121,383			$116,826		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	26	$114,549	$37,385	$56,637	$109,222	$147,538	$172,527
Top Finance Position	6	$99,523			$101,257		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	17	$159,148		$64,728	$109,400	$211,628	
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	7	$149,058			$97,850		
Environmental quality, protection, & beautification: environmental beautification							
CEO/Executive Director	8	$110,639			$91,875		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	9	$80,235			$90,505		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	24	$109,234	$61,694	$77,066	$96,775	$126,932	$189,338
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	10	$126,891		$66,190	$104,057	$179,305	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	44	$116,709	$41,264	$65,303	$84,114	$135,550	$207,315
Top Finance Position	11	$105,750		$79,399	$97,045	$145,141	
Top Operations Position	9	$107,297			$112,129		
Food, agriculture, & nutrition: nutrition							
CEO/Executive Director	5	$91,049			$100,000		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	55	$288,593	$85,776	$117,827	$179,134	$272,171	$573,025
Top Finance Position	36	$233,558	$69,062	$102,977	$134,342	$205,046	$394,623
Top Operations Position	23	$302,950	$108,060	$131,353	$177,253	$216,155	$425,211
Top Technology Position	5	$379,586			$132,060		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	12	$119,752		$84,730	$101,908	$151,744	
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	9	$86,483			$92,542		
Health—general & rehabilitative: health support							
CEO/Executive Director	40	$169,035	$41,612	$73,193	$117,655	$229,196	$348,360
Top Finance Position	11	$132,623		$95,664	$124,334	$171,909	
Top Operations Position	12	$216,695		$98,844	$171,580	$257,606	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	61	$918,446	$74,913	$164,026	$448,216	$963,896	$1,594,573
Top Administrative Position	7	$139,740			$141,109		
Top Business Position	7	$258,901			$213,532		
Top Development Position	8	$214,660			$186,898		
Top Finance Position	45	$536,339	$120,255	$202,107	$300,939	$452,960	$1,027,596
Top Human Resources Position	11	$390,082		$191,743	$300,996	$547,237	
Top Legal Position	8	$595,013			$563,539		
Top Operations Position	33	$672,377	$146,485	$205,116	$286,772	$538,646	$1,497,078
Top PR/Communications Position	5	$286,073			$278,100		
Top Technology Position	11	$491,114		$190,790	$323,739	$802,415	
Health—general & rehabilitative: nursing							
CEO/Executive Director	12	$224,476		$144,581	$203,328	$260,780	
Top Administrative Position	5	$131,433			$140,352		
Top Finance Position	5	$167,090			$157,164		
Health—general & rehabilitative: public health							
CEO/Executive Director	11	$153,797		$66,918	$98,800	$154,366	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	21	$99,265	$36,492	$57,602	$100,041	$106,664	$178,705
Top Finance Position	6	$84,556			$80,069		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	16	$102,428		$60,278	$79,106	$125,946	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—general & rehabilitative: service & other							
CEO/Executive Director	31	$308,653	$43,125	$73,570	$129,850	$230,771	$567,939
Top Finance Position	8	$257,209			$252,903		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	12	$111,518		$59,381	$83,924	$159,763	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	76	$136,797	$44,638	$62,744	$105,067	$160,580	$253,579
Top Finance Position	15	$153,424		$111,374	$137,213	$188,047	
Top Operations Position	9	$132,538			$147,884		
Housing, shelter: housing support							
CEO/Executive Director	16	$83,916		$65,757	$87,263	$103,271	
Housing, shelter: service & other							
CEO/Executive Director	7	$87,601			$90,000		
Housing, shelter: temporary housing							
CEO/Executive Director	29	$83,690	$47,366	$53,000	$66,600	$83,096	$162,455
Top Program Position	6	$77,916			$70,409		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	125	$100,059	$34,737	$50,000	$72,868	$114,507	$182,174
Top Development Position	6	$92,981			$113,573		
Top Finance Position	31	$115,090	$41,198	$62,213	$83,093	$144,322	$229,933
Top Operations Position	11	$152,943		$112,855	$129,029	$166,106	
Top Program Position	6	$91,537			$96,986		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	157	$121,011	$42,424	$64,230	$104,400	$148,883	$217,695
Top Administrative Position	6	$95,333			$106,953		
Top Development Position	11	$142,574		$108,407	$148,712	$163,116	
Top Finance Position	35	$114,942	$36,400	$78,294	$102,500	$154,399	$210,751
Top Operations Position	17	$153,131		$96,265	$125,231	$159,041	
Top Program Position	16	$138,530		$77,832	$111,257	$189,791	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	49	$89,117	$37,444	$54,500	$76,875	$118,444	$149,419
Top Finance Position	10	$83,050		$46,342	$79,944	$93,526	
Human services—multipurpose & other: family services							
CEO/Executive Director	78	$89,029	$40,311	$54,748	$82,539	$108,724	$141,759
Top Finance Position	9	$72,719			$53,490		
Top Operations Position	5	$81,461			$97,114		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human services—multipurpose & other: human services							
CEO/Executive Director	157	$105,745	$40,943	$60,568	$90,432	$124,457	$196,630
Top Administrative Position	5	$56,680			$46,000		
Top Development Position	9	$152,125			$164,020		
Top Finance Position	39	$91,999	$24,528	$61,953	$84,558	$105,863	$155,012
Top Human Resources Position	6	$148,014			$142,175		
Top Operations Position	12	$138,926		$91,164	$123,886	$176,795	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	21	$123,749	$26,775	$43,560	$76,000	$153,327	$221,559
Top Finance Position	6	$90,619			$85,990		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	19	$99,191		$52,417	$74,765	$110,114	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	51	$140,082	$53,019	$77,856	$123,719	$168,614	$272,664
Top Administrative Position	7	$110,685			$121,220		
Top Finance Position	14	$131,249		$89,809	$112,168	$179,148	
Top Operations Position	9	$140,710			$135,709		
Human services—multipurpose & other: service & other							
CEO/Executive Director	22	$100,211	$49,589	$75,130	$90,128	$124,678	$169,568
Top Finance Position	5	$64,697			$51,020		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
International, foreign affairs, & national security: international development							
CEO/Executive Director	27	$66,164	$25,582	$33,379	$52,503	$78,767	$109,690
Top Finance Position	5	$95,104			$57,600		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	6	$142,061			$106,547		
Medical research: service & other							
CEO/Executive Director	7	$150,222			$131,347		
Mental health, crisis intervention: counseling							
CEO/Executive Director	14	$65,578		$36,793	$48,713	$69,585	
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	11	$92,596		$64,417	$78,612	$112,627	
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	9	$83,515			$85,000		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	7	$116,681			$108,135		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	32	$126,204	$60,259	$78,995	$119,286	$154,531	$188,402
Top Finance Position	11	$128,675		$85,892	$110,413	$153,788	
Top Operations Position	7	$141,322			$135,478		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	44	$98,574	$29,794	$72,498	$91,697	$117,778	$136,131
Top Finance Position	16	$74,739		$46,282	$76,608	$97,406	
Top Operations Position	6	$83,346			$76,682		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	25	$115,125	$46,274	$47,980	$80,000	$124,461	$251,350
Top Development Position	5	$186,442			$198,847		
Top Finance Position	7	$122,122			$101,971		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	8	$104,302			$101,000		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	9	$86,863			$78,750		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	25	$161,434	$55,214	$69,917	$122,946	$206,700	$298,630
Top Finance Position	8	$146,121			$130,876		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	10	$132,190		$82,651	$112,972	$171,275	
Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion							
CEO/Executive Director	6	$97,088			$80,993		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	15	$69,840		$45,641	$69,577	$89,636	
Top Finance Position	5	$77,940			$84,995		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	10	$78,735		$40,192	$65,666	$121,668	
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	10	$147,588		$89,000	$109,548	$166,672	
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	11	$121,136		$56,911	$75,000	$147,821	
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	17	$175,692		$93,839	$110,880	$187,263	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	47	$137,149	$25,320	$45,762	$81,808	$139,900	$274,361
Top Finance Position	12	$139,647		$54,512	$119,157	$136,622	
Top Operations Position	7	$164,422			$87,409		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	7	$132,496			$101,043		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	12	$152,946		$76,137	$100,719	$278,692	
Top Finance Position	5	$134,396			$131,502		
Top Operations Position	5	$139,860			$132,713		
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
CEO/Executive Director	6	$109,950			$109,451		
Recreation, sports, leisure, athletics: recreational clubs							
CEO/Executive Director	7	$174,281			$143,958		
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	5	$212,656			$88,500		
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	7	$495,101			$88,995		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	289	$72,705	$22,903	$35,000	$60,000	$89,287	$139,317
Top Administrative Position	9	$36,036			$28,868		
Top Development Position	5	$121,566			$112,315		
Top Finance Position	32	$62,474	$16,789	$26,362	$53,508	$78,174	$98,392
Top Operations Position	14	$103,648		$67,331	$113,489	$133,358	
Religion-related, spiritual development: Judaism							
CEO/Executive Director	6	$87,628			$88,419		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	31	$106,217	$32,400	$40,489	$60,000	$97,732	$118,569
Top Finance Position	5	$73,837			$82,456		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	18	$97,127		$58,491	$85,726	$120,715	
Religion-related, spiritual development: service & other							
CEO/Executive Director	21	$92,985	$25,827	$43,372	$69,694	$103,336	$151,476
Unknown							
CEO/Executive Director	13	$100,558		$42,900	$68,980	$99,795	
Youth development: adult & child matching programs							
CEO/Executive Director	11	$115,814		$70,986	$134,421	$141,044	
Youth development: scouting							
CEO/Executive Director	19	$198,891		$115,729	$167,205	$257,404	
Top Development Position	5	$108,193			$116,577		
Top Finance Position	7	$143,612			$125,898		
Top Operations Position	5	$134,048			$125,030		
Youth development: service & other							
CEO/Executive Director	8	$136,309			$123,494		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Youth development: youth centers & clubs							
CEO/Executive Director	32	$113,336	$45,638	$67,757	$93,803	$135,759	$188,561
Top Finance Position	6	$98,771			$77,320		
Youth development: youth development N.E.C.							
CEO/Executive Director	9	$79,870			$72,886		
Youth development: youth development programs							
CEO/Executive Director	84	$92,716	$35,000	$48,075	$76,677	$115,732	$155,575
Top Finance Position	7	$101,859			$74,085		
Top Operations Position	8	$72,697			$68,990		
Utah							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	11	$87,568		$61,959	$90,000	$100,685	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$162,127			$85,440		
Arts, culture, & humanities: museums							
CEO/Executive Director	10	$111,175		$66,628	$92,623	$120,526	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	15	$85,202		$36,250	$68,625	$107,989	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	8	$125,869			$117,804		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$145,331			$114,144		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	38	$138,413	$57,358	$101,559	$120,708	$148,643	$225,868
Educational institutions & related activities: service & other							
CEO/Executive Director	12	$131,152		$54,963	$72,286	$152,448	
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	$63,073			$45,000		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	8	$58,779			$61,631		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	$123,093			$136,032		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$180,848			$177,511		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$232,962			$200,043		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Health—general & rehabilitative: public health							
CEO/Executive Director	5	$89,552			$81,326		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	12	$102,192		$53,187	$102,855	$130,754	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	$101,339		$64,297	$102,357	$139,253	
Top Finance Position	5	$81,241			$88,388		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$104,561			$84,070		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	$96,978			$86,979		
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$77,417			$75,227		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	$78,385		$45,224	$83,077	$92,610	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	$75,579			$73,707		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$76,112			$62,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$122,588			$124,100		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	$85,492			$60,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$57,057			$54,000		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$72,595			$76,993		
Youth development: youth development programs							
CEO/Executive Director	7	$79,799			$57,359		
Vermont							
Animal-related: animal protection & welfare							
CEO/Executive Director	8	$54,829			$57,809		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	14	$73,777		$54,360	$67,851	$92,290	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	13	$83,712		$58,385	$68,234	$87,640	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Arts, culture, & humanities: museums							
CEO/Executive Director	7	$130,140			$81,030		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	17	$57,031		$39,853	$58,915	$65,494	
Community improvement, capacity building: economic development							
CEO/Executive Director	7	$110,602			$88,638		
Crime, legal-related: administration of justice							
CEO/Executive Director	6	$57,955			$56,617		
Crime, legal-related: protection against abuse							
CEO/Executive Director	6	$65,092			$65,327		
Educational institutions & related activities: adult education							
CEO/Executive Director	6	$95,139			$100,936		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	10	$59,796		$36,205	$58,551	$81,291	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	24	$151,445	$66,252	$75,896	$131,848	$209,189	$254,434
Top Finance Position	6	$105,388			$96,676		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Educational institutions & related activities: higher education							
CEO/Executive Director	10	$362,606		$235,963	$350,329	$465,630	
Top Administrative Position	5	$252,588			$212,120		
Top Education Position	5	$201,969			$209,122		
Top Finance Position	8	$254,011			$222,851		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$155,397			$108,505		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	11	$106,399		$60,831	$87,310	$123,893	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	8	$92,362			$94,875		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	10	$139,054		$109,942	$119,815	$132,792	
Health—general & rehabilitative: health support							
CEO/Executive Director	8	$69,454			$85,010		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	13	$386,559		$279,978	$368,137	$422,259	
Top Finance Position	7	$296,522			$254,452		
Top Operations Position	6	$362,998			$272,532		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Health—general & rehabilitative: nursing							
CEO/Executive Director	10	$181,798		$147,302	$170,469	$221,204	
Top Finance Position	7	$155,191			$150,135		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	11	$119,106		$104,081	$111,687	$142,889	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	20	$95,559	$35,450	$56,600	$87,596	$124,621	$161,328
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	25	$67,934	$37,427	$54,846	$64,049	$74,217	$98,681
Human services—multipurpose & other: family services							
CEO/Executive Director	8	$64,659			$67,794		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	$83,796		$57,718	$82,037	$97,800	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	$102,459			$99,483		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$106,779		$60,297	$77,150	$165,744	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	11	$109,846		$81,648	$102,481	$128,850	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$83,210			$55,500		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$85,195			$82,403		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	8	$75,942			$61,464		
Youth development: adult & child matching programs							
CEO/Executive Director	5	$65,572			$63,600		
Youth development: youth development programs							
CEO/Executive Director	8	$93,787			$82,665		
Virginia							
Animal-related: animal protection & welfare							
CEO/Executive Director	32	$72,482	$24,323	$45,241	$61,765	$80,975	$141,982
Top Finance Position	5	$64,566			$66,166		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	39	$95,927	$28,253	$40,282	$75,197	$125,612	$181,925
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	9	$112,024			$104,081		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	20	$100,364	$38,654	$63,197	$83,721	$122,062	$163,273
Arts, culture, & humanities: media & communications							
CEO/Executive Director	16	$287,479		$116,212	$170,076	$287,327	
Top Finance Position	5	$268,920			$259,048		
Arts, culture, & humanities: museums							
CEO/Executive Director	32	$134,623	$61,250	$78,750	$129,222	$178,929	$238,736
Top Development Position	7	$184,021			$114,077		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	52	$74,339	$28,304	$41,500	$63,323	$88,731	$130,611
Arts, culture, & humanities: service & other							
CEO/Executive Director	12	$197,397		$70,129	$126,802	$257,406	
Top PR/Communications Position	5	$163,164			$151,425		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	8	$79,457			$71,603		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	6	$184,220			$110,257		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	15	$83,858		$54,081	$68,325	$106,902	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	6	$206,486			$165,523		
Community improvement, capacity building: business & industry							
CEO/Executive Director	13	$275,155		$125,000	$149,646	$293,098	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	22	$103,298	$53,811	$71,857	$92,333	$119,828	$156,931
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	12	$164,875		$44,954	$83,508	$199,191	
Top Finance Position	6	$163,375			$118,311		
Community improvement, capacity building: economic development							
CEO/Executive Director	18	$141,959		$96,067	$123,195	$197,487	
Community improvement, capacity building: service & other							
CEO/Executive Director	9	$182,902			$130,509		
Crime, legal-related: legal services							
CEO/Executive Director	9	$123,786			$107,120		
Crime, legal-related: protection against abuse							
CEO/Executive Director	8	$54,996			$55,965		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	6	$87,846			$87,070		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Crime, legal-related: service & other							
CEO/Executive Director	8	$158,524			$166,634		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	7	$156,761			$143,949		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	9	$243,268			$231,492		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	8	$328,830			$175,702		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	9	$116,838			$105,000		
Educational institutions & related activities: adult education							
CEO/Executive Director	14	$56,820		$42,201	$54,500	$77,166	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	15	$183,292		$97,033	$115,414	$259,142	
Educational institutions & related activities: educational services							
CEO/Executive Director	40	$129,494	$42,530	$55,395	$92,500	$161,698	$265,750
Top Finance Position	6	$175,793			$145,427		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	183	$155,802	$50,577	$71,819	$118,756	$199,977	$306,343
Top Administrative Position	17	$102,206		$52,048	$73,612	$134,613	
Top Business Position	10	$133,222		$92,222	$133,804	$147,585	
Top Development Position	18	$167,705		$131,712	$149,707	$196,622	
Top Education Position	11	$143,271		$110,764	$146,960	$182,490	
Top Finance Position	46	$149,510	$53,784	$106,215	$137,551	$167,941	$289,460
Top Human Resources Position	7	$134,559			$124,241		
Top Operations Position	17	$152,598		$117,214	$143,417	$153,092	
Top Program Position	5	$163,853			$151,171		
Top Technology Position	6	$135,024			$138,000		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	6	$123,681			$96,829		
Educational institutions & related activities: higher education							
CEO/Executive Director	37	$435,965	$84,871	$213,676	$362,894	$459,574	$834,773
Top Administrative Position	19	$161,176		$124,174	$155,108	$195,033	
Top Business Position	5	$244,085			$232,428		
Top Development Position	18	$235,011		$161,122	$205,250	$245,707	
Top Education Position	25	$253,811	$124,968	$164,169	$198,392	$251,453	$451,819
Top Finance Position	25	$237,288	$130,743	$143,160	$210,505	$251,618	$338,239
Top Marketing Position	6	$211,072			$143,524		
Top Operations Position	6	$266,043			$224,287		
Top Technology Position	8	$207,590			$172,148		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational institutions & related activities: service & other							
CEO/Executive Director	57	$235,128	$43,827	$93,900	$161,914	$290,502	$469,978
Top Development Position	6	$270,673			$278,589		
Top Finance Position	15	$236,771		$159,639	$186,547	$294,582	
Top Legal Position	5	$362,030			$267,150		
Top Operations Position	13	$320,881		$172,175	$204,665	$241,344	
Top Technology Position	6	$564,258			$216,159		
Educational institutions & related activities: student services							
CEO/Executive Director	33	$186,338	$43,358	$66,967	$156,071	$239,427	$388,161
Top Development Position	5	$234,188			$198,967		
Top Finance Position	13	$174,869		$64,210	$131,071	$169,557	
Top Operations Position	9	$160,428			$187,139		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	$99,199		$62,125	$87,768	$129,931	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	10	$133,591		$75,248	$122,284	$129,414	
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	5	$244,167			$106,532		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	33	$161,055	$58,150	$77,418	$96,331	$191,630	$316,661
Top Development Position	7	$230,335			$192,034		
Top Finance Position	8	$178,546			$170,356		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	13	$127,315		$55,750	$61,972	$152,590	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	19	$103,312		$56,008	$76,731	$121,501	
Food, agriculture, & nutrition: service & other							
CEO/Executive Director	5	$92,620			$80,000		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	34	$166,512	$48,920	$68,877	$99,471	$173,038	$243,118
Top Finance Position	11	$165,977		$91,897	$139,289	$205,701	
Top Operations Position	5	$264,550			$245,772		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	10	$159,047		$64,175	$96,098	$205,700	
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	10	$163,708		$55,624	$70,198	$221,780	
Health—general & rehabilitative: health support							
CEO/Executive Director	21	$134,799	$34,000	$65,691	$118,635	$157,197	$303,829
Top Finance Position	6	$100,177			$130,758		
Top Operations Position	6	$86,695			$64,389		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	30	$454,405	$62,463	$110,055	$182,522	$294,203	$736,568
Top Finance Position	15	$350,168		$147,730	$190,426	$399,034	
Top Human Resources Position	5	$468,728			$207,429		
Top Operations Position	5	$297,284			$173,084		
Top Technology Position	5	$514,291			$560,093		
Health—general & rehabilitative: nursing							
Top Administrative Position	5	$186,844			$199,231		
Health—general & rehabilitative: public health							
CEO/Executive Director	10	$136,432		$65,977	$131,250	$177,132	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	7	$105,206			$75,303		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	7	$115,605			$79,931		
Health—general & rehabilitative: service & other							
CEO/Executive Director	26	$582,801	$62,369	$106,391	$214,600	$368,469	$557,298
Top Finance Position	9	$544,518			$210,666		
Top Operations Position	8	$365,245			$236,339		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	7	$134,918			$133,840		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	36	$100,571	$32,289	$60,555	$79,539	$121,806	$170,219
Top Finance Position	5	$138,592			$119,530		
Housing, shelter: housing support							
CEO/Executive Director	13	$138,458		$84,361	$135,151	$177,506	
Top Finance Position	8	$110,035			$118,843		
Housing, shelter: service & other							
CEO/Executive Director	5	$119,259			$86,749		
Housing, shelter: temporary housing							
CEO/Executive Director	21	$91,844	$49,255	$57,500	$72,801	$114,231	$181,708
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	80	$108,965	$41,937	$66,605	$88,723	$126,855	$176,537
Top Finance Position	16	$111,532		$61,837	$93,040	$125,850	
Top Operations Position	6	$134,979			$114,229		
Top Program Position	5	$80,370			$108,489		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	60	$118,100	$40,070	$61,237	$89,979	$131,703	$253,540
Top Finance Position	13	$127,363		$55,395	$119,190	$190,726	
Top Operations Position	6	$140,785			$140,831		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	31	$91,284	$44,100	$56,850	$89,014	$103,823	$147,810
Top Finance Position	5	$116,317			$90,244		
Human services—multipurpose & other: family services							
CEO/Executive Director	45	$100,580	$39,820	$59,998	$92,737	$130,993	$179,694
Top Finance Position	7	$111,507			$95,614		
Top Operations Position	5	$124,065			$124,816		
Human services—multipurpose & other: human services							
CEO/Executive Director	76	$119,206	$42,959	$61,421	$93,047	$155,497	$221,293
Top Finance Position	21	$112,518	$39,331	$60,800	$114,883	$149,492	$166,445
Top Operations Position	12	$135,104		$101,504	$132,487	$187,158	
Top Program Position	7	$103,926			$113,905		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	24	$112,017	$33,431	$53,916	$92,835	$164,934	$220,896
Top Finance Position	5	$108,881			$75,687		
Top Operations Position	5	$147,413			$141,731		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	12	$104,003		$52,559	$94,893	$119,486	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	26	$181,261	$50,331	$90,983	$119,634	$273,545	$350,326
Top Administrative Position	6	$139,545			$133,633		
Top Finance Position	12	$209,299		$168,153	$185,184	$243,666	
Top Human Resources Position	5	$180,280			$172,620		
Top Operations Position	5	$209,739			$201,714		
Human services—multipurpose & other: service & other							
CEO/Executive Director	12	$136,299		$59,539	$92,985	$184,169	
International, foreign affairs, & national security: international development							
CEO/Executive Director	25	$132,738	$24,161	$44,000	$83,516	$130,210	$359,438
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	6	$129,280			$103,841		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	7	$102,901			$50,000		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	5	$191,653			$170,049		
Medical research: service & other							
CEO/Executive Director	5	$305,196			$443,519		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	$72,212			$66,572		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$132,114			$115,140		
Mental health, crisis intervention: service & other							
CEO/Executive Director	8	$233,409			$137,451		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$155,878			$128,980		
Mutual/membership benefit organizations, other: service & other							
CEO/Executive Director	6	$269,189			$250,189		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	10	$127,415		$46,708	$102,291	$192,920	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	25	$165,270	$63,315	$95,000	$107,325	$219,274	$345,366
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	10	$140,309		$61,000	$99,758	$144,906	
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	10	$157,281		$92,086	$124,777	$198,122	
Public safety, disaster preparedness, & relief: safety education							
CEO/Executive Director	6	$416,003			$350,094		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	7	$203,625			$163,714		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	17	$140,248		$64,415	$120,000	$226,861	
Top Finance Position	5	$152,303			$146,933		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	7	$78,072			$69,300		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	13	$302,141		$165,310	$217,144	$468,197	
Top Finance Position	7	$161,958			$132,802		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	31	$95,003	$38,760	$55,845	$80,433	$119,978	$138,083
Top Finance Position	5	$72,073			$66,068		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	6	$163,117			$114,255		
Recreation, sports, leisure, athletics: recreational clubs							
CEO/Executive Director	5	$104,526			$109,637		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	72	$82,548	$22,649	$35,375	$69,770	$108,937	$145,588
Top Finance Position	9	$68,075			$31,200		
Top Operations Position	5	$123,863			$137,000		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	11	$122,365		$63,221	$98,037	$174,276	
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	6	$169,200			$101,553		
Religion-related, spiritual development: service & other							
CEO/Executive Director	7	$81,198			$71,875		
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	6	$790,462			$354,300		
Science & technology research institutes, services: service & other							
CEO/Executive Director	6	$334,653			$362,539		
Social science research institutes, services: social science							
CEO/Executive Director	6	$240,466			$223,049		
Unknown							
CEO/Executive Director	7	$223,653			$200,545		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Youth development: service & other							
CEO/Executive Director	5	$65,636			$60,000		
Youth development: youth centers & clubs							
CEO/Executive Director	15	$100,313		$68,425	$76,327	$103,035	
Youth development: youth development programs							
CEO/Executive Director	37	$88,395	$33,192	$44,000	$76,750	$105,676	$152,344
Washington							
Animal-related: animal protection & welfare							
CEO/Executive Director	22	$75,751	$40,038	$44,677	$67,712	$89,132	$128,316
Top Finance Position	5	$90,816			$125,855		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	13	$94,658		$65,334	$76,010	$113,020	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	40	$76,888	$36,750	$50,368	$72,631	$92,338	$121,126
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	6	$85,207			$75,195		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	19	$125,792		$51,420	$74,000	$196,328	
Top Administrative Position	5	$149,410			$141,343		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Arts, culture, & humanities: museums							
CEO/Executive Director	17	$128,618		$75,000	$103,456	$159,497	
Top Finance Position	5	$131,581			$126,626		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	79	$92,619	$25,516	$43,600	$69,110	$106,236	$163,870
Top Development Position	5	$137,461			$146,329		
Top Finance Position	10	$136,095		$128,561	$137,723	$192,448	
Arts, culture, & humanities: service & other							
CEO/Executive Director	9	$67,026			$60,000		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	$125,405			$116,077		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	24	$74,895	$42,592	$54,917	$64,851	$83,514	$107,493
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	$78,630			$83,523		
Community improvement, capacity building: economic development							
CEO/Executive Director	6	$99,766			$73,769		
Community improvement, capacity building: service & other							
CEO/Executive Director	6	$104,160			$92,580		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Crime, legal-related: legal services							
CEO/Executive Director	10	$102,401		$67,768	$95,192	$161,034	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	6	$72,476			$79,442		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	$92,930			$89,975		
Educational institutions & related activities: adult education							
CEO/Executive Director	6	$76,305			$72,889		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	25	$131,188	$52,112	$80,014	$106,150	$164,661	$182,880
Educational institutions & related activities: educational services							
CEO/Executive Director	33	$95,578	$38,468	$52,200	$79,661	$126,300	$169,050

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	133	$152,788	$51,624	$72,273	$115,000	$176,481	$322,214
Top Administrative Position	17	$97,069		$55,912	$80,747	$133,294	
Top Business Position	10	$123,949		$80,001	$121,852	$144,914	
Top Development Position	14	$149,350		$126,705	$145,233	$174,033	
Top Education Position	13	$123,099		$112,171	$120,568	$146,984	
Top Finance Position	48	$133,253	$46,156	$75,687	$118,476	$180,191	$235,026
Top Operations Position	19	$130,237		$68,549	$129,967	$182,564	
Top PR/Communications Position	5	$137,869			$121,423		
Top Technology Position	8	$134,437			$131,253		
Educational institutions & related activities: higher education							
CEO/Executive Director	19	$375,163		$268,547	$382,667	$489,798	
Top Administrative Position	8	$221,525			$233,488		
Top Development Position	10	$187,081		$153,396	$179,232	$207,082	
Top Education Position	13	$222,463		$152,316	$202,469	$238,280	
Top Finance Position	16	$190,530		$104,525	$173,195	$263,135	
Top Technology Position	8	$198,057			$188,936		
Educational institutions & related activities: service & other							
CEO/Executive Director	23	$190,195	$46,400	$94,806	$143,600	$207,116	$303,402
Top Finance Position	5	$203,040			$172,044		
Educational institutions & related activities: student services							
CEO/Executive Director	8	$135,232			$113,127		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	22	$152,060	$90,273	$98,051	$122,998	$177,382	$229,345
Top Education Position	5	$147,308			$164,581		
Top Finance Position	8	$129,794			$108,259		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	10	$143,893		$91,404	$144,434	$158,597	
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	11	$110,004		$66,772	$80,207	$139,462	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	49	$82,348	$35,421	$66,300	$80,718	$104,295	$117,101
Environmental quality, protection, & beautification: pollution abatement & control							
CEO/Executive Director	5	$89,293			$84,430		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	$112,642			$96,640		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	27	$95,263	$28,525	$48,686	$82,481	$131,442	$196,357
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	24	$315,743	$83,298	$161,253	$243,485	$317,614	$511,493
Top Finance Position	15	$179,813		$133,725	$199,796	$204,097	
Top Operations Position	10	$212,368		$151,372	$182,289	$272,512	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	6	$86,230			$76,468		
Health—general & rehabilitative: health support							
CEO/Executive Director	13	$147,628		$60,320	$105,000	$149,528	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	22	$732,621	$71,103	$174,348	$284,580	$915,255	$1,824,580
Top Finance Position	11	$480,903		$207,057	$318,891	$675,091	
Top Operations Position	13	$501,039		$263,519	$331,898	$771,360	
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	$175,227			$192,447		
Health—general & rehabilitative: public health							
CEO/Executive Director	8	$134,087			$134,248		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	10	$93,340		$49,129	$64,278	$88,903	
Health—general & rehabilitative: service & other							
CEO/Executive Director	16	$216,241		$86,648	$125,110	$244,974	
Top Development Position	6	$283,852			$190,917		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	$140,369			$137,972		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	31	$121,850	$65,341	$81,035	$94,894	$152,355	$204,241
Top Finance Position	10	$121,277		$75,645	$115,525	$140,757	
Housing, shelter: temporary housing							
CEO/Executive Director	16	$92,991		$64,593	$85,619	$116,498	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	78	$108,669	$48,667	$67,829	$91,767	$123,155	$207,116
Top Finance Position	16	$111,595		$76,136	$119,381	$149,844	
Top Human Resources Position	6	$118,348			$131,227		
Top Operations Position	6	$145,156			$152,532		
Top Program Position	7	$104,814			$109,823		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	45	$84,746	$23,830	$40,000	$75,613	$126,445	$158,093
Top Finance Position	12	$86,223		$59,925	$86,588	$111,120	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	13	$63,284		$40,672	$52,829	$79,565	
Human services—multipurpose & other: family services							
CEO/Executive Director	31	$91,814	$39,089	$67,613	$82,199	$99,188	$131,754
Top Finance Position	6	$82,557			$70,808		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Human services—multipurpose & other: human services							
CEO/Executive Director	82	$112,848	$40,851	$61,014	$102,223	$144,341	$200,386
Top Finance Position	23	$117,695	$73,822	$93,838	$113,743	$133,634	$161,128
Top Operations Position	10	$128,252		$102,540	$125,250	$158,140	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	20	$107,453	$21,897	$59,932	$88,345	$117,595	$162,020
Human services—multipurpose & other: personal social services							
CEO/Executive Director	10	$145,779		$90,008	$129,275	$168,460	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	19	$181,285		$83,707	$113,022	$228,068	
Top Finance Position	8	$221,598			$165,326		
Human services—multipurpose & other: service & other							
CEO/Executive Director	12	$96,292		$67,879	$90,810	$124,119	
International, foreign affairs, & national security: international development							
CEO/Executive Director	21	$134,732	$23,175	$32,604	$73,000	$108,204	$436,023
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	5	$183,604			$94,684		
Mental health, crisis intervention: counseling							
CEO/Executive Director	5	$83,272			$60,000		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	26	$196,901	$60,428	$131,309	$177,719	$246,032	$333,959
Top Finance Position	17	$140,450		$96,074	$134,134	$142,314	
Top Human Resources Position	5	$147,752			$139,343		
Top Operations Position	9	$179,343			$181,878		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	15	$110,669		$72,927	$98,635	$142,609	
Top Finance Position	5	$101,907			$96,115		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	10	$120,137		$70,706	$90,512	$191,338	
Top Finance Position	5	$87,807			$85,504		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	19	$149,898		$86,412	$134,244	$169,741	
Top Finance Position	8	$130,502			$125,586		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	$130,326			$124,546		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	6	$136,519			$127,249		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	10	$103,264		$62,013	$98,101	$121,041	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	22	$83,588	$28,656	$49,029	$76,388	$102,259	$158,312
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	7	$138,457			$130,563		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	8	$79,946			$54,495		
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
CEO/Executive Director	7	$70,041			$60,180		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	49	$58,856	$27,756	$39,060	$56,900	$78,275	$89,676
Top Finance Position	5	$48,138			$31,800		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	11	$51,344		$28,540	$36,000	$58,349	
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	$52,500			$43,950		
Science & technology research institutes, services: general science							
CEO/Executive Director	5	$89,260			$81,756		
Unknown							
CEO/Executive Director	32	$103,218	$50,208	$64,668	$76,506	$115,289	$161,089

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Youth development: adult & child matching programs							
CEO/Executive Director	5	$75,649			$55,109		
Youth development: scouting							
CEO/Executive Director	12	$153,129		$99,384	$119,519	$176,100	
Youth development: service & other							
CEO/Executive Director	8	$78,506			$63,100		
Youth development: youth centers & clubs							
CEO/Executive Director	14	$132,704		$83,611	$122,974	$176,579	
Youth development: youth development N.E.C.							
CEO/Executive Director	5	$47,901			$46,821		
Youth development: youth development programs							
CEO/Executive Director	58	$87,937	$45,394	$52,388	$83,232	$101,390	$140,630
West Virginia							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	$53,873			$41,660		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$98,346			$70,766		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$46,694			$50,204		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	15	$70,832		$59,877	$75,878	$86,787	
Community improvement, capacity building: economic development							
CEO/Executive Director	7	$76,405			$86,671		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$98,498			$72,991		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	$232,661			$167,261		
Top Education Position	5	$139,652			$130,360		
Top Finance Position	7	$133,241			$135,115		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$232,831			$136,379		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	7	$94,911			$86,625		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	10	$73,657		$65,632	$73,521	$82,538	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$73,286			$71,512		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$54,138			$49,850		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	26	$215,919	$84,135	$110,318	$165,080	$224,999	$355,050
Top Finance Position	13	$158,322		$83,637	$133,569	$161,272	
Top Operations Position	5	$136,513			$155,959		
Health—general & rehabilitative: health support							
CEO/Executive Director	8	$99,980			$93,643		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	13	$417,368		$237,785	$375,212	$494,941	
Top Finance Position	12	$312,175		$157,514	$186,859	$495,949	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	$70,095			$57,418		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$68,538			$68,429		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	40	$71,052	$42,070	$48,246	$58,147	$79,880	$129,465
Top Finance Position	5	$66,916			$65,778		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	14	$67,037		$42,525	$61,066	$75,109	
Human services—multipurpose & other: family services							
CEO/Executive Director	13	$49,455		$38,336	$51,581	$55,631	
Human services—multipurpose & other: human services							
CEO/Executive Director	21	$81,439	$31,072	$43,077	$71,680	$106,025	$125,483
Top Finance Position	7	$82,957			$80,758		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$58,704			$58,011		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	$141,273			$134,675		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$111,714			$107,501		
Top Finance Position	5	$108,841			$90,477		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$109,683			$120,618		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	$57,199		$29,745	$37,353	$61,959	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Animal-related: animal protection & welfare							
CEO/Executive Director	11	$81,283		$38,134	$72,246	$104,092	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	33	$94,197	$31,129	$62,500	$80,588	$114,791	$176,705
Top Finance Position	6	$103,882			$89,989		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	11	$52,919		$40,191	$50,347	$66,496	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	8	$124,871			$95,705		
Arts, culture, & humanities: museums							
CEO/Executive Director	17	$85,671		$44,168	$76,286	$102,986	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	46	$108,660	$29,985	$49,046	$63,097	$90,071	$160,785
Top Finance Position	9	$107,920			$87,028		
Arts, culture, & humanities: service & other							
CEO/Executive Director	6	$132,497			$115,730		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	10	$66,615		$51,553	$66,525	$79,394	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	20	$98,953	$35,631	$61,419	$96,484	$108,252	$119,624
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	6	$88,627			$81,239		
Community improvement, capacity building: economic development							
CEO/Executive Director	12	$116,163		$50,714	$93,405	$156,899	
Crime, legal-related: protection against abuse							
CEO/Executive Director	6	$80,410			$72,929		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	5	$91,213			$97,736		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	$65,374			$66,500		
Educational institutions & related activities: adult education							
CEO/Executive Director	8	$133,565			$60,891		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	14	$190,396		$50,536	$102,500	$133,213	
Educational institutions & related activities: educational services							
CEO/Executive Director	14	$124,601		$57,675	$76,564	$115,102	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	82	$125,755	$50,730	$76,276	$109,303	$130,519	$243,670
Top Administrative Position	16	$80,259		$52,372	$72,976	$91,626	
Top Business Position	6	$65,404			$66,340		
Top Finance Position	22	$82,403	$30,129	$39,667	$57,260	$130,493	$152,260
Top Operations Position	7	$120,669			$109,572		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$223,815			$197,564		
Educational institutions & related activities: higher education							
CEO/Executive Director	24	$261,294	$73,476	$119,551	$240,316	$324,487	$471,821
Top Administrative Position	7	$162,742			$157,354		
Top Development Position	9	$171,043			$166,422		
Top Education Position	13	$193,937		$142,828	$170,732	$210,974	
Top Finance Position	16	$166,364		$97,285	$152,993	$218,612	
Educational institutions & related activities: service & other							
CEO/Executive Director	25	$142,769	$55,926	$69,733	$105,000	$194,133	$266,295
Top Finance Position	5	$138,581			$127,156		
Top Operations Position	6	$136,221			$151,471		
Educational institutions & related activities: student services							
CEO/Executive Director	9	$200,037			$129,868		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	11	$96,642		$80,972	$97,561	$107,127	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	12	$118,928		$96,477	$117,584	$142,025	
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	$66,614			$59,915		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	32	$99,028	$60,335	$74,981	$87,130	$104,747	$150,956
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	5	$64,659			$57,554		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	21	$72,143	$21,784	$51,076	$75,242	$83,797	$108,494
Food, agriculture, & nutrition: service & other							
CEO/Executive Director	6	$81,600			$78,243		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	11	$205,501		$94,645	$142,060	$318,088	
Top Finance Position	8	$217,340			$123,308		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	6	$149,310			$127,910		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	$153,567			$102,046		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	34	$519,902	$81,131	$199,238	$344,945	$498,440	$1,180,209
Top Finance Position	30	$288,606	$146,849	$176,633	$212,869	$313,410	$434,466
Top Human Resources Position	6	$291,505			$245,977		
Top Operations Position	9	$382,733			$295,342		
Health—general & rehabilitative: nursing							
CEO/Executive Director	17	$155,507		$95,961	$138,596	$203,308	
Top Finance Position	7	$97,752			$80,177		
Health—general & rehabilitative: public health							
CEO/Executive Director	11	$183,902		$94,264	$138,079	$256,144	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	$76,699			$62,393		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$240,535			$294,603		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	25	$91,486	$40,774	$50,000	$79,644	$102,229	$130,489
Top Finance Position	5	$105,758			$76,637		
Housing, shelter: housing support							
CEO/Executive Director	7	$133,428			$117,234		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Housing, shelter: temporary housing							
CEO/Executive Director	13	$81,355		$62,322	$83,217	$93,585	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	60	$118,954	$32,889	$63,980	$80,966	$156,576	$214,132
Top Finance Position	16	$107,677		$71,403	$94,028	$130,462	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	31	$87,407	$33,920	$55,229	$75,246	$105,548	$141,238
Top Administrative Position	7	$43,854			$36,155		
Top Finance Position	10	$62,105		$42,460	$53,589	$80,167	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	12	$88,630		$58,802	$78,715	$90,676	
Human services—multipurpose & other: family services							
CEO/Executive Director	33	$76,846	$35,296	$49,360	$79,810	$90,441	$128,303
Human services—multipurpose & other: human services							
CEO/Executive Director	72	$129,875	$34,320	$70,731	$106,971	$171,928	$227,428
Top Finance Position	29	$117,242	$67,093	$83,403	$103,600	$136,298	$174,753
Top Operations Position	9	$132,119			$117,794		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	22	$107,975	$62,652	$68,353	$92,928	$119,717	$142,326

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	$162,739			$109,459		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	23	$161,338	$65,618	$119,758	$159,531	$217,709	$264,431
Top Administrative Position	6	$145,061			$139,291		
Top Finance Position	10	$144,997		$103,758	$129,499	$181,517	
Top Human Resources Position	7	$123,989			$113,275		
Top Operations Position	6	$121,373			$132,617		
Human services—multipurpose & other: service & other							
CEO/Executive Director	6	$94,940			$81,787		
International, foreign affairs, & national security: international development							
CEO/Executive Director	7	$64,486			$69,936		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$126,817			$100,139		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$103,202			$122,020		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	15	$104,979		$71,880	$103,240	$124,021	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	19	$131,686		$77,684	$124,881	$158,352	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	$310,139			$209,187		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	5	$116,834			$91,025		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	$99,643			$110,327		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	11	$99,354		$62,413	$84,072	$121,780	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	18	$83,324		$37,914	$89,050	$102,688	
Top Finance Position	5	$81,675			$90,500		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	12	$82,162		$52,552	$87,133	$105,106	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	7	$71,429			$83,645		
Recreation, sports, leisure, athletics: recreational clubs							
CEO/Executive Director	6	$48,057			$42,819		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	34	$88,109	$31,443	$50,512	$73,977	$117,888	$145,211

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	8	$51,208			$57,339		
Religion-related, spiritual development: service & other							
CEO/Executive Director	5	$78,158			$74,544		
Youth development: adult & child matching programs							
CEO/Executive Director	6	$97,414			$73,167		
Youth development: scouting							
CEO/Executive Director	9	$168,919			$144,360		
Youth development: youth centers & clubs							
CEO/Executive Director	16	$121,072		$77,826	$112,498	$121,853	
Youth development: youth development programs							
CEO/Executive Director	22	$83,698	$34,201	$46,878	$58,874	$101,397	$164,102
Wyoming							
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$68,855			$52,085		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	$96,156		$52,313	$100,461	$130,277	

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$223,750			$129,028		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$153,090			$107,387		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	$54,813			$56,158		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$74,669			$66,206		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	26	$73,351	$42,680	$55,434	$67,642	$88,827	$104,222
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$57,228			$58,680		
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$69,123			$53,824		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$106,623			$81,510		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	$73,959			$76,763		

501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	13	$134,433		$100,229	$129,221	$163,481	
Top Finance Position	5	$58,604			$55,141		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$42,581			$42,000		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$57,759			$46,529		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	$50,439			$42,347		
Top Finance Position	5	$85,502			$91,758		
Between $500 thousand and $1 million							
Top Business Position	10	$128,749		$97,013	$121,206	$151,828	
Top Finance Position	7	$78,990			$81,293		
Between $1 million and $5 million							
CEO/Executive Director	8	$203,219			$199,103		
Top Business Position	7	$130,249			$118,179		
Top Finance Position	5	$156,743			$134,858		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	50	$73,239	$28,792	$46,399	$63,654	$100,125	$127,324
Between $500 thousand and $1 million							
CEO/Executive Director	12	$124,541		$88,822	$99,144	$167,464	
Between $1 million and $5 million							
CEO/Executive Director	17	$204,436		$146,145	$210,032	$241,777	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	14	$319,010		$216,027	$333,079	$377,170	
Top Administrative Position	11	$254,010		$168,883	$209,205	$375,306	
Top Finance Position	9	$246,721			$249,745		
Top Operations Position	7	$248,352			$209,205		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$111,253			$104,147		
Between $1 million and $5 million							
CEO/Executive Director	5	$158,417			$128,315		
Alaska							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	$84,869			$82,161		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$59,205		$50,716	$62,553	$70,800	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$113,599			$121,832		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	6	$408,571			$374,081		
Arizona							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	6	$187,327			$182,855		
Greater than $5 million							
CEO/Executive Director	5	$221,188			$239,617		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	$68,511			$74,048		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$89,379			$86,497		
Between $1 million and $5 million							
CEO/Executive Director	5	$125,268			$106,651		
Top Business Position	7	$149,908			$140,533		
Top Finance Position	11	$133,508		$92,411	$120,102	$208,373	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	44	$72,743	$35,300	$46,780	$67,057	$97,968	$108,393
Between $500 thousand and $1 million							
CEO/Executive Director	22	$154,349	$90,791	$105,267	$146,183	$166,126	$246,328
Between $1 million and $5 million							
CEO/Executive Director	22	$241,510	$144,799	$157,255	$187,094	$323,228	$409,105
Greater than $5 million							
CEO/Executive Director	8	$385,143			$320,653		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	$328,824			$282,309		
Top Administrative Position	5	$328,824			$282,309		
Top Finance Position	5	$139,695			$114,455		
Arkansas							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	6	$73,534			$78,296		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	$102,869		$65,000	$107,899	$127,077	
Between $1 million and $5 million							
CEO/Executive Director	14	$212,598		$156,005	$194,172	$267,501	
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	6	$233,023			$232,412		
California							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	30	$79,115	$25,233	$44,184	$68,323	$106,176	$136,144
Between $500 thousand and $1 million							
CEO/Executive Director	17	$161,308		$108,900	$164,546	$208,336	
Between $1 million and $5 million							
CEO/Executive Director	21	$197,598	$92,543	$131,976	$161,440	$239,381	$255,536
Top Administrative Position	6	$108,892			$123,465		
Top Finance Position	6	$112,857			$129,245		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Greater than $5 million							
CEO/Executive Director	21	$428,447	$172,392	$215,594	$296,789	$514,567	$904,972
Top Administrative Position	6	$231,410			$175,143		
Top Business Position	7	$311,557			$236,962		
Top Finance Position	14	$277,017		$194,466	$220,465	$315,961	
Top Human Resources Position	5	$191,607			$190,400		
Top Operations Position	8	$240,032			$236,514		
Top PR/Communications Position	6	$188,928			$153,593		
Top Technology Position	5	$253,322			$234,893		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	55	$60,057	$20,030	$35,067	$61,005	$81,225	$91,071
Top Administrative Position	6	$47,491			$48,486		
Top Business Position	6	$107,230			$107,375		
Top Finance Position	21	$62,011	$21,284	$28,486	$58,935	$91,498	$113,104
Between $500 thousand and $1 million							
CEO/Executive Director	42	$110,491	$39,618	$72,971	$95,177	$158,139	$199,445
Top Business Position	7	$192,515			$206,970		
Top Finance Position	28	$124,599	$72,148	$79,934	$107,501	$172,989	$205,512

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	78	$155,146	$75,612	$106,370	$157,880	$201,776	$227,991
Top Administrative Position	17	$167,054		$126,248	$160,942	$189,805	
Top Business Position	39	$178,892	$115,413	$135,822	$189,496	$223,300	$253,880
Top Education Position	5	$185,754			$194,136		
Top Finance Position	65	$156,518	$73,831	$118,219	$154,711	$197,586	$225,020
Greater than $5 million							
CEO/Executive Director	44	$257,889	$113,925	$169,262	$216,335	$282,980	$413,710
Top Administrative Position	11	$223,851		$185,960	$199,827	$262,427	
Top Business Position	22	$317,736	$137,981	$220,950	$291,324	$377,452	$480,764
Top Finance Position	45	$259,290	$80,882	$158,817	$243,785	$329,845	$400,571
Top Legal Position	7	$295,245			$275,316		
Top Operations Position	5	$294,481			$308,322		
Top Technology Position	5	$237,566			$254,732		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	216	$83,092	$36,673	$54,435	$74,841	$103,770	$136,869
Top Operations Position	7	$66,704			$57,233		
Between $500 thousand and $1 million							
CEO/Executive Director	103	$150,517	$91,071	$108,276	$136,614	$175,599	$236,438

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	142	$223,772	$117,586	$152,782	$197,508	$263,189	$337,074
Top Business Position	5	$166,494			$169,397		
Top Finance Position	19	$139,548		$115,643	$138,768	$150,475	
Top Marketing Position	9	$163,575			$148,588		
Top Operations Position	11	$182,652		$111,053	$128,480	$196,612	
Top Technology Position	5	$177,860			$139,307		
Greater than $5 million							
CEO/Executive Director	40	$521,845	$227,863	$275,551	$354,166	$524,993	$1,056,414
Top Administrative Position	8	$218,538			$181,303		
Top Business Position	17	$249,371		$189,054	$221,761	$289,956	
Top Finance Position	22	$277,175	$113,051	$127,566	$235,964	$322,772	$457,316
Top Human Resources Position	10	$224,245		$164,846	$196,451	$293,429	
Top Legal Position	13	$266,919		$203,378	$287,327	$308,488	
Top Marketing Position	16	$264,932		$186,251	$227,232	$306,551	
Top Operations Position	20	$266,081	$124,489	$153,738	$250,118	$348,610	$462,491
Top PR/Communications Position	9	$202,290			$168,851		
Top Technology Position	14	$233,006		$171,069	$220,939	$278,760	
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	25	$149,165	$96,017	$111,855	$139,000	$169,919	$248,728
Top Administrative Position	25	$147,437	$95,998	$111,855	$139,000	$169,919	$248,728
Top Finance Position	7	$111,511			$116,008		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	33	$316,106	$156,580	$194,337	$259,893	$393,331	$574,828
Top Administrative Position	34	$313,897	$157,517	$195,392	$257,252	$379,127	$573,453
Top Facilities Position	18	$259,743		$194,350	$259,686	$310,737	
Top Finance Position	25	$184,732	$112,284	$130,099	$176,435	$211,524	$276,478
Top Operations Position	6	$293,578			$297,136		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	5	$30,439			$32,240		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Between $1 million and $5 million							
CEO/Executive Director	15	$164,106		$101,522	$135,196	$220,669	
Top Administrative Position	14	$147,426		$99,933	$135,557	$206,075	
501(c)(13)—cemetery companies							
Between $1 million and $5 million							
CEO/Executive Director	6	$133,126			$144,729		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	11	$173,972		$133,515	$164,244	$204,071	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	12	$501,509		$258,711	$372,282	$615,351	
Top Finance Position	11	$271,614		$134,969	$241,127	$366,252	
Top Operations Position	6	$294,523			$329,468		
Top Technology Position	7	$240,428			$205,806		
Colorado							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$77,226			$72,000		
Between $1 million and $5 million							
CEO/Executive Director	5	$156,017			$159,033		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	17	$56,047		$29,746	$54,000	$82,400	
Top Finance Position	5	$75,207			$36,137		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$113,605			$101,378		
Top Finance Position	5	$101,481			$90,571		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	13	$154,423		$123,505	$144,463	$189,014	
Top Business Position	8	$167,664			$185,078		
Top Finance Position	8	$127,695			$135,646		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	63	$77,108	$28,382	$42,088	$66,000	$96,582	$136,291
Between $500 thousand and $1 million							
CEO/Executive Director	31	$152,126	$92,340	$124,383	$137,000	$181,595	$219,142
Between $1 million and $5 million							
CEO/Executive Director	35	$250,514	$106,732	$169,685	$235,812	$290,947	$415,779
Top Finance Position	9	$143,231			$122,525		
Top Operations Position	7	$169,539			$148,291		
Greater than $5 million							
CEO/Executive Director	10	$671,937		$336,554	$458,738	$756,476	
Top Business Position	5	$224,638			$206,136		
Top Finance Position	10	$271,893		$189,551	$270,862	$351,184	
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	6	$305,895			$295,837		
Top Administrative Position	7	$278,253			$286,773		
Top Finance Position	5	$153,248			$137,664		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	10	$398,874		$283,649	$383,294	$412,281	
Top Finance Position	7	$276,486			$260,798		
Top Operations Position	8	$252,596			$215,206		
Top Technology Position	5	$232,532			$218,656		
Connecticut							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$79,395			$50,150		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	12	$47,489		$20,069	$31,997	$78,460	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$98,404			$88,922		
Top Business Position	6	$207,015			$199,058		
Top Finance Position	8	$194,425			$194,969		
Between $1 million and $5 million							
CEO/Executive Director	16	$162,491		$83,567	$178,357	$232,699	
Top Business Position	5	$230,210			$228,198		
Top Finance Position	13	$198,587		$184,517	$208,065	$249,083	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	5	$211,817			$197,479		
Top Finance Position	5	$217,300			$222,249		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	30	$92,630	$53,552	$69,971	$92,076	$117,027	$135,929
Between $500 thousand and $1 million							
CEO/Executive Director	15	$184,065		$124,915	$178,037	$236,728	
Between $1 million and $5 million							
CEO/Executive Director	12	$279,969		$234,998	$253,849	$306,333	
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	10	$156,042		$124,425	$144,681	$183,757	
Top Administrative Position	9	$160,026			$145,634		
Greater than $5 million							
CEO/Executive Director	11	$310,458		$227,306	$344,153	$394,556	
Top Administrative Position	11	$310,458		$227,306	$344,153	$394,556	
Top Facilities Position	10	$228,495		$198,183	$226,073	$253,587	
Top Finance Position	12	$157,324		$139,736	$161,825	$175,815	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$92,281			$92,500		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	$95,600			$81,800		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$130,221			$123,015		
Between $1 million and $5 million							
CEO/Executive Director	8	$199,724			$172,460		
District of Columbia							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	6	$112,228			$100,305		
Between $1 million and $5 million							
CEO/Executive Director	12	$329,334		$300,824	$352,414	$417,413	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Greater than $5 million							
CEO/Executive Director	14	$419,848		$275,596	$370,535	$481,808	
Top Development Position	6	$270,579			$198,915		
Top Finance Position	11	$292,931		$169,874	$292,719	$338,397	
Top Operations Position	8	$292,873			$282,034		
Top PR/Communications Position	7	$197,704			$200,618		
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	10	$164,115		$108,701	$157,560	$211,461	
Greater than $5 million							
CEO/Executive Director	18	$625,262		$295,905	$399,187	$597,831	
Top Administrative Position	5	$284,575			$245,845		
Top Finance Position	16	$428,044		$287,171	$398,473	$500,107	
Top Legal Position	9	$404,621			$289,877		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	$149,852		$92,023	$113,850	$187,341	
Between $500 thousand and $1 million							
CEO/Executive Director	27	$224,900	$111,984	$166,336	$206,020	$276,983	$397,250

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	73	$354,577	$183,043	$251,032	$313,149	$414,283	$608,043
Top Administrative Position	5	$193,881			$167,134		
Top Finance Position	13	$151,177		$93,445	$163,494	$175,816	
Top Operations Position	13	$175,715		$148,934	$166,688	$201,742	
Top PR/Communications Position	12	$197,920		$134,151	$167,858	$250,722	
Greater than $5 million							
CEO/Executive Director	63	$1,096,349	$348,537	$452,924	$754,536	$1,338,987	$2,065,920
Top Administrative Position	12	$259,876		$184,608	$223,900	$286,290	
Top Business Position	15	$266,344		$176,029	$221,713	$264,436	
Top Education Position	9	$237,799			$214,214		
Top Finance Position	35	$306,541	$173,291	$198,096	$252,191	$379,237	$452,989
Top Legal Position	30	$489,326	$203,359	$227,909	$393,201	$659,767	$942,058
Top Marketing Position	15	$237,586		$148,313	$217,560	$274,241	
Top Operations Position	29	$414,657	$166,016	$211,436	$337,144	$597,622	$826,805
Top PR/Communications Position	35	$316,308	$141,628	$194,045	$290,157	$413,319	$547,804
Top Program Position	7	$213,500			$222,419		
Top Technology Position	13	$266,022		$182,766	$215,161	$303,835	
Florida							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	14	$79,231		$37,868	$68,881	$107,500	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$167,192			$161,923		
Between $1 million and $5 million							
CEO/Executive Director	8	$155,159			$157,952		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	26	$70,828	$22,623	$51,759	$75,157	$96,750	$107,497
Top Finance Position	11	$70,392		$45,922	$72,907	$83,303	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$84,318		$44,909	$69,736	$125,275	
Top Business Position	9	$102,227			$98,040		
Top Finance Position	5	$60,674			$52,642		
Between $1 million and $5 million							
CEO/Executive Director	24	$135,527	$76,722	$93,766	$109,592	$171,261	$227,670
Top Business Position	11	$112,586		$97,014	$108,741	$127,319	
Top Finance Position	16	$128,775		$92,751	$113,412	$164,514	
Greater than $5 million							
CEO/Executive Director	7	$248,261			$251,503		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	123	$83,269	$40,587	$56,275	$77,192	$103,858	$131,120

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	41	$143,063	$89,857	$106,675	$134,974	$160,457	$217,267
Between $1 million and $5 million							
CEO/Executive Director	65	$242,856	$127,432	$163,002	$203,346	$269,833	$404,313
Top Business Position	5	$186,996			$161,835		
Top Finance Position	8	$147,260			$120,172		
Greater than $5 million							
CEO/Executive Director	22	$506,379	$180,999	$310,285	$453,420	$622,646	$834,414
Top Business Position	7	$251,230			$204,340		
Top Finance Position	16	$267,271		$205,603	$245,732	$292,079	
Top Marketing Position	8	$208,453			$173,925		
Top Operations Position	13	$261,787		$202,490	$227,866	$312,769	
Top PR/Communications Position	5	$178,235			$172,994		
Top Technology Position	9	$221,364			$191,611		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	28	$149,476	$80,210	$120,910	$150,435	$178,056	$226,176
Top Administrative Position	28	$147,742	$78,893	$111,322	$150,435	$178,056	$226,176
Top Facilities Position	5	$148,174			$129,064		
Top Finance Position	8	$122,029			$118,435		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	62	$351,354	$184,916	$244,241	$308,292	$417,075	$564,846
Top Administrative Position	63	$347,288	$182,855	$243,373	$297,680	$405,898	$563,886
Top Facilities Position	44	$207,893	$135,949	$166,914	$197,148	$249,417	$271,405
Top Finance Position	61	$170,618	$116,965	$130,430	$159,162	$203,297	$244,831
Top Operations Position	18	$348,427		$242,984	$335,861	$413,147	
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	10	$27,956		$24,388	$29,132	$31,186	
Between $500 thousand and $1 million							
Top Administrative Position	5	$30,494			$31,200		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	5	$309,820			$296,439		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	13	$191,897		$94,963	$148,250	$221,248	
Greater than $5 million							
CEO/Executive Director	10	$506,275		$229,427	$323,275	$834,480	
Top Finance Position	9	$192,472			$142,503		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	6	$40,123			$41,352		
Greater than $5 million							
CEO/Executive Director	5	$331,981			$245,167		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	12	$60,857		$46,508	$56,652	$81,642	
Top Finance Position	5	$49,660			$52,844		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$119,001			$120,232		
Between $1 million and $5 million							
CEO/Executive Director	8	$96,941			$93,509		
Top Business Position	5	$120,837			$99,190		
Top Finance Position	10	$100,344		$79,835	$98,462	$100,033	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	56	$74,409	$27,270	$40,845	$65,185	$87,807	$145,818
Between $500 thousand and $1 million							
CEO/Executive Director	25	$141,211	$79,363	$103,315	$135,000	$171,440	$210,024
Between $1 million and $5 million							
CEO/Executive Director	43	$229,245	$101,200	$130,463	$180,358	$287,191	$372,955

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	12	$475,082		$219,280	$467,938	$516,312	
Top Finance Position	7	$254,103			$231,508		
Top Operations Position	6	$263,897			$270,754		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	$119,373			$120,396		
Top Administrative Position	5	$115,595			$115,489		
Greater than $5 million							
CEO/Executive Director	8	$256,365			$228,540		
Top Administrative Position	7	$269,463			$292,399		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	28	$344,973	$198,166	$232,271	$318,214	$406,621	$514,650
Top Administrative Position	11	$265,565		$209,725	$226,632	$300,815	
Top Finance Position	17	$229,165		$160,596	$229,797	$268,196	
Top Human Resources Position	5	$212,180			$189,075		
Top Operations Position	14	$375,263		$161,253	$179,849	$294,025	
Top Technology Position	11	$207,840		$192,160	$203,215	$230,328	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	5	$762,091			$590,941		
Hawaii							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$268,269			$238,746		
Top Business Position	5	$291,842			$284,236		
Top Finance Position	7	$279,043			$284,236		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$101,648		$49,633	$83,217	$146,741	
Idaho							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	$150,061			$141,314		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	23	$78,558	$35,225	$51,584	$70,822	$95,767	$126,566
Between $500 thousand and $1 million							
CEO/Executive Director	9	$118,546			$104,545		
Between $1 million and $5 million							
CEO/Executive Director	9	$203,687			$181,704		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	7	$268,490			$274,387		
Top Administrative Position	7	$268,490			$274,387		
Top Operations Position	6	$205,156			$212,700		
Illinois							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	13	$83,059		$54,250	$60,450	$97,950	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$124,345			$130,896		
Between $1 million and $5 million							
CEO/Executive Director	11	$185,806		$100,114	$179,248	$221,709	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Greater than $5 million							
CEO/Executive Director	7	$348,558			$302,444		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	13	$78,438		$59,379	$78,672	$93,744	
Top Business Position	11	$118,206		$102,333	$130,362	$149,080	
Top Finance Position	20	$77,208	$17,101	$26,344	$70,656	$110,947	$148,591
Between $500 thousand and $1 million							
CEO/Executive Director	25	$123,297	$77,886	$100,040	$123,424	$144,113	$184,261
Top Business Position	23	$169,838	$108,887	$149,906	$172,312	$192,339	$236,662
Top Education Position	5	$164,248			$158,151		
Top Finance Position	28	$135,595	$68,442	$107,519	$142,907	$165,824	$199,348
Between $1 million and $5 million							
CEO/Executive Director	58	$215,601	$107,922	$133,883	$200,513	$266,130	$329,911
Top Business Position	59	$221,707	$130,753	$174,469	$216,734	$265,154	$321,895
Top Education Position	5	$183,038			$185,119		
Top Finance Position	63	$204,235	$96,904	$159,016	$202,452	$254,377	$299,311
Greater than $5 million							
CEO/Executive Director	21	$270,493	$168,411	$208,866	$255,640	$329,198	$385,713
Top Business Position	12	$246,589		$194,540	$225,796	$297,726	
Top Finance Position	20	$284,254	$150,243	$211,799	$262,814	$314,338	$456,209
Top Legal Position	6	$223,217			$223,387		

Other subsections compensation state by budget size

Illinois

501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$500 thousand or less							
CEO/Executive Director	124	$76,634	$34,289	$45,852	$69,326	$96,846	$139,863
Between $500 thousand and $1 million							
CEO/Executive Director	42	$160,034	$78,705	$117,333	$149,857	$199,660	$235,716
Between $1 million and $5 million							
CEO/Executive Director	76	$243,940	$126,853	$158,335	$236,645	$327,957	$363,583
Top Administrative Position	5	$158,080			$142,779		
Top Education Position	6	$135,916			$129,603		
Top Finance Position	20	$145,975	$102,298	$112,042	$143,916	$160,698	$190,983
Top Marketing Position	6	$146,817			$127,630		
Top Operations Position	9	$184,810			$181,453		
Top PR/Communications Position	6	$143,836			$147,183		
Greater than $5 million							
CEO/Executive Director	42	$536,668	$268,372	$351,628	$447,601	$697,746	$870,669
Top Administrative Position	7	$250,953			$195,157		
Top Business Position	15	$231,806		$153,147	$185,256	$284,380	
Top Education Position	11	$234,605		$162,109	$185,406	$295,370	
Top Finance Position	33	$254,254	$165,948	$180,172	$223,539	$285,961	$418,759
Top Human Resources Position	9	$246,290			$216,109		
Top Legal Position	11	$338,565		$299,808	$349,971	$380,856	
Top Marketing Position	16	$203,144		$144,403	$166,853	$274,591	
Top Operations Position	18	$341,451		$182,835	$227,286	$408,174	
Top PR/Communications Position	14	$199,897		$146,396	$180,714	$247,856	
Top Technology Position	23	$225,749	$137,548	$149,341	$182,910	$277,565	$328,681

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	18	$157,932		$112,058	$166,696	$184,899	
Top Administrative Position	17	$155,413		$108,289	$165,354	$184,403	
Top Facilities Position	9	$137,259			$150,633		
Greater than $5 million							
CEO/Executive Director	31	$287,101	$183,154	$216,076	$272,250	$331,999	$387,823
Top Administrative Position	28	$293,553	$191,518	$225,868	$275,675	$328,511	$374,074
Top Facilities Position	21	$244,882	$168,030	$206,015	$241,949	$287,660	$316,836
Top Finance Position	28	$157,558	$116,736	$121,557	$143,917	$182,907	$195,044
501(c)(08)—fraternal beneficiary societies & associations							
Greater than $5 million							
CEO/Executive Director	6	$212,898			$212,896		
Top Finance Position	7	$147,878			$145,102		
501(c)(09)—voluntary employees beneficiary associations							
Greater than $5 million							
Top Administrative Position	10	$184,613		$136,486	$175,024	$200,837	
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	10	$351,577		$268,613	$348,204	$485,567	
Top Finance Position	9	$179,794			$168,399		
Top Operations Position	5	$219,423			$189,714		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	19	$66,013		$53,381	$64,203	$78,264	
Top Finance Position	9	$64,335			$68,795		
Between $500 thousand and $1 million							
CEO/Executive Director	17	$79,480		$71,350	$82,310	$85,938	
Between $1 million and $5 million							
CEO/Executive Director	30	$160,764	$98,688	$105,936	$142,390	$167,887	$262,985
Top Finance Position	11	$184,465		$116,433	$151,221	$239,013	
Greater than $5 million							
CEO/Executive Director	27	$442,831	$198,924	$247,804	$428,826	$512,926	$705,534
Top Business Position	7	$178,460			$176,800		
Top Finance Position	19	$251,292		$153,882	$194,590	$311,511	
Top Human Resources Position	5	$162,814			$180,800		
Top Operations Position	11	$196,068		$154,303	$199,229	$216,021	
Top Technology Position	11	$194,911		$134,136	$167,768	$233,677	
Indiana							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	9	$64,040			$67,456		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	12	$78,364		$46,041	$72,918	$87,706	
Top Business Position	5	$155,420			$146,651		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$102,823			$97,837		
Top Business Position	8	$143,379			$147,084		
Top Finance Position	12	$111,886		$74,754	$92,582	$157,973	
Between $1 million and $5 million							
CEO/Executive Director	25	$163,618	$55,875	$106,441	$150,854	$197,168	$280,740
Top Business Position	24	$170,005	$75,954	$100,781	$175,388	$214,592	$249,829
Top Finance Position	30	$167,687	$80,830	$100,228	$177,413	$226,619	$253,750
Greater than $5 million							
CEO/Executive Director	6	$184,697			$206,065		
Top Finance Position	10	$221,308		$168,219	$206,270	$250,344	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	52	$76,651	$45,373	$54,155	$67,795	$94,974	$127,195
Between $500 thousand and $1 million							
CEO/Executive Director	21	$126,957	$74,809	$82,649	$104,816	$176,020	$206,540
Between $1 million and $5 million							
CEO/Executive Director	32	$205,820	$109,636	$129,280	$180,479	$226,078	$328,655
Top Finance Position	7	$123,386			$114,397		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	7	$557,967			$387,656		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	22	$161,990	$104,352	$109,178	$142,344	$201,252	$236,125
Top Operations Position	9	$152,641			$147,346		
Greater than $5 million							
CEO/Executive Director	9	$163,983			$142,023		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	10	$22,613		$19,349	$21,650	$26,677	
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	17	$266,771		$213,121	$251,212	$342,115	
Top Administrative Position	6	$233,303			$183,901		
Top Finance Position	8	$169,603			$168,705		
Top Operations Position	10	$204,504		$178,541	$196,203	$215,415	
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	16	$142,373		$126,165	$146,574	$165,532	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	12	$85,053		$60,575	$76,013	$84,104	
Between $1 million and $5 million							
CEO/Executive Director	5	$172,441			$198,406		
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$77,799			$58,843		
Top Business Position	6	$120,680			$121,851		
Top Finance Position	5	$103,069			$101,899		
Between $1 million and $5 million							
CEO/Executive Director	10	$139,686		$116,888	$128,751	$159,005	
Top Business Position	9	$157,402			$149,605		
Top Finance Position	14	$118,360		$98,884	$121,186	$147,556	
Greater than $5 million							
CEO/Executive Director	5	$357,020			$340,262		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	58	$74,782	$39,124	$53,410	$73,109	$95,195	$111,050
Between $500 thousand and $1 million							
CEO/Executive Director	24	$160,069	$85,754	$102,224	$145,517	$195,107	$242,989
Between $1 million and $5 million							
CEO/Executive Director	26	$225,806	$123,322	$163,666	$220,563	$287,064	$321,000

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	5	$141,693			$120,244		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	19	$254,966		$178,884	$231,438	$327,079	
Top Administrative Position	5	$276,353			$231,438		
Top Finance Position	13	$178,844		$134,436	$150,595	$184,126	
Top Operations Position	11	$201,936		$147,957	$210,673	$227,202	
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$76,023			$73,480		
Between $1 million and $5 million							
CEO/Executive Director	11	$159,710		$129,160	$156,104	$187,242	
Greater than $5 million							
CEO/Executive Director	10	$352,213		$192,692	$318,439	$461,560	
Top Finance Position	5	$220,537			$236,905		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$35,923			$31,799		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$118,740			$101,154		
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$107,455			$112,476		
Greater than $5 million							
CEO/Executive Director	5	$404,999			$304,063		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	50	$70,802	$28,814	$43,453	$63,602	$86,957	$126,866
Between $500 thousand and $1 million							
CEO/Executive Director	18	$156,647		$117,460	$150,804	$185,780	
Between $1 million and $5 million							
CEO/Executive Director	16	$208,151		$153,437	$216,654	$267,903	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	13	$319,988		$237,022	$264,081	$339,613	
Top Administrative Position	8	$254,255			$256,064		
Top Finance Position	8	$181,982			$156,031		
Top Operations Position	7	$263,406			$196,452		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	5	$140,909			$142,201		
Kentucky							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	7	$70,782			$65,022		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	$55,189			$62,844		
Top Finance Position	7	$48,868			$25,472		
Between $500 thousand and $1 million							
Top Business Position	6	$108,745			$88,793		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	10	$144,189		$121,392	$146,695	$164,699	
Top Business Position	6	$126,753			$109,899		
Top Finance Position	9	$105,505			$97,135		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	40	$88,478	$32,230	$63,868	$81,284	$114,101	$141,493
Between $500 thousand and $1 million							
CEO/Executive Director	18	$131,924		$102,482	$132,298	$175,603	
Between $1 million and $5 million							
CEO/Executive Director	21	$236,163	$129,646	$164,741	$187,343	$233,092	$277,801
Greater than $5 million							
CEO/Executive Director	5	$342,090			$289,943		
Top Finance Position	5	$174,168			$164,071		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	24	$286,743	$171,511	$232,770	$274,146	$331,482	$348,064
Top Administrative Position	11	$204,968		$178,620	$187,018	$224,947	
Top Finance Position	15	$184,185		$166,153	$185,709	$198,177	
Top Human Resources Position	6	$178,634			$165,897		
Top Operations Position	16	$207,188		$160,104	$168,441	$211,246	
Top Technology Position	7	$179,042			$169,183		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$113,477			$75,900		
Between $1 million and $5 million							
CEO/Executive Director	8	$137,642			$118,516		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	10	$58,008		$39,461	$61,854	$70,304	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$80,957			$77,766		
Between $1 million and $5 million							
CEO/Executive Director	8	$132,405			$108,606		
Top Business Position	5	$108,806			$106,836		
Top Finance Position	7	$121,246			$121,723		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	39	$80,267	$43,525	$50,456	$65,000	$100,967	$139,600
Between $500 thousand and $1 million							
CEO/Executive Director	17	$136,083		$97,803	$127,083	$158,600	
Between $1 million and $5 million							
CEO/Executive Director	11	$262,704		$173,508	$272,526	$325,606	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	5	$135,095			$132,533		
Maine							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$57,679			$52,000		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	30	$82,657	$40,804	$55,749	$75,125	$100,279	$137,720
Between $500 thousand and $1 million							
CEO/Executive Director	8	$135,091			$149,250		
Between $1 million and $5 million							
CEO/Executive Director	6	$229,590			$173,051		
Maryland							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$169,010			$142,617		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	12	$68,703		$21,724	$61,021	$92,054	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$107,671			$119,135		
Between $1 million and $5 million							
CEO/Executive Director	17	$153,244		$134,316	$151,525	$190,561	
Top Business Position	10	$179,009		$159,571	$180,429	$203,268	
Top Finance Position	12	$140,653		$113,172	$146,996	$184,300	
Greater than $5 million							
CEO/Executive Director	14	$317,378		$217,711	$267,451	$446,247	
Top Finance Position	9	$298,780			$266,327		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	41	$96,547	$49,997	$62,567	$96,833	$114,197	$155,563
Between $500 thousand and $1 million							
CEO/Executive Director	22	$175,667	$102,767	$109,226	$170,513	$213,790	$267,867
Between $1 million and $5 million							
CEO/Executive Director	38	$248,012	$130,435	$172,591	$217,275	$319,307	$394,823
Top Finance Position	7	$197,777			$145,269		
Top Operations Position	7	$174,063			$162,492		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	14	$612,467		$386,760	$490,553	$785,899	
Top Business Position	5	$192,462			$197,121		
Top Finance Position	11	$236,877		$172,332	$204,689	$298,671	
Top Marketing Position	5	$278,589			$295,722		
Top Operations Position	6	$320,784			$316,296		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	$169,087			$160,366		
Greater than $5 million							
CEO/Executive Director	9	$360,614			$267,025		
Top Administrative Position	9	$360,614			$267,025		
Top Facilities Position	5	$295,584			$340,517		
Top Finance Position	7	$158,464			$148,427		
Massachusetts							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	9	$77,986			$91,574		
Between $1 million and $5 million							
CEO/Executive Director	6	$367,146			$291,794		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	14	$69,201		$45,081	$75,888	$88,362	
Top Business Position	11	$133,954		$92,637	$131,950	$161,748	
Top Finance Position	6	$96,863			$111,215		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$103,580		$39,647	$109,099	$142,259	
Top Business Position	9	$181,986			$165,147		
Top Finance Position	13	$141,216		$89,421	$122,808	$196,159	
Between $1 million and $5 million							
CEO/Executive Director	20	$118,153	$33,844	$66,632	$128,945	$159,713	$184,684
Top Business Position	13	$167,847		$146,868	$176,560	$189,160	
Top Finance Position	13	$131,655		$99,690	$127,931	$158,920	
Greater than $5 million							
CEO/Executive Director	13	$246,929		$221,202	$237,907	$267,317	
Top Business Position	8	$282,768			$279,990		
Top Finance Position	15	$263,128		$218,213	$272,772	$298,038	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	50	$88,018	$35,684	$53,142	$84,428	$109,263	$138,610
Between $500 thousand and $1 million							
CEO/Executive Director	27	$163,280	$94,908	$102,921	$142,644	$193,679	$267,002

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	27	$269,225	$141,075	$191,301	$230,553	$329,515	$445,565
Top Administrative Position	5	$151,200			$168,875		
Top Finance Position	9	$198,214			$168,875		
Greater than $5 million							
CEO/Executive Director	14	$598,350		$312,085	$508,593	$841,921	
Top Business Position	5	$213,900			$187,375		
Top Finance Position	12	$324,184		$205,257	$247,075	$319,479	
Top Operations Position	7	$324,232			$299,981		
Top Technology Position	6	$241,383			$199,032		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	12	$178,568		$139,685	$172,358	$207,939	
Top Administrative Position	12	$178,568		$139,685	$172,358	$207,939	
Top Facilities Position	7	$176,461			$177,758		
Top Finance Position	5	$93,365			$116,004		
Greater than $5 million							
CEO/Executive Director	18	$338,738		$263,712	$347,155	$393,485	
Top Administrative Position	18	$338,738		$263,712	$347,155	$393,485	
Top Facilities Position	13	$195,872		$153,864	$189,345	$229,533	
Top Finance Position	18	$177,522		$137,324	$177,974	$190,445	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	16	$388,211		$241,073	$368,266	$500,273	
Top Finance Position	12	$210,668		$158,485	$217,667	$241,663	
Top Operations Position	8	$218,910			$219,530		
Top Technology Position	5	$184,401			$160,321		
Michigan							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	14	$77,781		$53,160	$62,060	$107,296	
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	21	$80,219	$24,823	$41,347	$68,642	$112,798	$166,192
Top Administrative Position	5	$45,905			$45,099		
Top Finance Position	7	$46,273			$43,693		
Between $500 thousand and $1 million							
CEO/Executive Director	17	$97,652		$61,111	$93,919	$117,616	
Top Business Position	10	$124,220		$98,435	$134,325	$147,367	
Top Finance Position	21	$81,330	$39,493	$50,734	$71,843	$115,537	$128,433

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	47	$117,265	$37,157	$48,191	$116,872	$169,539	$207,060
Top Business Position	23	$169,694	$96,981	$114,767	$176,314	$205,387	$225,776
Top Finance Position	46	$137,139	$44,361	$100,935	$142,609	$175,139	$199,803
Greater than $5 million							
CEO/Executive Director	11	$205,040		$163,971	$199,516	$246,961	
Top Finance Position	9	$171,006			$190,570		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	90	$69,961	$25,016	$41,977	$60,625	$95,902	$120,836
Between $500 thousand and $1 million							
CEO/Executive Director	27	$140,623	$69,059	$97,047	$125,352	$171,741	$209,269
Between $1 million and $5 million							
CEO/Executive Director	40	$231,872	$87,921	$158,425	$202,709	$288,160	$422,107
Top Finance Position	9	$146,308			$125,381		
Greater than $5 million							
CEO/Executive Director	11	$511,797		$339,670	$436,395	$593,892	
Top Finance Position	7	$224,886			$207,252		
Top Technology Position	8	$184,214			$162,193		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	19	$147,387		$120,032	$138,401	$154,952	
Top Administrative Position	18	$147,381		$118,696	$134,912	$156,071	
Top Finance Position	7	$115,146			$103,739		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	29	$137,184	$95,394	$108,821	$134,568	$152,666	$169,998
Top Administrative Position	5	$121,007			$109,982		
Top Finance Position	10	$76,252		$65,477	$82,676	$86,169	
Greater than $5 million							
CEO/Executive Director	31	$452,015	$209,455	$217,401	$275,802	$481,237	$753,249
Top Business Position	5	$331,416			$330,105		
Top Finance Position	27	$188,966	$100,284	$112,985	$150,442	$262,615	$354,154
Top Human Resources Position	6	$218,856			$216,431		
Top Marketing Position	6	$216,717			$203,563		
Top Operations Position	16	$160,993		$117,130	$132,429	$198,548	
Top Technology Position	10	$198,224		$154,136	$170,179	$250,062	
Minnesota							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	11	$84,773		$58,389	$77,000	$88,662	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$127,957			$125,852		
Between $1 million and $5 million							
CEO/Executive Director	7	$225,267			$203,207		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	12	$86,896		$58,290	$71,853	$108,929	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$95,351		$66,699	$95,432	$119,235	
Top Finance Position	8	$105,931			$97,133		
Between $1 million and $5 million							
CEO/Executive Director	17	$143,648		$102,613	$146,196	$181,883	
Top Business Position	13	$183,981		$142,892	$163,518	$215,753	
Top Finance Position	15	$157,488		$108,777	$162,735	$182,502	
Greater than $5 million							
CEO/Executive Director	13	$226,914		$190,766	$209,096	$239,066	
Top Business Position	9	$227,200			$225,507		
Top Finance Position	11	$206,805		$195,184	$205,332	$215,369	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	68	$82,140	$31,671	$55,886	$78,076	$103,394	$133,591

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	21	$144,568	$92,700	$111,778	$142,416	$183,145	$196,000
Between $1 million and $5 million							
CEO/Executive Director	26	$211,122	$131,913	$156,724	$191,955	$243,163	$304,158
Greater than $5 million							
CEO/Executive Director	15	$352,405		$239,459	$313,439	$445,895	
Top Finance Position	12	$174,151		$134,022	$148,833	$220,713	
Top Operations Position	6	$229,409			$201,069		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	7	$149,749			$129,256		
Top Administrative Position	6	$159,945			$143,140		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	19	$354,978		$247,721	$294,152	$424,730	
Top Administrative Position	13	$305,868		$189,950	$254,936	$397,205	
Top Finance Position	14	$197,222		$158,365	$200,420	$234,215	
Top Operations Position	10	$209,014		$181,130	$204,837	$232,497	
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	7	$71,190			$68,000		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	12	$156,504		$116,318	$134,778	$162,549	
Greater than $5 million							
CEO/Executive Director	10	$605,753		$247,533	$291,664	$623,821	
Top Finance Position	8	$317,821			$175,659		
Top Operations Position	5	$244,749			$215,508		
Top Technology Position	5	$319,776			$297,780		
501(c)(15)—mutual insurance company other than life or marine							
$500 thousand or less							
Top Finance Position	6	$52,706			$45,214		
Mississippi							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	$72,257			$57,923		
Between $500 thousand and $1 million							
Top Business Position	6	$89,890			$95,710		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	25	$84,885	$27,850	$46,509	$80,343	$112,425	$162,025

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	14	$161,322		$124,848	$146,341	$210,110	
Between $1 million and $5 million							
CEO/Executive Director	14	$286,206		$166,349	$280,262	$310,599	
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	15	$241,560		$156,716	$202,266	$303,178	
Top Administrative Position	12	$233,132		$154,291	$183,007	$300,948	
Top Finance Position	7	$213,668			$202,927		
Top Operations Position	8	$172,181			$160,253		
Missouri							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	6	$77,551			$78,440		
Between $1 million and $5 million							
CEO/Executive Director	5	$206,921			$186,600		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	14	$76,481		$52,925	$79,006	$102,349	
Top Business Position	10	$102,678		$84,083	$93,411	$130,853	
Top Finance Position	12	$90,966		$51,646	$76,780	$127,196	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$112,104			$109,001		
Top Business Position	7	$130,521			$133,372		
Top Finance Position	6	$99,827			$101,122		
Between $1 million and $5 million							
CEO/Executive Director	31	$160,002	$82,846	$104,930	$138,647	$206,875	$271,527
Top Business Position	17	$157,502		$119,948	$153,980	$206,421	
Top Finance Position	26	$130,387	$66,252	$96,831	$131,693	$160,739	$214,007
Greater than $5 million							
CEO/Executive Director	7	$265,720			$280,262		
Top Finance Position	12	$196,025		$147,348	$178,834	$223,418	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	58	$69,351	$25,053	$40,359	$58,488	$94,671	$129,390
Between $500 thousand and $1 million							
CEO/Executive Director	21	$141,901	$80,148	$105,863	$144,137	$182,411	$194,753
Between $1 million and $5 million							
CEO/Executive Director	35	$247,018	$144,145	$163,636	$234,360	$286,273	$415,009
Top Finance Position	6	$204,456			$168,750		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	11	$560,393		$337,562	$468,206	$614,057	
Top Finance Position	9	$240,334			$199,620		
Top PR/Communications Position	6	$160,786			$151,615		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	10	$166,229		$96,242	$163,379	$207,596	
Top Administrative Position	7	$156,919			$158,183		
Greater than $5 million							
CEO/Executive Director	7	$288,357			$279,658		
Top Administrative Position	5	$290,713			$279,658		
Top Finance Position	7	$133,272			$139,372		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	14	$335,424		$229,598	$268,417	$346,017	
Top Administrative Position	13	$324,768		$220,176	$261,592	$332,227	
Top Finance Position	11	$193,785		$141,254	$160,232	$201,701	
Top Operations Position	6	$215,630			$209,722		
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	8	$55,291			$60,794		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$83,546			$74,222		
Between $1 million and $5 million							
CEO/Executive Director	13	$137,757		$103,740	$127,787	$149,771	
Greater than $5 million							
CEO/Executive Director	7	$354,856			$311,798		
Top Finance Position	6	$185,833			$165,361		
Montana							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	26	$89,911	$45,059	$56,640	$82,724	$104,702	$127,348
Between $500 thousand and $1 million							
CEO/Executive Director	10	$130,052		$92,741	$117,143	$164,039	
Between $1 million and $5 million							
CEO/Executive Director	7	$197,783			$200,959		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	12	$294,836		$203,355	$266,802	$367,655	
Top Administrative Position	10	$306,006		$209,609	$266,802	$378,098	
Top Finance Position	8	$138,676			$131,113		
Top Operations Position	6	$201,582			$196,947		
Nebraska							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$79,768			$62,484		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	$61,587			$71,704		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$89,336			$81,742		
Between $1 million and $5 million							
CEO/Executive Director	9	$100,195			$95,996		
Top Finance Position	7	$124,772			$127,916		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	29	$79,089	$25,725	$46,992	$85,719	$98,000	$137,006
Between $500 thousand and $1 million							
CEO/Executive Director	16	$117,963		$85,540	$99,883	$139,111	
Between $1 million and $5 million							
CEO/Executive Director	13	$223,467		$153,218	$194,311	$234,140	
Nevada							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$128,303			$115,364		
Between $1 million and $5 million							
CEO/Executive Director	8	$154,649			$141,494		
Top Business Position	5	$183,724			$199,774		
Top Finance Position	8	$143,525			$143,088		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	17	$74,039		$52,450	$77,040	$88,964	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$179,033			$180,954		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	14	$246,656		$197,176	$233,739	$255,601	
New Hampshire							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	18	$82,790		$58,438	$79,122	$108,146	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$109,542		$79,958	$87,400	$125,769	
Between $1 million and $5 million							
CEO/Executive Director	5	$222,446			$195,102		
New Jersey							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	20	$79,901	$36,325	$50,698	$77,542	$97,465	$113,765
Top Finance Position	5	$81,665			$73,299		
Between $500 thousand and $1 million							
CEO/Executive Director	13	$138,168		$65,492	$140,101	$168,767	
Top Finance Position	6	$79,887			$68,643		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	38	$214,562	$92,780	$153,393	$193,236	$274,413	$320,442
Top Business Position	13	$273,855		$246,361	$284,309	$313,309	
Top Finance Position	21	$198,343	$117,539	$135,672	$196,635	$233,416	$311,810
Greater than $5 million							
CEO/Executive Director	14	$466,003		$231,417	$258,975	$434,635	
Top Business Position	7	$353,540			$339,454		
Top Finance Position	16	$288,001		$214,768	$285,600	$389,473	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	32	$69,395	$26,341	$36,628	$67,835	$83,544	$123,665
Between $500 thousand and $1 million							
CEO/Executive Director	15	$185,215		$111,171	$137,700	$226,457	
Between $1 million and $5 million							
CEO/Executive Director	31	$285,112	$161,254	$202,374	$244,176	$345,679	$440,195
Top Finance Position	6	$205,391			$151,147		
Top Operations Position	5	$169,682			$139,914		
Greater than $5 million							
CEO/Executive Director	7	$438,822			$360,964		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	8	$164,440			$155,612		
Top Administrative Position	6	$165,569			$155,612		
Greater than $5 million							
CEO/Executive Director	13	$288,892		$219,098	$275,032	$293,426	
Top Administrative Position	14	$297,496		$224,760	$279,155	$332,995	
Top Facilities Position	16	$217,310		$152,449	$216,657	$249,242	
Top Finance Position	15	$167,805		$136,655	$151,332	$185,246	
501(c)(09)—voluntary employees beneficiary associations							
Greater than $5 million							
Top Administrative Position	7	$220,892			$189,929		
501(c)(13)—cemetery companies							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$97,974			$112,100		
New Mexico							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	9	$104,978			$99,357		
Top Finance Position	5	$93,475			$99,806		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	25	$79,151	$40,176	$60,375	$81,373	$101,363	$118,074
Between $500 thousand and $1 million							
CEO/Executive Director	5	$109,431			$108,829		
Between $1 million and $5 million							
CEO/Executive Director	12	$149,312		$111,131	$135,844	$204,478	
New York							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	12	$68,741		$25,812	$56,752	$75,249	
Between $1 million and $5 million							
CEO/Executive Director	8	$180,447			$135,061		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	44	$65,637	$23,614	$28,863	$61,275	$89,366	$119,326
Top Business Position	14	$104,860		$83,687	$108,940	$124,886	
Top Finance Position	14	$43,796		$24,063	$33,354	$53,275	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	45	$100,001	$22,298	$54,184	$91,292	$136,950	$177,601
Top Business Position	18	$162,292		$125,125	$153,158	$189,189	
Top Finance Position	26	$96,579	$48,597	$68,652	$89,329	$130,955	$154,550
Between $1 million and $5 million							
CEO/Executive Director	78	$169,793	$36,318	$109,312	$169,839	$225,252	$281,532
Top Administrative Position	5	$165,057			$145,550		
Top Business Position	48	$265,605	$158,751	$188,916	$236,824	$376,192	$409,404
Top Finance Position	76	$167,161	$57,448	$101,089	$157,828	$211,589	$297,647
Greater than $5 million							
CEO/Executive Director	46	$315,658	$99,335	$192,431	$276,639	$389,655	$487,841
Top Administrative Position	6	$209,345			$162,218		
Top Business Position	12	$408,055		$383,055	$423,671	$461,540	
Top Finance Position	43	$263,711	$39,292	$152,671	$232,945	$379,155	$450,709
Top Legal Position	15	$274,209		$206,027	$238,302	$312,891	
Top PR/Communications Position	8	$240,872			$230,796		
Top Technology Position	6	$258,892			$238,832		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	95	$79,716	$32,644	$51,352	$72,348	$95,435	$141,185
Between $500 thousand and $1 million							
CEO/Executive Director	44	$144,173	$80,176	$106,538	$141,259	$185,970	$226,862

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	66	$279,262	$129,637	$159,625	$224,544	$320,747	$496,750
Top Administrative Position	5	$151,921			$143,724		
Top Business Position	5	$165,689			$127,665		
Top Finance Position	13	$113,713		$90,894	$105,591	$143,724	
Top Legal Position	6	$202,408			$182,245		
Top Operations Position	10	$167,555		$137,762	$161,596	$186,131	
Greater than $5 million							
CEO/Executive Director	25	$689,552	$282,228	$381,474	$567,602	$833,777	$1,034,662
Top Administrative Position	5	$219,999			$212,507		
Top Business Position	6	$193,589			$177,814		
Top Finance Position	18	$249,467		$200,065	$211,600	$256,657	
Top Legal Position	7	$298,303			$297,327		
Top Marketing Position	7	$194,749			$193,024		
Top Operations Position	9	$352,923			$255,545		
Top PR/Communications Position	6	$183,705			$164,893		
Top Technology Position	7	$249,286			$203,887		
501(c)(07)—social & recreational clubs							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$84,166			$84,036		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	22	$183,636	$113,877	$139,698	$164,622	$209,595	$293,613
Top Administrative Position	21	$190,316	$122,819	$143,030	$169,121	$210,115	$299,142
Top Facilities Position	8	$154,862			$145,820		
Top Finance Position	7	$149,724			$171,791		
Greater than $5 million							
CEO/Executive Director	40	$323,493	$205,461	$244,233	$315,699	$363,448	$427,580
Top Administrative Position	39	$323,551	$204,439	$241,481	$310,133	$364,428	$429,394
Top Facilities Position	24	$227,680	$151,168	$178,746	$230,771	$264,755	$287,015
Top Finance Position	37	$200,982	$125,501	$140,449	$166,407	$235,071	$310,426
501(c)(09)—voluntary employees beneficiary associations							
Greater than $5 million							
CEO/Executive Director	6	$283,964			$240,193		
Top Administrative Position	8	$178,407			$173,590		
Top Finance Position	7	$206,287			$201,137		
501(c)(13)—cemetery companies							
$500 thousand or less							
CEO/Executive Director	7	$43,080			$41,200		
Between $1 million and $5 million							
CEO/Executive Director	14	$150,666		$97,959	$144,908	$197,287	
Top Administrative Position	6	$121,784			$133,001		
Top Finance Position	7	$113,628			$95,150		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(13)—cemetery companies							
Greater than $5 million							
CEO/Executive Director	6	$347,455			$357,125		
Top Finance Position	5	$262,565			$257,814		
North Carolina							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	8	$82,625			$65,502		
Between $1 million and $5 million							
CEO/Executive Director	6	$106,531			$112,619		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	11	$69,532		$48,875	$77,107	$95,944	
Top Finance Position	5	$67,970			$64,495		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$142,582			$142,677		
Between $1 million and $5 million							
CEO/Executive Director	10	$117,939		$75,259	$116,532	$153,375	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	76	$79,443	$30,400	$50,375	$72,608	$95,209	$128,820
Between $500 thousand and $1 million							
CEO/Executive Director	31	$144,765	$93,500	$103,579	$126,606	$183,444	$212,000
Between $1 million and $5 million							
CEO/Executive Director	36	$242,795	$125,570	$158,824	$211,640	$305,945	$412,530
Top Business Position	5	$142,734			$143,902		
Top Finance Position	6	$123,572			$133,339		
Greater than $5 million							
CEO/Executive Director	10	$339,449		$199,484	$302,217	$415,279	
Top Finance Position	5	$218,128			$161,174		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	10	$163,537		$101,983	$163,675	$199,615	
Top Administrative Position	9	$169,822			$193,029		
Greater than $5 million							
CEO/Executive Director	7	$303,384			$269,975		
Top Administrative Position	6	$307,729			$263,591		
Top Facilities Position	5	$211,333			$195,488		
Top Finance Position	6	$130,735			$121,518		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	5	$25,944			$27,747		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	13	$464,823		$263,313	$421,669	$556,629	
Top Administrative Position	5	$289,222			$263,313		
Top Finance Position	10	$254,511		$187,533	$201,526	$233,598	
Top Operations Position	8	$268,246			$240,581		
Top Technology Position	7	$207,489			$169,208		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	5	$124,066			$120,723		
Greater than $5 million							
CEO/Executive Director	7	$354,541			$326,658		
North Dakota							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	7	$127,229			$114,479		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	16	$91,163		$52,362	$79,262	$112,784	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$194,397			$165,632		
Between $1 million and $5 million							
CEO/Executive Director	10	$208,496		$123,191	$209,020	$263,280	
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	10	$423,239		$330,003	$366,810	$446,714	
Top Administrative Position	7	$390,539			$376,044		
Top Finance Position	6	$329,395			$380,454		
Top Operations Position	10	$254,242		$178,216	$209,446	$343,775	
Ohio							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	10	$65,491		$37,887	$57,294	$79,181	
Between $1 million and $5 million							
CEO/Executive Director	6	$122,976			$111,830		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	29	$67,567	$26,446	$35,352	$60,430	$90,200	$127,843
Top Business Position	8	$87,274			$76,502		
Top Finance Position	14	$54,041		$32,211	$53,117	$77,030	
Between $500 thousand and $1 million							
CEO/Executive Director	22	$89,166	$37,388	$60,480	$88,727	$107,256	$127,782
Top Business Position	15	$130,391		$99,642	$129,557	$156,007	
Top Finance Position	24	$104,735	$61,924	$82,249	$99,485	$123,924	$153,051
Between $1 million and $5 million							
CEO/Executive Director	28	$133,204	$50,348	$94,726	$128,059	$173,514	$205,410
Top Business Position	17	$122,782		$102,524	$107,733	$139,188	
Top Finance Position	35	$125,328	$78,193	$95,525	$119,939	$161,777	$168,151
Greater than $5 million							
CEO/Executive Director	9	$186,253			$150,419		
Top Finance Position	10	$173,479		$140,688	$166,153	$192,347	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	95	$71,804	$28,551	$41,361	$58,300	$94,146	$134,245
Between $500 thousand and $1 million							
CEO/Executive Director	33	$129,648	$77,209	$95,568	$127,780	$153,529	$187,458
Between $1 million and $5 million							
CEO/Executive Director	37	$222,453	$111,169	$138,871	$182,922	$237,106	$287,711
Top Finance Position	5	$131,079			$116,879		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	7	$354,129			$353,289		
Top Finance Position	5	$208,188			$242,145		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	15	$181,261		$114,634	$148,016	$208,241	
Top Administrative Position	12	$161,998		$105,345	$146,602	$201,638	
Top Finance Position	5	$80,262			$60,960		
Greater than $5 million							
CEO/Executive Director	14	$246,979		$194,369	$253,325	$305,159	
Top Administrative Position	9	$233,300			$203,070		
Top Facilities Position	9	$193,658			$206,493		
Top Finance Position	6	$151,455			$130,859		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	15	$24,975		$17,600	$22,940	$31,200	
Between $500 thousand and $1 million							
Top Administrative Position	8	$37,974			$35,913		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	15	$311,180		$239,836	$274,840	$389,753	
Top Administrative Position	8	$252,939			$235,243		
Top Finance Position	11	$170,895		$154,407	$175,820	$196,169	
Top Operations Position	8	$207,345			$205,689		
501(c)(13)—cemetery companies							
Between $1 million and $5 million							
CEO/Executive Director	7	$133,835			$128,592		
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	8	$63,237			$61,233		
Top Finance Position	5	$47,505			$54,808		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$83,517			$79,603		
Between $1 million and $5 million							
CEO/Executive Director	13	$157,534		$144,814	$163,298	$172,712	
Top Finance Position	8	$126,703			$131,197		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$73,269			$73,532		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	$75,868			$78,801		
Between $500 thousand and $1 million							
Top Business Position	5	$106,070			$74,475		
Between $1 million and $5 million							
CEO/Executive Director	6	$111,211			$122,537		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	44	$76,683	$29,213	$46,259	$65,209	$98,620	$135,121
Between $500 thousand and $1 million							
CEO/Executive Director	9	$110,271			$103,583		
Between $1 million and $5 million							
CEO/Executive Director	10	$200,873		$149,926	$163,868	$178,238	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	6	$380,510			$394,842		
Top Administrative Position	5	$288,205			$273,607		
Top Finance Position	5	$230,204			$207,382		
Top Operations Position	5	$271,730			$265,226		
Oregon							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	8	$85,695			$76,784		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$93,148			$91,181		
Between $1 million and $5 million							
CEO/Executive Director	5	$151,127			$106,202		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	12	$115,783		$63,286	$93,638	$151,363	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$119,616			$115,405		
Top Finance Position	6	$94,337			$88,619		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	7	$154,383			$170,902		
Top Business Position	6	$173,881			$173,596		
Top Finance Position	7	$150,292			$128,590		
Greater than $5 million							
CEO/Executive Director	7	$191,165			$159,522		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	54	$82,242	$46,365	$60,038	$74,286	$96,215	$128,244
Between $500 thousand and $1 million							
CEO/Executive Director	38	$156,725	$85,775	$99,993	$135,049	$203,152	$257,300
Between $1 million and $5 million							
CEO/Executive Director	32	$207,125	$117,385	$153,079	$177,817	$237,860	$343,944
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	10	$282,433		$178,550	$285,656	$320,291	
Top Administrative Position	8	$277,941			$274,643		
Top Finance Position	6	$197,170			$238,241		
Top Operations Position	8	$219,549			$221,222		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	13	$46,273		$42,500	$43,349	$49,741	
Between $1 million and $5 million							
CEO/Executive Director	8	$143,545			$141,009		
Greater than $5 million							
CEO/Executive Director	6	$391,494			$250,201		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	28	$67,910	$23,951	$54,682	$68,618	$83,486	$99,297
Top Business Position	8	$114,441			$116,051		
Top Finance Position	11	$46,925		$26,518	$35,784	$64,491	
Between $500 thousand and $1 million							
CEO/Executive Director	30	$115,018	$68,286	$92,899	$108,981	$145,470	$159,536
Top Business Position	8	$119,770			$126,831		
Top Finance Position	14	$110,071		$88,767	$108,378	$130,924	
Between $1 million and $5 million							
CEO/Executive Director	50	$167,915	$88,517	$121,533	$168,190	$205,551	$257,463
Top Business Position	32	$213,682	$126,703	$176,539	$211,738	$260,829	$283,540
Top Finance Position	42	$175,835	$99,330	$121,263	$176,818	$231,443	$259,549
Greater than $5 million							
CEO/Executive Director	14	$250,306		$191,984	$236,407	$310,718	
Top Business Position	11	$281,137		$210,094	$317,325	$351,190	
Top Finance Position	13	$242,111		$193,361	$248,072	$302,676	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	95	$81,004	$34,425	$52,903	$76,864	$110,400	$127,032
Top Finance Position	5	$49,859			$50,009		
Between $500 thousand and $1 million							
CEO/Executive Director	42	$142,249	$84,404	$102,159	$140,157	$173,782	$193,232
Between $1 million and $5 million							
CEO/Executive Director	56	$245,405	$128,220	$179,438	$213,180	$302,077	$360,393
Top Finance Position	9	$143,965			$148,720		
Top Legal Position	5	$190,643			$196,983		
Top Operations Position	8	$147,133			$152,580		
Greater than $5 million							
CEO/Executive Director	13	$630,188		$330,060	$496,716	$811,362	
Top Administrative Position	5	$247,880			$248,062		
Top Business Position	5	$177,780			$164,764		
Top Finance Position	8	$210,466			$189,187		
Top Operations Position	6	$354,873			$246,974		
501(c)(07)—social & recreational clubs							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$105,509			$86,708		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	23	$136,930	$108,810	$116,377	$132,387	$157,688	$173,826
Top Administrative Position	23	$137,752	$108,810	$116,266	$136,297	$161,503	$173,826
Top Facilities Position	8	$140,090			$140,254		
Top Finance Position	5	$106,056			$101,289		
Greater than $5 million							
CEO/Executive Director	17	$320,524		$172,857	$258,449	$339,738	
Top Administrative Position	17	$320,524		$172,857	$258,449	$339,738	
Top Facilities Position	15	$234,637		$182,938	$218,067	$255,875	
Top Finance Position	11	$169,303		$126,812	$134,360	$174,451	
Top Operations Position	5	$309,777			$293,433		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	7	$23,765			$18,662		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	11	$288,248		$248,956	$296,330	$319,949	
Top Finance Position	7	$155,363			$162,790		
Top Operations Position	5	$193,929			$195,098		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$76,462			$86,264		
Between $1 million and $5 million							
CEO/Executive Director	5	$137,147			$151,539		
Puerto Rico							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	5	$147,506			$139,210		
Top Operations Position	5	$58,960			$55,737		
Rhode Island							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	$97,894			$94,726		
Between $1 million and $5 million							
CEO/Executive Director	8	$162,056			$143,721		
Top Business Position	5	$206,047			$167,268		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	18	$85,082		$52,834	$82,077	$91,286	
Between $1 million and $5 million							
CEO/Executive Director	8	$228,112			$241,455		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	5	$572,049			$425,986		
South Carolina							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	7	$97,631			$109,999		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	44	$74,878	$27,775	$45,528	$65,517	$91,416	$117,519
Between $500 thousand and $1 million							
CEO/Executive Director	21	$151,990	$86,840	$101,833	$147,283	$210,612	$238,290
Between $1 million and $5 million							
CEO/Executive Director	22	$277,146	$157,782	$191,224	$228,577	$324,807	$484,827
Top Finance Position	5	$133,491			$140,346		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	6	$419,893			$350,083		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	$198,009			$187,160		
Top Administrative Position	5	$198,009			$187,160		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	10	$316,842		$301,133	$353,275	$391,099	
Top Operations Position	8	$226,933			$216,577		
South Dakota							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	21	$73,895	$35,050	$52,399	$61,205	$86,672	$135,000
Between $500 thousand and $1 million							
CEO/Executive Director	5	$114,491			$114,891		
Between $1 million and $5 million							
CEO/Executive Director	13	$145,878		$112,555	$132,900	$199,720	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Between $1 million and $5 million							
CEO/Executive Director	5	$145,532			$164,662		
Top Administrative Position	5	$128,028			$103,052		
Greater than $5 million							
CEO/Executive Director	13	$219,063		$179,427	$223,356	$262,443	
Top Administrative Position	12	$211,657		$177,914	$221,570	$244,549	
Top Finance Position	5	$184,042			$173,051		
Top Operations Position	6	$171,294			$174,230		
Tennessee							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	6	$76,103			$69,621		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	10	$66,426		$36,266	$69,759	$90,217	
Top Finance Position	7	$42,267			$26,400		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$84,178			$80,050		
Top Business Position	7	$85,016			$87,234		
Top Finance Position	6	$97,455			$105,686		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	13	$113,099		$75,717	$114,355	$131,558	
Top Business Position	8	$187,920			$142,526		
Top Finance Position	10	$152,457		$120,760	$136,198	$159,484	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	56	$83,942	$30,644	$47,488	$67,826	$114,843	$151,180
Between $500 thousand and $1 million							
CEO/Executive Director	21	$129,976	$71,240	$98,196	$131,741	$142,767	$184,384
Between $1 million and $5 million							
CEO/Executive Director	25	$220,208	$120,618	$139,836	$185,079	$243,467	$330,518
Greater than $5 million							
CEO/Executive Director	11	$650,247		$373,293	$564,474	$777,975	
Top Finance Position	7	$307,761			$269,847		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	8	$128,401			$114,885		
Greater than $5 million							
CEO/Executive Director	7	$270,251			$249,117		
Top Administrative Position	5	$253,709			$249,117		
Top Finance Position	5	$128,649			$138,891		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	17	$252,697		$208,626	$237,782	$284,526	
Top Administrative Position	10	$237,541		$186,917	$231,497	$274,724	
Top Finance Position	12	$163,173		$123,775	$172,405	$189,742	
Top Operations Position	10	$169,177		$150,675	$163,254	$190,702	
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	19	$125,950		$93,769	$114,451	$149,562	
Top Finance Position	11	$87,742		$77,544	$80,937	$93,686	
Top Operations Position	5	$73,930			$71,062		
Greater than $5 million							
CEO/Executive Director	9	$377,002			$290,892		
Top Technology Position	5	$250,890			$236,610		
Texas							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	15	$79,214		$49,930	$72,112	$94,098	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$103,543			$81,367		
Between $1 million and $5 million							
CEO/Executive Director	13	$219,543		$116,719	$206,600	$302,075	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Greater than $5 million							
CEO/Executive Director	8	$321,135			$316,260		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	19	$67,283		$40,106	$52,462	$76,548	
Top Finance Position	10	$52,604		$32,526	$40,286	$52,853	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$74,499		$59,860	$81,787	$92,214	
Top Business Position	6	$90,089			$88,779		
Top Finance Position	11	$103,785		$84,737	$89,683	$124,988	
Between $1 million and $5 million							
CEO/Executive Director	28	$104,135	$37,659	$59,369	$95,982	$127,335	$189,623
Top Business Position	10	$144,444		$122,120	$144,720	$163,655	
Top Finance Position	21	$99,260	$36,387	$50,771	$107,312	$125,175	$164,362
Greater than $5 million							
CEO/Executive Director	7	$310,824			$271,873		
Top Finance Position	8	$180,789			$174,071		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	170	$79,696	$38,900	$50,417	$73,183	$99,872	$128,755
Top Administrative Position	6	$39,401			$35,476		
Top Finance Position	5	$34,236			$41,800		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	68	$154,132	$83,321	$109,287	$136,854	$172,014	$255,921
Between $1 million and $5 million							
CEO/Executive Director	75	$232,174	$124,850	$157,583	$206,853	$281,685	$364,963
Top Finance Position	14	$146,998		$84,955	$123,749	$149,386	
Top Legal Position	5	$171,513			$137,899		
Top Operations Position	14	$142,177		$118,638	$140,122	$179,799	
Top PR/Communications Position	5	$140,525			$138,406		
Top Technology Position	7	$210,508			$180,540		
Greater than $5 million							
CEO/Executive Director	23	$501,918	$264,272	$321,565	$412,449	$598,381	$838,598
Top Business Position	8	$227,280			$195,336		
Top Education Position	6	$238,506			$247,853		
Top Finance Position	18	$211,210		$142,705	$192,264	$231,026	
Top Legal Position	5	$206,037			$218,934		
Top Marketing Position	6	$278,765			$277,809		
Top Operations Position	9	$268,674			$241,254		
Top Technology Position	10	$200,368		$147,172	$160,062	$214,595	
501(c)(07)—social & recreational clubs							
$500 thousand or less							
CEO/Executive Director	5	$42,983			$33,580		
Between $1 million and $5 million							
CEO/Executive Director	11	$133,554		$111,053	$135,804	$178,228	
Top Administrative Position	7	$154,011			$135,804		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	23	$298,194	$150,580	$226,864	$303,436	$364,450	$412,621
Top Administrative Position	23	$299,728	$150,580	$226,864	$303,436	$364,450	$412,621
Top Facilities Position	8	$187,934			$207,592		
Top Finance Position	15	$179,242		$136,457	$182,402	$197,490	
Top Operations Position	9	$316,282			$299,077		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$73,385			$69,514		
Between $1 million and $5 million							
CEO/Executive Director	11	$83,709		$73,558	$85,484	$98,708	
Top Administrative Position	10	$82,680		$72,610	$82,838	$100,563	
Greater than $5 million							
CEO/Executive Director	14	$306,767		$177,757	$241,429	$341,136	
Top Administrative Position	15	$294,769		$188,185	$242,670	$313,918	
Top Finance Position	5	$202,069			$173,548		
Top Operations Position	5	$206,711			$184,864		
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	13	$60,689		$42,577	$60,000	$82,544	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$84,930		$70,765	$83,898	$99,455	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	20	$129,710	$91,114	$105,283	$127,142	$146,144	$178,498
Top Finance Position	6	$103,599			$104,206		
Top Operations Position	5	$91,032			$79,279		
Greater than $5 million							
CEO/Executive Director	25	$493,370	$185,675	$234,053	$358,486	$540,699	$973,073
Top Finance Position	18	$247,811		$156,041	$249,264	$309,574	
Top Human Resources Position	7	$248,692			$238,216		
Top Marketing Position	5	$270,844			$196,908		
Top Operations Position	12	$208,796		$147,133	$187,300	$256,840	
Top Technology Position	12	$215,843		$135,396	$187,133	$228,109	
Utah							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$61,032			$58,950		
Between $1 million and $5 million							
Top Business Position	5	$115,756			$97,278		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	17	$65,999		$41,547	$68,833	$78,397	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$150,799			$146,167		
Between $1 million and $5 million							
CEO/Executive Director	12	$268,902		$211,747	$236,647	$326,405	
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	5	$106,641			$100,526		
Vermont							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	24	$81,046	$47,851	$51,164	$73,496	$91,407	$130,908
Between $500 thousand and $1 million							
CEO/Executive Director	6	$126,968			$115,235		
Between $1 million and $5 million							
CEO/Executive Director	5	$183,529			$144,200		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	12	$103,064		$55,945	$90,603	$143,528	
Between $1 million and $5 million							
CEO/Executive Director	10	$182,426		$117,464	$177,308	$217,535	
Greater than $5 million							
CEO/Executive Director	11	$454,722		$123,680	$307,475	$489,425	
Top Finance Position	7	$284,075			$195,009		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	16	$89,217		$59,143	$81,606	$118,205	
Top Finance Position	10	$68,859		$32,282	$52,256	$87,715	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$115,737			$84,315		
Top Finance Position	6	$100,165			$67,398		
Between $1 million and $5 million							
CEO/Executive Director	10	$151,666		$140,186	$174,621	$186,927	
Top Finance Position	8	$130,142			$139,282		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	72	$92,203	$42,983	$55,289	$87,529	$114,842	$139,492
Between $500 thousand and $1 million							
CEO/Executive Director	39	$161,470	$87,173	$121,707	$158,414	$205,969	$240,055

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	108	$306,913	$145,654	$207,306	$291,775	$381,489	$482,265
Top Administrative Position	9	$153,433			$153,500		
Top Business Position	8	$184,554			$189,866		
Top Education Position	11	$139,399		$126,273	$135,037	$150,572	
Top Finance Position	40	$169,568	$111,585	$132,799	$149,596	$186,975	$295,663
Top Legal Position	8	$215,847			$244,268		
Top Marketing Position	11	$164,206		$135,600	$149,815	$196,980	
Top Operations Position	28	$187,066	$127,472	$145,343	$163,298	$196,820	$273,464
Top PR/Communications Position	19	$141,776		$129,895	$145,161	$153,483	
Top Program Position	7	$161,332			$160,772		
Top Technology Position	13	$186,695		$145,463	$167,718	$200,651	
Greater than $5 million							
CEO/Executive Director	55	$542,367	$276,776	$351,542	$482,406	$636,156	$933,315
Top Administrative Position	8	$236,106			$218,263		
Top Business Position	11	$226,272		$180,186	$231,691	$256,803	
Top Development Position	5	$199,466			$209,436		
Top Education Position	12	$193,486		$153,029	$168,551	$243,603	
Top Finance Position	40	$257,365	$173,280	$185,570	$214,872	$285,759	$368,973
Top Human Resources Position	13	$208,242		$171,003	$200,039	$233,403	
Top Legal Position	15	$363,495		$248,404	$310,084	$420,446	
Top Marketing Position	14	$204,621		$162,826	$180,707	$228,943	
Top Operations Position	23	$323,422	$193,340	$233,800	$274,627	$365,536	$530,122
Top PR/Communications Position	24	$220,651	$160,421	$188,661	$222,331	$253,713	$272,884
Top Technology Position	18	$215,193		$155,415	$195,664	$266,050	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	8	$151,358			$119,558		
Top Administrative Position	5	$135,896			$119,792		
Greater than $5 million							
CEO/Executive Director	16	$315,526		$240,788	$257,989	$401,507	
Top Administrative Position	14	$297,136		$240,340	$257,989	$368,216	
Top Facilities Position	11	$218,144		$155,866	$203,715	$282,952	
Top Finance Position	11	$173,795		$147,121	$169,859	$196,514	
Top Operations Position	5	$324,105			$270,810		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	9	$28,601			$22,500		
Between $500 thousand and $1 million							
Top Administrative Position	6	$52,370			$49,900		
Washington							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	8	$71,306			$53,084		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$106,274			$102,281		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	32	$106,483	$22,679	$57,103	$123,036	$150,323	$161,116
Top Administrative Position	5	$64,933			$59,674		
Top Finance Position	5	$58,429			$63,100		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$169,969		$121,561	$160,923	$197,439	
Top Finance Position	5	$112,629			$98,752		
Between $1 million and $5 million							
CEO/Executive Director	23	$118,250	$20,496	$48,166	$128,429	$161,914	$215,659
Top Business Position	14	$181,433		$153,783	$187,465	$204,507	
Top Finance Position	18	$143,977		$121,946	$154,630	$181,730	
Greater than $5 million							
CEO/Executive Director	13	$217,905		$195,551	$205,410	$242,376	
Top Administrative Position	5	$223,694			$206,026		
Top Finance Position	14	$210,356		$161,645	$218,871	$255,757	
Top Legal Position	5	$213,697			$209,126		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	55	$87,631	$39,824	$51,896	$72,666	$106,731	$152,737
Between $500 thousand and $1 million							
CEO/Executive Director	34	$141,066	$75,922	$94,940	$126,813	$185,382	$202,031
Between $1 million and $5 million							
CEO/Executive Director	29	$196,034	$127,205	$151,607	$197,615	$225,302	$308,333

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	5	$236,024			$279,698		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	10	$143,904		$121,686	$140,510	$161,649	
Top Administrative Position	9	$136,276			$132,824		
Greater than $5 million							
CEO/Executive Director	5	$176,795			$185,972		
Top Administrative Position	5	$176,795			$185,972		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Between $1 million and $5 million							
CEO/Executive Director	6	$133,430			$123,575		
Top Administrative Position	6	$133,430			$123,575		
Greater than $5 million							
CEO/Executive Director	8	$338,534			$266,205		
Top Administrative Position	7	$315,936			$237,327		
Top Finance Position	6	$198,108			$187,298		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	7	$147,904			$134,325		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	7	$551,937			$440,557		
West Virginia							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$55,125			$56,395		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	$43,175			$32,342		
Between $500 thousand and $1 million							
Top Business Position	5	$106,069			$99,102		
Between $1 million and $5 million							
Top Business Position	5	$155,673			$130,605		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	31	$67,746	$29,692	$41,982	$56,185	$85,395	$114,405
Between $500 thousand and $1 million							
CEO/Executive Director	8	$118,957			$128,481		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	7	$174,752			$162,325		
Wisconsin							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	12	$74,648		$56,055	$73,228	$90,070	
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	$97,452			$104,405		
Between $500 thousand and $1 million							
CEO/Executive Director	11	$105,960		$79,561	$98,844	$137,399	
Top Business Position	5	$118,936			$125,160		
Top Finance Position	8	$145,204			$133,876		
Between $1 million and $5 million							
CEO/Executive Director	25	$151,572	$70,428	$137,614	$160,279	$170,309	$214,767
Top Business Position	17	$163,662		$143,454	$160,731	$192,286	
Top Finance Position	18	$145,781		$133,635	$149,537	$174,348	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	65	$76,073	$39,140	$53,567	$68,858	$96,442	$112,766
Between $500 thousand and $1 million							
CEO/Executive Director	25	$154,441	$78,074	$104,000	$148,385	$189,685	$228,768
Between $1 million and $5 million							
CEO/Executive Director	40	$206,114	$121,110	$148,826	$195,137	$260,909	$306,449
Top Finance Position	8	$135,102			$110,147		
Greater than $5 million							
CEO/Executive Director	7	$431,757			$428,485		
Top Finance Position	7	$170,639			$167,297		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	7	$134,746			$127,033		
Top Administrative Position	7	$134,746			$127,033		
Top Facilities Position	5	$136,748			$139,649		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	15	$307,895		$252,054	$322,432	$372,886	
Top Administrative Position	6	$331,075			$326,802		
Top Finance Position	10	$150,407		$138,327	$153,648	$164,520	
Top Operations Position	11	$194,814		$167,592	$180,852	$234,602	

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	10	$54,969		$46,270	$52,084	$70,451	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$78,022			$76,639		
Between $1 million and $5 million							
CEO/Executive Director	34	$168,890	$89,758	$102,124	$136,925	$171,204	$262,392
Top Finance Position	10	$183,373		$79,355	$94,339	$123,675	
Top Operations Position	9	$83,249			$82,042		
Greater than $5 million							
CEO/Executive Director	14	$458,627		$266,430	$337,906	$589,086	
Top Finance Position	12	$216,339		$131,926	$212,994	$288,996	
Top Human Resources Position	7	$154,224			$132,061		
Top Operations Position	8	$207,327			$182,398		
Top Technology Position	5	$237,330			$272,031		
Wyoming							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	21	$78,046	$29,000	$40,000	$84,490	$110,576	$125,202
Between $500 thousand and $1 million							
CEO/Executive Director	6	$106,998			$111,195		
Between $1 million and $5 million							
CEO/Executive Director	6	$149,857			$156,461		

Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	5	$240,159			$234,116		
Top Administrative Position	5	$240,159			$234,116		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Abilene, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$56,991			$63,750		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	$96,456			$85,868		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$30,578			$26,910		
Akron, OH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$64,983			$60,030		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	$112,832			$107,964		
Greater than $5 million							
CEO/Executive Director	8	$246,688			$251,457		
Top Finance Position	5	$177,265			$134,558		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$58,034			$58,287		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$72,869			$70,049		
Between $1 million and $5 million							
CEO/Executive Director	7	$121,811			$113,267		
Greater than $5 million							
CEO/Executive Director	11	$204,660		$136,568	$178,973	$209,457	
Albany-Schenectady-Troy, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$44,952			$32,167		
Between $1 million and $5 million							
CEO/Executive Director	8	$112,177			$112,855		
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$109,064			$106,837		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	15	$68,032		$42,416	$55,461	$82,857	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$114,114			$104,776		
Between $1 million and $5 million							
CEO/Executive Director	18	$158,257		$97,881	$125,167	$175,283	
Top Finance Position	6	$113,858			$106,743		
Greater than $5 million							
CEO/Executive Director	23	$394,467	$125,301	$158,054	$204,065	$388,710	$602,035
Top Administrative Position	8	$210,464			$182,572		
Top Development Position	8	$230,644			$214,798		
Top Education Position	10	$252,017		$163,152	$223,893	$279,730	
Top Finance Position	15	$210,051		$141,641	$197,907	$247,319	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$120,117			$101,658		
Greater than $5 million							
CEO/Executive Director	9	$223,674			$198,203		
Top Finance Position	6	$220,923			$205,201		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	11	$102,262		$96,634	$106,107	$109,819	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$67,989			$62,846		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$72,026			$65,064		
Between $1 million and $5 million							
CEO/Executive Director	22	$133,373	$67,306	$98,854	$121,179	$168,556	$187,790
Greater than $5 million							
CEO/Executive Director	20	$188,583	$121,035	$131,366	$163,971	$210,882	$297,780
Top Finance Position	14	$140,574		$117,492	$137,553	$163,229	
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$81,028			$96,170		
Between $1 million and $5 million							
CEO/Executive Director	6	$132,897			$129,136		
Greater than $5 million							
CEO/Executive Director	7	$154,730			$156,207		
Albuquerque, NM							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$48,666		$34,750	$41,000	$56,356	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$81,920			$74,526		
Between $1 million and $5 million							
CEO/Executive Director	9	$109,138			$97,392		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	6	$92,894			$93,557		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$49,358			$52,127		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$67,954			$69,834		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	$56,634		$38,255	$56,925	$67,339	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$61,691			$54,423		
Between $1 million and $5 million							
CEO/Executive Director	13	$115,841		$71,625	$98,499	$140,200	
Greater than $5 million							
CEO/Executive Director	10	$194,292		$142,021	$164,345	$216,428	
Top Finance Position	7	$125,770			$105,798		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$58,727			$46,360		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$106,208			$81,914		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$50,225			$53,588		
Between $500 thousand and $1 million							
CEO/Executive Director	11	$66,533		$49,347	$67,359	$82,259	
Between $1 million and $5 million							
CEO/Executive Director	26	$115,887	$79,434	$86,573	$102,112	$132,515	$151,098
Top Finance Position	7	$122,126			$84,862		
Greater than $5 million							
CEO/Executive Director	10	$141,763		$117,054	$124,663	$164,223	
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$59,058			$70,022		
Allentown-Bethlehem-Easton, PA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	$130,616			$131,453		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	8	$129,381			$129,567		
Greater than $5 million							
CEO/Executive Director	18	$288,851		$122,558	$175,612	$298,108	
Top Administrative Position	7	$280,122			$223,870		
Top Development Position	7	$267,699			$226,101		
Top Education Position	8	$276,583			$209,939		
Top Finance Position	9	$267,672			$223,870		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	$702,004			$471,377		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$102,679			$99,792		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$59,188		$46,984	$62,962	$67,271	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$73,736			$69,380		
Between $1 million and $5 million							
CEO/Executive Director	7	$99,197			$101,528		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	16	$239,087		$128,265	$171,307	$253,977	
Top Finance Position	9	$164,413			$139,003		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$45,336			$43,346		
Amarillo, TX							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$101,033			$103,903		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$48,282			$52,850		
Between $1 million and $5 million							
CEO/Executive Director	7	$84,323			$82,915		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Anchorage, AK							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$157,083			$163,102		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	$140,054			$130,565		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	$118,905			$120,651		
Greater than $5 million							
CEO/Executive Director	6	$157,117			$143,670		
Ann Arbor, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$55,990		$25,313	$46,517	$73,445	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$49,609			$49,582		
Between $1 million and $5 million							
CEO/Executive Director	11	$120,932		$71,440	$86,068	$149,817	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	$413,322			$360,714		
Top Development Position	5	$190,660			$161,365		
Top Finance Position	7	$174,193			$202,811		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$330,257			$327,446		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$57,876		$49,459	$54,655	$65,122	
Between $1 million and $5 million							
CEO/Executive Director	19	$95,892		$76,492	$89,351	$114,054	
Top Finance Position	5	$87,435			$100,591		
Greater than $5 million							
CEO/Executive Director	10	$245,061		$182,012	$190,270	$211,704	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$71,862			$60,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Appleton-Oshkosh-Neenah, WI							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$93,907			$92,165		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$201,508			$182,562		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$47,472			$45,923		
Between $1 million and $5 million							
CEO/Executive Director	5	$99,608			$80,682		
Asheville, NC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$43,099			$45,625		
Between $1 million and $5 million							
CEO/Executive Director	6	$116,158			$129,274		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$60,397			$61,590		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Asheville, NC							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$65,940			$36,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$64,408			$68,381		
Between $1 million and $5 million							
CEO/Executive Director	7	$69,919			$80,311		
Greater than $5 million							
CEO/Executive Director	9	$238,387			$211,059		
Top Development Position	5	$140,492			$131,459		
Top Finance Position	5	$168,775			$141,436		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	7	$265,181			$237,240		
Top Finance Position	5	$180,090			$147,177		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$51,797			$52,000		
Between $1 million and $5 million							
CEO/Executive Director	9	$94,082			$87,153		
Greater than $5 million							
CEO/Executive Director	5	$257,601			$252,771		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Animal-related							
$500 thousand or less							
CEO/Executive Director	6	$42,258			$43,000		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	27	$55,028	$24,600	$40,011	$50,000	$66,136	$84,984
Between $500 thousand and $1 million							
CEO/Executive Director	10	$67,793		$51,753	$67,325	$81,121	
Between $1 million and $5 million							
CEO/Executive Director	27	$146,501	$73,258	$97,683	$152,933	$172,474	$235,592
Greater than $5 million							
CEO/Executive Director	7	$376,912			$460,230		
Top Development Position	5	$184,322			$188,344		
Top Finance Position	6	$196,159			$189,243		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	$55,444			$54,583		
Between $1 million and $5 million							
CEO/Executive Director	8	$120,964			$115,153		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	$53,280		$26,663	$40,000	$75,302	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$123,045			$125,538		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	6	$181,455			$165,487		
Greater than $5 million							
CEO/Executive Director	5	$225,013			$153,589		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	6	$61,097			$45,460		
Between $1 million and $5 million							
CEO/Executive Director	6	$140,274			$129,985		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	9	$65,833			$70,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$107,853			$102,229		
Greater than $5 million							
CEO/Executive Director	6	$344,828			$325,649		
Top Finance Position	5	$158,872			$143,268		
Top Operations Position	6	$195,432			$174,352		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	40	$69,159	$20,660	$44,125	$60,999	$82,296	$121,532
Top Operations Position	5	$54,370			$50,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	25	$86,019	$45,097	$54,724	$91,879	$104,167	$120,573
Between $1 million and $5 million							
CEO/Executive Director	58	$150,469	$63,680	$78,500	$129,550	$188,650	$286,942
Top Finance Position	12	$94,108		$66,149	$81,667	$115,093	
Top Operations Position	5	$88,819			$94,860		
Greater than $5 million							
CEO/Executive Director	81	$320,342	$121,417	$155,953	$256,005	$398,041	$580,882
Top Administrative Position	12	$245,002		$150,148	$184,213	$204,873	
Top Business Position	10	$259,998		$146,950	$181,049	$207,313	
Top Development Position	21	$191,701	$128,566	$142,761	$182,351	$220,987	$254,876
Top Education Position	14	$259,647		$133,386	$160,215	$233,037	
Top Finance Position	57	$187,988	$100,490	$132,743	$158,826	$227,755	$297,846
Top Human Resources Position	10	$180,274		$123,019	$151,312	$197,053	
Top Marketing Position	8	$188,596			$182,381		
Top Operations Position	20	$204,242	$115,042	$132,755	$156,461	$227,858	$368,994
Top PR/Communications Position	7	$211,492			$159,069		
Top Technology Position	10	$175,525		$151,896	$165,881	$187,194	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	$60,418		$48,461	$63,988	$78,022	
Between $1 million and $5 million							
CEO/Executive Director	6	$195,003			$128,387		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	$60,808			$60,000		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	10	$53,412		$37,000	$55,936	$62,279	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$105,947		$69,333	$97,991	$112,455	
Between $1 million and $5 million							
CEO/Executive Director	17	$173,721		$112,000	$144,000	$201,458	
Top Finance Position	5	$178,066			$145,056		
Greater than $5 million							
CEO/Executive Director	36	$747,318	$172,600	$262,017	$436,901	$743,967	$1,761,846
Top Administrative Position	6	$335,346			$260,621		
Top Finance Position	27	$404,900	$172,274	$205,367	$295,549	$458,890	$840,791
Top Human Resources Position	8	$386,450			$300,606		
Top Operations Position	25	$377,897	$152,418	$238,408	$261,700	$439,962	$841,270
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	14	$69,853		$49,750	$62,425	$82,905	
Between $1 million and $5 million							
CEO/Executive Director	17	$115,892		$84,673	$114,423	$141,152	
Greater than $5 million							
CEO/Executive Director	8	$347,568			$279,066		
Top Finance Position	5	$179,955			$187,278		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	62	$51,449	$24,094	$35,000	$44,725	$62,149	$85,167
Between $500 thousand and $1 million							
CEO/Executive Director	25	$88,845	$52,738	$63,000	$80,000	$103,000	$139,158
Between $1 million and $5 million							
CEO/Executive Director	56	$113,103	$70,541	$85,042	$113,965	$135,826	$166,233
Top Finance Position	6	$66,875			$68,149		
Top Operations Position	6	$91,680			$100,898		
Greater than $5 million							
CEO/Executive Director	37	$255,868	$108,726	$131,392	$201,220	$331,484	$470,500
Top Business Position	6	$159,399			$163,741		
Top Development Position	11	$146,101		$105,577	$149,449	$197,237	
Top Finance Position	21	$175,237	$87,321	$109,918	$135,136	$248,793	$308,610
Top Human Resources Position	5	$160,546			$151,272		
Top Operations Position	13	$219,306		$134,664	$143,223	$239,142	
Top Program Position	5	$174,258			$179,242		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	12	$54,203		$42,000	$49,200	$63,036	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	17	$68,513		$50,536	$70,099	$88,768	
Between $1 million and $5 million							
CEO/Executive Director	7	$159,243			$161,200		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	6	$237,501			$177,371		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$64,724			$69,157		
Between $1 million and $5 million							
CEO/Executive Director	6	$193,906			$193,373		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$69,904		$27,832	$57,000	$105,000	
Between $1 million and $5 million							
CEO/Executive Director	8	$151,364			$156,797		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$49,323			$45,500		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$106,801			$82,164		
Between $1 million and $5 million							
CEO/Executive Director	12	$182,196		$135,087	$156,907	$200,775	
Greater than $5 million							
CEO/Executive Director	5	$305,534			$202,352		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	73	$61,657	$21,622	$36,969	$54,000	$79,350	$107,728
Top Finance Position	9	$43,970			$43,240		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$100,170		$70,899	$89,643	$119,416	
Between $1 million and $5 million							
CEO/Executive Director	17	$138,296		$69,455	$118,012	$183,301	
Top Operations Position	6	$88,903			$93,924		
Greater than $5 million							
CEO/Executive Director	10	$243,805		$179,539	$266,898	$311,543	
Top Finance Position	7	$180,516			$172,213		
Youth development							
$500 thousand or less							
CEO/Executive Director	27	$53,008	$24,200	$35,317	$47,394	$62,767	$78,593
Between $500 thousand and $1 million							
CEO/Executive Director	11	$88,346		$70,779	$101,869	$110,831	
Between $1 million and $5 million							
CEO/Executive Director	15	$149,080		$98,769	$149,552	$166,018	
Greater than $5 million							
CEO/Executive Director	5	$432,940			$316,897		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlantic City, NJ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$36,335			$28,462		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	6	$203,623			$143,068		
Top Finance Position	5	$162,807			$109,979		
Augusta-Aiken, GA-SC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$58,784			$64,859		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	7	$136,438			$111,500		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	$47,703			$48,342		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$46,790			$44,278		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Augusta-Aiken, GA-SC							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	9	$90,125			$88,702		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$37,390			$28,904		
Austin-San Marcos, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	26	$51,265	$24,950	$31,914	$49,384	$65,275	$84,994
Between $500 thousand and $1 million							
CEO/Executive Director	5	$93,844			$97,000		
Between $1 million and $5 million							
CEO/Executive Director	12	$110,482		$59,817	$103,917	$141,938	
Greater than $5 million							
CEO/Executive Director	7	$258,601			$203,498		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	11	$173,502		$102,462	$132,636	$175,033	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$120,437			$109,742		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	35	$69,784	$24,410	$39,871	$58,490	$83,450	$108,068
Between $500 thousand and $1 million							
CEO/Executive Director	13	$84,271		$49,000	$99,696	$114,514	
Between $1 million and $5 million							
CEO/Executive Director	44	$130,060	$69,159	$89,087	$115,138	$145,385	$229,664
Top Finance Position	6	$123,332			$91,220		
Greater than $5 million							
CEO/Executive Director	36	$375,650	$122,711	$155,990	$223,668	$333,278	$507,656
Top Administrative Position	12	$169,295		$119,694	$146,139	$224,385	
Top Development Position	6	$168,474			$146,188		
Top Education Position	7	$162,050			$132,058		
Top Finance Position	17	$169,015		$121,982	$166,407	$176,700	
Top Operations Position	11	$131,338		$113,295	$121,053	$142,734	
Top Technology Position	5	$1,006,579			$147,257		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	11	$72,302		$56,100	$60,000	$80,220	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$107,676			$106,634		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	6	$163,147			$157,460		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	$45,789			$40,000		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	$59,999			$36,492		
Between $1 million and $5 million							
CEO/Executive Director	10	$137,251		$93,439	$131,817	$148,140	
Greater than $5 million							
CEO/Executive Director	6	$327,258			$314,728		
Top Operations Position	5	$169,517			$178,861		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$104,369			$103,135		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	18	$68,765		$46,375	$67,942	$92,791	
Between $500 thousand and $1 million							
CEO/Executive Director	18	$76,943		$52,617	$76,230	$94,291	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	25	$124,400	$67,801	$87,372	$114,507	$167,456	$182,018
Top Finance Position	6	$85,583			$77,919		
Greater than $5 million							
CEO/Executive Director	24	$216,121	$96,313	$141,641	$179,304	$241,952	$362,959
Top Finance Position	16	$140,600		$91,062	$108,859	$214,075	
Top Operations Position	6	$274,426			$203,165		
Top Program Position	7	$184,258			$135,756		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	$43,624			$36,388		
Between $1 million and $5 million							
CEO/Executive Director	5	$113,041			$114,980		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	$53,672			$55,503		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	17	$52,433		$35,000	$52,260	$64,444	
Youth development							
$500 thousand or less							
CEO/Executive Director	9	$61,269			$56,319		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$89,757			$95,078		
Between $1 million and $5 million							
CEO/Executive Director	9	$126,524			$131,988		
Bakersfield, CA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	$94,282			$80,324		
Greater than $5 million							
CEO/Executive Director	6	$151,953			$137,241		
Baltimore, MD							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	7	$107,857			$96,154		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	39	$52,701	$25,318	$34,961	$46,515	$67,117	$81,307
Between $500 thousand and $1 million							
CEO/Executive Director	9	$106,100			$99,046		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	21	$140,433	$91,117	$120,855	$133,373	$155,594	$172,830
Top Finance Position	5	$81,233			$75,272		
Greater than $5 million							
CEO/Executive Director	8	$220,264			$193,783		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	19	$63,981		$46,552	$61,384	$72,457	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$87,289			$89,528		
Between $1 million and $5 million							
CEO/Executive Director	10	$157,112		$97,431	$134,210	$200,016	
Greater than $5 million							
CEO/Executive Director	8	$300,534			$245,681		
Top Finance Position	5	$154,556			$158,693		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	$73,789			$65,000		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$120,453			$66,042		
Between $1 million and $5 million							
CEO/Executive Director	6	$157,326			$176,300		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	29	$63,657	$32,779	$45,824	$60,125	$76,500	$96,778
Between $500 thousand and $1 million							
CEO/Executive Director	15	$97,235		$66,842	$90,000	$117,836	
Between $1 million and $5 million							
CEO/Executive Director	41	$138,494	$76,491	$92,197	$124,615	$166,177	$232,065
Top Finance Position	8	$102,995			$91,055		
Greater than $5 million							
CEO/Executive Director	56	$382,453	$130,802	$162,248	$267,574	$455,562	$598,980
Top Administrative Position	9	$383,879			$236,517		
Top Business Position	5	$184,697			$188,441		
Top Development Position	17	$284,474		$159,556	$202,789	$231,675	
Top Education Position	15	$374,583		$153,464	$216,272	$282,467	
Top Finance Position	43	$234,229	$132,401	$162,322	$199,884	$250,286	$312,245
Top Human Resources Position	7	$201,241			$155,808		
Top Operations Position	14	$210,819		$169,592	$202,804	$244,885	
Top PR/Communications Position	6	$201,856			$153,591		
Top Program Position	6	$157,341			$150,122		
Top Technology Position	15	$291,602		$124,420	$162,281	$215,686	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	6	$154,993			$135,120		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	$65,601		$54,278	$60,248	$69,196	
Between $1 million and $5 million							
CEO/Executive Director	5	$131,308			$108,039		
Greater than $5 million							
CEO/Executive Director	6	$209,681			$197,187		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	$83,215			$100,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$156,888			$151,300		
Between $1 million and $5 million							
CEO/Executive Director	12	$228,583		$104,057	$170,404	$191,734	
Greater than $5 million							
CEO/Executive Director	35	$873,895	$193,790	$230,361	$476,315	$732,538	$1,998,662
Top Administrative Position	6	$379,538			$395,649		
Top Business Position	5	$255,579			$206,179		
Top Development Position	5	$236,008			$160,175		
Top Finance Position	26	$477,468	$116,511	$177,657	$279,396	$512,047	$1,327,686
Top Human Resources Position	13	$340,536		$186,319	$250,498	$413,974	
Top Legal Position	6	$421,738			$396,484		
Top Operations Position	17	$422,791		$131,202	$310,843	$736,354	
Top Program Position	6	$292,883			$176,522		
Top Technology Position	11	$392,348		$148,079	$317,627	$527,200	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	$72,807			$86,122		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$86,996			$77,836		
Between $1 million and $5 million							
CEO/Executive Director	11	$131,547		$102,105	$130,082	$136,340	
Greater than $5 million							
CEO/Executive Director	6	$341,800			$176,973		
Top Finance Position	5	$159,513			$153,498		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	22	$73,297	$31,685	$59,742	$71,496	$90,600	$101,538
Between $500 thousand and $1 million							
CEO/Executive Director	12	$84,849		$61,554	$72,296	$105,990	
Between $1 million and $5 million							
CEO/Executive Director	38	$130,588	$81,540	$96,162	$120,406	$163,986	$190,313
Top Finance Position	10	$155,293		$85,407	$116,775	$154,685	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	52	$223,841	$131,098	$164,055	$194,815	$260,539	$384,677
Top Administrative Position	8	$153,931			$157,240		
Top Business Position	5	$206,002			$230,379		
Top Development Position	5	$130,122			$123,482		
Top Finance Position	38	$156,513	$100,136	$117,240	$135,558	$187,277	$230,036
Top Human Resources Position	12	$137,601		$109,528	$136,817	$144,800	
Top Marketing Position	6	$172,568			$151,581		
Top Operations Position	16	$175,381		$129,032	$163,229	$183,597	
Top Program Position	5	$169,722			$164,130		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	13	$46,391		$25,506	$38,338	$54,539	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$97,089			$102,996		
Between $1 million and $5 million							
CEO/Executive Director	12	$135,190		$94,877	$128,556	$176,007	
Top Finance Position	5	$104,538			$95,938		
Greater than $5 million							
CEO/Executive Director	16	$295,473		$159,063	$231,654	$318,197	
Top Finance Position	8	$155,647			$146,367		
Top Operations Position	9	$182,166			$155,498		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$59,916			$46,510		
Between $1 million and $5 million							
CEO/Executive Director	5	$172,565			$125,000		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	10	$51,827		$27,567	$43,376	$66,045	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$100,195			$105,290		
Between $1 million and $5 million							
CEO/Executive Director	10	$165,226		$116,317	$134,654	$197,593	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	22	$63,073	$19,280	$33,125	$56,657	$83,473	$92,537
Between $1 million and $5 million							
CEO/Executive Director	5	$115,491			$111,871		
Youth development							
$500 thousand or less							
CEO/Executive Director	14	$54,957		$33,931	$54,474	$71,763	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$107,094			$106,913		
Between $1 million and $5 million							
CEO/Executive Director	9	$151,039			$107,659		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bangor, ME							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$317,734			$287,069		
Top Finance Position	6	$266,496			$138,946		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$110,681			$98,971		
Greater than $5 million							
CEO/Executive Director	6	$150,401			$146,211		
Barnstable-Yarmouth, MA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$144,365			$169,946		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$133,873			$120,944		
Greater than $5 million							
CEO/Executive Director	6	$174,915			$174,985		
Top Finance Position	6	$123,356			$123,102		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	11	$138,856		$89,261	$133,117	$169,980	
Greater than $5 million							
CEO/Executive Director	11	$211,000		$126,541	$184,433	$279,181	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$626,795			$636,762		
Top Operations Position	8	$365,602			$376,385		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$37,057			$23,320		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$80,584			$75,178		
Between $1 million and $5 million							
CEO/Executive Director	8	$84,016			$90,247		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$64,860			$55,120		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Beaumont-Port Arthur, TX							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$162,887			$135,750		
Bellingham, WA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	$52,041			$51,256		
Benton Harbor, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$60,869			$63,960		
Bergen-Passaic, NJ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$34,432			$33,349		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	10	$40,766		$23,514	$39,000	$53,950	
Between $1 million and $5 million							
CEO/Executive Director	18	$143,275		$112,490	$138,585	$182,585	
Greater than $5 million							
CEO/Executive Director	20	$320,384	$165,860	$174,621	$208,881	$285,203	$838,371
Top Administrative Position	6	$217,486			$185,643		
Top Education Position	8	$191,571			$176,089		
Top Finance Position	12	$200,775		$136,933	$164,910	$194,694	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$59,451		$45,000	$58,500	$81,055	
Between $1 million and $5 million							
CEO/Executive Director	17	$117,190		$87,352	$109,495	$147,057	
Top Finance Position	7	$63,329			$68,200		
Greater than $5 million							
CEO/Executive Director	17	$227,376		$163,643	$200,286	$284,824	
Top Finance Position	14	$128,741		$104,497	$121,246	$136,886	
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	8	$208,703			$177,533		
Top Finance Position	6	$150,569			$144,811		
Top Operations Position	5	$145,610			$131,737		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Religion-related, spiritual development							
Between $1 million and $5 million							
CEO/Executive Director	6	$130,425			$95,265		
Billings, MT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$54,059			$50,855		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$107,842			$106,222		
Binghamton, NY							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	6	$205,180			$172,017		
Top Finance Position	6	$129,759			$117,599		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$64,335			$58,749		
Between $1 million and $5 million							
CEO/Executive Director	7	$97,179			$67,962		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$54,598			$56,730		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$86,641			$81,472		
Between $1 million and $5 million							
CEO/Executive Director	14	$131,897		$83,005	$104,383	$148,546	
Greater than $5 million							
CEO/Executive Director	6	$243,087			$207,871		
Top Finance Position	7	$195,849			$188,716		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$102,591			$93,419		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	19	$55,268		$46,792	$54,400	$68,568	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$82,851			$81,916		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	14	$109,057		$73,223	$97,401	$130,384	
Greater than $5 million							
CEO/Executive Director	13	$308,814		$173,494	$267,844	$357,038	
Top Finance Position	10	$163,840		$86,941	$157,428	$213,491	
Top Operations Position	7	$344,696			$225,165		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	21	$64,324	$25,337	$43,000	$56,988	$93,976	$100,000
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$56,931			$61,200		
Between $1 million and $5 million							
CEO/Executive Director	7	$134,936			$109,284		
Bismarck, ND							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$35,644			$29,304		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bismarck, ND							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$97,346			$92,345		
Bloomington, IN							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	8	$123,598			$102,354		
Bloomington-Normal, IL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	$93,602			$107,346		
Greater than $5 million							
CEO/Executive Director	6	$173,690			$197,860		
Boise City, ID							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$111,696			$110,190		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boise City, ID							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$46,241			$49,466		
Between $1 million and $5 million							
CEO/Executive Director	10	$150,690		$77,325	$121,541	$145,676	
Top Administrative Position	13	$103,306		$93,835	$111,395	$124,621	
Greater than $5 million							
CEO/Executive Director	10	$128,595		$102,720	$116,407	$164,919	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$52,459			$27,589		
Between $1 million and $5 million							
CEO/Executive Director	7	$117,098			$94,921		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$48,545			$49,292		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$64,353			$66,300		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Animal-related							
$500 thousand or less							
CEO/Executive Director	6	$46,726			$45,914		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$76,409			$79,955		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	71	$56,751	$27,692	$36,010	$54,000	$71,972	$88,390
Top Finance Position	7	$58,951			$52,875		
Between $500 thousand and $1 million							
CEO/Executive Director	39	$93,743	$54,308	$69,361	$94,131	$103,855	$135,639
Between $1 million and $5 million							
CEO/Executive Director	47	$156,078	$77,863	$91,714	$124,858	$172,521	$216,259
Top Finance Position	7	$121,636			$109,219		
Greater than $5 million							
CEO/Executive Director	22	$467,326	$234,994	$293,595	$393,477	$471,324	$753,948
Top Administrative Position	6	$171,254			$175,332		
Top Business Position	5	$306,127			$226,277		
Top Development Position	18	$206,588		$135,265	$186,145	$250,708	
Top Education Position	6	$262,442			$195,395		
Top Finance Position	19	$231,688		$149,685	$174,435	$272,378	
Top Marketing Position	6	$208,211			$210,456		
Top Operations Position	9	$245,035			$213,220		
Top PR/Communications Position	6	$150,945			$140,412		
Top Technology Position	5	$237,447			$183,706		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	10	$62,806		$50,625	$55,207	$76,473	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$107,662			$101,510		
Between $1 million and $5 million							
CEO/Executive Director	17	$128,461		$100,000	$125,000	$162,708	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	28	$60,974	$30,910	$46,863	$56,706	$68,789	$84,986
Between $500 thousand and $1 million							
CEO/Executive Director	6	$96,150			$85,123		
Between $1 million and $5 million							
CEO/Executive Director	20	$166,890	$95,048	$108,651	$139,258	$166,410	$291,247
Top Finance Position	5	$112,314			$90,424		
Top Operations Position	6	$153,299			$135,068		
Greater than $5 million							
CEO/Executive Director	6	$221,707			$218,117		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	14	$76,653		$60,201	$80,000	$97,672	
Between $1 million and $5 million							
CEO/Executive Director	7	$179,116			$155,099		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	11	$79,605		$65,995	$79,569	$94,262	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$115,770			$111,848		
Between $1 million and $5 million							
CEO/Executive Director	10	$196,637		$127,185	$159,116	$285,860	
Greater than $5 million							
CEO/Executive Director	13	$778,014		$277,847	$528,714	$1,011,885	
Top Finance Position	9	$520,469			$425,046		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	80	$64,249	$26,370	$42,827	$61,276	$79,040	$102,701
Top Finance Position	15	$78,392		$62,073	$74,550	$93,667	
Top Program Position	5	$38,740			$41,302		
Between $500 thousand and $1 million							
CEO/Executive Director	54	$115,031	$70,498	$87,341	$109,357	$131,675	$163,334
Top Operations Position	5	$116,758			$131,519		
Between $1 million and $5 million							
CEO/Executive Director	127	$161,797	$83,526	$117,289	$157,000	$201,236	$236,499
Top Development Position	11	$121,368		$106,617	$122,495	$137,159	
Top Education Position	11	$143,195		$111,341	$125,989	$151,442	
Top Finance Position	29	$113,260	$66,773	$85,147	$113,000	$136,085	$164,403
Top Operations Position	16	$135,838		$105,364	$126,291	$152,766	
Top Program Position	13	$129,860		$119,194	$125,409	$138,744	
Top Technology Position	6	$145,742			$137,339		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	140	$499,942	$194,814	$244,403	$354,402	$523,131	$860,138
Top Administrative Position	22	$226,569	$138,650	$162,100	$203,052	$247,710	$397,361
Top Business Position	17	$215,762		$139,339	$185,386	$244,269	
Top Development Position	77	$267,440	$132,066	$159,170	$232,842	$287,665	$451,405
Top Education Position	52	$291,228	$130,494	$144,453	$236,895	$307,800	$564,546
Top Facilities Position	10	$190,970		$149,948	$171,059	$218,825	
Top Finance Position	112	$348,265	$124,559	$155,686	$224,844	$290,581	$409,598
Top Human Resources Position	26	$207,384	$117,910	$132,776	$173,684	$275,945	$306,525
Top Legal Position	20	$357,458	$156,301	$253,231	$295,801	$447,037	$598,456
Top Marketing Position	19	$214,555		$158,803	$210,143	$244,648	
Top Operations Position	61	$405,125	$137,863	$150,721	$220,814	$265,292	$386,337
Top PR/Communications Position	29	$229,368	$141,268	$152,219	$201,933	$244,269	$355,071
Top Program Position	18	$183,772		$132,897	$160,182	$225,111	
Top Technology Position	38	$359,279	$130,438	$159,936	$191,141	$295,152	$380,326
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	6	$44,828			$36,619		
Between $1 million and $5 million							
CEO/Executive Director	8	$139,452			$134,207		
Greater than $5 million							
CEO/Executive Director	7	$252,571			$174,485		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	15	$54,784		$39,554	$50,267	$69,850	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$117,341		$81,998	$122,813	$138,017	
Between $1 million and $5 million							
CEO/Executive Director	18	$185,482		$144,432	$169,923	$183,743	
Greater than $5 million							
CEO/Executive Director	8	$288,575			$273,864		
Top Development Position	6	$229,901			$224,843		
Top Finance Position	6	$168,470			$181,209		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	8	$115,138			$111,161		
Greater than $5 million							
CEO/Executive Director	6	$211,449			$178,217		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	$76,501			$75,283		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$108,292			$98,063		
Between $1 million and $5 million							
CEO/Executive Director	31	$241,782	$97,721	$122,250	$162,422	$273,388	$521,275
Top Finance Position	5	$270,128			$232,408		
Top Operations Position	6	$161,465			$128,900		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	76	$695,297	$208,734	$268,364	$433,104	$832,866	$1,282,992
Top Administrative Position	12	$297,189		$177,639	$239,568	$302,231	
Top Business Position	10	$297,681		$172,716	$231,355	$369,419	
Top Development Position	19	$379,639		$185,414	$222,859	$581,969	
Top Finance Position	67	$444,926	$144,390	$171,310	$294,228	$514,700	$825,276
Top Human Resources Position	26	$321,603	$132,468	$175,705	$252,452	$351,206	$623,441
Top Legal Position	13	$596,984		$235,238	$453,877	$744,968	
Top Marketing Position	6	$281,773			$271,810		
Top Operations Position	39	$416,259	$164,389	$190,149	$293,680	$472,936	$772,937
Top PR/Communications Position	9	$233,311			$197,681		
Top Program Position	5	$252,781			$256,909		
Top Technology Position	18	$405,229		$192,150	$323,853	$535,756	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	8	$65,437			$66,118		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$77,105			$74,899		
Between $1 million and $5 million							
CEO/Executive Director	22	$129,040	$72,457	$89,912	$104,363	$162,410	$203,781
Greater than $5 million							
CEO/Executive Director	20	$233,961	$174,440	$197,227	$205,487	$224,446	$269,937
Top Finance Position	14	$178,108		$139,204	$157,762	$184,050	
Top Operations Position	6	$186,008			$163,470		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	33	$69,609	$30,231	$36,693	$67,250	$77,665	$115,586
Between $500 thousand and $1 million							
CEO/Executive Director	30	$92,226	$65,158	$74,550	$83,687	$107,119	$116,606
Between $1 million and $5 million							
CEO/Executive Director	103	$126,693	$80,274	$95,647	$119,830	$147,249	$177,933
Top Business Position	5	$81,236			$79,700		
Top Development Position	5	$121,239			$114,436		
Top Finance Position	21	$93,578	$58,093	$78,890	$97,440	$103,908	$140,951
Top Operations Position	5	$107,251			$113,403		
Top Program Position	5	$124,517			$116,682		
Greater than $5 million							
CEO/Executive Director	102	$243,875	$133,679	$158,370	$211,034	$284,246	$397,583
Top Administrative Position	17	$173,320		$138,076	$150,809	$193,416	
Top Development Position	17	$157,652		$119,959	$159,555	$175,605	
Top Education Position	6	$152,244			$143,185		
Top Facilities Position	5	$145,662			$143,341		
Top Finance Position	76	$170,562	$115,651	$137,259	$159,432	$192,394	$227,888
Top Human Resources Position	28	$151,982	$109,718	$125,489	$143,694	$167,048	$199,273
Top Operations Position	37	$191,426	$116,945	$132,010	$174,323	$224,900	$280,961
Top PR/Communications Position	7	$134,380			$147,767		
Top Program Position	26	$145,206	$114,769	$119,747	$141,222	$170,963	$179,508
Top Technology Position	16	$164,129		$133,403	$156,118	$185,568	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	10	$63,133		$27,138	$53,000	$77,709	
Between $1 million and $5 million							
CEO/Executive Director	8	$171,982			$144,404		
Greater than $5 million							
CEO/Executive Director	10	$249,762		$185,369	$228,726	$291,917	
Top Finance Position	6	$163,724			$159,518		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	11	$190,316		$149,318	$181,489	$248,694	
Greater than $5 million							
CEO/Executive Director	10	$496,998		$206,603	$367,830	$430,914	
Top Finance Position	8	$199,973			$178,542		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	11	$68,538		$53,487	$62,400	$79,099	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$105,807			$95,727		
Between $1 million and $5 million							
CEO/Executive Director	11	$128,012		$104,151	$120,442	$138,747	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	12	$214,388		$179,345	$200,539	$258,206	
Top Finance Position	9	$158,570			$146,744		
Top Human Resources Position	5	$148,475			$132,856		
Top Operations Position	7	$169,178			$168,017		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$76,829			$61,517		
Between $1 million and $5 million							
CEO/Executive Director	7	$228,070			$222,991		
Greater than $5 million							
CEO/Executive Director	11	$421,143		$179,647	$297,387	$596,470	
Top Finance Position	8	$413,358			$347,357		
Top Operations Position	5	$260,814			$234,389		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$100,724			$107,569		
Between $1 million and $5 million							
CEO/Executive Director	7	$264,912			$254,375		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$71,237			$68,384		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$103,908			$92,203		
Between $1 million and $5 million							
CEO/Executive Director	18	$175,064		$120,587	$156,279	$222,146	
Top Finance Position	6	$112,413			$105,319		
Greater than $5 million							
CEO/Executive Director	5	$293,945			$304,787		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	19	$63,529		$24,080	$52,520	$92,825	
Youth development							
$500 thousand or less							
CEO/Executive Director	19	$69,203		$47,190	$62,439	$80,425	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$89,169		$71,604	$89,961	$99,447	
Between $1 million and $5 million							
CEO/Executive Director	41	$156,067	$94,848	$117,590	$137,481	$176,201	$214,204
Greater than $5 million							
CEO/Executive Director	11	$302,119		$223,933	$272,092	$349,336	
Top Development Position	7	$222,692			$186,813		
Top Finance Position	6	$193,716			$196,133		
Top Operations Position	7	$203,709			$213,960		
Top Program Position	5	$152,823			$153,656		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$56,714			$54,434		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$114,356			$106,605		
Between $1 million and $5 million							
CEO/Executive Director	11	$120,253		$68,891	$110,923	$140,296	
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	$69,902			$75,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$63,747			$67,383		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$87,004			$83,542		
Between $1 million and $5 million							
CEO/Executive Director	18	$122,433		$82,226	$104,047	$153,788	
Greater than $5 million							
CEO/Executive Director	9	$253,709			$229,809		
Top Finance Position	5	$186,747			$166,106		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$83,068			$68,447		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	$90,787			$92,003		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$68,545			$61,809		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$85,918			$84,117		
Between $1 million and $5 million							
CEO/Executive Director	13	$102,478		$92,453	$99,990	$113,279	
Greater than $5 million							
CEO/Executive Director	6	$203,724			$188,170		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$120,206			$120,958		
Bridgeport-Milford, CT							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	9	$132,021			$136,479		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bridgeport-Milford, CT							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	12	$300,076		$152,655	$193,062	$201,979	
Top Education Position	6	$246,297			$221,221		
Top Finance Position	7	$306,435			$238,027		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$161,826			$132,458		
Greater than $5 million							
CEO/Executive Director	7	$550,776			$268,592		
Top Finance Position	5	$290,914			$186,536		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	$165,591			$136,509		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	6	$182,590			$166,100		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	$120,145			$125,373		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Brockton, MA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$376,045			$255,941		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$99,980			$101,764		
Greater than $5 million							
CEO/Executive Director	7	$238,258			$194,106		
Bryan-College Station, TX							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$53,273			$51,195		
Buffalo-Niagara Falls, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	16	$50,721		$37,413	$49,880	$56,199	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$55,029			$52,774		
Between $1 million and $5 million							
CEO/Executive Director	9	$137,673			$121,831		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	$43,723			$40,707		
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	5	$719,210			$410,508		
Top Finance Position	5	$320,890			$201,202		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$48,728			$41,600		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$99,314			$104,156		
Between $1 million and $5 million							
CEO/Executive Director	13	$102,846		$92,480	$98,532	$110,045	
Greater than $5 million							
CEO/Executive Director	24	$219,678	$135,446	$146,563	$172,171	$302,878	$362,662
Top Administrative Position	6	$149,387			$157,684		
Top Development Position	6	$116,821			$108,645		
Top Education Position	8	$171,542			$172,303		
Top Finance Position	12	$141,024		$107,961	$146,623	$181,296	
Top Operations Position	6	$144,630			$143,203		
Top Technology Position	6	$140,402			$130,584		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$87,584			$82,000		
Greater than $5 million							
CEO/Executive Director	12	$310,355		$200,420	$231,323	$435,108	
Top Finance Position	8	$271,859			$176,522		
Top Operations Position	7	$190,665			$212,420		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$110,388			$92,983		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$47,223		$33,375	$46,775	$59,296	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$65,737			$56,977		
Between $1 million and $5 million							
CEO/Executive Director	21	$125,068	$74,681	$82,000	$97,892	$111,995	$158,094
Top Finance Position	7	$134,224			$77,761		
Greater than $5 million							
CEO/Executive Director	16	$220,152		$181,905	$211,161	$260,423	
Top Finance Position	12	$152,041		$124,144	$152,318	$166,663	
Top Operations Position	5	$176,361			$159,005		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	$83,316			$86,184		
Greater than $5 million							
CEO/Executive Director	10	$243,960		$144,192	$182,815	$272,490	
Top Finance Position	8	$205,553			$143,090		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$42,769			$43,277		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	$64,750			$67,464		
Between $1 million and $5 million							
CEO/Executive Director	6	$101,446			$103,170		
Burlington, VT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$47,521			$51,000		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$53,952			$53,178		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$64,379		$57,231	$58,416	$71,188	
Greater than $5 million							
CEO/Executive Director	6	$127,762			$131,409		
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$88,283			$100,753		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$54,127			$55,044		
Between $1 million and $5 million							
CEO/Executive Director	5	$103,925			$91,425		
Canton-Massillon, OH							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	7	$154,568			$134,772		
Top Finance Position	5	$115,417			$97,722		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cedar Rapids, IA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$192,182			$180,352		
Champaign-Urbana, IL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$56,856			$58,750		
Charleston, WV							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$177,927			$177,670		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$95,737			$86,720		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston-North Charleston, SC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$56,789		$47,284	$56,708	$63,708	
Between $1 million and $5 million							
CEO/Executive Director	8	$141,307			$127,314		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	20	$119,568	$70,306	$89,345	$112,391	$135,847	$171,151
Greater than $5 million							
CEO/Executive Director	10	$211,396		$136,583	$195,722	$198,455	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$77,962			$77,231		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$47,731			$40,304		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$83,985			$90,529		
Between $1 million and $5 million							
CEO/Executive Director	12	$114,482		$100,630	$114,256	$127,929	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$69,369			$56,114		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	23	$45,952	$24,066	$28,776	$39,869	$56,250	$84,014
Between $500 thousand and $1 million							
CEO/Executive Director	6	$81,764			$82,159		
Between $1 million and $5 million							
CEO/Executive Director	12	$130,119		$110,869	$133,205	$145,750	
Greater than $5 million							
CEO/Executive Director	7	$289,308			$216,397		
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$112,508			$122,179		
Between $1 million and $5 million							
CEO/Executive Director	6	$129,580			$133,583		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$85,411			$77,252		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	16	$47,034		$34,875	$43,750	$57,264	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$82,940			$66,332		
Between $1 million and $5 million							
CEO/Executive Director	31	$107,872	$65,056	$73,821	$98,050	$135,397	$156,505

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	37	$261,481	$93,948	$116,570	$190,923	$385,672	$499,164
Top Administrative Position	7	$188,577			$132,172		
Top Business Position	5	$130,685			$116,253		
Top Development Position	8	$242,103			$205,437		
Top Education Position	6	$178,451			$183,340		
Top Finance Position	21	$178,833	$107,111	$114,727	$134,604	$215,097	$339,271
Top Operations Position	7	$133,277			$124,483		
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	5	$36,450			$33,400		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$64,119			$76,027		
Between $1 million and $5 million							
CEO/Executive Director	11	$126,284		$82,244	$146,251	$154,814	
Greater than $5 million							
CEO/Executive Director	9	$348,227			$210,726		
Top Operations Position	5	$253,766			$126,751		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	$64,933			$56,200		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	10	$94,885		$59,224	$96,769	$125,821	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	26	$50,385	$34,836	$42,470	$50,000	$60,000	$64,649
Between $500 thousand and $1 million							
CEO/Executive Director	24	$74,622	$48,116	$55,314	$77,489	$85,215	$98,067
Between $1 million and $5 million							
CEO/Executive Director	38	$118,470	$68,884	$83,663	$92,866	$143,651	$178,612
Top Finance Position	7	$128,230			$94,232		
Greater than $5 million							
CEO/Executive Director	22	$203,114	$114,831	$133,992	$165,628	$220,729	$343,977
Top Finance Position	17	$139,961		$92,871	$111,894	$176,759	
Top Operations Position	7	$178,773			$137,367		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	8	$228,106			$183,324		
Top Finance Position	5	$146,506			$153,681		
Recreation, sports, leisure, athletics							
Greater than $5 million							
CEO/Executive Director	5	$246,945			$259,632		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	28	$60,177	$30,700	$39,707	$62,401	$75,200	$85,000
Between $500 thousand and $1 million							
CEO/Executive Director	9	$95,623			$80,811		
Between $1 million and $5 million							
CEO/Executive Director	6	$142,877			$118,055		
Youth development							
$500 thousand or less							
CEO/Executive Director	13	$44,607		$32,650	$50,000	$51,933	
Between $1 million and $5 million							
CEO/Executive Director	7	$124,689			$107,437		
Charlottesville, VA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	11	$128,927		$80,013	$112,149	$157,176	
Greater than $5 million							
CEO/Executive Director	15	$498,137		$250,205	$402,161	$522,554	
Top Development Position	6	$319,636			$314,720		
Top Finance Position	12	$269,135		$140,465	$182,391	$354,241	
Top Operations Position	8	$395,536			$201,173		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlottesville, VA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$127,022			$130,000		
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$90,686			$107,416		
Chattanooga, TN-GA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$48,227			$49,500		
Between $1 million and $5 million							
CEO/Executive Director	5	$119,242			$91,524		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$54,867			$60,452		
Between $1 million and $5 million							
CEO/Executive Director	8	$137,799			$139,301		
Greater than $5 million							
CEO/Executive Director	8	$351,763			$247,206		
Top Development Position	5	$171,826			$166,909		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chattanooga, TN-GA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$457,398			$296,077		
Top Finance Position	5	$198,005			$227,762		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$41,929			$40,673		
Between $1 million and $5 million							
CEO/Executive Director	7	$103,338			$108,339		
Greater than $5 million							
CEO/Executive Director	6	$165,508			$169,413		
Top Operations Position	5	$140,205			$130,114		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	13	$51,480		$42,847	$48,800	$58,000	
Between $1 million and $5 million							
CEO/Executive Director	5	$113,857			$98,977		
Chicago, IL							
Animal-related							
$500 thousand or less							
CEO/Executive Director	10	$58,560		$35,029	$42,566	$51,444	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	8	$98,767			$83,628		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	100	$49,653	$19,875	$28,556	$45,250	$62,202	$79,611
Top Finance Position	5	$32,406			$30,250		
Between $500 thousand and $1 million							
CEO/Executive Director	52	$80,190	$45,593	$63,149	$78,357	$96,698	$117,264
Between $1 million and $5 million							
CEO/Executive Director	53	$128,272	$68,460	$89,531	$121,960	$161,265	$196,541
Top Finance Position	6	$108,970			$96,950		
Top Operations Position	5	$102,346			$68,484		
Greater than $5 million							
CEO/Executive Director	25	$422,618	$184,113	$218,645	$351,493	$604,005	$711,651
Top Administrative Position	8	$197,325			$152,416		
Top Development Position	17	$250,318		$158,958	$208,776	$306,657	
Top Education Position	7	$189,474			$156,523		
Top Finance Position	18	$235,141		$158,480	$227,753	$306,215	
Top Marketing Position	11	$203,832		$141,297	$199,138	$253,148	
Top Operations Position	8	$249,893			$242,648		
Top PR/Communications Position	5	$189,580			$167,491		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	11	$68,064		$49,972	$68,180	$70,292	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Civil rights, social action, advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$85,242			$80,000		
Between $1 million and $5 million							
CEO/Executive Director	12	$120,348		$96,508	$110,427	$135,193	
Greater than $5 million							
CEO/Executive Director	7	$240,646			$243,509		
Top Finance Position	6	$124,619			$127,624		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	24	$52,817	$17,110	$36,547	$51,481	$69,837	$87,875
Between $500 thousand and $1 million							
CEO/Executive Director	9	$111,382			$82,000		
Between $1 million and $5 million							
CEO/Executive Director	26	$156,314	$74,092	$88,232	$140,315	$190,103	$283,295
Greater than $5 million							
CEO/Executive Director	16	$288,191		$179,603	$269,949	$335,978	
Top Finance Position	9	$231,654			$219,434		
Top Operations Position	6	$247,746			$253,306		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	10	$55,587		$29,250	$54,620	$63,535	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$98,532			$108,285		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	18	$133,561		$91,884	$124,808	$151,393	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	8	$75,163			$81,371		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$130,808			$119,488		
Between $1 million and $5 million							
CEO/Executive Director	30	$187,402	$103,074	$126,582	$170,365	$231,436	$307,999
Top Development Position	5	$113,594			$111,000		
Top Finance Position	6	$101,131			$113,220		
Greater than $5 million							
CEO/Executive Director	21	$578,829	$193,699	$281,723	$451,019	$723,711	$1,104,302
Top Development Position	7	$242,201			$218,266		
Top Education Position	5	$424,198			$253,632		
Top Finance Position	11	$370,112		$204,500	$289,183	$399,836	
Top Marketing Position	6	$176,503			$156,713		
Top Operations Position	5	$403,111			$181,630		
Top PR/Communications Position	5	$153,013			$156,396		
Top Program Position	5	$262,849			$163,335		
Top Technology Position	7	$200,258			$211,028		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	52	$67,694	$27,295	$43,939	$60,176	$81,956	$103,442
Top Finance Position	6	$84,283			$92,094		
Between $500 thousand and $1 million							
CEO/Executive Director	38	$88,611	$35,559	$60,415	$80,385	$117,265	$151,039
Top Administrative Position	6	$63,218			$53,929		
Top Finance Position	5	$71,915			$42,375		
Between $1 million and $5 million							
CEO/Executive Director	107	$158,146	$72,817	$109,438	$137,760	$187,817	$268,208
Top Administrative Position	6	$99,678			$75,957		
Top Development Position	5	$133,844			$122,937		
Top Education Position	13	$120,526		$71,016	$122,941	$173,519	
Top Finance Position	15	$103,619		$79,544	$98,517	$128,158	
Top Operations Position	15	$134,521		$95,281	$111,959	$182,737	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	124	$339,845	$127,911	$169,368	$240,394	$371,934	$644,322
Top Administrative Position	26	$257,327	$136,386	$156,652	$198,467	$277,845	$426,120
Top Business Position	10	$162,582		$132,184	$156,645	$178,939	
Top Development Position	33	$235,316	$130,384	$142,302	$197,025	$261,095	$350,902
Top Education Position	56	$238,858	$119,148	$152,734	$174,785	$279,014	$372,079
Top Facilities Position	10	$181,760		$126,317	$146,563	$188,719	
Top Finance Position	74	$203,488	$100,649	$132,207	$182,896	$225,088	$307,417
Top Human Resources Position	14	$254,668		$181,996	$217,275	$310,284	
Top Legal Position	9	$347,814			$249,081		
Top Marketing Position	10	$300,664		$211,424	$243,029	$313,200	
Top Operations Position	38	$213,498	$87,222	$121,673	$167,437	$200,606	$252,831
Top PR/Communications Position	17	$209,221		$142,955	$183,224	$214,546	
Top Program Position	5	$154,425			$125,587		
Top Technology Position	28	$200,302	$143,655	$149,128	$187,979	$216,597	$291,211
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	7	$62,511			$66,480		
Between $1 million and $5 million							
CEO/Executive Director	12	$143,664		$111,099	$114,681	$176,417	
Greater than $5 million							
CEO/Executive Director	6	$267,028			$254,304		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$62,973			$72,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$104,757			$90,974		
Between $1 million and $5 million							
CEO/Executive Director	13	$159,785		$135,753	$165,670	$183,630	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	8	$66,415			$72,472		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$61,320			$64,826		
Between $1 million and $5 million							
CEO/Executive Director	8	$109,009			$98,389		
Greater than $5 million							
CEO/Executive Director	7	$409,228			$373,277		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	22	$74,524	$37,648	$42,511	$74,882	$84,300	$133,899
Between $500 thousand and $1 million							
CEO/Executive Director	9	$89,572			$74,439		
Between $1 million and $5 million							
CEO/Executive Director	25	$162,849	$82,843	$104,690	$131,512	$208,094	$292,445

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	54	$652,342	$203,424	$237,843	$382,112	$714,283	$1,640,039
Top Administrative Position	11	$416,620		$138,065	$229,966	$453,561	
Top Business Position	9	$319,434			$226,696		
Top Development Position	8	$349,001			$277,042		
Top Finance Position	43	$388,228	$148,156	$171,689	$291,585	$457,494	$829,356
Top Human Resources Position	16	$377,621		$191,697	$229,571	$528,460	
Top Legal Position	10	$440,420		$203,596	$260,871	$757,429	
Top Marketing Position	8	$333,379			$207,321		
Top Operations Position	32	$460,171	$135,104	$200,327	$289,744	$532,534	$1,072,056
Top PR/Communications Position	7	$293,811			$204,474		
Top Technology Position	19	$300,777		$171,199	$214,292	$311,126	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	9	$36,095			$31,089		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$88,439		$64,673	$84,098	$103,078	
Between $1 million and $5 million							
CEO/Executive Director	26	$117,255	$68,572	$83,076	$105,736	$133,788	$205,447
Top Finance Position	6	$102,817			$104,730		
Greater than $5 million							
CEO/Executive Director	17	$198,328		$152,092	$200,245	$238,976	
Top Finance Position	6	$170,952			$166,992		
Top Operations Position	5	$131,398			$122,755		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	65	$57,481	$28,981	$46,154	$56,100	$64,455	$90,767
Between $500 thousand and $1 million							
CEO/Executive Director	37	$87,525	$51,551	$60,978	$85,161	$97,000	$116,315
Between $1 million and $5 million							
CEO/Executive Director	120	$117,908	$64,613	$87,293	$106,335	$139,177	$171,362
Top Development Position	5	$93,673			$118,713		
Top Finance Position	20	$95,959	$42,300	$84,945	$95,088	$124,975	$133,163
Top Operations Position	6	$103,322			$114,655		
Greater than $5 million							
CEO/Executive Director	133	$218,921	$116,392	$151,251	$186,140	$242,668	$352,487
Top Administrative Position	17	$148,508		$126,107	$138,416	$175,819	
Top Business Position	10	$169,059		$121,529	$149,467	$184,468	
Top Development Position	29	$148,292	$106,943	$112,361	$133,223	$169,131	$185,420
Top Facilities Position	5	$167,197			$137,130		
Top Finance Position	75	$160,245	$105,765	$123,810	$144,011	$182,054	$223,798
Top Human Resources Position	15	$151,721		$128,413	$151,444	$171,061	
Top Marketing Position	11	$171,268		$118,231	$148,629	$209,096	
Top Operations Position	46	$169,377	$95,167	$125,950	$147,915	$179,916	$209,748
Top PR/Communications Position	11	$183,021		$127,575	$202,921	$212,887	
Top Program Position	23	$151,427	$104,544	$113,372	$125,001	$158,993	$224,619
Top Technology Position	13	$181,350		$146,148	$181,970	$196,743	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	15	$45,903		$28,383	$51,000	$60,000	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
International, foreign affairs, & national security							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$81,147			$77,630		
Between $1 million and $5 million							
CEO/Executive Director	8	$152,341			$151,630		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	7	$161,787			$138,199		
Greater than $5 million							
CEO/Executive Director	8	$290,419			$232,739		
Top Development Position	5	$196,335			$159,947		
Top PR/Communications Position	5	$168,730			$160,046		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	13	$75,345		$51,923	$69,375	$90,000	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$95,398		$72,116	$101,922	$116,891	
Between $1 million and $5 million							
CEO/Executive Director	36	$124,494	$76,925	$96,001	$118,202	$141,744	$175,628
Greater than $5 million							
CEO/Executive Director	25	$247,119	$141,035	$163,641	$198,620	$314,675	$398,581
Top Finance Position	13	$176,257		$123,770	$183,144	$209,217	
Top Human Resources Position	5	$155,505			$135,873		
Top Operations Position	7	$168,875			$185,874		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	9	$64,471			$61,368		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$126,973			$112,173		
Between $1 million and $5 million							
CEO/Executive Director	18	$144,824		$105,391	$130,032	$175,879	
Greater than $5 million							
CEO/Executive Director	10	$282,566		$169,784	$237,227	$308,373	
Top Development Position	7	$178,226			$179,071		
Top Operations Position	5	$179,976			$162,710		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$72,284		$61,911	$72,382	$80,895	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$139,335			$110,081		
Between $1 million and $5 million							
CEO/Executive Director	9	$217,704			$183,891		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	$49,874			$40,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$74,870			$63,318		
Between $1 million and $5 million							
CEO/Executive Director	15	$125,816		$90,907	$117,750	$159,451	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	55	$58,873	$22,062	$34,292	$51,912	$81,106	$97,915
Between $500 thousand and $1 million							
CEO/Executive Director	14	$80,989		$52,878	$64,730	$108,495	
Between $1 million and $5 million							
CEO/Executive Director	19	$117,613		$74,708	$101,189	$147,799	
Top Finance Position	5	$103,055			$84,000		
Greater than $5 million							
CEO/Executive Director	13	$234,486		$134,919	$200,930	$264,833	
Top Finance Position	10	$153,125		$107,507	$153,931	$183,673	
Top Operations Position	7	$203,767			$188,264		
Top Technology Position	5	$133,991			$153,750		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	6	$189,395			$173,250		
Youth development							
$500 thousand or less							
CEO/Executive Director	33	$55,326	$24,585	$39,000	$51,951	$73,609	$84,744
Between $500 thousand and $1 million							
CEO/Executive Director	22	$89,248	$55,431	$65,219	$80,857	$102,279	$140,827
Between $1 million and $5 million							
CEO/Executive Director	32	$130,014	$88,178	$100,301	$119,068	$167,121	$189,408

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Youth development							
Greater than $5 million							
CEO/Executive Director	11	$290,352		$199,726	$270,374	$320,779	
Top Finance Position	5	$124,579			$135,764		
Top Operations Position	7	$132,114			$121,484		
Chico-Paradise, CA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	9	$119,844			$114,767		
Cincinnati, OH-KY-IN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	19	$54,517		$33,788	$55,860	$67,959	
Between $1 million and $5 million							
CEO/Executive Director	7	$127,159			$123,027		
Greater than $5 million							
CEO/Executive Director	9	$338,164			$318,098		
Top Development Position	9	$148,714			$131,573		
Top Finance Position	7	$169,188			$165,777		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	$57,308			$48,000		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	9	$61,675			$67,621		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$72,234			$66,833		
Between $1 million and $5 million							
CEO/Executive Director	6	$199,629			$182,974		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	7	$114,703			$134,509		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	16	$70,341		$54,948	$78,941	$85,010	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$66,566			$73,289		
Between $1 million and $5 million							
CEO/Executive Director	24	$128,380	$55,404	$85,801	$135,432	$164,114	$206,461
Greater than $5 million							
CEO/Executive Director	16	$225,603		$119,629	$237,744	$289,876	
Top Education Position	7	$176,858			$151,025		
Top Finance Position	12	$145,396		$92,138	$134,142	$164,359	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	$56,603			$57,668		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	7	$102,498			$98,353		
Greater than $5 million							
CEO/Executive Director	14	$630,363		$132,617	$319,108	$782,924	
Top Finance Position	11	$392,351		$138,607	$176,133	$583,824	
Top Human Resources Position	5	$427,571			$527,294		
Top Operations Position	9	$398,027			$195,689		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	5	$139,611			$134,530		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	$46,717		$36,816	$41,340	$53,010	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$75,859		$71,114	$79,008	$86,670	
Between $1 million and $5 million							
CEO/Executive Director	23	$112,118	$72,771	$78,571	$104,136	$134,129	$151,274
Top Finance Position	5	$66,635			$73,637		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	21	$258,633	$144,795	$159,190	$248,871	$327,837	$412,130
Top Finance Position	15	$155,724		$122,847	$151,237	$171,516	
Top Operations Position	13	$156,709		$121,695	$136,412	$166,390	
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$90,947			$75,000		
Between $1 million and $5 million							
CEO/Executive Director	8	$139,203			$102,381		
Greater than $5 million							
CEO/Executive Director	11	$266,581		$107,848	$184,112	$343,689	
Top Finance Position	10	$130,458		$96,955	$119,565	$165,069	
Top Operations Position	5	$175,083			$131,455		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	19	$49,596		$29,100	$47,989	$63,990	
Greater than $5 million							
CEO/Executive Director	5	$242,447			$139,665		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	$127,223			$121,724		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	37	$47,674	$25,922	$33,800	$46,668	$61,168	$70,892
Between $500 thousand and $1 million							
CEO/Executive Director	17	$73,520		$52,875	$58,000	$84,689	
Between $1 million and $5 million							
CEO/Executive Director	12	$132,548		$89,825	$128,190	$153,679	
Greater than $5 million							
CEO/Executive Director	12	$454,105		$313,973	$424,304	$638,065	
Top Development Position	7	$186,641			$163,606		
Top Finance Position	10	$225,935		$179,561	$212,927	$291,432	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	$80,591		$54,860	$81,466	$107,417	
Between $1 million and $5 million							
CEO/Executive Director	10	$128,099		$91,711	$102,683	$122,029	
Greater than $5 million							
CEO/Executive Director	6	$327,172			$332,399		
Top Finance Position	5	$166,914			$139,647		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	24	$50,441	$22,150	$31,000	$51,302	$71,440	$80,668
Between $500 thousand and $1 million							
CEO/Executive Director	8	$104,139			$101,536		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	28	$112,274	$56,824	$74,705	$107,234	$149,916	$159,793
Top Finance Position	9	$84,168			$96,566		
Greater than $5 million							
CEO/Executive Director	27	$335,430	$62,172	$128,814	$218,141	$414,885	$637,720
Top Administrative Position	7	$265,337			$199,976		
Top Development Position	9	$177,068			$159,883		
Top Education Position	10	$180,251		$129,749	$143,060	$217,240	
Top Finance Position	19	$185,024		$126,418	$159,385	$200,827	
Top Program Position	5	$162,240			$167,727		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$196,983			$143,450		
Greater than $5 million							
CEO/Executive Director	9	$284,345			$296,484		
Top Finance Position	5	$171,648			$173,212		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	$98,240			$93,143		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	$56,631	$29,198	$41,692	$57,654	$68,642	$82,000

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$78,321			$86,044		
Between $1 million and $5 million							
CEO/Executive Director	24	$115,421	$75,837	$91,254	$109,438	$136,236	$162,819
Greater than $5 million							
CEO/Executive Director	16	$269,109		$165,787	$220,529	$356,116	
Top Finance Position	14	$126,730		$106,444	$124,076	$157,373	
Top Human Resources Position	5	$173,421			$155,717		
Top Operations Position	9	$201,050			$185,507		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$70,024			$56,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$109,311			$101,056		
Greater than $5 million							
CEO/Executive Director	10	$149,684		$128,626	$144,245	$170,871	
Top Finance Position	7	$100,281			$89,611		
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	5	$287,301			$218,489		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$61,153			$56,824		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$139,619			$123,597		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$59,730			$67,750		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$60,622			$54,294		
Youth development							
$500 thousand or less							
CEO/Executive Director	10	$52,515		$39,792	$55,138	$71,533	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$94,327			$93,000		
Colorado Springs, CO							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$53,611			$49,987		
Between $1 million and $5 million							
CEO/Executive Director	5	$134,743			$115,946		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$73,930			$72,000		
Between $1 million and $5 million							
CEO/Executive Director	12	$122,776		$93,899	$121,975	$138,817	
Greater than $5 million							
CEO/Executive Director	14	$223,501		$133,571	$174,302	$226,995	
Top Finance Position	8	$161,321			$126,964		
Top Operations Position	6	$143,808			$129,436		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$59,487			$61,881		
Between $1 million and $5 million							
CEO/Executive Director	13	$99,705		$81,750	$101,035	$133,164	
Greater than $5 million							
CEO/Executive Director	8	$187,323			$182,233		
Top Finance Position	5	$138,026			$126,200		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	$63,727			$71,000		
Greater than $5 million							
CEO/Executive Director	10	$478,792		$325,365	$414,258	$542,688	
Top Finance Position	10	$199,284		$126,233	$172,670	$221,715	
Top Legal Position	5	$269,909			$208,698		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	25	$62,398	$24,039	$42,385	$56,000	$75,370	$98,199
Between $1 million and $5 million							
CEO/Executive Director	6	$120,983			$102,431		
Greater than $5 million							
CEO/Executive Director	6	$231,686			$218,469		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$55,153			$55,184		
Between $1 million and $5 million							
CEO/Executive Director	5	$144,893			$135,576		
Columbia, MO							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	$81,456			$83,364		
Columbia, SC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$37,029			$33,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	7	$125,432			$120,675		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$57,854			$39,992		
Between $1 million and $5 million							
CEO/Executive Director	10	$126,944		$77,196	$115,006	$173,185	
Greater than $5 million							
CEO/Executive Director	12	$237,205		$133,340	$191,207	$297,401	
Top Finance Position	7	$156,017			$135,504		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	$364,617			$266,650		
Top Finance Position	5	$133,638			$94,160		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$62,034		$50,656	$59,362	$71,516	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$68,551			$68,000		
Greater than $5 million							
CEO/Executive Director	7	$254,025			$159,996		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$54,384			$55,576		
Between $1 million and $5 million							
CEO/Executive Director	6	$114,558			$109,939		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	$81,245			$80,786		
Columbus, GA-AL							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$53,074			$59,500		
Columbus, OH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	21	$46,217	$27,188	$35,500	$44,831	$53,231	$66,206
Between $500 thousand and $1 million							
CEO/Executive Director	6	$82,809			$82,736		
Between $1 million and $5 million							
CEO/Executive Director	10	$102,685		$83,669	$101,396	$126,584	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	8	$279,456			$303,381		
Top Finance Position	5	$154,194			$133,748		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	$58,087		$31,526	$63,352	$79,727	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	15	$64,480		$41,589	$54,363	$77,154	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$65,731			$72,000		
Between $1 million and $5 million							
CEO/Executive Director	23	$118,544	$61,065	$71,050	$88,365	$145,506	$187,635
Greater than $5 million							
CEO/Executive Director	26	$286,749	$86,999	$140,446	$257,831	$417,485	$491,961
Top Administrative Position	6	$163,192			$169,124		
Top Development Position	8	$198,411			$193,557		
Top Education Position	6	$222,676			$218,176		
Top Finance Position	11	$183,041		$123,677	$163,888	$231,913	
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	$333,073			$198,956		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$46,639			$46,202		
Between $1 million and $5 million							
CEO/Executive Director	7	$118,468			$130,319		
Greater than $5 million							
CEO/Executive Director	11	$2,066,718		$223,772	$316,538	$506,949	
Top Finance Position	9	$323,873			$190,970		
Top Human Resources Position	5	$391,740			$242,577		
Top Operations Position	5	$642,635			$139,702		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	9	$385,696			$333,816		
Top Development Position	6	$277,669			$257,160		
Top Finance Position	6	$293,411			$282,393		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	24	$68,194	$31,928	$42,577	$55,300	$71,379	$108,025
Between $500 thousand and $1 million							
CEO/Executive Director	14	$73,857		$56,977	$69,351	$95,536	
Between $1 million and $5 million							
CEO/Executive Director	22	$120,245	$73,806	$98,202	$113,114	$136,050	$152,535
Top Finance Position	5	$118,086			$83,986		
Top Operations Position	5	$95,744			$77,672		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	19	$284,549		$169,036	$191,475	$328,506	
Top Finance Position	12	$149,268		$102,451	$147,755	$196,512	
Top Operations Position	6	$142,660			$151,237		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$55,703			$63,758		
Between $1 million and $5 million							
CEO/Executive Director	9	$106,086			$103,767		
Greater than $5 million							
CEO/Executive Director	11	$194,076		$149,663	$186,228	$255,292	
Top Finance Position	9	$140,082			$124,799		
Top Operations Position	5	$159,998			$186,494		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	$165,341			$141,527		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	$38,746		$24,000	$28,267	$43,630	
Youth development							
$500 thousand or less							
CEO/Executive Director	7	$53,665			$41,820		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Corpus Christi, TX							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$94,059			$92,099		
Corvallis, OR							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	$90,589			$94,454		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$77,948			$86,000		
Dallas-Fort Worth, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	28	$53,092	$29,055	$36,271	$52,469	$67,826	$78,339
Between $500 thousand and $1 million							
CEO/Executive Director	27	$86,873	$48,223	$70,379	$83,586	$98,867	$131,642
Between $1 million and $5 million							
CEO/Executive Director	7	$182,818			$105,668		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	13	$339,593		$240,324	$254,391	$447,578	
Top Development Position	7	$142,750			$135,314		
Top Finance Position	12	$172,379		$158,509	$169,092	$191,002	
Top Technology Position	7	$151,823			$141,118		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$67,477			$74,129		
Between $1 million and $5 million							
CEO/Executive Director	5	$146,330			$148,204		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	28	$59,568	$28,857	$37,922	$54,063	$81,819	$90,198
Between $500 thousand and $1 million							
CEO/Executive Director	13	$79,390		$57,758	$66,000	$95,481	
Between $1 million and $5 million							
CEO/Executive Director	32	$116,769	$56,516	$81,207	$110,742	$135,909	$197,766
Top Finance Position	6	$97,965			$107,247		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	58	$374,667	$136,450	$179,653	$227,441	$375,261	$567,760
Top Administrative Position	18	$212,904		$141,932	$192,279	$246,538	
Top Business Position	7	$216,842			$187,637		
Top Development Position	15	$199,381		$135,471	$163,779	$195,825	
Top Education Position	11	$217,104		$143,375	$181,103	$256,813	
Top Finance Position	36	$217,406	$104,273	$129,197	$151,368	$227,383	$306,454
Top Human Resources Position	7	$153,838			$145,703		
Top Operations Position	18	$187,334		$138,250	$184,047	$198,130	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$53,394			$54,992		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$84,529			$98,616		
Between $1 million and $5 million							
CEO/Executive Director	10	$204,508		$117,168	$220,660	$273,061	
Greater than $5 million							
CEO/Executive Director	38	$1,123,251	$211,793	$293,583	$513,207	$1,066,188	$1,629,712
Top Administrative Position	7	$229,420			$213,864		
Top Finance Position	30	$562,016	$134,794	$174,093	$292,395	$410,357	$872,582
Top Human Resources Position	7	$350,551			$236,395		
Top Operations Position	27	$746,638	$165,390	$185,396	$235,904	$410,991	$1,780,876
Top Technology Position	6	$544,184			$400,958		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	$66,921			$66,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$130,686			$137,500		
Greater than $5 million							
CEO/Executive Director	9	$370,723			$233,219		
Top Development Position	5	$169,939			$115,418		
Top Finance Position	6	$198,799			$170,329		
Top Operations Position	5	$156,157			$147,884		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	37	$51,079	$18,127	$26,975	$45,182	$55,000	$90,000
Between $500 thousand and $1 million							
CEO/Executive Director	12	$78,126		$59,655	$81,057	$103,683	
Top Operations Position	5	$67,846			$52,950		
Between $1 million and $5 million							
CEO/Executive Director	45	$124,505	$75,454	$90,284	$118,240	$146,439	$182,174
Top Finance Position	5	$83,044			$84,558		
Greater than $5 million							
CEO/Executive Director	22	$248,167	$126,154	$163,988	$223,259	$296,303	$357,553
Top Development Position	8	$167,051			$156,579		
Top Finance Position	13	$154,436		$113,772	$140,840	$160,326	
Top Marketing Position	6	$154,250			$160,871		
Top Operations Position	8	$158,174			$155,629		
Top Program Position	5	$156,996			$146,338		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	10	$53,512		$32,485	$48,369	$53,646	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$71,569			$78,612		
Between $1 million and $5 million							
CEO/Executive Director	5	$128,789			$121,910		
Greater than $5 million							
CEO/Executive Director	5	$159,008			$167,879		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	$69,770			$70,300		
Between $1 million and $5 million							
CEO/Executive Director	11	$186,632		$102,029	$164,874	$259,464	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	64	$68,602	$23,300	$39,306	$60,000	$88,269	$115,535
Top Finance Position	5	$41,534			$48,067		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$104,599		$54,625	$101,874	$119,142	
Between $1 million and $5 million							
CEO/Executive Director	21	$111,442	$61,510	$83,918	$105,525	$138,834	$174,650

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Religion-related, spiritual development							
Greater than $5 million							
CEO/Executive Director	10	$297,880		$152,354	$187,742	$281,506	
Top Development Position	5	$141,360			$144,367		
Top Operations Position	5	$142,868			$144,835		
Youth development							
$500 thousand or less							
CEO/Executive Director	18	$55,617		$33,725	$44,410	$61,325	
Between $1 million and $5 million							
CEO/Executive Director	14	$117,847		$92,904	$118,879	$138,879	
Danbury, CT							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	$432,130			$427,966		
Top Finance Position	5	$226,632			$204,472		
Davenport-Moline-Rock Island, IA-IL							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$419,737			$318,294		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Davenport-Moline-Rock Island, IA-IL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$69,488			$73,634		
Between $1 million and $5 million							
CEO/Executive Director	6	$105,897			$101,210		
Greater than $5 million							
CEO/Executive Director	7	$161,593			$155,501		
Top Finance Position	7	$69,579			$74,423		
Daytona Beach, FL							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$76,915			$70,430		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$42,485			$42,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$108,311			$100,278		
Greater than $5 million							
CEO/Executive Director	7	$150,760			$149,203		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	$55,718		$33,161	$53,554	$58,150	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$42,316			$31,200		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$84,475			$82,392		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$59,677			$51,247		
Between $1 million and $5 million							
CEO/Executive Director	9	$103,762			$113,740		
Greater than $5 million							
CEO/Executive Director	11	$237,512		$138,739	$226,565	$331,385	
Top Finance Position	7	$180,570			$211,374		
Health—general & rehabilitative							
Greater than $5 million							
Top Finance Position	5	$221,941			$165,929		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$59,120		$48,331	$54,978	$71,429	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$74,654			$71,895		
Between $1 million and $5 million							
CEO/Executive Director	13	$119,534		$90,533	$107,295	$142,544	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	13	$183,782		$140,608	$147,719	$212,884	
Top Finance Position	8	$116,343			$102,615		
Top Operations Position	5	$136,365			$134,273		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$48,895			$56,356		
Greater than $5 million							
CEO/Executive Director	6	$197,476			$176,645		
Top Finance Position	5	$116,075			$131,529		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$58,767			$56,348		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$43,089			$51,149		
Denver-Boulder, CO							
Animal-related							
$500 thousand or less							
CEO/Executive Director	7	$38,846			$28,817		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	17	$54,851		$49,053	$59,661	$64,291	
Between $500 thousand and $1 million							
CEO/Executive Director	17	$90,694		$62,876	$83,257	$98,800	
Between $1 million and $5 million							
CEO/Executive Director	15	$127,615		$83,285	$97,253	$141,493	
Greater than $5 million							
CEO/Executive Director	10	$251,237		$238,328	$250,084	$272,002	
Top Development Position	5	$151,199			$156,063		
Top Finance Position	8	$151,445			$142,262		
Top Operations Position	6	$158,042			$156,014		
Top Technology Position	5	$153,591			$151,186		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	8	$74,184			$71,691		
Between $1 million and $5 million							
CEO/Executive Director	9	$117,149			$107,635		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	13	$75,259		$52,166	$94,153	$97,833	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$116,982			$111,121		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	15	$160,124		$102,730	$138,031	$173,217	
Top Operations Position	5	$129,937			$121,994		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	$84,785			$77,632		
Between $1 million and $5 million							
CEO/Executive Director	6	$105,531			$99,122		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	9	$74,164			$71,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$133,137			$120,873		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	40	$75,540	$29,900	$49,170	$66,667	$93,873	$124,038
Between $500 thousand and $1 million							
CEO/Executive Director	26	$99,720	$63,917	$68,728	$85,684	$112,730	$161,106
Between $1 million and $5 million							
CEO/Executive Director	69	$134,029	$74,552	$104,041	$122,208	$150,991	$205,028
Top Operations Position	6	$111,343			$133,092		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	47	$217,663	$105,873	$136,115	$183,759	$252,094	$413,404
Top Development Position	14	$169,880		$132,187	$178,431	$199,347	
Top Education Position	10	$191,301		$143,344	$172,590	$198,860	
Top Finance Position	21	$188,590	$126,218	$132,716	$173,615	$223,581	$273,020
Top Operations Position	10	$161,337		$131,094	$146,457	$194,136	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	6	$136,615			$139,264		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	$70,316			$63,901		
Between $1 million and $5 million							
CEO/Executive Director	12	$147,757		$118,292	$129,193	$160,612	
Greater than $5 million							
CEO/Executive Director	6	$281,260			$232,726		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	$68,280			$68,650		
Between $1 million and $5 million							
CEO/Executive Director	5	$97,869			$102,241		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	$67,884		$44,759	$60,000	$85,873	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$98,479			$95,635		
Between $1 million and $5 million							
CEO/Executive Director	19	$152,319		$121,360	$162,015	$177,675	
Top Finance Position	6	$134,024			$133,842		
Top Operations Position	6	$109,752			$113,780		
Greater than $5 million							
CEO/Executive Director	17	$668,068		$242,315	$310,918	$623,029	
Top Finance Position	12	$380,034		$177,226	$222,577	$373,810	
Top Human Resources Position	7	$202,285			$191,434		
Top Legal Position	5	$562,084			$335,804		
Top Operations Position	9	$695,367			$230,820		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	10	$120,212		$98,139	$113,633	$151,021	
Greater than $5 million							
CEO/Executive Director	5	$193,508			$160,521		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	32	$64,084	$31,218	$49,950	$60,751	$85,716	$92,638
Between $500 thousand and $1 million							
CEO/Executive Director	21	$88,885	$52,400	$68,425	$91,786	$109,765	$123,392

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	52	$113,348	$67,050	$85,493	$104,273	$136,340	$165,711
Greater than $5 million							
CEO/Executive Director	34	$217,536	$115,086	$150,063	$198,788	$250,283	$345,950
Top Development Position	7	$138,276			$131,233		
Top Finance Position	21	$132,811	$92,135	$111,488	$124,134	$142,396	$213,232
Top Human Resources Position	6	$138,534			$125,583		
Top Operations Position	7	$167,354			$166,757		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	$54,945			$50,500		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	13	$50,011		$34,261	$41,909	$62,168	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$71,090			$77,726		
Between $1 million and $5 million							
CEO/Executive Director	15	$136,735		$97,835	$129,924	$172,087	
Greater than $5 million							
CEO/Executive Director	10	$273,770		$155,659	$176,417	$306,912	
Top Finance Position	8	$179,222			$139,597		
Top Operations Position	5	$220,277			$194,418		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	11	$146,872		$103,771	$124,139	$180,052	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$72,735			$76,503		
Between $1 million and $5 million							
CEO/Executive Director	11	$131,063		$100,727	$155,682	$164,603	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	40	$61,013	$23,900	$31,600	$59,703	$80,610	$109,822
Between $500 thousand and $1 million							
CEO/Executive Director	11	$90,683		$63,881	$92,700	$111,359	
Between $1 million and $5 million							
CEO/Executive Director	7	$154,669			$137,572		
Unknown							
$500 thousand or less							
CEO/Executive Director	5	$55,004			$50,660		
Youth development							
$500 thousand or less							
CEO/Executive Director	17	$64,651		$48,993	$58,333	$67,210	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$72,020			$73,708		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	18	$134,818		$90,516	$142,983	$156,698	
Des Moines, IA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$61,763			$58,192		
Between $1 million and $5 million							
CEO/Executive Director	6	$144,591			$144,181		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	$95,018			$104,115		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$79,826			$83,408		
Between $1 million and $5 million							
CEO/Executive Director	5	$157,866			$161,183		
Greater than $5 million							
CEO/Executive Director	9	$338,399			$226,899		
Top Education Position	5	$209,164			$202,350		
Top Finance Position	6	$165,158			$137,835		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	$142,658			$139,217		
Greater than $5 million							
CEO/Executive Director	9	$416,771			$302,779		
Top Finance Position	6	$222,905			$158,048		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	5	$177,686			$159,826		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$74,101		$55,116	$72,100	$85,270	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$82,196			$70,904		
Between $1 million and $5 million							
CEO/Executive Director	9	$103,592			$102,142		
Greater than $5 million							
CEO/Executive Director	8	$168,471			$178,338		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	$67,724			$65,346		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$48,081			$49,806		
Detroit, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	23	$43,533	$20,955	$31,088	$47,769	$54,541	$57,371
Between $500 thousand and $1 million							
CEO/Executive Director	11	$75,177		$56,250	$86,755	$89,407	
Between $1 million and $5 million							
CEO/Executive Director	11	$221,020		$112,907	$140,303	$223,245	
Greater than $5 million							
CEO/Executive Director	6	$347,531			$328,939		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	14	$66,837		$53,138	$74,756	$84,791	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$114,356		$61,323	$105,703	$159,513	
Between $1 million and $5 million							
CEO/Executive Director	12	$150,266		$90,672	$136,051	$206,896	
Greater than $5 million							
CEO/Executive Director	5	$216,287			$201,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Crime, legal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$92,368			$89,291		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$68,605			$52,000		
Between $1 million and $5 million							
CEO/Executive Director	5	$150,657			$147,269		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	$51,359		$25,475	$52,894	$62,000	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$100,541			$92,640		
Between $1 million and $5 million							
CEO/Executive Director	16	$146,152		$77,815	$115,668	$186,845	
Greater than $5 million							
CEO/Executive Director	22	$313,420	$137,161	$164,663	$223,733	$424,018	$599,946
Top Development Position	7	$190,443			$164,905		
Top Education Position	6	$224,580			$153,066		
Top Finance Position	13	$197,409		$120,261	$156,881	$308,184	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	8	$120,534			$123,870		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	17	$436,314		$188,316	$253,001	$327,174	
Top Finance Position	11	$169,934		$98,125	$130,417	$200,851	
Top Operations Position	7	$255,613			$140,326		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	8	$51,997			$51,657		
Between $500 thousand and $1 million							
Top Administrative Position	5	$47,811			$52,275		
Between $1 million and $5 million							
CEO/Executive Director	10	$95,260		$80,533	$88,633	$110,853	
Greater than $5 million							
CEO/Executive Director	9	$209,283			$182,211		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	$48,854	$33,158	$38,144	$43,200	$58,080	$73,855
Between $500 thousand and $1 million							
CEO/Executive Director	25	$76,965	$49,738	$57,375	$73,047	$87,271	$108,421
Between $1 million and $5 million							
CEO/Executive Director	57	$121,932	$62,310	$85,769	$103,011	$127,821	$188,199
Top Finance Position	8	$77,353			$68,175		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	48	$210,903	$120,601	$145,087	$203,054	$267,080	$311,447
Top Administrative Position	7	$160,124			$179,708		
Top Development Position	5	$168,265			$162,229		
Top Finance Position	25	$148,060	$84,780	$127,019	$145,507	$166,379	$186,537
Top Human Resources Position	8	$132,777			$134,348		
Top Operations Position	12	$158,888		$137,008	$143,264	$152,529	
Top Technology Position	6	$138,774			$128,258		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	$74,745			$54,740		
Between $1 million and $5 million							
CEO/Executive Director	7	$152,566			$127,221		
Greater than $5 million							
CEO/Executive Director	16	$251,816		$181,016	$220,318	$271,506	
Top Finance Position	8	$164,806			$170,271		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$55,114			$52,804		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$69,314			$65,868		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	$40,108			$32,628		
Between $1 million and $5 million							
CEO/Executive Director	7	$138,720			$131,482		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	$69,740			$63,099		
Youth development							
$500 thousand or less							
CEO/Executive Director	15	$52,742		$47,500	$55,000	$66,850	
Dubuque, IA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	$287,292			$214,174		
Duluth-Superior, MN-WI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$45,932			$42,550		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Duluth-Superior, MN-WI							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$80,707			$87,000		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	$90,154			$87,236		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$776,750			$125,907		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$81,699			$77,389		
Dutchess County, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$55,774			$51,621		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	$547,999			$551,918		
Top Development Position	5	$299,117			$316,661		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dutchess County, NY							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$46,447			$51,442		
Greater than $5 million							
CEO/Executive Director	5	$196,080			$196,621		
Top Finance Position	5	$154,440			$138,402		
El Paso, TX							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$229,931			$135,534		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$52,677			$56,640		
Elkhart-Goshen, IN							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$66,952			$60,576		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Erie, PA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$105,260			$91,817		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$52,428			$65,974		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$353,922			$260,858		
Top Finance Position	5	$216,885			$160,101		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$56,558			$61,210		
Between $1 million and $5 million							
CEO/Executive Director	9	$89,886			$83,870		
Greater than $5 million							
CEO/Executive Director	10	$211,836		$131,479	$179,333	$218,102	
Top Finance Position	6	$130,485			$129,927		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$160,955			$153,097		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Eugene-Springfield, OR							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$58,776			$56,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$27,618			$20,190		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$61,479			$67,091		
Between $1 million and $5 million							
CEO/Executive Director	9	$112,757			$123,879		
Greater than $5 million							
Top Finance Position	5	$157,292			$158,906		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$57,727			$48,066		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$69,190			$65,000		
Between $1 million and $5 million							
CEO/Executive Director	8	$91,878			$85,866		
Greater than $5 million							
CEO/Executive Director	10	$192,449		$136,990	$142,583	$218,598	
Top Finance Position	6	$122,410			$98,036		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Evansville-Henderson, IN-KY							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	$111,026			$102,322		
Fargo-Moorhead, ND-MN							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$414,308			$283,558		
Top Finance Position	6	$232,640			$193,787		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$101,688			$101,898		
Greater than $5 million							
CEO/Executive Director	8	$173,367			$159,447		
Top Finance Position	7	$114,896			$99,240		
Fayetteville-Springdale-Rogers, AR							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$44,587			$39,475		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fayetteville-Springdale-Rogers, AR							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$40,128			$45,000		
Greater than $5 million							
CEO/Executive Director	5	$344,979			$378,557		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$116,817			$94,865		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$39,173			$40,088		
Flagstaff, AZ-UT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$64,660			$68,300		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	11	$88,728		$72,763	$79,024	$88,821	
Greater than $5 million							
CEO/Executive Director	6	$162,405			$165,700		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flagstaff, AZ-UT							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$304,483			$302,202		
Top Finance Position	5	$141,009			$112,468		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$74,839			$81,387		
Between $1 million and $5 million							
CEO/Executive Director	6	$75,542			$74,296		
Flint, MI							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$1,865,051			$263,235		
Top Finance Position	5	$535,501			$271,696		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$85,957			$82,247		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Collins-Loveland, CO							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$47,704			$53,978		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$59,105			$61,043		
Greater than $5 million							
CEO/Executive Director	5	$229,529			$217,625		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$51,045			$52,062		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$70,283			$83,898		
Between $1 million and $5 million							
CEO/Executive Director	8	$80,150			$78,113		
Fort Lauderdale-Hollywood, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$49,884			$50,000		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$93,482			$94,012		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$117,075			$125,000		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	11	$164,542		$112,733	$130,000	$164,666	
Greater than $5 million							
CEO/Executive Director	11	$324,699		$115,740	$160,000	$333,204	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$54,034			$52,566		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$86,344			$96,000		
Between $1 million and $5 million							
CEO/Executive Director	17	$110,034		$68,221	$95,060	$133,242	
Top Finance Position	5	$90,803			$104,451		
Greater than $5 million							
CEO/Executive Director	17	$259,468		$201,628	$252,842	$303,428	
Top Finance Position	13	$123,635		$103,900	$120,092	$123,827	
Top Operations Position	10	$147,948		$123,095	$140,122	$161,134	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	15	$54,000		$40,278	$47,040	$66,266	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Myers-Cape Coral, FL							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$128,582			$125,508		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	$192,554			$140,849		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$43,229			$40,000		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$55,885			$55,549		
Between $1 million and $5 million							
CEO/Executive Director	6	$100,913			$97,985		
Greater than $5 million							
CEO/Executive Director	5	$421,634			$311,825		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$49,788			$53,250		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Pierce-Port St. Lucie, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	$144,417			$84,981		
Fort Wayne, IN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$48,597		$39,359	$49,961	$58,672	
Between $1 million and $5 million							
CEO/Executive Director	8	$123,087			$121,876		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$66,991			$74,850		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	$49,398			$43,006		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$49,470			$50,702		
Between $500 thousand and $1 million							
CEO/Executive Director	11	$64,883		$52,984	$68,434	$72,604	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	17	$86,374		$70,615	$85,591	$107,650	
Greater than $5 million							
CEO/Executive Director	13	$177,612		$130,203	$185,442	$205,839	
Top Finance Position	10	$128,090		$108,359	$125,241	$146,735	
Top Operations Position	6	$131,027			$131,732		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$46,031			$44,652		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	8	$119,599			$115,646		
Fort Worth, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$50,415		$38,418	$46,218	$67,349	
Greater than $5 million							
CEO/Executive Director	6	$291,362			$272,191		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$62,610			$65,084		
Between $500 thousand and $1 million							
CEO/Executive Director	13	$100,613		$75,986	$87,894	$115,443	
Between $1 million and $5 million							
CEO/Executive Director	17	$111,669		$90,037	$106,500	$127,500	
Greater than $5 million							
CEO/Executive Director	16	$255,952		$143,020	$222,017	$374,976	
Top Development Position	5	$295,502			$158,237		
Top Finance Position	11	$244,747		$112,997	$151,987	$206,114	
Top Technology Position	5	$232,615			$146,420		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	11	$549,372		$211,077	$614,450	$776,033	
Top Finance Position	9	$360,935			$300,939		
Top Operations Position	5	$332,287			$262,876		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	22	$51,736	$23,190	$33,668	$49,448	$69,150	$85,640
Between $500 thousand and $1 million							
CEO/Executive Director	6	$96,091			$97,846		
Between $1 million and $5 million							
CEO/Executive Director	19	$129,885		$88,438	$117,222	$156,096	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	9	$176,167			$169,310		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	38	$77,936	$32,322	$44,652	$61,025	$102,152	$142,930
Fresno, CA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$97,975			$99,622		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$71,796			$70,574		
Between $1 million and $5 million							
CEO/Executive Director	5	$138,682			$111,700		
Greater than $5 million							
CEO/Executive Director	12	$142,160		$108,582	$133,104	$162,951	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$349,787			$322,566		
Top Finance Position	6	$276,419			$209,007		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$61,471			$56,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$89,341			$82,170		
Between $1 million and $5 million							
CEO/Executive Director	16	$98,759		$82,258	$98,695	$118,974	
Greater than $5 million							
CEO/Executive Director	12	$173,636		$131,725	$136,517	$219,971	
Top Finance Position	5	$108,426			$134,371		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	$92,390			$98,020		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$50,113			$54,351		
Between $1 million and $5 million							
CEO/Executive Director	6	$110,757			$107,658		
Gainesville, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	$118,072			$84,465		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Gainesville, FL							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	$322,045			$231,883		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$97,414			$97,336		
Gary-Hammond-East Chicago, IN							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	$227,035			$131,907		
Health—general & rehabilitative							
Greater than $5 million							
Top Finance Position	5	$271,221			$225,915		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$94,612			$91,133		
Greater than $5 million							
CEO/Executive Director	6	$165,204			$175,614		
Top Finance Position	5	$98,926			$96,148		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Forks, ND-MN							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	$96,763			$89,244		
Grand Junction, CO							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$345,663			$300,872		
Top Finance Position	5	$160,490			$151,820		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$50,554			$50,208		
Grand Rapids-Muskegon-Holland, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$47,133			$43,807		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$84,463			$84,078		
Between $1 million and $5 million							
CEO/Executive Director	9	$108,437			$100,133		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$78,706			$64,727		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$79,120			$70,000		
Between $1 million and $5 million							
CEO/Executive Director	22	$103,427	$76,692	$86,465	$102,004	$118,385	$135,913
Greater than $5 million							
CEO/Executive Director	16	$204,699		$126,579	$142,965	$179,854	
Top Administrative Position	5	$152,362			$144,780		
Top Finance Position	7	$194,054			$171,575		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	$118,297			$106,373		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	17	$597,771		$250,000	$332,116	$553,549	
Top Finance Position	14	$388,612		$167,141	$209,308	$410,310	
Top Human Resources Position	5	$368,379			$157,601		
Top Operations Position	10	$211,040		$173,435	$192,307	$214,463	
Top Technology Position	6	$401,433			$269,657		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$103,063			$99,344		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	5	$172,990			$183,188		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	20	$56,616	$30,973	$38,402	$46,801	$78,608	$86,443
Between $500 thousand and $1 million							
CEO/Executive Director	7	$70,680			$74,549		
Between $1 million and $5 million							
CEO/Executive Director	27	$98,801	$57,893	$72,825	$100,780	$126,011	$145,789
Greater than $5 million							
CEO/Executive Director	15	$167,931		$133,382	$141,610	$198,810	
Top Finance Position	10	$129,665		$111,248	$116,813	$163,146	
International, foreign affairs, & national security							
Between $1 million and $5 million							
CEO/Executive Director	5	$95,893			$101,264		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	15	$57,478		$36,239	$56,045	$78,632	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$88,717			$84,121		
Between $1 million and $5 million							
CEO/Executive Director	15	$120,133		$87,425	$105,180	$125,503	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	8	$103,888			$91,905		
Greeley, CO							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$77,761			$87,494		
Green Bay, WI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$53,852			$47,761		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$62,430			$54,995		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$188,011			$182,471		
Top Finance Position	6	$124,663			$116,830		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	22	$51,563	$26,553	$38,671	$51,101	$57,884	$82,699
Between $500 thousand and $1 million							
CEO/Executive Director	7	$89,998			$79,751		
Between $1 million and $5 million							
CEO/Executive Director	10	$111,791		$81,080	$98,209	$146,324	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	12	$62,997		$45,005	$68,245	$81,214	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$80,833			$76,526		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	8	$97,454			$87,380		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	10	$52,362		$39,168	$49,750	$66,914	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$71,549			$72,790		
Between $1 million and $5 million							
CEO/Executive Director	21	$109,859	$62,585	$83,724	$103,692	$130,532	$146,249

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	20	$462,180	$96,028	$112,377	$222,292	$277,349	$747,233
Top Development Position	6	$274,894			$155,279		
Top Education Position	7	$303,627			$210,628		
Top Finance Position	10	$242,897		$124,869	$161,215	$204,863	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	$173,676			$147,044		
Greater than $5 million							
CEO/Executive Director	11	$582,239		$177,845	$653,539	$945,766	
Top Finance Position	8	$386,918			$352,500		
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$60,261			$59,101		
Between $1 million and $5 million							
CEO/Executive Director	7	$96,762			$102,275		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	24	$49,026	$23,360	$31,869	$42,693	$62,465	$73,196
Between $500 thousand and $1 million							
CEO/Executive Director	8	$68,133			$74,432		
Between $1 million and $5 million							
CEO/Executive Director	27	$90,423	$58,784	$74,769	$82,399	$109,465	$119,902

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	18	$228,826		$151,289	$229,522	$278,830	
Top Development Position	6	$114,982			$126,930		
Top Finance Position	12	$162,630		$131,010	$166,667	$180,075	
Top Operations Position	6	$204,948			$171,233		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$57,402			$34,848		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$78,769			$83,966		
Between $1 million and $5 million							
CEO/Executive Director	5	$85,159			$74,852		
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	5	$201,490			$204,606		
Top Finance Position	5	$118,978			$114,871		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	$53,595			$54,209		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	19	$45,915		$25,303	$46,900	$60,361	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$81,537			$77,071		
Greenville, NC							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$660,291			$429,600		
Greenville-Spartanburg-Anderson, SC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$44,794		$29,013	$39,500	$56,481	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$77,190			$62,946		
Between $1 million and $5 million							
CEO/Executive Director	6	$105,316			$108,645		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$44,745			$45,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$101,331			$96,000		
Between $1 million and $5 million							
CEO/Executive Director	12	$179,992		$77,071	$103,451	$193,161	
Greater than $5 million							
CEO/Executive Director	16	$308,174		$165,972	$296,809	$431,332	
Top Administrative Position	9	$160,229			$147,425		
Top Development Position	8	$193,212			$174,012		
Top Education Position	8	$162,250			$157,102		
Top Finance Position	10	$170,897		$110,610	$149,964	$212,458	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$71,767			$68,161		
Greater than $5 million							
CEO/Executive Director	9	$406,650			$258,743		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$91,613			$72,553		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	$49,545		$32,520	$51,011	$58,167	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$56,514			$55,480		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	21	$92,706	$43,529	$67,938	$92,921	$129,862	$136,454
Greater than $5 million							
CEO/Executive Director	9	$212,137			$192,575		
Top Finance Position	6	$107,433			$96,733		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	$107,396			$82,923		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	19	$43,467		$27,558	$39,000	$60,000	
Between $1 million and $5 million							
CEO/Executive Director	6	$153,768			$109,886		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$61,846			$52,334		
Between $1 million and $5 million							
CEO/Executive Director	5	$137,956			$120,272		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hagerstown, MD							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$173,163			$173,395		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	7	$140,406			$115,673		
Top Finance Position	5	$93,971			$88,615		
Hamilton-Middletown, OH							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$71,925			$79,242		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$52,102			$43,275		
Harrisburg-Lebanon-Carlisle, PA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$45,587		$40,883	$44,142	$48,898	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$152,716			$146,683		
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$96,709			$90,900		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	5	$76,452			$82,274		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$53,718			$48,887		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$109,813			$82,177		
Between $1 million and $5 million							
CEO/Executive Director	8	$142,030			$121,451		
Greater than $5 million							
CEO/Executive Director	9	$312,115			$240,803		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	$128,478			$136,425		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	10	$316,199		$184,066	$227,179	$280,171	
Top Finance Position	10	$180,904		$119,334	$145,502	$159,252	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$53,267		$35,749	$49,835	$67,839	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$70,730			$70,097		
Between $1 million and $5 million							
CEO/Executive Director	14	$104,828		$82,692	$103,179	$110,809	
Greater than $5 million							
CEO/Executive Director	16	$189,049		$116,073	$173,253	$247,848	
Top Finance Position	8	$135,338			$130,477		
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$103,051			$99,873		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	$62,440		$31,609	$48,835	$63,484	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	$60,151		$47,900	$58,818	$73,862	
Between $1 million and $5 million							
CEO/Executive Director	13	$140,487		$117,262	$136,601	$160,064	
Greater than $5 million							
CEO/Executive Director	5	$321,935			$336,639		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	$67,292			$53,442		
Between $1 million and $5 million							
CEO/Executive Director	7	$143,736			$115,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$70,339			$50,150		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$102,441			$77,989		
Between $1 million and $5 million							
CEO/Executive Director	17	$140,654		$102,764	$141,637	$161,967	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	22	$442,542	$163,884	$221,506	$356,899	$598,694	$812,445
Top Administrative Position	9	$221,477			$207,046		
Top Development Position	14	$242,385		$190,152	$235,896	$282,705	
Top Education Position	9	$224,036			$220,203		
Top Finance Position	18	$289,257		$164,955	$320,154	$356,066	
Top Operations Position	5	$248,267			$205,605		
Top PR/Communications Position	7	$254,942			$266,049		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$64,090			$62,734		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	$60,346			$54,895		
Between $1 million and $5 million							
CEO/Executive Director	8	$137,758			$126,097		
Greater than $5 million							
CEO/Executive Director	22	$565,857	$161,289	$229,697	$303,302	$628,017	$1,510,239
Top Finance Position	15	$324,666		$145,143	$169,390	$327,778	
Top Operations Position	10	$283,551		$166,098	$199,858	$244,985	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	8	$153,347			$137,785		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$70,652			$78,241		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$78,438			$60,638		
Between $1 million and $5 million							
CEO/Executive Director	25	$113,971	$57,589	$73,530	$112,951	$136,231	$164,085
Top Finance Position	6	$78,911			$75,375		
Greater than $5 million							
CEO/Executive Director	34	$196,666	$110,551	$134,640	$170,655	$244,510	$329,129
Top Development Position	5	$149,360			$121,939		
Top Finance Position	23	$141,902	$102,789	$115,427	$130,802	$166,317	$191,440
Top Human Resources Position	5	$128,961			$127,762		
Top Operations Position	6	$170,971			$162,179		
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$68,974			$81,000		
Greater than $5 million							
CEO/Executive Director	13	$210,207		$150,410	$208,531	$247,051	
Top Finance Position	7	$179,801			$179,450		
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$86,957			$66,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hickory-Morganton-Lenoir, NC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$31,088			$22,325		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	$83,728			$87,421		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$46,352			$44,807		
Between $1 million and $5 million							
CEO/Executive Director	8	$75,530			$75,553		
Greater than $5 million							
CEO/Executive Director	8	$168,602			$166,539		
Honolulu, HI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$62,181			$65,421		
Between $1 million and $5 million							
CEO/Executive Director	10	$126,131		$86,235	$96,614	$167,516	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$74,546			$72,692		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$77,234			$64,103		
Between $1 million and $5 million							
CEO/Executive Director	11	$117,602		$92,654	$130,831	$156,645	
Greater than $5 million							
CEO/Executive Director	19	$314,005		$172,504	$205,890	$385,513	
Top Administrative Position	5	$210,670			$175,435		
Top Development Position	5	$237,994			$225,623		
Top Education Position	5	$188,874			$162,891		
Top Finance Position	12	$234,490		$152,009	$175,004	$282,082	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	9	$53,795			$47,500		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	8	$186,140			$149,224		
Top Finance Position	5	$84,342			$90,977		
Greater than $5 million							
CEO/Executive Director	17	$518,623		$221,715	$278,338	$384,976	
Top Finance Position	10	$420,908		$160,900	$238,845	$462,373	
Top Operations Position	9	$222,078			$179,436		
Top Technology Position	5	$488,807			$184,053		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$130,775			$154,244		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$57,195			$61,652		
Between $1 million and $5 million							
CEO/Executive Director	13	$113,291		$83,964	$110,162	$121,475	
Greater than $5 million							
CEO/Executive Director	11	$161,847		$119,657	$153,549	$196,768	
Top Finance Position	7	$134,805			$134,300		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	6	$114,579			$94,749		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	$96,884			$110,890		
Houston, TX							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$159,135			$131,194		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	31	$53,447	$25,650	$38,750	$44,942	$61,667	$84,640
Between $500 thousand and $1 million							
CEO/Executive Director	7	$83,246			$84,060		
Between $1 million and $5 million							
CEO/Executive Director	15	$128,566		$107,001	$114,640	$139,303	
Greater than $5 million							
CEO/Executive Director	12	$361,535		$220,623	$403,494	$461,207	
Top Development Position	11	$210,831		$142,246	$186,023	$227,368	
Top Finance Position	11	$243,671		$189,974	$213,058	$252,510	
Top Marketing Position	5	$175,045			$165,340		
Top Operations Position	7	$231,090			$225,406		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$37,502			$35,818		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	9	$40,198			$34,667		
Between $1 million and $5 million							
CEO/Executive Director	7	$104,859			$101,929		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$169,028			$147,804		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$81,395			$82,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	21	$56,247	$26,250	$35,810	$61,200	$65,500	$90,505
Between $500 thousand and $1 million							
CEO/Executive Director	13	$95,451		$66,466	$91,580	$104,539	
Between $1 million and $5 million							
CEO/Executive Director	43	$128,770	$73,143	$89,361	$121,507	$154,482	$210,134
Top Administrative Position	6	$105,846			$104,187		
Top Finance Position	5	$85,193			$85,056		
Greater than $5 million							
CEO/Executive Director	48	$289,396	$111,058	$135,226	$198,488	$378,417	$536,020
Top Administrative Position	14	$176,871		$114,569	$144,776	$160,312	
Top Business Position	6	$86,818			$85,743		
Top Development Position	11	$173,087		$128,926	$148,980	$201,592	
Top Education Position	10	$201,080		$112,451	$163,774	$213,485	
Top Finance Position	21	$260,035	$84,444	$145,875	$170,008	$284,845	$322,847
Top Operations Position	8	$175,810			$149,282		
Top PR/Communications Position	5	$230,978			$177,144		
Top Technology Position	5	$244,097			$140,532		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$81,043			$96,600		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	$74,366			$73,570		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$112,433			$112,667		
Between $1 million and $5 million							
CEO/Executive Director	11	$131,028		$90,623	$125,010	$168,977	
Greater than $5 million							
CEO/Executive Director	21	$939,230	$150,540	$178,705	$243,343	$893,359	$1,749,573
Top Development Position	7	$170,527			$156,768		
Top Finance Position	21	$392,121	$98,144	$109,381	$142,726	$387,689	$1,515,640
Top Human Resources Position	5	$427,674			$419,773		
Top Operations Position	12	$443,417		$149,652	$233,479	$601,852	
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$82,151			$80,328		
Between $1 million and $5 million							
CEO/Executive Director	8	$118,542			$102,053		
Greater than $5 million							
CEO/Executive Director	5	$219,167			$211,739		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	25	$61,424	$23,580	$43,560	$55,523	$87,500	$96,791
Between $500 thousand and $1 million							
CEO/Executive Director	17	$81,659		$57,769	$84,000	$95,000	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	38	$131,455	$73,609	$89,149	$108,094	$163,052	$194,366
Top Finance Position	7	$117,180			$111,127		
Greater than $5 million							
CEO/Executive Director	23	$175,268	$97,125	$113,685	$148,883	$221,666	$246,298
Top Finance Position	8	$127,574			$130,449		
Top Program Position	5	$124,179			$139,853		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	$39,327			$27,955		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$46,761			$36,618		
Between $1 million and $5 million							
CEO/Executive Director	7	$166,486			$118,330		
Greater than $5 million							
CEO/Executive Director	5	$204,353			$187,583		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	7	$137,334			$123,815		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$113,512			$104,946		
Between $1 million and $5 million							
CEO/Executive Director	5	$147,479			$122,533		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$55,879			$58,203		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	53	$54,800	$20,390	$27,784	$46,203	$72,415	$101,450
Between $500 thousand and $1 million							
CEO/Executive Director	5	$73,833			$79,115		
Between $1 million and $5 million							
CEO/Executive Director	9	$127,783			$128,743		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	$73,047			$57,550		
Between $1 million and $5 million							
CEO/Executive Director	7	$165,651			$143,838		
Greater than $5 million							
CEO/Executive Director	7	$321,131			$293,205		
Top Finance Position	5	$175,562			$187,760		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Huntington-Ashland, WV-KY-OH							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$725,393			$847,518		
Top Finance Position	5	$521,029			$598,294		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	$70,786			$58,246		
Greater than $5 million							
CEO/Executive Director	7	$138,496			$143,702		
Top Finance Position	6	$100,829			$91,456		
Huntsville, AL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$36,281			$38,039		
Greater than $5 million							
CEO/Executive Director	6	$147,976			$157,261		
Indianapolis, IN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	15	$47,739		$36,104	$46,400	$59,876	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$96,841		$66,068	$100,501	$115,365	
Between $1 million and $5 million							
CEO/Executive Director	11	$137,740		$78,680	$115,504	$163,423	
Greater than $5 million							
CEO/Executive Director	7	$324,293			$231,283		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	$77,253			$61,778		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$81,238			$86,613		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	$57,491			$52,818		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	20	$57,481	$20,720	$39,689	$60,133	$73,736	$91,162
Between $1 million and $5 million							
CEO/Executive Director	35	$124,993	$73,191	$97,717	$116,618	$151,275	$169,752
Top Operations Position	7	$64,623			$62,948		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	37	$262,291	$93,544	$139,250	$166,143	$280,883	$522,277
Top Administrative Position	9	$169,025			$166,143		
Top Business Position	6	$118,154			$131,706		
Top Development Position	10	$191,590		$164,373	$178,484	$205,535	
Top Education Position	5	$198,979			$183,645		
Top Finance Position	23	$151,415	$69,659	$98,456	$125,484	$180,526	$274,218
Top Operations Position	12	$150,125		$89,129	$115,648	$205,483	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	7	$73,453			$68,000		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$80,509			$54,505		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$71,921			$66,835		
Between $1 million and $5 million							
CEO/Executive Director	7	$91,813			$101,995		
Greater than $5 million							
CEO/Executive Director	11	$691,477		$286,806	$409,949	$511,769	
Top Finance Position	9	$349,044			$159,541		
Top Operations Position	6	$523,675			$330,338		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$81,543			$83,846		
Greater than $5 million							
CEO/Executive Director	6	$192,110			$155,798		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	$55,610		$43,903	$52,136	$62,500	
Between $500 thousand and $1 million							
CEO/Executive Director	19	$76,459		$57,779	$88,847	$97,020	
Between $1 million and $5 million							
CEO/Executive Director	23	$100,598	$66,455	$73,750	$88,350	$110,014	$159,283
Greater than $5 million							
CEO/Executive Director	16	$232,914		$169,710	$198,348	$244,594	
Top Finance Position	12	$156,676		$125,185	$148,941	$177,096	
Top Human Resources Position	5	$141,592			$136,697		
Top Operations Position	6	$171,915			$186,960		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$234,980			$262,480		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	8	$57,751			$52,800		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	11	$120,343		$92,073	$108,150	$139,576	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	$67,275			$75,600		
Between $1 million and $5 million							
CEO/Executive Director	7	$135,243			$130,042		
Greater than $5 million							
CEO/Executive Director	5	$596,807			$486,639		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	24	$48,784	$25,440	$33,962	$45,853	$58,924	$77,681
Between $500 thousand and $1 million							
CEO/Executive Director	6	$95,064			$91,597		
Between $1 million and $5 million							
CEO/Executive Director	5	$84,988			$75,000		
Youth development							
$500 thousand or less							
CEO/Executive Director	10	$54,237		$42,030	$57,500	$63,777	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$62,090			$65,600		
Between $1 million and $5 million							
CEO/Executive Director	14	$122,255		$97,804	$116,761	$132,057	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Youth development							
Greater than $5 million							
CEO/Executive Director	5	$249,955			$240,327		
Iowa City, IA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$209,558			$196,936		
Jackson, MS							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$60,909			$42,741		
Between $1 million and $5 million							
CEO/Executive Director	5	$122,239			$119,814		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$62,446			$72,332		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$60,381			$55,135		
Between $1 million and $5 million							
CEO/Executive Director	6	$172,776			$161,182		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	13	$269,329		$193,587	$224,335	$339,150	
Top Development Position	5	$152,420			$160,161		
Top Education Position	5	$182,115			$199,252		
Top Finance Position	9	$140,221			$142,922		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	$422,491			$313,350		
Top Finance Position	7	$218,387			$147,210		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$38,157			$38,883		
Between $1 million and $5 million							
CEO/Executive Director	8	$112,406			$116,313		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	$51,185			$41,335		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$44,146			$32,500		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$48,648			$45,123		
Between $1 million and $5 million							
CEO/Executive Director	13	$125,268		$86,283	$129,978	$150,144	
Greater than $5 million							
CEO/Executive Director	19	$256,456		$145,046	$184,720	$296,875	
Top Finance Position	9	$171,709			$137,875		
Health—general & rehabilitative							
Greater than $5 million							
Top Operations Position	5	$429,813			$317,075		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$74,835			$72,383		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$55,659		$36,861	$54,321	$72,884	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$70,234			$59,194		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	15	$100,638		$81,863	$94,755	$113,010	
Greater than $5 million							
CEO/Executive Director	17	$266,736		$183,718	$218,663	$301,615	
Top Finance Position	14	$136,363		$100,823	$125,349	$137,458	
Top Human Resources Position	5	$135,400			$146,396		
Top Operations Position	7	$215,352			$237,273		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$132,229			$135,091		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	23	$50,219	$26,700	$29,634	$45,576	$64,570	$86,495
Between $1 million and $5 million							
CEO/Executive Director	5	$73,186			$60,000		
Janesville-Beloit, WI							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$93,630			$82,653		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jersey City, NJ							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	$381,467			$151,250		
Top Administrative Position	6	$159,940			$123,105		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	$106,570			$100,700		
Johnson City-Kingsport-Bristol, TN-VA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	$390,505			$310,916		
Top Operations Position	5	$380,838			$255,874		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$48,935			$50,713		
Johnstown, PA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$79,406			$73,533		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Johnstown, PA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$121,382			$128,067		
Kalamazoo-Battle Creek, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$49,079			$45,517		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$45,312			$46,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$34,328			$34,057		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$44,717		$37,368	$44,000	$56,141	
Between $1 million and $5 million							
CEO/Executive Director	9	$115,796			$74,517		
Greater than $5 million							
CEO/Executive Director	7	$210,835			$180,467		
Top Finance Position	5	$101,794			$113,825		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	15	$52,958		$36,000	$48,167	$65,502	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$81,325			$91,425		
Between $1 million and $5 million							
CEO/Executive Director	17	$125,222		$93,858	$105,219	$157,563	
Greater than $5 million							
CEO/Executive Director	10	$382,958		$276,690	$349,719	$434,307	
Top Development Position	5	$165,283			$148,815		
Top Finance Position	7	$151,908			$129,024		
Top Operations Position	6	$212,509			$154,385		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	$94,737			$70,204		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$113,563			$109,660		
Between $1 million and $5 million							
CEO/Executive Director	7	$152,434			$159,248		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	20	$67,911	$36,180	$42,394	$61,929	$78,777	$115,550
Between $500 thousand and $1 million							
CEO/Executive Director	7	$74,045			$75,100		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	16	$120,502		$106,272	$123,458	$138,357	
Greater than $5 million							
CEO/Executive Director	31	$205,057	$110,187	$127,304	$197,728	$255,312	$352,370
Top Administrative Position	11	$151,181		$111,945	$120,804	$167,989	
Top Development Position	8	$138,781			$130,844		
Top Education Position	8	$180,452			$177,005		
Top Finance Position	14	$187,638		$122,655	$148,405	$189,519	
Top Operations Position	8	$198,997			$158,773		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$54,188			$55,834		
Between $1 million and $5 million							
CEO/Executive Director	9	$163,555			$129,545		
Greater than $5 million							
CEO/Executive Director	16	$501,444		$221,072	$357,035	$815,645	
Top Finance Position	16	$292,015		$137,271	$199,058	$413,373	
Top Operations Position	9	$247,529			$214,076		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	6	$160,669			$139,842		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	19	$53,143		$34,578	$45,700	$68,650	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$69,663		$48,604	$64,654	$86,878	
Between $1 million and $5 million							
CEO/Executive Director	26	$98,138	$59,006	$77,730	$88,556	$115,097	$137,397
Greater than $5 million							
CEO/Executive Director	21	$239,506	$140,650	$169,304	$210,335	$244,219	$357,230
Top Administrative Position	5	$114,146			$127,846		
Top Development Position	6	$149,904			$144,659		
Top Finance Position	18	$149,509		$118,285	$136,262	$169,327	
Top Operations Position	8	$154,152			$133,581		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$45,621			$47,214		
Between $1 million and $5 million							
CEO/Executive Director	8	$146,098			$129,507		
Greater than $5 million							
CEO/Executive Director	9	$339,186			$159,169		
Top Finance Position	5	$284,372			$131,434		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$91,707			$86,858		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	22	$53,053	$20,127	$33,507	$53,648	$64,823	$101,359
Between $1 million and $5 million							
CEO/Executive Director	5	$94,914			$99,808		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	$53,866			$42,002		
Knoxville, TN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$45,227			$29,745		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$89,010			$84,877		
Between $1 million and $5 million							
CEO/Executive Director	8	$136,268			$124,583		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$54,262			$55,477		
Between $1 million and $5 million							
CEO/Executive Director	7	$122,390			$124,610		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	9	$315,245			$274,955		
Top Finance Position	7	$181,506			$118,810		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	$142,830			$81,753		
Greater than $5 million							
CEO/Executive Director	5	$359,385			$313,130		
Top Finance Position	7	$250,491			$193,874		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$50,368			$38,000		
Between $500 thousand and $1 million							
CEO/Executive Director	14	$69,894		$57,067	$70,355	$84,194	
Between $1 million and $5 million							
CEO/Executive Director	8	$89,879			$77,024		
Greater than $5 million							
CEO/Executive Director	10	$160,185		$118,096	$129,941	$219,816	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	$78,634		$44,410	$70,972	$86,860	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lafayette, LA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$59,258			$55,288		
Lakeland-Winter Haven, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$39,289			$34,638		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	$96,972			$84,000		
Greater than $5 million							
CEO/Executive Director	12	$230,295		$143,087	$176,789	$226,033	
Top Finance Position	7	$165,204			$128,950		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$42,944			$41,350		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$56,318			$65,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$37,957			$40,120		
Between $1 million and $5 million							
CEO/Executive Director	11	$127,315		$87,091	$104,645	$160,942	
Greater than $5 million							
CEO/Executive Director	6	$338,658			$328,028		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$139,615			$141,273		
Greater than $5 million							
CEO/Executive Director	7	$495,732			$268,648		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$75,291		$59,112	$66,548	$74,635	
Between $1 million and $5 million							
CEO/Executive Director	5	$88,001			$99,376		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	19	$243,098		$168,425	$223,123	$281,556	
Top Development Position	7	$143,332			$125,194		
Top Finance Position	13	$169,473		$101,516	$176,307	$197,430	
Top Human Resources Position	9	$160,415			$142,772		
Top Operations Position	9	$187,872			$172,641		
Top Technology Position	6	$143,030			$151,399		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	$51,495			$48,199		
Between $1 million and $5 million							
CEO/Executive Director	8	$96,349			$82,221		
Lansing-East Lansing, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$55,777			$57,283		
Between $1 million and $5 million							
CEO/Executive Director	5	$121,509			$135,792		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	$51,832			$52,783		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$108,166			$99,370		
Between $1 million and $5 million							
CEO/Executive Director	10	$188,555		$133,116	$183,460	$254,336	
Greater than $5 million							
CEO/Executive Director	9	$174,564			$148,884		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$112,544			$119,250		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$89,314			$77,680		
Between $1 million and $5 million							
CEO/Executive Director	13	$104,132		$81,606	$94,627	$136,489	
Greater than $5 million							
CEO/Executive Director	7	$138,164			$159,131		
Las Vegas, NV-AZ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$78,676			$57,500		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	13	$106,832		$87,225	$90,886	$126,655	
Greater than $5 million							
CEO/Executive Director	14	$206,421		$139,443	$145,759	$228,073	
Top Finance Position	6	$183,075			$190,230		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$110,538			$99,039		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$102,675			$111,010		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$55,479		$34,446	$57,723	$65,027	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$91,151			$85,000		
Between $1 million and $5 million							
CEO/Executive Director	21	$128,293	$64,795	$73,818	$103,433	$155,773	$209,295
Top Finance Position	6	$56,911			$49,987		
Greater than $5 million							
CEO/Executive Director	8	$211,442			$186,166		
Top Finance Position	5	$103,012			$112,424		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$37,951			$37,500		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$56,807			$62,764		
Lawrence-Haverhill, MA-NH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$70,823			$72,559		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$57,353			$58,472		
Between $1 million and $5 million							
CEO/Executive Director	6	$135,926			$150,127		
Greater than $5 million							
CEO/Executive Director	9	$334,640			$220,186		
Top Finance Position	8	$234,620			$186,410		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$45,765			$40,351		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lawrence-Haverhill, MA-NH							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$105,711			$81,074		
Greater than $5 million							
CEO/Executive Director	12	$188,836		$154,412	$193,677	$221,978	
Top Finance Position	8	$128,972			$131,142		
Lewiston-Auburn, ME							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$103,197			$103,304		
Greater than $5 million							
CEO/Executive Director	5	$116,063			$96,254		
Lexington, KY							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$87,154			$102,556		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	12	$36,488		$22,254	$36,061	$45,156	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$49,984			$35,584		
Between $1 million and $5 million							
CEO/Executive Director	12	$109,708		$70,168	$96,436	$143,296	
Greater than $5 million							
CEO/Executive Director	7	$322,394			$298,857		
Top Education Position	6	$173,494			$171,873		
Top Finance Position	10	$161,324		$131,368	$144,143	$195,784	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	$499,091			$462,390		
Top Finance Position	6	$310,031			$296,271		
Top Operations Position	5	$328,241			$354,933		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$48,946			$50,058		
Between $1 million and $5 million							
CEO/Executive Director	11	$91,913		$77,154	$91,840	$107,833	
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$140,399			$153,921		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$82,961			$70,838		
Lincoln, NE							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$64,559			$59,505		
Between $1 million and $5 million							
CEO/Executive Director	7	$107,662			$90,228		
Greater than $5 million							
CEO/Executive Director	5	$333,159			$358,459		
Top Finance Position	5	$195,583			$231,432		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$54,384			$53,658		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$82,027			$76,803		
Between $1 million and $5 million							
CEO/Executive Director	8	$101,730			$108,974		
Greater than $5 million							
CEO/Executive Director	6	$140,449			$158,468		
Top Finance Position	5	$107,435			$120,029		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Little Rock-North Little Rock, AR							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$54,014			$52,800		
Between $1 million and $5 million							
CEO/Executive Director	10	$99,633		$62,595	$94,449	$137,722	
Greater than $5 million							
CEO/Executive Director	11	$209,926		$128,965	$185,777	$288,777	
Top Finance Position	7	$137,710			$135,000		
Health—general & rehabilitative							
Greater than $5 million							
Top Operations Position	6	$454,513			$403,342		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$53,425		$40,996	$45,000	$60,963	
Between $1 million and $5 million							
CEO/Executive Director	9	$103,022			$107,070		
Greater than $5 million							
CEO/Executive Director	10	$184,862		$130,503	$155,483	$220,097	
Top Finance Position	7	$131,442			$100,998		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	$48,201			$34,270		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Longview-Marshall, TX							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	$33,431			$31,516		
Los Angeles-Long Beach, CA							
Animal-related							
$500 thousand or less							
CEO/Executive Director	13	$58,780		$44,063	$64,000	$68,752	
Between $1 million and $5 million							
CEO/Executive Director	12	$113,870		$97,438	$110,198	$136,250	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	84	$58,205	$23,473	$35,664	$53,825	$75,619	$100,223
Top Finance Position	9	$53,463			$46,580		
Between $500 thousand and $1 million							
CEO/Executive Director	36	$89,798	$54,750	$69,009	$89,360	$108,967	$125,834
Between $1 million and $5 million							
CEO/Executive Director	57	$139,543	$87,509	$102,500	$135,816	$158,243	$195,904
Top Finance Position	6	$91,969			$92,897		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	31	$561,766	$177,324	$213,605	$415,001	$696,395	$859,439
Top Administrative Position	7	$189,355			$200,763		
Top Development Position	21	$216,869	$121,200	$163,712	$192,773	$295,225	$335,778
Top Education Position	7	$222,720			$210,591		
Top Finance Position	21	$237,311	$118,381	$177,679	$217,609	$285,230	$329,590
Top Human Resources Position	5	$271,759			$219,676		
Top Marketing Position	11	$180,677		$143,768	$166,501	$217,516	
Top Operations Position	18	$213,597		$155,748	$185,427	$253,287	
Top PR/Communications Position	12	$212,236		$163,830	$199,006	$269,112	
Top Program Position	6	$181,568			$159,109		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$53,392			$47,870		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$161,169			$134,579		
Between $1 million and $5 million							
CEO/Executive Director	17	$125,413		$111,461	$120,603	$147,855	
Greater than $5 million							
CEO/Executive Director	8	$211,204			$231,445		
Top Finance Position	5	$164,695			$154,949		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	18	$93,967		$57,900	$77,965	$114,294	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$127,274			$99,000		
Between $1 million and $5 million							
CEO/Executive Director	21	$170,633	$92,000	$124,194	$160,000	$184,710	$212,061
Top Finance Position	6	$115,225			$133,950		
Greater than $5 million							
CEO/Executive Director	12	$342,186		$194,347	$344,724	$437,306	
Top Finance Position	6	$195,816			$198,820		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	8	$73,028			$57,055		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$100,758			$80,385		
Between $1 million and $5 million							
CEO/Executive Director	6	$94,647			$92,417		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	10	$77,792		$55,794	$64,600	$99,476	
Between $1 million and $5 million							
CEO/Executive Director	9	$181,100			$161,663		
Greater than $5 million							
CEO/Executive Director	6	$489,623			$347,593		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	53	$70,179	$32,828	$43,643	$60,000	$94,500	$116,418
Top Finance Position	5	$50,305			$39,888		
Between $500 thousand and $1 million							
CEO/Executive Director	30	$90,526	$57,564	$68,474	$85,928	$106,209	$130,541
Top Finance Position	5	$94,096			$80,018		
Between $1 million and $5 million							
CEO/Executive Director	119	$147,001	$74,385	$93,003	$131,180	$178,353	$229,603
Top Development Position	6	$119,287			$120,014		
Top Finance Position	20	$107,819	$45,804	$73,289	$112,961	$132,935	$140,689
Top Operations Position	11	$119,486		$98,327	$120,000	$138,924	
Top Program Position	5	$153,500			$150,976		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	214	$319,157	$133,326	$170,375	$242,504	$399,631	$654,190
Top Administrative Position	49	$228,002	$124,053	$148,456	$176,787	$263,137	$350,592
Top Business Position	26	$162,243	$93,835	$117,151	$145,390	$168,381	$230,391
Top Development Position	57	$219,845	$134,470	$159,938	$210,897	$280,234	$319,545
Top Education Position	63	$225,045	$130,039	$149,607	$191,861	$247,656	$353,066
Top Facilities Position	7	$185,731			$167,960		
Top Finance Position	109	$247,672	$123,175	$151,381	$207,215	$292,439	$383,280
Top Human Resources Position	18	$186,447		$151,622	$180,735	$204,274	
Top Legal Position	6	$306,721			$281,519		
Top Marketing Position	8	$180,033			$158,499		
Top Operations Position	65	$193,442	$118,223	$141,925	$182,942	$229,779	$280,728
Top PR/Communications Position	22	$184,976	$125,974	$158,976	$177,512	$210,616	$249,794
Top Program Position	11	$230,348		$148,634	$175,480	$258,579	
Top Technology Position	36	$196,540	$124,593	$140,335	$170,597	$210,221	$296,303
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	5	$67,366			$68,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$84,793			$77,000		
Between $1 million and $5 million							
CEO/Executive Director	5	$109,611			$102,876		
Greater than $5 million							
CEO/Executive Director	11	$303,113		$158,989	$226,661	$274,664	
Top Finance Position	8	$139,580			$120,088		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	$96,253			$88,570		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$100,333			$97,391		
Between $1 million and $5 million							
CEO/Executive Director	13	$176,800		$122,847	$159,278	$205,996	
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	$202,760			$179,530		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	13	$78,878		$31,000	$58,333	$93,954	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$110,988		$90,138	$108,676	$132,900	
Between $1 million and $5 million							
CEO/Executive Director	32	$176,777	$90,720	$112,435	$157,805	$215,236	$330,794
Top Finance Position	5	$83,026			$74,429		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	56	$541,763	$187,696	$230,638	$320,595	$414,389	$1,061,466
Top Administrative Position	7	$249,915			$186,250		
Top Business Position	5	$220,258			$139,374		
Top Development Position	12	$289,964		$189,512	$275,748	$344,010	
Top Finance Position	43	$309,228	$106,959	$146,768	$210,625	$315,061	$469,822
Top Human Resources Position	10	$281,924		$227,305	$236,983	$360,315	
Top Operations Position	36	$278,311	$128,703	$153,182	$188,495	$294,887	$535,717
Top Technology Position	7	$381,215			$354,926		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	10	$56,543		$31,923	$57,490	$82,500	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$120,191			$94,000		
Between $1 million and $5 million							
CEO/Executive Director	16	$123,928		$84,906	$120,585	$147,569	
Greater than $5 million							
CEO/Executive Director	22	$284,892	$125,444	$180,846	$207,565	$294,362	$537,440
Top Development Position	7	$160,822			$155,372		
Top Finance Position	11	$194,019		$162,501	$188,794	$208,071	
Top Human Resources Position	7	$160,155			$128,892		
Top Operations Position	7	$198,065			$169,839		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	48	$52,819	$20,000	$28,589	$47,712	$68,054	$93,856
Between $500 thousand and $1 million							
CEO/Executive Director	28	$93,283	$40,903	$67,101	$91,729	$101,743	$135,629
Between $1 million and $5 million							
CEO/Executive Director	91	$128,780	$73,500	$98,346	$117,078	$166,261	$194,664
Top Finance Position	18	$111,508		$73,875	$111,163	$130,576	
Top Operations Position	8	$186,928			$130,657		
Greater than $5 million							
CEO/Executive Director	100	$242,072	$123,765	$159,919	$219,737	$282,957	$418,195
Top Administrative Position	20	$159,489	$110,004	$121,519	$160,350	$177,966	$223,758
Top Development Position	18	$164,082		$126,909	$141,782	$209,189	
Top Education Position	5	$155,436			$155,036		
Top Finance Position	64	$179,435	$115,630	$144,284	$171,099	$207,388	$249,800
Top Human Resources Position	26	$148,109	$106,394	$117,470	$143,553	$155,412	$227,489
Top Operations Position	28	$204,490	$121,660	$149,899	$188,266	$229,522	$318,594
Top PR/Communications Position	6	$195,121			$203,997		
Top Program Position	26	$142,845	$101,186	$111,315	$137,306	$172,930	$186,993
Top Technology Position	17	$156,188		$136,966	$155,128	$174,752	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	9	$59,311			$46,033		
Between $1 million and $5 million							
CEO/Executive Director	6	$184,849			$121,500		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	6	$196,856			$207,444		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	14	$55,932		$21,038	$34,374	$82,150	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$93,187		$83,107	$93,356	$110,750	
Between $1 million and $5 million							
CEO/Executive Director	15	$129,773		$108,135	$125,934	$153,043	
Greater than $5 million							
CEO/Executive Director	41	$266,204	$149,631	$171,753	$241,135	$311,284	$389,634
Top Administrative Position	5	$180,864			$127,476		
Top Development Position	10	$172,945		$148,336	$161,577	$194,274	
Top Finance Position	28	$194,933	$102,126	$145,334	$179,886	$239,935	$292,444
Top Human Resources Position	14	$166,497		$144,952	$157,628	$186,236	
Top Operations Position	20	$232,007	$129,490	$150,119	$170,614	$228,185	$291,745
Top Program Position	11	$173,905		$141,510	$164,390	$195,703	
Top Technology Position	6	$175,648			$142,891		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	$58,263			$53,858		
Between $1 million and $5 million							
CEO/Executive Director	7	$155,660			$122,305		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	13	$299,811		$162,735	$255,033	$402,587	
Top Development Position	5	$209,520			$215,689		
Top Finance Position	6	$201,879			$147,521		
Public safety, disaster preparedness, & relief							
Between $1 million and $5 million							
CEO/Executive Director	5	$164,687			$176,486		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$89,509			$93,024		
Between $1 million and $5 million							
CEO/Executive Director	6	$237,535			$188,836		
Greater than $5 million							
CEO/Executive Director	9	$426,757			$277,625		
Top Development Position	5	$218,835			$182,357		
Top Finance Position	7	$235,017			$210,369		
Top Operations Position	6	$245,469			$200,270		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$61,029			$53,500		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$107,972			$96,510		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$93,744			$95,718		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	75	$55,998	$22,580	$26,091	$43,598	$70,008	$100,666
Between $500 thousand and $1 million							
CEO/Executive Director	15	$65,055		$43,126	$68,960	$82,353	
Between $1 million and $5 million							
CEO/Executive Director	12	$126,998		$91,523	$118,657	$164,674	
Top Finance Position	5	$103,478			$108,994		
Science & technology research institutes, services							
Greater than $5 million							
CEO/Executive Director	6	$634,935			$633,762		
Unknown							
Between $1 million and $5 million							
CEO/Executive Director	9	$199,199			$159,695		
Youth development							
$500 thousand or less							
CEO/Executive Director	35	$64,310	$23,400	$41,018	$64,008	$80,300	$100,000
Between $500 thousand and $1 million							
CEO/Executive Director	18	$102,349		$77,038	$90,313	$133,668	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	38	$130,968	$72,434	$92,402	$129,949	$160,662	$198,665
Top Finance Position	5	$85,533			$80,682		
Greater than $5 million							
CEO/Executive Director	12	$250,669		$178,419	$223,186	$276,796	
Top Finance Position	5	$151,591			$125,459		
Louisville, KY-IN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	13	$54,193		$40,000	$54,247	$67,000	
Between $1 million and $5 million							
CEO/Executive Director	9	$141,855			$118,041		
Greater than $5 million							
CEO/Executive Director	5	$192,987			$184,309		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	23	$115,414	$61,951	$92,383	$113,952	$136,948	$149,452
Top Finance Position	6	$53,547			$51,856		
Greater than $5 million							
CEO/Executive Director	8	$281,455			$265,661		
Top Finance Position	6	$158,703			$149,777		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$176,520			$190,274		
Greater than $5 million							
CEO/Executive Director	9	$544,013			$274,295		
Top Finance Position	5	$337,033			$202,377		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	16	$60,629		$40,500	$60,039	$70,232	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$72,370			$62,808		
Between $1 million and $5 million							
CEO/Executive Director	20	$114,077	$60,029	$70,417	$97,025	$144,908	$188,917
Greater than $5 million							
CEO/Executive Director	17	$206,120		$137,969	$156,852	$271,135	
Top Finance Position	12	$152,245		$120,798	$141,830	$206,129	
Top Operations Position	6	$147,981			$134,323		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$101,404			$73,623		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	$51,740		$31,985	$43,931	$66,865	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lubbock, TX							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$73,714			$66,500		
Between $1 million and $5 million							
CEO/Executive Director	6	$82,134			$81,207		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	$46,134			$48,000		
Lynchburg, VA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	$738,690			$423,956		
Top Administrative Position	5	$182,857			$194,849		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	$116,504			$127,260		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$56,596			$30,700		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Macon, GA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$1,146,362			$358,220		
Top Finance Position	5	$382,435			$299,825		
Madison, WI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$59,770		$44,283	$64,554	$76,451	
Between $1 million and $5 million							
CEO/Executive Director	8	$122,787			$99,600		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	$127,070			$118,759		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	$74,974		$50,934	$65,200	$94,702	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$91,756			$76,730		
Between $1 million and $5 million							
CEO/Executive Director	21	$154,596	$69,733	$81,022	$115,000	$196,958	$259,372
Greater than $5 million							
CEO/Executive Director	5	$357,574			$302,226		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$100,171			$98,687		
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$94,644			$89,569		
Between $1 million and $5 million							
CEO/Executive Director	5	$169,205			$179,129		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$449,379			$338,650		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$67,757			$65,723		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$87,600			$90,094		
Between $1 million and $5 million							
CEO/Executive Director	19	$114,991		$77,437	$90,750	$109,894	
Greater than $5 million							
CEO/Executive Director	8	$174,122			$167,321		
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$73,120			$69,913		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$64,467		$53,625	$61,443	$79,376	
Between $1 million and $5 million							
CEO/Executive Director	7	$123,116			$129,728		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$84,929			$83,822		
Between $1 million and $5 million							
CEO/Executive Director	11	$95,587		$60,730	$77,244	$143,876	
Greater than $5 million							
CEO/Executive Director	6	$525,028			$407,464		
Top Finance Position	7	$268,104			$285,851		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	$554,227			$293,389		
Top Finance Position	9	$264,024			$203,670		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$43,941			$39,931		
Between $1 million and $5 million							
CEO/Executive Director	12	$118,410		$102,536	$116,215	$130,402	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	13	$170,059		$109,766	$164,441	$212,163	
Top Finance Position	10	$148,284		$108,927	$142,004	$181,215	
Top Operations Position	9	$158,929			$151,897		
Medford-Ashland, OR							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$110,795			$95,325		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$52,551			$50,097		
Between $1 million and $5 million							
CEO/Executive Director	6	$101,462			$100,980		
Greater than $5 million							
CEO/Executive Director	5	$263,994			$151,004		
Melbourne-Titusville-Palm Bay, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	$97,725			$110,804		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Melbourne-Titusville-Palm Bay, FL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$73,029			$37,420		
Between $1 million and $5 million							
CEO/Executive Director	5	$109,690			$94,050		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$58,606			$62,190		
Memphis, TN-AR-MS							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$51,726		$42,786	$52,358	$60,934	
Between $1 million and $5 million							
CEO/Executive Director	10	$123,298		$101,265	$109,242	$140,462	
Greater than $5 million							
CEO/Executive Director	5	$251,877			$221,456		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	$65,505			$53,650		
Between $1 million and $5 million							
CEO/Executive Director	12	$142,546		$103,551	$132,218	$168,553	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$63,854			$82,455		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$75,176			$62,400		
Between $1 million and $5 million							
CEO/Executive Director	33	$117,521	$75,000	$85,512	$105,986	$133,837	$174,090
Top Finance Position	6	$85,284			$84,280		
Top Operations Position	10	$96,911		$65,000	$108,735	$124,175	
Greater than $5 million							
CEO/Executive Director	34	$227,276	$110,443	$158,307	$195,525	$267,561	$383,929
Top Administrative Position	5	$189,813			$199,753		
Top Development Position	8	$170,540			$141,434		
Top Education Position	8	$130,903			$130,772		
Top Finance Position	17	$146,224		$106,053	$127,333	$154,828	
Top Operations Position	6	$158,030			$141,186		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	7	$110,629			$103,362		
Greater than $5 million							
CEO/Executive Director	15	$453,452		$187,705	$210,664	$464,081	
Top Development Position	5	$154,238			$148,273		
Top Finance Position	14	$260,225		$136,879	$180,838	$240,857	
Top Operations Position	5	$230,734			$183,592		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	$58,531			$48,450		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$53,737		$33,837	$52,902	$59,834	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$69,768			$63,190		
Between $1 million and $5 million							
CEO/Executive Director	15	$112,432		$85,905	$95,500	$113,355	
Greater than $5 million							
CEO/Executive Director	7	$209,923			$203,843		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$42,354			$36,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$134,727			$147,437		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	16	$64,868		$39,410	$60,605	$76,785	
Youth development							
$500 thousand or less							
CEO/Executive Director	7	$66,482			$62,225		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	$131,099			$125,289		
Miami, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	27	$46,319	$22,681	$28,662	$38,300	$57,574	$72,500
Between $500 thousand and $1 million							
CEO/Executive Director	10	$98,676		$74,654	$102,417	$117,849	
Between $1 million and $5 million							
CEO/Executive Director	11	$145,102		$102,084	$114,500	$148,813	
Greater than $5 million							
CEO/Executive Director	12	$335,473		$246,293	$325,456	$443,571	
Top Development Position	5	$198,118			$183,620		
Top Finance Position	9	$164,217			$154,982		
Top Operations Position	5	$176,380			$171,330		
Civil rights, social action, advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$125,833			$110,000		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	7	$142,157			$130,542		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	$48,477		$22,216	$44,287	$72,253	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$88,169			$82,925		
Between $1 million and $5 million							
CEO/Executive Director	17	$129,263		$97,394	$123,575	$163,000	
Greater than $5 million							
CEO/Executive Director	40	$258,436	$114,642	$131,309	$174,046	$285,421	$410,760
Top Development Position	6	$157,780			$152,425		
Top Education Position	9	$173,977			$179,632		
Top Finance Position	9	$193,155			$175,964		
Top Operations Position	6	$356,476			$244,688		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$142,339			$159,830		
Greater than $5 million							
CEO/Executive Director	18	$629,557		$254,443	$364,802	$576,536	
Top Administrative Position	7	$396,822			$197,929		
Top Finance Position	12	$304,854		$133,978	$163,722	$244,004	
Top Human Resources Position	5	$336,023			$122,860		
Top Operations Position	11	$440,149		$218,311	$287,086	$394,278	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$73,041			$76,930		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	$42,725		$27,786	$34,911	$53,819	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$97,150			$86,640		
Between $1 million and $5 million							
CEO/Executive Director	13	$132,597		$97,530	$117,500	$144,380	
Greater than $5 million							
CEO/Executive Director	15	$287,101		$171,545	$266,729	$338,412	
Top Administrative Position	5	$201,077			$166,828		
Top Development Position	5	$142,821			$151,254		
Top Finance Position	11	$175,025		$140,461	$177,884	$227,861	
Top Operations Position	6	$206,076			$230,993		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	7	$246,947			$162,921		
Top Finance Position	5	$144,074			$117,000		
Top Operations Position	5	$172,916			$157,922		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$55,886			$47,517		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$154,428			$105,597		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	$36,482			$33,846		
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$71,588			$79,000		
Between $1 million and $5 million							
CEO/Executive Director	8	$128,126			$109,904		
Greater than $5 million							
CEO/Executive Director	5	$159,588			$157,861		
Middlesex-Somerset-Hunterdon, NJ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$44,795			$38,830		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	10	$185,969		$100,568	$125,146	$160,842	
Greater than $5 million							
CEO/Executive Director	14	$361,839		$184,962	$291,175	$504,736	
Top Business Position	5	$137,252			$120,640		
Top Finance Position	8	$183,572			$181,687		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$130,909			$118,864		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	11	$90,241		$73,601	$92,840	$109,297	
Between $1 million and $5 million							
CEO/Executive Director	15	$124,667		$86,095	$135,738	$160,300	
Greater than $5 million							
CEO/Executive Director	20	$218,671	$141,886	$160,453	$188,641	$234,829	$312,511
Top Finance Position	16	$135,153		$104,885	$116,723	$161,767	
Top Operations Position	7	$136,649			$130,888		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	$116,969			$104,708		
Milwaukee, WI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	19	$53,350		$29,735	$55,000	$65,608	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$103,618			$88,541		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	12	$139,577		$110,658	$139,754	$173,413	
Greater than $5 million							
CEO/Executive Director	7	$390,411			$274,813		
Top Finance Position	6	$154,972			$159,438		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	9	$79,045			$92,659		
Between $1 million and $5 million							
CEO/Executive Director	5	$216,066			$147,718		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$71,952			$72,917		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	16	$65,147		$50,424	$58,716	$78,070	
Between $1 million and $5 million							
CEO/Executive Director	30	$131,930	$74,546	$96,572	$115,754	$155,524	$205,365
Top Administrative Position	5	$83,877			$83,743		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	28	$294,112	$109,186	$127,433	$202,835	$327,739	$515,798
Top Development Position	7	$194,210			$174,617		
Top Education Position	8	$361,678			$191,989		
Top Finance Position	18	$190,748		$122,988	$136,111	$191,718	
Top Operations Position	8	$249,737			$167,417		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	$59,414			$55,646		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	15	$467,733		$246,089	$289,507	$333,791	
Top Finance Position	11	$271,063		$133,830	$151,517	$204,719	
Top Human Resources Position	5	$245,716			$134,679		
Top Operations Position	7	$491,376			$266,224		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$100,212			$91,267		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	$57,709	$28,686	$34,200	$58,675	$73,686	$86,000

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	13	$80,743		$67,550	$75,000	$99,815	
Between $1 million and $5 million							
CEO/Executive Director	27	$120,818	$84,617	$92,982	$111,814	$151,689	$159,937
Top Finance Position	7	$90,727			$87,574		
Greater than $5 million							
CEO/Executive Director	26	$251,049	$151,072	$182,418	$230,557	$274,793	$369,693
Top Finance Position	19	$157,876		$122,768	$141,689	$184,215	
Top Human Resources Position	5	$126,647			$121,031		
Top Operations Position	12	$148,405		$118,457	$138,576	$163,443	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$50,482			$55,317		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	$140,543			$133,636		
Greater than $5 million							
CEO/Executive Director	5	$189,733			$209,187		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	$60,713			$43,044		
Between $1 million and $5 million							
CEO/Executive Director	6	$93,663			$102,928		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	14	$65,464		$52,984	$63,472	$72,931	
Between $1 million and $5 million							
CEO/Executive Director	6	$122,738			$115,040		
Youth development							
$500 thousand or less							
CEO/Executive Director	7	$53,996			$54,079		
Between $1 million and $5 million							
CEO/Executive Director	6	$142,087			$143,108		
Minneapolis-St. Paul, MN-WI							
Animal-related							
$500 thousand or less							
CEO/Executive Director	11	$45,114		$35,779	$50,600	$55,960	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$80,619			$68,800		
Between $1 million and $5 million							
CEO/Executive Director	6	$137,227			$140,242		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	59	$48,861	$25,398	$33,818	$45,108	$60,257	$76,299

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	25	$84,324	$46,388	$66,118	$77,914	$90,944	$111,590
Between $1 million and $5 million							
CEO/Executive Director	46	$120,695	$72,195	$91,878	$107,541	$139,049	$180,037
Top Finance Position	9	$74,881			$81,635		
Greater than $5 million							
CEO/Executive Director	15	$297,385		$251,694	$274,086	$340,798	
Top Development Position	10	$217,130		$170,024	$195,044	$247,076	
Top Finance Position	13	$180,633		$146,895	$155,357	$224,779	
Top Marketing Position	5	$196,280			$160,661		
Top Operations Position	7	$282,598			$266,284		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	8	$68,503			$76,034		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$110,916			$101,322		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	24	$64,458	$40,453	$47,339	$62,230	$71,392	$87,889
Between $500 thousand and $1 million							
CEO/Executive Director	8	$94,406			$85,930		
Between $1 million and $5 million							
CEO/Executive Director	14	$145,994		$109,635	$138,471	$162,391	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Community improvement, capacity building							
Greater than $5 million							
CEO/Executive Director	8	$241,917			$235,567		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	$69,738			$70,813		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$99,763			$107,969		
Between $1 million and $5 million							
CEO/Executive Director	5	$117,751			$135,040		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$56,099			$50,000		
Between $1 million and $5 million							
CEO/Executive Director	12	$148,160		$97,252	$140,303	$160,072	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	35	$60,214	$28,740	$40,500	$54,688	$76,832	$96,467
Between $500 thousand and $1 million							
CEO/Executive Director	23	$96,262	$46,443	$72,309	$89,414	$99,914	$148,837

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	77	$133,679	$52,207	$83,239	$113,131	$140,874	$182,806
Top Administrative Position	6	$65,929			$64,152		
Top Business Position	5	$45,400			$48,034		
Top Finance Position	19	$83,904		$56,514	$70,315	$102,882	
Greater than $5 million							
CEO/Executive Director	91	$236,377	$88,951	$126,800	$151,387	$255,832	$455,331
Top Administrative Position	13	$193,019		$177,638	$205,675	$218,628	
Top Development Position	19	$193,181		$148,971	$184,245	$205,621	
Top Education Position	19	$188,709		$127,633	$177,944	$244,711	
Top Finance Position	43	$151,560	$65,521	$81,985	$137,063	$199,869	$257,588
Top Human Resources Position	6	$162,463			$168,708		
Top Operations Position	17	$172,735		$125,688	$172,487	$196,099	
Top Technology Position	6	$160,117			$169,349		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	6	$132,452			$119,566		
Greater than $5 million							
CEO/Executive Director	8	$233,880			$207,614		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	$70,777			$72,596		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$100,203			$100,574		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	12	$142,151		$111,088	$140,347	$156,272	
Greater than $5 million							
CEO/Executive Director	5	$176,472			$164,285		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$61,420			$59,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$125,351			$102,715		
Greater than $5 million							
CEO/Executive Director	5	$152,145			$129,276		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	$88,169		$65,302	$80,850	$111,812	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$112,288			$122,985		
Between $1 million and $5 million							
CEO/Executive Director	11	$142,522		$84,562	$116,019	$186,875	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	24	$412,223	$161,759	$195,884	$231,146	$318,815	$644,275
Top Administrative Position	11	$166,780		$134,396	$145,481	$176,880	
Top Development Position	5	$221,880			$180,178		
Top Finance Position	18	$260,915		$123,982	$162,653	$200,485	
Top Operations Position	11	$342,640		$157,057	$165,430	$250,384	
Top Technology Position	8	$335,800			$205,657		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	8	$52,661			$54,666		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$92,060			$89,350		
Between $1 million and $5 million							
CEO/Executive Director	19	$144,945		$114,767	$136,751	$172,074	
Greater than $5 million							
CEO/Executive Director	14	$221,484		$163,390	$199,439	$296,821	
Top Administrative Position	10	$121,865		$116,726	$123,327	$125,711	
Top Finance Position	7	$180,351			$178,970		
Top Operations Position	5	$189,825			$175,000		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	54	$60,701	$25,665	$37,337	$61,347	$71,319	$83,627
Between $500 thousand and $1 million							
CEO/Executive Director	26	$85,500	$53,916	$66,483	$79,319	$100,336	$119,016

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	83	$118,565	$72,419	$92,449	$110,762	$132,911	$161,438
Top Finance Position	19	$92,336		$70,484	$89,936	$109,029	
Top Operations Position	5	$110,607			$113,524		
Greater than $5 million							
CEO/Executive Director	55	$224,281	$119,489	$143,610	$186,586	$277,259	$343,601
Top Administrative Position	10	$146,217		$129,802	$145,881	$162,103	
Top Development Position	10	$172,157		$123,334	$171,821	$177,000	
Top Finance Position	38	$132,965	$64,197	$103,944	$119,536	$158,340	$187,478
Top Human Resources Position	9	$168,844			$150,620		
Top Operations Position	8	$172,344			$166,841		
Top Program Position	10	$141,572		$125,559	$130,835	$160,915	
Top Technology Position	8	$171,844			$166,038		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	$52,753			$52,313		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$97,330			$92,681		
Between $1 million and $5 million							
CEO/Executive Director	7	$120,920			$122,783		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	9	$68,822			$48,200		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$96,255			$98,904		
Between $1 million and $5 million							
CEO/Executive Director	11	$112,401		$79,427	$100,649	$150,034	
Greater than $5 million							
CEO/Executive Director	14	$221,939		$180,681	$220,384	$242,517	
Top Finance Position	13	$153,324		$129,505	$145,377	$155,773	
Top Operations Position	7	$163,005			$159,782		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	10	$65,238		$49,319	$57,064	$74,650	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$88,419			$85,675		
Between $1 million and $5 million							
CEO/Executive Director	7	$144,787			$129,727		
Greater than $5 million							
CEO/Executive Director	8	$278,338			$292,825		
Top Finance Position	9	$171,467			$177,172		
Top Operations Position	5	$171,599			$138,807		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$53,076			$52,016		
Between $1 million and $5 million							
CEO/Executive Director	5	$160,798			$157,140		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	$52,806			$57,734		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$83,169			$90,191		
Between $1 million and $5 million							
CEO/Executive Director	17	$104,156		$73,840	$89,544	$123,223	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	45	$60,309	$21,393	$35,000	$63,097	$75,488	$100,465
Between $500 thousand and $1 million							
CEO/Executive Director	8	$91,659			$79,713		
Between $1 million and $5 million							
CEO/Executive Director	7	$113,965			$119,115		
Youth development							
$500 thousand or less							
CEO/Executive Director	16	$59,557		$39,850	$66,799	$81,202	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$85,578			$85,896		
Between $1 million and $5 million							
CEO/Executive Director	19	$152,325		$104,670	$140,897	$203,136	
Top Finance Position	6	$133,094			$128,002		
Greater than $5 million							
CEO/Executive Director	5	$234,840			$178,562		
Top Finance Position	5	$146,081			$126,135		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missoula, MT							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$43,862			$47,803		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$54,501			$49,237		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	6	$128,001			$120,743		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$44,965		$37,040	$43,845	$54,088	
Between $1 million and $5 million							
CEO/Executive Director	7	$94,440			$90,424		
Mobile, AL							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$57,493			$66,273		
Greater than $5 million							
CEO/Executive Director	7	$177,820			$139,627		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mobile, AL							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$47,709			$50,676		
Between $1 million and $5 million							
CEO/Executive Director	5	$81,866			$82,000		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	11	$47,965		$27,803	$32,350	$55,999	
Modesto, CA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	9	$95,309			$97,088		
Greater than $5 million							
CEO/Executive Director	5	$180,190			$160,478		
Monmouth-Ocean, NJ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$53,963			$47,565		
Between $1 million and $5 million							
CEO/Executive Director	9	$99,567			$79,393		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	13	$291,178		$246,725	$278,366	$362,454	
Top Finance Position	9	$191,513			$211,609		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$131,494			$105,000		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$43,312			$35,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$76,142			$66,309		
Between $1 million and $5 million							
CEO/Executive Director	12	$106,172		$82,968	$95,066	$121,789	
Greater than $5 million							
CEO/Executive Director	12	$190,852		$121,205	$147,933	$226,249	
Top Finance Position	6	$187,390			$192,323		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	8	$208,435			$216,283		
Top Finance Position	7	$180,712			$187,423		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montgomery, AL							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$104,329			$87,882		
Greater than $5 million							
CEO/Executive Director	8	$201,519			$178,931		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$132,933			$93,862		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$56,056			$53,833		
Between $1 million and $5 million							
CEO/Executive Director	9	$86,304			$77,700		
Greater than $5 million							
CEO/Executive Director	5	$176,171			$152,270		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$56,699			$42,812		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Naples, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	9	$128,041			$131,865		
Greater than $5 million							
CEO/Executive Director	7	$226,152			$214,428		
Top Finance Position	6	$158,290			$154,338		
Nashua, NH							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	$90,951			$66,756		
Nashville, TN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	19	$50,502		$34,024	$48,000	$63,106	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$67,224			$55,081		
Between $1 million and $5 million							
CEO/Executive Director	17	$151,406		$97,656	$128,913	$199,200	
Greater than $5 million							
CEO/Executive Director	5	$246,759			$224,470		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	12	$56,905		$46,348	$54,606	$70,740	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$107,325			$100,431		
Between $1 million and $5 million							
CEO/Executive Director	6	$151,104			$141,327		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$47,487			$57,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	26	$62,508	$24,831	$34,718	$64,663	$78,723	$106,975
Between $500 thousand and $1 million							
CEO/Executive Director	11	$80,052		$57,356	$76,959	$88,184	
Between $1 million and $5 million							
CEO/Executive Director	27	$140,894	$72,400	$99,416	$134,638	$165,175	$210,362
Top Operations Position	5	$95,639			$62,644		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	38	$310,285	$124,575	$152,958	$253,244	$393,629	$652,079
Top Administrative Position	5	$166,814			$115,000		
Top Development Position	13	$183,375		$141,242	$170,345	$216,933	
Top Education Position	9	$194,474			$155,837		
Top Finance Position	21	$189,172	$121,004	$145,080	$168,806	$199,830	$229,916
Top Operations Position	13	$188,137		$138,818	$162,260	$222,087	
Top Technology Position	6	$141,694			$131,144		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$99,914			$91,010		
Between $1 million and $5 million							
CEO/Executive Director	12	$177,321		$109,896	$139,941	$177,869	
Greater than $5 million							
CEO/Executive Director	12	$499,263		$168,127	$208,549	$334,503	
Top Finance Position	9	$295,574			$123,575		
Top Operations Position	6	$331,430			$135,557		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	$48,166			$45,900		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$75,877			$76,322		
Between $1 million and $5 million							
CEO/Executive Director	12	$97,644		$65,798	$76,081	$131,217	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	35	$72,720	$31,550	$46,673	$60,496	$84,862	$112,577
Between $500 thousand and $1 million							
CEO/Executive Director	17	$79,308		$67,852	$80,107	$89,991	
Between $1 million and $5 million							
CEO/Executive Director	32	$93,855	$43,070	$71,669	$89,077	$122,149	$144,737
Greater than $5 million							
CEO/Executive Director	22	$150,550	$84,869	$111,458	$138,793	$174,688	$216,427
Top Finance Position	10	$116,604		$91,703	$113,369	$128,529	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$54,175			$55,104		
Between $1 million and $5 million							
CEO/Executive Director	16	$122,610		$97,608	$124,091	$140,226	
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$88,105			$70,716		
Between $1 million and $5 million							
CEO/Executive Director	5	$172,330			$179,657		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	41	$55,366	$18,878	$31,833	$52,326	$75,801	$93,524

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$106,979			$109,688		
Between $1 million and $5 million							
CEO/Executive Director	7	$149,052			$146,092		
Greater than $5 million							
CEO/Executive Director	5	$121,668			$120,651		
Youth development							
$500 thousand or less							
CEO/Executive Director	9	$53,970			$52,733		
Between $1 million and $5 million							
CEO/Executive Director	9	$161,526			$128,920		
Nassau-Suffolk, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	22	$55,756	$27,092	$31,094	$56,760	$72,981	$83,099
Between $500 thousand and $1 million							
CEO/Executive Director	6	$101,004			$96,584		
Between $1 million and $5 million							
CEO/Executive Director	16	$157,604		$106,607	$148,456	$199,158	
Top Finance Position	5	$110,818			$118,835		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$55,502			$52,917		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$74,315			$64,790		
Greater than $5 million							
CEO/Executive Director	10	$613,692		$353,132	$452,628	$775,504	
Top Finance Position	6	$457,894			$249,859		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$80,943			$86,969		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$103,158			$89,287		
Between $1 million and $5 million							
CEO/Executive Director	17	$152,986		$110,176	$135,000	$173,576	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	39	$452,818	$163,535	$202,668	$247,844	$617,291	$997,730
Top Administrative Position	11	$262,523		$144,593	$200,397	$328,122	
Top Development Position	11	$247,863		$165,877	$189,591	$313,031	
Top Education Position	8	$334,114			$246,678		
Top Facilities Position	5	$196,157			$156,705		
Top Finance Position	30	$316,274	$111,960	$155,711	$213,304	$373,967	$672,473
Top Human Resources Position	6	$152,437			$136,169		
Top Operations Position	8	$199,527			$166,672		
Top Technology Position	11	$240,628		$142,674	$156,670	$300,331	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$77,353			$72,910		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	$82,385			$70,424		
Between $1 million and $5 million							
CEO/Executive Director	5	$198,755			$207,704		
Greater than $5 million							
CEO/Executive Director	11	$671,284		$378,716	$719,009	$905,074	
Top Finance Position	7	$333,112			$310,098		
Top Operations Position	5	$386,934			$340,654		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	$71,453			$62,538		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$66,678		$52,904	$60,460	$70,240	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$96,295		$78,701	$91,008	$112,560	
Between $1 million and $5 million							
CEO/Executive Director	24	$138,977	$71,763	$99,616	$127,033	$168,492	$230,728
Greater than $5 million							
CEO/Executive Director	26	$339,413	$156,205	$211,848	$337,165	$429,482	$507,305
Top Administrative Position	6	$212,190			$171,367		
Top Development Position	5	$171,418			$172,066		
Top Finance Position	22	$185,007	$117,794	$128,196	$187,484	$219,876	$238,266
Top Human Resources Position	7	$167,511			$180,050		
Top Operations Position	9	$211,533			$178,196		
Top Program Position	6	$180,697			$188,199		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	$140,939			$150,447		
Greater than $5 million							
CEO/Executive Director	7	$215,722			$189,000		
Top Finance Position	5	$185,560			$202,689		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	20	$39,828	$17,927	$24,450	$34,398	$49,700	$65,162
Youth development							
$500 thousand or less							
CEO/Executive Director	8	$61,053			$48,500		
Between $1 million and $5 million							
CEO/Executive Director	8	$172,937			$156,895		
New Bedford, MA							
Human services—multipurpose & other							
Greater than $5 million							
Top Finance Position	5	$171,762			$148,723		
New Haven-Meriden, CT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$65,247			$63,923		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$74,260			$77,558		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	$146,621			$140,426		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	$61,290		$46,784	$62,500	$76,017	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$128,402			$135,923		
Between $1 million and $5 million							
CEO/Executive Director	17	$146,700		$102,004	$152,827	$198,074	
Greater than $5 million							
CEO/Executive Director	28	$382,439	$129,706	$156,006	$191,606	$383,205	$801,971
Top Development Position	7	$378,428			$380,641		
Top Education Position	10	$225,959		$125,648	$170,983	$243,722	
Top Facilities Position	5	$236,820			$161,453		
Top Finance Position	15	$247,323		$125,457	$192,800	$326,165	
Top Operations Position	5	$314,682			$125,008		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	$670,800			$322,843		
Top Finance Position	7	$232,621			$233,019		
Top Human Resources Position	5	$180,040			$166,400		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$64,128			$63,336		
Between $1 million and $5 million							
CEO/Executive Director	9	$111,628			$119,823		
Greater than $5 million							
CEO/Executive Director	13	$171,830		$114,093	$168,892	$217,178	
Top Finance Position	7	$145,063			$134,392		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$294,417			$279,539		
Top Finance Position	5	$163,032			$165,626		
Top Operations Position	5	$179,566			$171,023		
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$82,700			$81,737		
New London-Norwich, CT-RI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$65,070			$68,197		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New London-Norwich, CT-RI							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$79,292			$61,199		
Between $1 million and $5 million							
CEO/Executive Director	5	$115,659			$115,112		
Greater than $5 million							
CEO/Executive Director	6	$337,216			$296,645		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$63,046			$60,855		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	9	$103,819			$111,722		
Greater than $5 million							
CEO/Executive Director	7	$166,258			$165,851		
Top Finance Position	5	$112,483			$103,741		
New Orleans, LA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$66,488		$48,985	$67,006	$89,009	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$74,650			$69,550		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	15	$131,290		$88,489	$125,704	$163,326	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$54,019			$57,365		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	$107,371			$107,343		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	$61,915		$52,271	$64,035	$73,589	
Between $1 million and $5 million							
CEO/Executive Director	22	$115,504	$63,778	$81,674	$98,350	$153,176	$179,353
Greater than $5 million							
CEO/Executive Director	47	$232,554	$116,001	$132,006	$175,654	$250,937	$367,581
Top Development Position	7	$200,746			$129,265		
Top Education Position	11	$230,993		$126,573	$141,586	$231,765	
Top Finance Position	24	$152,498	$67,599	$104,982	$124,161	$150,868	$193,882
Top Human Resources Position	5	$128,714			$127,469		
Top Operations Position	13	$182,499		$119,888	$137,137	$154,642	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	$330,318			$328,407		
Top Finance Position	9	$152,454			$148,190		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$129,220			$139,800		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	16	$53,158		$29,031	$47,467	$74,345	
Between $1 million and $5 million							
CEO/Executive Director	14	$125,333		$113,865	$123,152	$143,905	
Greater than $5 million							
CEO/Executive Director	14	$166,544		$116,503	$163,198	$194,896	
Top Finance Position	7	$93,767			$105,326		
Top Operations Position	5	$152,961			$146,081		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	$99,810			$101,076		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	$226,392			$224,141		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	11	$68,969		$37,194	$61,565	$87,679	
Youth development							
$500 thousand or less							
CEO/Executive Director	7	$54,000			$57,337		
New York, NY-NJ							
Animal-related							
$500 thousand or less							
CEO/Executive Director	7	$60,098			$59,800		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$94,981			$90,264		
Between $1 million and $5 million							
CEO/Executive Director	6	$124,386			$102,510		
Greater than $5 million							
CEO/Executive Director	8	$598,571			$429,554		
Top Finance Position	5	$267,237			$237,389		
Top Operations Position	5	$345,437			$248,731		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	208	$51,761	$20,000	$30,000	$45,417	$68,581	$88,779
Top Finance Position	21	$41,400	$18,788	$27,492	$42,581	$51,239	$59,000

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	115	$96,170	$44,703	$67,305	$89,448	$122,568	$148,608
Between $1 million and $5 million							
CEO/Executive Director	207	$161,353	$73,189	$111,424	$148,173	$197,415	$252,261
Top Administrative Position	11	$133,391		$97,251	$127,000	$167,525	
Top Development Position	15	$135,321		$114,631	$140,441	$155,075	
Top Education Position	5	$144,961			$168,500		
Top Finance Position	38	$116,663	$64,595	$77,991	$115,984	$146,368	$181,155
Top Operations Position	17	$132,994		$105,751	$125,114	$169,555	
Top Program Position	12	$142,738		$134,834	$136,324	$157,383	
Greater than $5 million							
CEO/Executive Director	122	$424,705	$202,353	$227,958	$294,174	$422,873	$751,322
Top Administrative Position	33	$215,251	$115,078	$133,220	$170,459	$254,073	$385,446
Top Business Position	13	$225,178		$119,487	$189,500	$280,321	
Top Development Position	69	$230,904	$126,090	$155,322	$198,380	$262,843	$338,270
Top Education Position	19	$214,374		$140,905	$169,352	$238,833	
Top Facilities Position	10	$248,797		$145,695	$192,969	$357,734	
Top Finance Position	92	$245,853	$116,891	$142,347	$190,193	$286,867	$454,619
Top Human Resources Position	15	$244,505		$187,415	$205,555	$284,787	
Top Legal Position	16	$361,279		$263,961	$318,732	$486,169	
Top Marketing Position	31	$203,895	$134,485	$155,644	$183,296	$219,435	$268,164
Top Operations Position	45	$285,830	$137,665	$183,797	$223,132	$334,664	$435,631
Top PR/Communications Position	32	$221,969	$134,231	$144,258	$188,968	$221,060	$397,565
Top Program Position	28	$205,143	$130,676	$159,691	$186,945	$229,939	$291,086
Top Technology Position	20	$203,170	$130,986	$145,245	$165,138	$216,777	$275,705

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	16	$70,137		$39,901	$70,158	$85,493	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$117,894		$98,803	$124,757	$149,814	
Between $1 million and $5 million							
CEO/Executive Director	31	$189,158	$94,369	$120,726	$154,078	$189,261	$266,430
Top Finance Position	5	$121,206			$132,045		
Top Operations Position	5	$112,344			$125,824		
Greater than $5 million							
CEO/Executive Director	31	$311,836	$174,150	$238,902	$272,207	$323,811	$434,445
Top Administrative Position	6	$175,019			$160,505		
Top Development Position	16	$183,198		$131,070	$162,429	$203,403	
Top Education Position	6	$182,624			$173,012		
Top Finance Position	22	$173,937	$130,799	$146,318	$160,611	$207,145	$232,049
Top Human Resources Position	6	$200,653			$175,285		
Top Legal Position	15	$238,333		$193,763	$220,576	$255,405	
Top Operations Position	14	$193,804		$149,085	$186,298	$214,216	
Top PR/Communications Position	9	$169,680			$168,888		
Top Program Position	11	$167,441		$120,419	$158,870	$212,778	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	29	$72,781	$43,283	$55,000	$74,461	$88,000	$97,200
Between $500 thousand and $1 million							
CEO/Executive Director	33	$102,794	$55,702	$73,558	$92,628	$109,344	$179,939

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	52	$186,977	$91,007	$128,016	$163,176	$230,463	$304,387
Top Finance Position	10	$99,871		$67,945	$92,052	$134,564	
Top Operations Position	11	$136,282		$121,909	$130,852	$147,419	
Top Program Position	6	$138,972			$143,550		
Greater than $5 million							
CEO/Executive Director	31	$308,939	$115,000	$171,393	$317,076	$396,048	$522,810
Top Finance Position	21	$174,063	$70,192	$127,220	$172,043	$235,348	$276,225
Top Human Resources Position	6	$183,062			$169,713		
Top Legal Position	5	$278,455			$243,677		
Top Marketing Position	6	$226,507			$189,034		
Top Operations Position	12	$189,076		$142,986	$175,708	$217,523	
Top Program Position	10	$163,089		$140,343	$154,345	$182,132	
Top Technology Position	6	$189,191			$145,026		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	11	$79,674		$45,423	$69,615	$102,044	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$107,251			$101,609		
Between $1 million and $5 million							
CEO/Executive Director	17	$141,442		$78,499	$129,892	$190,314	
Top Legal Position	8	$142,648			$145,978		
Top Operations Position	6	$136,871			$129,079		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Crime, legal-related							
Greater than $5 million							
CEO/Executive Director	21	$278,092	$217,813	$229,560	$258,113	$299,592	$400,029
Top Development Position	8	$164,419			$159,622		
Top Finance Position	16	$188,816		$166,619	$193,373	$205,934	
Top Legal Position	18	$178,902		$158,336	$166,480	$204,720	
Top Operations Position	9	$195,373			$218,026		
Diseases, disorders, medical disciplines							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$134,752			$117,283		
Between $1 million and $5 million							
CEO/Executive Director	20	$165,726	$119,879	$131,985	$161,716	$196,250	$219,197
Greater than $5 million							
CEO/Executive Director	26	$393,921	$226,419	$269,707	$341,903	$444,907	$615,834
Top Development Position	8	$216,126			$224,998		
Top Finance Position	18	$256,227		$172,864	$258,922	$314,925	
Top Human Resources Position	8	$207,981			$183,681		
Top Marketing Position	6	$235,639			$230,488		
Top Operations Position	15	$263,688		$202,391	$242,893	$325,734	
Top PR/Communications Position	5	$233,814			$246,258		
Top Program Position	11	$189,794		$165,961	$180,200	$215,253	
Top Technology Position	7	$240,917			$229,835		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	62	$69,622	$26,108	$36,541	$66,750	$94,180	$110,000
Top Finance Position	7	$41,655			$41,045		
Between $500 thousand and $1 million							
CEO/Executive Director	55	$103,551	$62,655	$77,689	$92,917	$114,581	$158,122
Between $1 million and $5 million							
CEO/Executive Director	170	$175,948	$91,463	$123,596	$168,027	$217,102	$270,421
Top Administrative Position	14	$146,009		$102,702	$129,103	$184,784	
Top Business Position	5	$132,319			$127,234		
Top Development Position	13	$139,340		$124,289	$132,164	$146,120	
Top Education Position	9	$128,178			$127,648		
Top Finance Position	31	$144,878	$98,882	$115,407	$137,491	$165,640	$222,914
Top Operations Position	24	$153,421	$105,181	$124,337	$137,661	$175,458	$204,042
Top PR/Communications Position	5	$146,452			$142,292		
Top Program Position	18	$140,972		$118,885	$129,584	$154,282	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	339	$400,713	$142,863	$187,336	$251,818	$422,890	$760,340
Top Administrative Position	63	$228,338	$120,473	$147,094	$200,219	$268,543	$377,844
Top Business Position	23	$211,931	$115,960	$142,725	$179,352	$229,178	$360,113
Top Development Position	97	$266,857	$152,859	$176,620	$231,189	$313,827	$392,643
Top Education Position	131	$236,110	$120,769	$138,871	$185,638	$259,096	$440,675
Top Facilities Position	28	$254,164	$139,090	$152,483	$205,178	$289,721	$348,170
Top Finance Position	192	$287,624	$126,697	$160,268	$216,089	$335,160	$444,629
Top Human Resources Position	46	$228,880	$138,971	$158,771	$196,129	$261,154	$382,043
Top Legal Position	35	$429,673	$154,446	$195,202	$285,536	$423,521	$600,054
Top Marketing Position	11	$261,116		$183,548	$284,923	$321,201	
Top Operations Position	119	$215,995	$112,153	$147,950	$185,467	$262,317	$345,286
Top PR/Communications Position	33	$248,611	$129,375	$152,440	$194,402	$289,536	$388,945
Top Program Position	35	$205,500	$116,233	$141,317	$169,211	$244,604	$301,195
Top Technology Position	66	$258,913	$139,952	$164,288	$221,227	$274,061	$346,618
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	7	$73,968			$80,000		
Between $1 million and $5 million							
CEO/Executive Director	15	$161,645		$120,643	$163,140	$195,429	
Greater than $5 million							
CEO/Executive Director	11	$283,149		$196,649	$303,803	$339,985	
Top Finance Position	8	$181,492			$197,961		
Top Operations Position	5	$186,805			$193,598		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	$76,611		$61,000	$74,445	$93,462	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$98,016		$53,277	$95,000	$136,450	
Between $1 million and $5 million							
CEO/Executive Director	22	$213,034	$110,985	$135,849	$205,915	$262,145	$298,330
Top Operations Position	5	$154,638			$156,907		
Greater than $5 million							
CEO/Executive Director	12	$376,182		$245,354	$270,634	$321,741	
Top Development Position	12	$258,984		$159,508	$196,450	$361,895	
Top Finance Position	10	$239,675		$164,585	$250,451	$296,435	
Top Legal Position	5	$272,682			$270,085		
Top Operations Position	7	$209,546			$206,364		
Top Program Position	5	$308,027			$338,751		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	9	$116,513			$125,000		
Greater than $5 million							
CEO/Executive Director	7	$280,700			$292,088		
Top Finance Position	6	$187,155			$206,051		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	21	$71,526	$30,533	$37,594	$75,000	$92,062	$104,015

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$101,844			$132,882		
Between $1 million and $5 million							
CEO/Executive Director	27	$187,697	$94,742	$114,177	$183,011	$204,701	$321,559
Top Operations Position	8	$173,937			$175,424		
Greater than $5 million							
CEO/Executive Director	72	$726,439	$157,935	$222,682	$366,419	$686,682	$1,049,708
Top Administrative Position	15	$234,415		$173,863	$239,429	$296,602	
Top Business Position	9	$342,857			$302,747		
Top Development Position	16	$476,285		$171,757	$220,109	$336,943	
Top Education Position	8	$174,690			$166,741		
Top Finance Position	51	$549,209	$134,727	$193,155	$300,763	$538,339	$854,073
Top Human Resources Position	24	$641,071	$155,301	$205,792	$248,384	$409,863	$1,249,956
Top Legal Position	12	$791,612		$267,100	$420,179	$628,550	
Top Operations Position	37	$420,249	$117,702	$173,172	$241,034	$469,930	$603,286
Top PR/Communications Position	10	$318,082		$160,142	$242,732	$407,274	
Top Program Position	9	$211,010			$178,143		
Top Technology Position	16	$581,427		$217,433	$293,519	$441,492	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	11	$66,132		$38,915	$63,391	$84,289	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$125,612			$115,168		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	38	$151,206	$89,575	$106,319	$136,350	$177,732	$242,200
Top Administrative Position	5	$117,617			$109,725		
Top Finance Position	12	$111,210		$70,942	$115,453	$134,664	
Top Operations Position	5	$159,452			$169,445		
Greater than $5 million							
CEO/Executive Director	34	$293,346	$142,473	$182,317	$256,114	$321,813	$438,380
Top Administrative Position	8	$184,436			$188,248		
Top Development Position	9	$175,917			$171,871		
Top Facilities Position	5	$159,452			$137,405		
Top Finance Position	24	$193,244	$123,767	$146,634	$172,307	$218,240	$252,032
Top Human Resources Position	7	$204,182			$164,861		
Top Legal Position	6	$250,962			$205,106		
Top Operations Position	15	$240,882		$158,665	$199,705	$233,162	
Top Program Position	9	$190,284			$171,008		
Top Technology Position	6	$167,695			$157,248		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	40	$55,857	$29,976	$40,551	$51,843	$62,825	$82,467
Between $500 thousand and $1 million							
CEO/Executive Director	59	$95,158	$56,852	$66,437	$82,477	$110,357	$147,793

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	151	$143,426	$80,000	$99,994	$132,521	$172,771	$211,398
Top Administrative Position	10	$101,726		$78,485	$112,465	$129,957	
Top Development Position	10	$151,524		$128,486	$132,369	$158,003	
Top Education Position	6	$86,987			$84,319		
Top Finance Position	27	$107,537	$77,066	$93,331	$107,164	$123,027	$150,473
Top Program Position	8	$140,785			$134,636		
Greater than $5 million							
CEO/Executive Director	217	$275,826	$144,357	$183,484	$240,744	$322,407	$430,406
Top Administrative Position	17	$187,833		$130,412	$153,442	$191,186	
Top Business Position	8	$207,396			$182,053		
Top Development Position	44	$187,837	$118,539	$131,203	$164,334	$226,714	$277,121
Top Education Position	13	$163,957		$121,192	$150,427	$182,196	
Top Facilities Position	8	$192,987			$189,893		
Top Finance Position	150	$194,070	$104,045	$131,167	$179,568	$235,102	$291,185
Top Human Resources Position	42	$170,781	$120,963	$132,155	$150,879	$200,864	$240,985
Top Legal Position	27	$221,327	$147,058	$163,884	$209,268	$244,601	$359,395
Top Operations Position	81	$212,091	$123,253	$144,391	$196,397	$254,501	$321,122
Top PR/Communications Position	10	$205,215		$176,157	$205,986	$253,785	
Top Program Position	65	$183,898	$120,844	$136,536	$168,225	$217,591	$266,510
Top Technology Position	28	$161,083	$120,418	$130,156	$157,664	$187,686	$227,291
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	20	$60,957	$27,828	$35,750	$54,525	$85,136	$97,364

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
International, foreign affairs, & national security							
Between $500 thousand and $1 million							
CEO/Executive Director	12	$126,960		$88,300	$118,060	$146,668	
Between $1 million and $5 million							
CEO/Executive Director	44	$199,923	$95,748	$134,578	$173,185	$226,064	$344,909
Top Administrative Position	5	$214,727			$137,991		
Top Development Position	5	$193,554			$193,905		
Top Finance Position	11	$146,390		$111,327	$124,157	$142,577	
Top Operations Position	8	$105,654			$100,817		
Top Program Position	7	$136,864			$127,599		
Greater than $5 million							
CEO/Executive Director	26	$394,775	$173,693	$210,053	$292,589	$359,696	$703,009
Top Business Position	8	$178,974			$149,086		
Top Development Position	18	$191,120		$142,203	$162,610	$182,402	
Top Education Position	5	$246,967			$263,078		
Top Finance Position	21	$254,202	$144,869	$157,564	$189,200	$316,930	$475,422
Top Human Resources Position	10	$288,139		$194,968	$283,056	$385,502	
Top Legal Position	6	$273,598			$286,649		
Top Operations Position	12	$222,910		$149,088	$185,696	$259,238	
Top PR/Communications Position	6	$187,865			$182,922		
Top Program Position	11	$253,235		$177,985	$187,799	$342,672	
Top Technology Position	9	$255,905			$197,382		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	9	$271,779			$287,308		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Medical research							
Greater than $5 million							
CEO/Executive Director	13	$640,991		$485,262	$630,866	$825,885	
Top Development Position	7	$240,639			$207,766		
Top Finance Position	11	$353,278		$283,792	$335,508	$440,616	
Top Operations Position	5	$377,082			$337,502		
Top PR/Communications Position	9	$274,834			$229,067		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$50,928			$57,500		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$116,072			$108,372		
Between $1 million and $5 million							
CEO/Executive Director	24	$138,769	$90,426	$114,059	$135,625	$156,164	$183,246
Top Finance Position	10	$120,946		$98,690	$128,424	$134,857	
Top Program Position	5	$137,502			$157,274		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	53	$307,372	$135,470	$176,955	$269,623	$356,076	$485,147
Top Administrative Position	7	$228,613			$207,400		
Top Development Position	7	$239,048			$190,189		
Top Finance Position	32	$207,042	$108,575	$128,061	$168,467	$280,023	$318,881
Top Human Resources Position	7	$172,640			$172,413		
Top Legal Position	5	$239,617			$229,670		
Top Operations Position	18	$226,815		$173,897	$204,570	$291,656	
Top PR/Communications Position	7	$195,264			$205,417		
Top Program Position	10	$170,805		$130,614	$149,239	$175,049	
Top Technology Position	6	$228,359			$222,773		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	12	$79,306		$44,315	$79,230	$93,925	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$115,657		$62,500	$115,640	$147,906	
Between $1 million and $5 million							
CEO/Executive Director	23	$199,387	$96,221	$147,468	$193,432	$252,614	$296,280
Top Finance Position	7	$132,182			$134,723		
Top Operations Position	6	$140,480			$122,839		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	19	$509,387		$274,411	$373,948	$564,827	
Top Administrative Position	8	$223,309			$208,659		
Top Development Position	9	$276,722			$247,757		
Top Finance Position	15	$226,676		$161,659	$196,764	$223,372	
Top Marketing Position	5	$254,811			$220,751		
Top Operations Position	9	$169,187			$159,418		
Top PR/Communications Position	5	$265,310			$234,064		
Top Technology Position	6	$216,043			$209,243		
Public safety, disaster preparedness, & relief							
Greater than $5 million							
CEO/Executive Director	5	$217,153			$216,401		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$92,979		$34,952	$79,668	$154,374	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$112,076			$113,317		
Between $1 million and $5 million							
CEO/Executive Director	14	$180,566		$151,001	$183,432	$200,638	
Greater than $5 million							
CEO/Executive Director	16	$481,783		$232,475	$370,519	$609,560	
Top Finance Position	12	$275,844		$167,022	$235,577	$391,172	
Top Operations Position	9	$311,835			$239,985		
Top Technology Position	5	$275,421			$233,625		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	17	$52,299		$27,070	$49,000	$75,000	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$109,053			$93,699		
Between $1 million and $5 million							
CEO/Executive Director	12	$207,366		$145,640	$192,423	$275,563	
Greater than $5 million							
CEO/Executive Director	11	$456,385		$247,746	$406,207	$614,431	
Top Administrative Position	5	$217,131			$157,594		
Top Development Position	5	$235,019			$268,505		
Top Finance Position	9	$229,511			$164,174		
Top Operations Position	6	$217,229			$189,705		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	29	$60,462	$20,918	$29,452	$42,000	$91,956	$123,200
Between $500 thousand and $1 million							
CEO/Executive Director	12	$90,174		$50,000	$79,734	$117,814	
Between $1 million and $5 million							
CEO/Executive Director	20	$131,961	$47,568	$70,716	$117,267	$174,305	$255,806
Top Finance Position	6	$117,811			$124,979		
Greater than $5 million							
CEO/Executive Director	12	$274,448		$215,717	$244,029	$271,410	
Top Finance Position	8	$178,695			$155,278		
Top Program Position	5	$174,851			$194,023		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Social science research institutes, services							
$500 thousand or less							
CEO/Executive Director	6	$52,861			$38,919		
Between $1 million and $5 million							
CEO/Executive Director	5	$148,694			$153,163		
Youth development							
$500 thousand or less							
CEO/Executive Director	36	$65,915	$33,537	$44,992	$67,269	$80,877	$97,222
Between $500 thousand and $1 million							
CEO/Executive Director	16	$96,342		$64,808	$105,224	$116,723	
Between $1 million and $5 million							
CEO/Executive Director	52	$165,458	$95,115	$124,960	$156,634	$191,281	$224,685
Top Development Position	6	$132,813			$128,903		
Top Finance Position	5	$135,039			$119,103		
Top Operations Position	9	$118,127			$117,294		
Greater than $5 million							
CEO/Executive Director	35	$280,738	$128,001	$157,804	$228,262	$381,425	$516,086
Top Administrative Position	7	$185,312			$168,512		
Top Development Position	12	$220,148		$167,451	$178,219	$219,665	
Top Education Position	7	$170,884			$163,722		
Top Finance Position	21	$201,313	$119,113	$128,052	$167,741	$222,068	$293,238
Top Human Resources Position	8	$169,039			$156,672		
Top Operations Position	15	$228,776		$199,610	$249,033	$267,592	
Top Program Position	9	$146,322			$143,454		
Top Technology Position	6	$171,549			$164,163		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	$52,474		$31,206	$47,250	$77,916	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$85,574		$71,475	$81,870	$97,201	
Between $1 million and $5 million							
CEO/Executive Director	11	$136,760		$112,488	$129,808	$164,723	
Greater than $5 million							
CEO/Executive Director	8	$337,889			$199,501		
Top Finance Position	7	$153,129			$132,000		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	14	$79,355		$61,488	$79,381	$86,702	
Between $1 million and $5 million							
CEO/Executive Director	8	$143,500			$132,507		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$62,709			$60,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$43,528			$46,250		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$118,402			$96,453		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	31	$168,470	$72,206	$103,449	$131,250	$203,741	$283,614
Top Finance Position	7	$90,422			$104,070		
Greater than $5 million							
CEO/Executive Director	47	$286,221	$153,274	$182,817	$214,167	$334,067	$508,212
Top Administrative Position	9	$215,615			$170,766		
Top Business Position	6	$187,197			$182,926		
Top Development Position	12	$232,938		$147,637	$236,284	$301,131	
Top Education Position	13	$195,891		$141,042	$180,709	$218,220	
Top Finance Position	22	$248,007	$146,484	$168,747	$231,870	$326,726	$374,515
Top Operations Position	11	$223,447		$141,445	$197,306	$233,022	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	9	$50,736			$53,000		
Greater than $5 million							
CEO/Executive Director	13	$496,004		$250,800	$389,604	$539,115	
Top Finance Position	9	$270,511			$205,536		
Top Human Resources Position	5	$310,938			$227,614		
Top Operations Position	5	$231,503			$177,969		
Top Technology Position	5	$290,727			$226,557		
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$95,545			$94,316		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$157,948			$100,000		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	15	$48,550		$34,926	$44,699	$61,543	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$81,633		$58,653	$90,902	$101,403	
Between $1 million and $5 million							
CEO/Executive Director	29	$130,032	$81,517	$105,948	$119,854	$139,448	$182,620
Greater than $5 million							
CEO/Executive Director	35	$222,398	$126,187	$161,226	$221,548	$250,921	$301,182
Top Development Position	6	$111,932			$112,604		
Top Finance Position	22	$154,944	$108,828	$121,103	$147,303	$189,585	$216,856
Top Operations Position	15	$178,776		$124,653	$177,987	$194,714	
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$102,108			$85,000		
Between $1 million and $5 million							
CEO/Executive Director	11	$177,945		$115,787	$130,175	$207,814	
Greater than $5 million							
CEO/Executive Director	12	$179,430		$145,365	$173,653	$211,585	
Top Finance Position	9	$126,333			$141,164		
Top Operations Position	5	$157,802			$170,550		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	5	$198,976			$231,650		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	$51,331		$19,950	$44,833	$72,741	
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$62,703			$60,000		
Between $1 million and $5 million							
CEO/Executive Director	5	$210,394			$157,500		
Newburgh-Middletown, NY							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	$251,439			$255,967		
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	$41,419		$31,391	$40,791	$44,535	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$82,550			$75,484		
Between $1 million and $5 million							
CEO/Executive Director	6	$172,247			$157,691		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	15	$64,390		$47,137	$53,000	$83,021	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$84,676			$80,000		
Between $1 million and $5 million							
CEO/Executive Director	18	$112,371		$80,440	$96,832	$143,239	
Greater than $5 million							
CEO/Executive Director	15	$322,796		$155,753	$262,667	$342,308	
Top Finance Position	7	$139,657			$138,086		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$76,873			$82,104		
Between $1 million and $5 million							
CEO/Executive Director	5	$109,398			$102,756		
Greater than $5 million							
CEO/Executive Director	8	$1,529,072			$451,220		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	$55,943		$40,711	$51,759	$70,994	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$82,427		$69,901	$90,251	$96,942	
Between $1 million and $5 million							
CEO/Executive Director	16	$121,762		$90,996	$104,651	$129,041	
Greater than $5 million							
CEO/Executive Director	18	$233,138		$137,492	$204,597	$281,157	
Top Finance Position	14	$153,752		$108,455	$148,004	$168,651	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$55,144			$37,120		
Oakland, CA							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$125,959			$114,096		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	40	$51,344	$22,367	$29,969	$45,223	$59,828	$78,105
Between $500 thousand and $1 million							
CEO/Executive Director	17	$88,285		$71,492	$77,274	$98,000	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	24	$133,699	$67,920	$85,817	$106,940	$147,185	$193,049
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	10	$144,467		$122,405	$127,193	$147,312	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	$61,679		$42,770	$58,008	$70,500	
Between $1 million and $5 million							
CEO/Executive Director	9	$129,226			$112,190		
Greater than $5 million							
CEO/Executive Director	5	$295,389			$275,654		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	$69,498			$72,200		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$97,703			$95,618		
Between $1 million and $5 million							
CEO/Executive Director	15	$175,032		$108,585	$155,666	$203,947	
Top Finance Position	5	$108,703			$100,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	7	$191,429			$181,778		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	26	$73,905	$23,661	$36,162	$66,022	$99,313	$139,039
Between $500 thousand and $1 million							
CEO/Executive Director	16	$116,838		$77,769	$115,426	$149,059	
Between $1 million and $5 million							
CEO/Executive Director	81	$147,308	$75,750	$96,987	$128,286	$166,553	$230,144
Top Administrative Position	5	$117,721			$117,375		
Top Finance Position	17	$114,958		$87,821	$106,427	$132,339	
Top Operations Position	5	$123,145			$143,308		
Top Program Position	5	$124,016			$125,422		
Greater than $5 million							
CEO/Executive Director	61	$280,459	$100,558	$169,882	$243,049	$375,239	$531,212
Top Administrative Position	14	$207,508		$178,980	$201,469	$231,301	
Top Business Position	7	$250,165			$175,299		
Top Development Position	18	$178,407		$133,293	$167,509	$238,960	
Top Education Position	23	$186,591	$140,013	$152,397	$166,639	$207,889	$266,900
Top Finance Position	37	$198,322	$123,568	$167,527	$196,356	$229,078	$280,840
Top Human Resources Position	8	$200,542			$207,627		
Top Marketing Position	5	$137,566			$171,631		
Top Operations Position	23	$200,464	$126,189	$162,046	$203,584	$242,309	$284,561
Top PR/Communications Position	7	$159,160			$150,027		
Top Technology Position	12	$174,331		$133,103	$148,922	$185,038	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	$155,880			$164,524		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	$64,919			$51,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$62,148			$45,000		
Between $1 million and $5 million							
CEO/Executive Director	17	$152,945		$118,146	$142,878	$167,976	
Top Finance Position	6	$106,505			$94,089		
Greater than $5 million							
CEO/Executive Director	6	$223,230			$220,430		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	7	$50,223			$39,468		
Between $1 million and $5 million							
CEO/Executive Director	6	$109,044			$114,745		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	$58,690		$24,301	$58,000	$84,548	
Between $1 million and $5 million							
CEO/Executive Director	10	$130,065		$91,500	$119,970	$149,206	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	20	$382,388	$184,831	$237,179	$321,726	$434,255	$738,998
Top Administrative Position	5	$162,238			$155,513		
Top Finance Position	19	$210,307		$180,836	$192,388	$242,337	
Top Human Resources Position	7	$289,039			$241,859		
Top Operations Position	14	$213,909		$151,920	$198,368	$221,892	
Top Program Position	5	$204,181			$164,229		
Top Technology Position	8	$250,702			$229,493		
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$101,787			$111,929		
Between $1 million and $5 million							
CEO/Executive Director	6	$167,851			$138,169		
Greater than $5 million							
CEO/Executive Director	14	$268,708		$159,604	$224,670	$272,404	
Top Finance Position	9	$209,928			$169,164		
Top Operations Position	6	$261,285			$240,044		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	$53,885		$46,800	$52,842	$60,000	
Between $500 thousand and $1 million							
CEO/Executive Director	19	$83,227		$63,594	$86,415	$99,807	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	57	$124,111	$63,900	$96,712	$123,663	$145,500	$156,534
Top Operations Position	5	$121,930			$120,829		
Greater than $5 million							
CEO/Executive Director	36	$219,770	$122,110	$155,561	$197,501	$222,963	$361,237
Top Development Position	7	$150,839			$134,370		
Top Finance Position	20	$163,190	$118,961	$130,153	$139,561	$170,685	$242,349
Top Human Resources Position	5	$181,906			$190,775		
Top Operations Position	9	$164,130			$152,421		
Top Program Position	7	$135,759			$132,438		
International, foreign affairs, & national security							
Between $1 million and $5 million							
CEO/Executive Director	5	$103,913			$104,975		
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$113,164			$120,406		
Between $1 million and $5 million							
CEO/Executive Director	20	$120,610	$86,091	$88,853	$119,632	$142,587	$158,149
Greater than $5 million							
CEO/Executive Director	8	$257,834			$262,745		
Top Finance Position	6	$178,305			$192,957		
Top Program Position	5	$139,001			$133,560		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	7	$396,723			$168,622		
Greater than $5 million							
CEO/Executive Director	7	$278,866			$252,786		
Top Finance Position	7	$171,317			$140,536		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$80,261			$85,189		
Between $1 million and $5 million							
CEO/Executive Director	6	$196,923			$175,858		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	$72,844			$75,769		
Between $1 million and $5 million							
CEO/Executive Director	6	$111,100			$117,248		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	$42,964		$18,905	$43,423	$65,325	
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	6	$192,758			$174,425		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Youth development							
$500 thousand or less							
CEO/Executive Director	21	$67,393	$32,700	$50,106	$64,821	$80,000	$95,248
Between $500 thousand and $1 million							
CEO/Executive Director	11	$92,117		$78,729	$90,002	$98,950	
Between $1 million and $5 million							
CEO/Executive Director	20	$132,905	$93,398	$108,248	$123,746	$153,005	$196,540
Top Operations Position	5	$95,894			$93,305		
Greater than $5 million							
CEO/Executive Director	9	$171,503			$176,250		
Top Finance Position	7	$133,576			$129,365		
Ocala, FL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$102,168			$88,873		
Odessa-Midland, TX							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$111,582			$104,321		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Odessa-Midland, TX							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	$105,190			$89,604		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$78,860			$73,566		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$70,121			$67,111		
Oklahoma City, OK							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	12	$51,566		$40,370	$50,723	$62,310	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$79,112			$91,446		
Between $1 million and $5 million							
CEO/Executive Director	9	$134,197			$119,333		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$78,331			$64,940		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$50,374			$55,000		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$73,339			$76,644		
Between $1 million and $5 million							
CEO/Executive Director	9	$142,095			$148,485		
Greater than $5 million							
CEO/Executive Director	14	$228,110		$140,821	$195,576	$294,640	
Top Development Position	5	$144,960			$155,730		
Top Finance Position	10	$155,893		$123,503	$133,305	$138,634	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	14	$528,235		$264,420	$453,650	$634,418	
Top Finance Position	13	$244,238		$127,147	$220,029	$273,610	
Top Operations Position	10	$328,288		$167,157	$194,338	$274,143	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	24	$49,880	$21,482	$34,166	$47,766	$68,927	$82,403
Between $500 thousand and $1 million							
CEO/Executive Director	12	$69,208		$58,398	$68,080	$77,535	
Between $1 million and $5 million							
CEO/Executive Director	34	$112,553	$61,174	$74,971	$100,203	$139,954	$172,099
Greater than $5 million							
CEO/Executive Director	7	$129,026			$121,855		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$68,355			$60,711		
Between $1 million and $5 million							
CEO/Executive Director	5	$140,898			$127,817		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	21	$57,306	$18,864	$30,000	$57,622	$83,963	$89,350
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$77,480			$52,000		
Olympia, WA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$77,443			$70,154		
Omaha, NE-IA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$60,706			$62,500		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	9	$137,218			$107,199		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$54,935			$56,582		
Between $1 million and $5 million							
CEO/Executive Director	11	$155,372		$105,126	$121,686	$152,255	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	11	$476,970		$288,883	$352,081	$556,410	
Top Finance Position	7	$334,431			$186,276		
Top Operations Position	6	$418,125			$388,124		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$127,446			$131,676		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$50,401			$50,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$68,820			$71,160		
Between $1 million and $5 million							
CEO/Executive Director	11	$119,879		$89,216	$116,391	$133,748	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	15	$226,324		$135,936	$144,566	$215,859	
Top Finance Position	11	$145,675		$87,110	$105,922	$127,600	
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	5	$230,555			$113,349		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	$49,059			$41,675		
Orange County, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$63,197		$44,650	$60,000	$80,050	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$87,928			$83,377		
Between $1 million and $5 million							
CEO/Executive Director	6	$187,010			$174,083		
Greater than $5 million							
CEO/Executive Director	6	$368,450			$338,625		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	6	$215,954			$209,984		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$68,118			$57,464		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	16	$70,262		$33,625	$50,745	$89,963	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$85,082		$56,181	$70,869	$97,230	
Between $1 million and $5 million							
CEO/Executive Director	31	$127,665	$62,500	$92,500	$137,948	$165,565	$178,052
Top Finance Position	7	$80,163			$69,306		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	42	$351,480	$155,715	$195,539	$235,134	$388,845	$641,881
Top Administrative Position	8	$212,424			$181,712		
Top Business Position	8	$180,368			$155,799		
Top Development Position	10	$235,864		$139,327	$186,298	$223,286	
Top Education Position	20	$227,837	$131,999	$145,373	$185,322	$225,668	$360,392
Top Finance Position	22	$217,256	$127,724	$139,770	$215,432	$275,279	$318,086
Top Human Resources Position	8	$202,659			$170,739		
Top Marketing Position	5	$248,332			$279,026		
Top Operations Position	13	$271,199		$145,859	$214,893	$307,308	
Top Program Position	5	$166,755			$146,057		
Top Technology Position	8	$219,256			$169,311		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	$163,024			$167,095		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	9	$188,703			$159,481		
Greater than $5 million							
CEO/Executive Director	14	$575,739		$222,784	$279,664	$333,925	
Top Finance Position	11	$317,555		$151,133	$185,691	$277,441	
Top Human Resources Position	5	$455,766			$222,385		
Top Operations Position	6	$550,507			$261,825		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	$118,908			$135,275		
Between $1 million and $5 million							
CEO/Executive Director	13	$171,777		$139,600	$148,862	$191,074	
Greater than $5 million							
CEO/Executive Director	6	$337,803			$192,618		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	$69,406	$29,042	$43,500	$70,500	$87,301	$115,996
Between $500 thousand and $1 million							
CEO/Executive Director	17	$96,825		$66,930	$99,600	$120,131	
Between $1 million and $5 million							
CEO/Executive Director	29	$124,062	$59,999	$90,683	$131,263	$150,006	$204,929
Greater than $5 million							
CEO/Executive Director	28	$248,258	$113,258	$157,442	$187,958	$342,066	$392,457
Top Development Position	8	$145,565			$126,103		
Top Finance Position	20	$157,458	$103,364	$113,278	$137,023	$192,443	$252,304
Top Human Resources Position	8	$127,722			$122,183		
Top Operations Position	10	$193,334		$131,925	$182,322	$253,302	
Top Program Position	6	$119,892			$117,943		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	$56,095			$53,442		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	9	$117,406			$112,508		
Greater than $5 million							
CEO/Executive Director	5	$164,771			$166,776		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$52,974			$42,800		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$99,144			$102,427		
Between $1 million and $5 million							
CEO/Executive Director	5	$156,066			$138,300		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	38	$49,966	$16,710	$25,050	$47,855	$63,327	$93,565
Top Finance Position	5	$25,082			$15,600		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$93,156			$60,000		
Between $1 million and $5 million							
CEO/Executive Director	10	$99,655		$44,125	$81,635	$139,580	
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$64,212			$61,331		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	10	$148,166		$114,340	$137,749	$189,419	
Greater than $5 million							
CEO/Executive Director	7	$215,482			$217,630		
Orlando, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$50,710		$36,748	$50,000	$59,549	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$74,474			$71,900		
Between $1 million and $5 million							
CEO/Executive Director	7	$111,328			$100,128		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$75,806			$64,600		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	$56,272		$39,001	$50,751	$75,094	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$61,663		$48,173	$60,740	$72,682	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	22	$91,937	$36,871	$66,507	$94,189	$118,397	$137,282
Top Finance Position	5	$61,878			$53,841		
Greater than $5 million							
CEO/Executive Director	24	$232,280	$97,884	$106,691	$135,956	$352,548	$505,821
Top Finance Position	7	$201,432			$187,089		
Top Operations Position	5	$185,644			$192,115		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$57,866			$63,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$84,276			$93,909		
Greater than $5 million							
CEO/Executive Director	11	$845,391		$193,293	$302,595	$940,088	
Top Finance Position	7	$495,467			$352,268		
Top Operations Position	7	$492,260			$304,719		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	7	$234,898			$130,482		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	22	$54,479	$21,238	$38,684	$52,394	$67,499	$91,558

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$86,042			$85,582		
Between $1 million and $5 million							
CEO/Executive Director	25	$115,848	$55,324	$86,944	$110,062	$137,185	$160,709
Greater than $5 million							
CEO/Executive Director	26	$214,670	$138,285	$154,257	$176,528	$252,980	$354,196
Top Business Position	6	$156,150			$150,648		
Top Finance Position	15	$144,803		$96,260	$128,378	$178,843	
Top Operations Position	8	$168,386			$171,458		
Top Technology Position	5	$137,713			$135,766		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$61,321			$57,750		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$82,070			$79,117		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	6	$162,010			$139,169		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	40	$58,133	$32,462	$38,578	$51,137	$73,631	$93,924
Between $500 thousand and $1 million							
CEO/Executive Director	7	$120,436			$132,822		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Religion-related, spiritual development							
Between $1 million and $5 million							
CEO/Executive Director	7	$142,382			$146,880		
Pensacola, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	$87,844			$83,735		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	$51,893			$41,000		
Peoria-Pekin, IL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	$106,546			$92,682		
Greater than $5 million							
CEO/Executive Director	9	$144,566			$138,053		
Top Finance Position	5	$110,272			$113,373		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Animal-related							
$500 thousand or less							
CEO/Executive Director	8	$46,764			$44,680		
Between $1 million and $5 million							
CEO/Executive Director	11	$117,072		$87,317	$120,817	$139,918	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	74	$54,429	$26,824	$35,250	$51,324	$69,486	$85,163
Between $500 thousand and $1 million							
CEO/Executive Director	29	$87,318	$46,644	$70,806	$83,736	$100,000	$137,364
Between $1 million and $5 million							
CEO/Executive Director	50	$129,267	$64,439	$89,147	$133,593	$154,311	$187,226
Top Finance Position	8	$106,062			$110,999		
Greater than $5 million							
CEO/Executive Director	26	$397,667	$133,112	$210,742	$318,562	$573,920	$735,366
Top Development Position	16	$178,109		$153,443	$168,656	$190,697	
Top Finance Position	19	$190,567		$127,916	$163,501	$269,531	
Top Marketing Position	6	$193,309			$177,554		
Top Operations Position	9	$241,882			$224,940		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$60,551			$39,200		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$102,082			$108,812		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	9	$126,632			$120,519		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	18	$66,125		$54,250	$62,890	$79,747	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$103,037		$73,503	$95,149	$134,486	
Between $1 million and $5 million							
CEO/Executive Director	21	$166,972	$87,633	$111,315	$155,179	$204,000	$234,735
Top Finance Position	5	$151,195			$115,117		
Greater than $5 million							
CEO/Executive Director	9	$303,863			$296,569		
Top Finance Position	5	$190,499			$175,308		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	$77,575			$57,637		
Between $1 million and $5 million							
CEO/Executive Director	9	$119,197			$131,479		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$62,381			$78,933		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$112,397			$114,831		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	17	$182,258		$124,160	$163,761	$198,320	
Top Finance Position	6	$219,761			$202,800		
Greater than $5 million							
CEO/Executive Director	9	$391,353			$226,985		
Top Finance Position	5	$282,820			$283,080		
Top PR/Communications Position	5	$215,006			$155,017		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	55	$59,720	$30,819	$38,346	$56,650	$75,892	$101,725
Between $500 thousand and $1 million							
CEO/Executive Director	33	$92,951	$27,992	$54,750	$92,671	$121,840	$147,499
Between $1 million and $5 million							
CEO/Executive Director	98	$142,554	$66,928	$101,378	$133,880	$174,596	$221,201
Top Education Position	6	$146,063			$153,655		
Top Finance Position	15	$100,394		$87,722	$105,063	$114,552	
Top Operations Position	6	$125,698			$117,411		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	181	$353,109	$132,848	$172,232	$214,832	$312,734	$564,298
Top Administrative Position	43	$219,445	$112,148	$142,227	$171,483	$302,297	$414,020
Top Business Position	17	$182,950		$125,514	$145,000	$191,731	
Top Development Position	45	$303,239	$137,982	$158,948	$198,956	$303,702	$468,518
Top Education Position	49	$333,415	$122,593	$158,607	$206,181	$245,917	$433,492
Top Facilities Position	8	$237,867			$165,386		
Top Finance Position	78	$260,461	$101,785	$133,202	$193,850	$273,711	$419,201
Top Human Resources Position	20	$173,849	$80,509	$129,411	$161,937	$184,121	$234,087
Top Legal Position	17	$427,979		$222,220	$272,549	$428,102	
Top Marketing Position	6	$214,384			$201,809		
Top Operations Position	28	$305,312	$127,098	$138,605	$164,126	$206,871	$694,608
Top PR/Communications Position	20	$235,724	$124,215	$146,803	$197,750	$266,286	$402,831
Top Program Position	5	$135,306			$132,355		
Top Technology Position	25	$225,869	$109,625	$151,199	$197,938	$234,643	$403,768
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	7	$275,050			$242,895		
Top Finance Position	5	$172,401			$159,868		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	$50,505			$45,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$93,746			$94,574		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	12	$130,179		$98,967	$127,789	$151,981	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	$48,363			$39,925		
Greater than $5 million							
CEO/Executive Director	5	$168,423			$138,981		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	17	$69,155		$41,418	$71,169	$87,506	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$69,717			$58,972		
Between $1 million and $5 million							
CEO/Executive Director	27	$172,523	$74,157	$121,625	$151,352	$233,922	$288,093
Top Finance Position	8	$129,703			$121,298		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	57	$597,364	$120,550	$195,399	$298,023	$962,209	$1,307,575
Top Administrative Position	11	$217,865		$177,669	$196,977	$247,598	
Top Business Position	7	$269,244			$218,810		
Top Development Position	10	$295,839		$159,650	$230,632	$328,329	
Top Education Position	6	$242,552			$205,874		
Top Finance Position	35	$493,675	$142,912	$167,727	$294,383	$533,641	$972,179
Top Human Resources Position	22	$322,575	$157,425	$192,419	$233,879	$378,910	$591,238
Top Legal Position	6	$430,864			$477,749		
Top Marketing Position	8	$277,533			$256,668		
Top Operations Position	32	$391,196	$138,500	$169,551	$314,045	$467,540	$639,820
Top Technology Position	15	$377,992		$207,535	$373,687	$469,665	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	10	$73,702		$60,098	$68,824	$80,319	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$97,190		$70,514	$90,777	$107,962	
Between $1 million and $5 million							
CEO/Executive Director	17	$124,613		$101,142	$114,472	$135,509	
Greater than $5 million							
CEO/Executive Director	12	$218,453		$132,481	$151,701	$284,246	
Top Finance Position	10	$158,346		$110,401	$152,886	$164,256	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	69	$56,375	$31,704	$37,820	$53,534	$77,214	$86,274
Between $500 thousand and $1 million							
CEO/Executive Director	41	$82,026	$50,021	$57,702	$72,300	$107,706	$130,000
Between $1 million and $5 million							
CEO/Executive Director	83	$127,519	$74,406	$89,587	$112,988	$147,587	$195,825
Top Finance Position	17	$105,267		$88,419	$91,113	$100,591	
Top Operations Position	5	$113,638			$110,060		
Greater than $5 million							
CEO/Executive Director	88	$251,004	$122,618	$144,352	$210,843	$306,963	$437,612
Top Administrative Position	11	$193,953		$125,248	$165,450	$189,459	
Top Business Position	6	$181,808			$192,560		
Top Development Position	10	$179,533		$135,436	$164,641	$192,764	
Top Finance Position	54	$185,922	$103,313	$127,023	$169,990	$222,871	$278,978
Top Human Resources Position	19	$179,395		$141,211	$155,985	$221,273	
Top Marketing Position	9	$171,963			$168,573		
Top Operations Position	30	$186,799	$117,511	$133,483	$172,685	$222,565	$266,478
Top PR/Communications Position	5	$238,325			$167,310		
Top Program Position	12	$128,285		$121,291	$128,926	$139,768	
Top Technology Position	15	$167,001		$136,840	$160,059	$192,611	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	$71,673			$80,819		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Medical research							
Greater than $5 million							
CEO/Executive Director	6	$453,600			$465,247		
Top Finance Position	5	$233,578			$216,362		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	15	$71,186		$50,962	$63,198	$88,377	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$75,564			$82,090		
Between $1 million and $5 million							
CEO/Executive Director	11	$113,306		$96,921	$114,170	$129,840	
Greater than $5 million							
CEO/Executive Director	37	$271,385	$119,631	$148,533	$231,377	$302,083	$429,496
Top Finance Position	22	$171,605	$111,886	$137,006	$165,024	$189,653	$224,522
Top Human Resources Position	6	$163,818			$168,238		
Top Operations Position	18	$187,894		$123,757	$160,279	$225,473	
Top Program Position	6	$161,010			$157,048		
Top Technology Position	7	$138,332			$135,991		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	$67,341			$74,786		
Between $1 million and $5 million							
CEO/Executive Director	16	$166,643		$114,024	$152,359	$186,233	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	7	$486,784			$321,662		
Top Finance Position	6	$265,924			$150,995		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$68,704		$43,005	$67,171	$92,460	
Between $1 million and $5 million							
CEO/Executive Director	7	$142,491			$138,197		
Greater than $5 million							
CEO/Executive Director	7	$371,966			$225,372		
Top Finance Position	6	$254,107			$244,229		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$39,350			$43,782		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$103,615			$97,063		
Between $1 million and $5 million							
CEO/Executive Director	11	$131,691		$103,133	$120,652	$157,686	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	19	$58,585		$32,164	$61,000	$74,750	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$107,932			$112,558		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Religion-related, spiritual development							
Between $1 million and $5 million							
CEO/Executive Director	13	$145,714		$90,500	$129,282	$179,502	
Greater than $5 million							
CEO/Executive Director	5	$183,915			$172,792		
Youth development							
$500 thousand or less							
CEO/Executive Director	15	$55,148		$44,974	$50,385	$61,257	
Between $500 thousand and $1 million							
CEO/Executive Director	17	$100,521		$76,891	$99,900	$106,359	
Between $1 million and $5 million							
CEO/Executive Director	18	$129,901		$108,161	$119,695	$159,642	
Greater than $5 million							
CEO/Executive Director	6	$219,611			$208,039		
Top Finance Position	5	$155,850			$152,426		
Phoenix-Mesa, AZ							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$34,965			$26,182		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	28	$48,325	$25,833	$33,235	$47,967	$56,414	$72,901

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$82,351			$69,510		
Between $1 million and $5 million							
CEO/Executive Director	13	$136,117		$94,269	$121,014	$156,255	
Greater than $5 million							
CEO/Executive Director	10	$302,932		$237,233	$263,794	$272,752	
Top Finance Position	6	$135,128			$110,358		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	$54,538			$45,853		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	12	$71,667		$33,895	$52,351	$91,028	
Between $1 million and $5 million							
CEO/Executive Director	6	$169,882			$189,502		
Greater than $5 million							
CEO/Executive Director	6	$339,067			$353,895		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$52,726			$40,302		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	26	$57,189	$23,313	$30,925	$47,113	$75,063	$109,519
Between $500 thousand and $1 million							
CEO/Executive Director	16	$102,976		$82,691	$97,232	$123,011	
Between $1 million and $5 million							
CEO/Executive Director	75	$121,322	$76,509	$90,913	$112,731	$135,897	$184,197
Top Finance Position	11	$90,599		$42,066	$71,965	$101,078	
Top Operations Position	6	$138,457			$151,573		
Greater than $5 million							
CEO/Executive Director	58	$180,904	$98,869	$110,177	$125,867	$191,845	$282,003
Top Administrative Position	9	$167,606			$156,678		
Top Finance Position	14	$125,064		$62,337	$82,746	$144,607	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	12	$52,250		$36,565	$47,793	$73,763	
Between $1 million and $5 million							
CEO/Executive Director	7	$185,403			$164,419		
Greater than $5 million							
CEO/Executive Director	15	$241,025		$182,878	$251,522	$294,015	
Top Finance Position	8	$152,506			$149,668		
Top Operations Position	6	$135,796			$112,140		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	$69,063			$75,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	$181,830			$154,958		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	36	$52,095	$26,856	$32,000	$49,179	$63,988	$83,473
Between $500 thousand and $1 million							
CEO/Executive Director	14	$104,681		$74,097	$102,750	$129,181	
Between $1 million and $5 million							
CEO/Executive Director	47	$120,110	$71,630	$88,270	$114,952	$145,716	$171,824
Top Finance Position	7	$73,415			$80,847		
Top Operations Position	8	$85,695			$79,413		
Greater than $5 million							
CEO/Executive Director	34	$220,535	$102,695	$150,547	$214,404	$255,369	$341,967
Top Development Position	8	$163,030			$154,469		
Top Finance Position	18	$156,429		$109,526	$131,399	$210,853	
Top Operations Position	8	$173,771			$149,850		
Top Technology Position	5	$158,649			$145,041		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$52,150			$48,187		
Between $1 million and $5 million							
CEO/Executive Director	7	$123,852			$133,502		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	8	$293,223			$273,991		
Top Finance Position	8	$161,017			$130,371		
Top Operations Position	6	$158,160			$148,415		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	5	$81,156			$62,446		
Greater than $5 million							
CEO/Executive Director	5	$368,406			$228,356		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$130,958			$103,450		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	9	$112,403			$103,452		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	28	$61,878	$20,499	$35,222	$57,000	$86,812	$101,153
Between $500 thousand and $1 million							
CEO/Executive Director	6	$83,102			$95,266		
Between $1 million and $5 million							
CEO/Executive Director	11	$112,056		$77,586	$88,488	$119,747	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Youth development							
$500 thousand or less							
CEO/Executive Director	19	$64,281		$49,947	$69,095	$76,844	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$88,716			$92,138		
Between $1 million and $5 million							
CEO/Executive Director	11	$122,655		$89,835	$94,192	$144,013	
Pittsburgh, PA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	28	$62,773	$28,154	$40,815	$58,488	$71,628	$89,518
Between $500 thousand and $1 million							
CEO/Executive Director	13	$90,854		$60,678	$83,069	$107,942	
Between $1 million and $5 million							
CEO/Executive Director	13	$145,371		$124,079	$140,914	$153,564	
Greater than $5 million							
CEO/Executive Director	12	$353,088		$231,683	$283,797	$431,079	
Top Development Position	6	$177,956			$177,580		
Top Finance Position	10	$148,661		$128,676	$145,700	$152,030	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	17	$76,300		$58,239	$61,800	$83,489	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$109,537			$100,857		
Between $1 million and $5 million							
CEO/Executive Director	15	$144,427		$100,217	$110,550	$168,410	
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$127,811			$122,426		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	$66,052			$71,697		
Between $1 million and $5 million							
CEO/Executive Director	7	$156,551			$172,171		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	15	$44,759		$31,319	$46,000	$51,877	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$70,022		$58,466	$65,564	$75,098	
Between $1 million and $5 million							
CEO/Executive Director	32	$136,326	$68,081	$98,963	$133,606	$162,819	$210,128

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	47	$324,297	$122,689	$173,958	$241,998	$347,842	$651,964
Top Administrative Position	12	$228,269		$181,940	$199,622	$265,452	
Top Business Position	8	$253,773			$253,552		
Top Development Position	11	$183,396		$141,751	$152,545	$211,148	
Top Education Position	16	$227,240		$156,953	$190,585	$253,245	
Top Finance Position	27	$221,937	$126,868	$157,650	$191,192	$274,791	$361,618
Top Legal Position	6	$394,375			$365,397		
Top Marketing Position	5	$176,533			$177,777		
Top Operations Position	13	$249,601		$129,922	$161,789	$205,910	
Top Technology Position	9	$203,275			$183,246		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$109,069			$112,050		
Greater than $5 million							
CEO/Executive Director	5	$149,413			$139,119		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$70,736			$60,969		
Between $1 million and $5 million							
CEO/Executive Director	12	$135,858		$84,152	$132,311	$193,260	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$70,542			$65,250		
Between $1 million and $5 million							
CEO/Executive Director	21	$173,041	$93,213	$113,653	$136,098	$194,655	$303,972
Top Finance Position	5	$181,368			$188,934		
Greater than $5 million							
CEO/Executive Director	27	$777,865	$180,658	$220,881	$323,362	$471,398	$1,035,203
Top Administrative Position	5	$463,588			$131,607		
Top Development Position	5	$197,298			$189,846		
Top Finance Position	18	$426,337		$133,982	$184,432	$294,318	
Top Human Resources Position	9	$238,681			$190,344		
Top Operations Position	9	$579,143			$256,520		
Top Technology Position	6	$249,671			$271,135		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	9	$56,614			$52,500		
Between $1 million and $5 million							
CEO/Executive Director	7	$122,954			$118,850		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	39	$52,030	$25,753	$33,119	$51,293	$65,213	$80,617
Between $500 thousand and $1 million							
CEO/Executive Director	17	$90,412		$68,240	$79,780	$114,661	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	65	$124,425	$73,440	$88,602	$114,197	$145,841	$181,359
Top Finance Position	15	$102,454		$68,723	$84,381	$102,046	
Top Operations Position	6	$84,850			$75,066		
Greater than $5 million							
CEO/Executive Director	58	$201,707	$120,559	$152,745	$181,247	$229,491	$305,482
Top Development Position	6	$159,095			$160,052		
Top Facilities Position	7	$128,468			$128,419		
Top Finance Position	43	$139,904	$88,313	$106,383	$130,431	$160,658	$191,467
Top Human Resources Position	8	$152,643			$136,576		
Top Operations Position	16	$173,683		$134,902	$173,729	$196,842	
Top Technology Position	5	$154,887			$158,727		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	7	$61,728			$63,333		
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$64,950			$62,450		
Between $1 million and $5 million							
CEO/Executive Director	10	$112,115		$83,212	$102,377	$135,431	
Greater than $5 million							
CEO/Executive Director	7	$168,461			$152,023		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$78,482			$81,152		
Between $1 million and $5 million							
CEO/Executive Director	6	$115,697			$88,227		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	14	$49,367		$26,756	$47,842	$66,658	
Between $1 million and $5 million							
CEO/Executive Director	5	$102,720			$103,792		
Youth development							
$500 thousand or less							
CEO/Executive Director	11	$61,358		$52,000	$63,277	$76,986	
Between $1 million and $5 million							
CEO/Executive Director	9	$158,351			$142,205		
Pittsfield, MA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$59,418			$64,644		
Between $1 million and $5 million							
CEO/Executive Director	5	$131,324			$142,187		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsfield, MA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	$396,884			$402,273		
Top Finance Position	6	$225,773			$187,375		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	10	$106,569		$93,329	$96,088	$102,332	
Greater than $5 million							
CEO/Executive Director	5	$182,331			$163,827		
Portland, ME							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	15	$40,690		$23,421	$31,654	$53,744	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$78,582			$78,123		
Between $1 million and $5 million							
CEO/Executive Director	10	$125,802		$96,434	$117,229	$169,511	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$62,065			$49,860		
Between $1 million and $5 million							
CEO/Executive Director	13	$103,136		$86,217	$101,804	$136,468	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	$299,746			$283,517		
Top Finance Position	6	$161,559			$110,097		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	$69,248			$68,266		
Between $1 million and $5 million							
CEO/Executive Director	5	$81,221			$73,727		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	$126,103			$113,606		
Greater than $5 million							
CEO/Executive Director	7	$624,111			$429,294		
Top Finance Position	8	$293,423			$200,545		
Top Operations Position	6	$190,026			$191,654		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	8	$170,568			$119,560		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$65,771		$56,292	$62,577	$73,086	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	15	$192,486		$133,185	$181,483	$191,031	
Top Finance Position	10	$116,482		$89,470	$121,826	$138,673	
Top Operations Position	5	$141,473			$127,908		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$55,957			$50,660		
Youth development							
$500 thousand or less							
CEO/Executive Director	7	$55,351			$47,016		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$94,053			$98,115		
Portland, OR-WA							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$47,071			$44,000		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	42	$51,454	$27,217	$36,250	$46,834	$66,233	$76,630

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	12	$78,924		$60,338	$76,426	$97,583	
Between $1 million and $5 million							
CEO/Executive Director	25	$125,827	$77,637	$92,483	$125,723	$155,910	$165,205
Greater than $5 million							
CEO/Executive Director	9	$305,611			$268,440		
Top Finance Position	7	$162,756			$175,947		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	9	$60,875			$57,000		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	15	$65,920		$54,334	$68,093	$79,675	
Between $1 million and $5 million							
CEO/Executive Director	8	$123,985			$124,934		
Greater than $5 million							
CEO/Executive Director	5	$235,917			$172,002		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	$84,246			$50,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$94,165			$83,884		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	16	$60,771		$33,459	$62,634	$81,688	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	27	$57,256	$29,637	$39,785	$54,000	$72,968	$89,940
Between $500 thousand and $1 million							
CEO/Executive Director	18	$73,290		$49,638	$67,978	$85,580	
Between $1 million and $5 million							
CEO/Executive Director	56	$109,921	$74,497	$88,066	$106,289	$124,737	$156,371
Greater than $5 million							
CEO/Executive Director	32	$276,316	$105,533	$160,654	$211,580	$358,197	$562,378
Top Administrative Position	9	$190,760			$204,539		
Top Development Position	7	$211,588			$217,031		
Top Education Position	11	$214,901		$137,340	$204,488	$295,781	
Top Finance Position	20	$179,347	$51,517	$93,617	$164,979	$253,069	$322,277
Top Operations Position	7	$176,845			$124,547		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	$108,197			$119,411		
Greater than $5 million							
CEO/Executive Director	7	$203,310			$124,551		
Top Finance Position	7	$139,861			$132,870		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	14	$76,649		$49,483	$75,790	$94,745	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$92,959		$72,000	$81,847	$101,306	
Between $1 million and $5 million							
CEO/Executive Director	17	$145,458		$77,892	$139,556	$198,333	
Greater than $5 million							
CEO/Executive Director	9	$237,022			$233,937		
Top Finance Position	7	$153,277			$152,459		
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	$183,220			$182,614		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	15	$67,355		$45,983	$54,000	$106,467	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$95,400			$68,032		
Between $1 million and $5 million							
CEO/Executive Director	11	$106,061		$76,564	$106,956	$128,555	
Greater than $5 million							
CEO/Executive Director	20	$508,203	$126,164	$155,467	$255,470	$549,957	$724,704
Top Finance Position	5	$290,028			$178,492		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	8	$58,544			$51,990		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$92,413			$88,953		
Between $1 million and $5 million							
CEO/Executive Director	12	$109,964		$79,346	$102,730	$144,020	
Greater than $5 million							
CEO/Executive Director	16	$202,417		$147,229	$194,942	$260,673	
Top Finance Position	7	$155,930			$167,334		
Top Operations Position	5	$125,090			$104,376		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	37	$56,069	$18,387	$35,021	$49,917	$73,602	$88,840
Between $500 thousand and $1 million							
CEO/Executive Director	17	$79,065		$61,800	$78,289	$91,849	
Between $1 million and $5 million							
CEO/Executive Director	51	$107,573	$66,352	$91,685	$103,559	$132,042	$154,817
Top Finance Position	9	$72,144			$72,190		
Greater than $5 million							
CEO/Executive Director	33	$153,779	$82,742	$123,110	$142,777	$182,314	$237,540
Top Finance Position	17	$102,875		$89,063	$100,809	$127,783	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	11	$46,020		$25,439	$46,200	$69,058	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$63,351			$62,442		
Between $1 million and $5 million							
CEO/Executive Director	6	$115,173			$118,365		
Greater than $5 million							
CEO/Executive Director	14	$221,652		$148,044	$206,509	$229,416	
Top Finance Position	11	$115,044		$79,454	$109,595	$146,645	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	$76,794			$88,000		
Between $1 million and $5 million							
CEO/Executive Director	7	$190,096			$215,266		
Greater than $5 million							
CEO/Executive Director	5	$275,921			$260,332		
Top Finance Position	5	$220,164			$167,956		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$87,157			$71,874		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	$62,452			$70,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$72,627			$75,896		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	8	$159,464			$145,817		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	23	$54,094	$26,180	$30,973	$56,900	$70,133	$84,225
Between $1 million and $5 million							
CEO/Executive Director	5	$120,524			$113,253		
Youth development							
$500 thousand or less							
CEO/Executive Director	12	$69,843		$50,575	$62,463	$75,273	
Between $1 million and $5 million							
CEO/Executive Director	7	$115,460			$119,650		
Greater than $5 million							
CEO/Executive Director	8	$258,258			$276,224		
Portsmouth-Dover-Rochester, NH-ME							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$50,681			$47,083		
Between $1 million and $5 million							
CEO/Executive Director	7	$151,257			$100,282		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portsmouth-Dover-Rochester, NH-ME							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	$151,757			$120,560		
Greater than $5 million							
CEO/Executive Director	5	$299,019			$346,131		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$56,884			$63,001		
Greater than $5 million							
CEO/Executive Director	5	$436,784			$245,249		
Top Finance Position	6	$410,937			$156,214		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$76,171			$55,961		
Between $1 million and $5 million							
CEO/Executive Director	8	$130,302			$85,446		
Providence-Fall River-Warwick, RI-MA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	18	$47,759		$33,863	$43,901	$56,791	
Between $1 million and $5 million							
CEO/Executive Director	14	$124,326		$103,300	$129,700	$145,471	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	6	$336,248			$204,262		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$72,186			$64,064		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	18	$73,491		$53,100	$64,739	$75,869	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$100,664			$108,708		
Between $1 million and $5 million							
CEO/Executive Director	36	$119,262	$72,405	$90,538	$110,188	$133,571	$171,549
Greater than $5 million							
CEO/Executive Director	33	$338,528	$121,300	$150,811	$216,287	$381,779	$672,814
Top Administrative Position	8	$339,525			$333,774		
Top Development Position	8	$369,279			$313,549		
Top Education Position	12	$329,340		$184,552	$289,326	$341,411	
Top Finance Position	23	$252,722	$89,593	$117,191	$199,137	$375,122	$539,833
Top Operations Position	10	$218,585		$138,242	$177,606	$220,785	
Top Technology Position	5	$277,464			$243,764		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$58,930			$43,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$178,732			$173,912		
Greater than $5 million							
CEO/Executive Director	16	$453,653		$188,270	$256,346	$529,463	
Top Finance Position	13	$265,333		$132,127	$148,121	$206,288	
Top Human Resources Position	6	$295,629			$249,691		
Top Operations Position	8	$204,174			$169,533		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$116,488			$121,630		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$54,512			$52,884		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$83,260			$73,982		
Between $1 million and $5 million							
CEO/Executive Director	19	$121,043		$97,338	$125,566	$139,652	
Greater than $5 million							
CEO/Executive Director	33	$205,395	$128,381	$156,308	$194,350	$226,778	$337,758
Top Finance Position	22	$129,800	$88,946	$102,897	$122,369	$160,440	$168,098
Top Operations Position	9	$185,964			$170,575		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	$47,993			$58,496		
Between $1 million and $5 million							
CEO/Executive Director	5	$135,589			$134,199		
Greater than $5 million							
CEO/Executive Director	10	$210,538		$151,464	$167,740	$221,604	
Top Finance Position	8	$138,012			$137,450		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$38,363			$34,860		
Between $1 million and $5 million							
CEO/Executive Director	7	$159,929			$161,402		
Provo-Orem, UT							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	$141,335			$137,035		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	7	$105,233			$113,997		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	27	$48,045	$25,528	$34,683	$41,538	$55,945	$78,479
Between $500 thousand and $1 million							
CEO/Executive Director	11	$76,761		$59,513	$77,564	$92,806	
Between $1 million and $5 million							
CEO/Executive Director	10	$116,813		$82,808	$106,910	$129,824	
Greater than $5 million							
CEO/Executive Director	8	$225,903			$215,251		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	$52,186			$50,208		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$124,229			$90,096		
Between $1 million and $5 million							
CEO/Executive Director	5	$141,554			$139,308		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	12	$81,019		$68,394	$90,214	$95,885	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$88,132			$80,500		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	8	$139,677			$130,156		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	$43,888			$45,886		
Between $1 million and $5 million							
CEO/Executive Director	6	$155,046			$112,152		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	$91,527			$77,700		
Between $1 million and $5 million							
CEO/Executive Director	5	$132,777			$117,550		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	23	$56,423	$25,247	$35,134	$55,450	$73,075	$80,668
Between $500 thousand and $1 million							
CEO/Executive Director	20	$84,187	$25,444	$57,726	$70,315	$111,425	$140,685
Between $1 million and $5 million							
CEO/Executive Director	38	$126,610	$66,412	$82,607	$102,227	$155,984	$207,354
Top Finance Position	8	$80,576			$87,137		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	43	$249,224	$94,490	$121,337	$149,884	$296,075	$441,591
Top Administrative Position	9	$207,834			$145,439		
Top Development Position	10	$172,507		$156,923	$165,130	$187,646	
Top Education Position	7	$244,143			$146,432		
Top Finance Position	23	$186,879	$111,149	$122,003	$155,730	$227,594	$252,803
Top Operations Position	6	$160,382			$153,009		
Top Technology Position	6	$156,769			$154,896		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	$66,003		$40,500	$63,624	$81,000	
Between $1 million and $5 million							
CEO/Executive Director	8	$160,235			$126,266		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	$120,133			$122,761		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	$64,457			$45,772		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$120,957			$114,080		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	17	$471,972		$144,761	$299,450	$483,878	
Top Finance Position	12	$379,328		$120,929	$238,548	$466,743	
Top Operations Position	10	$324,798		$153,617	$257,041	$382,233	
Top Technology Position	5	$501,368			$364,521		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	$100,568			$93,643		
Greater than $5 million							
CEO/Executive Director	7	$239,448			$128,123		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	34	$56,554	$34,065	$40,244	$52,955	$66,296	$84,759
Between $500 thousand and $1 million							
CEO/Executive Director	15	$64,061		$48,490	$52,670	$74,236	
Between $1 million and $5 million							
CEO/Executive Director	31	$97,873	$68,968	$79,435	$92,360	$114,629	$135,511
Greater than $5 million							
CEO/Executive Director	19	$287,611		$146,120	$215,377	$318,575	
Top Finance Position	12	$174,271		$111,772	$162,394	$240,773	
Top Operations Position	8	$233,676			$162,642		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$74,581			$91,735		
Between $1 million and $5 million							
CEO/Executive Director	9	$110,677			$106,451		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	5	$56,478			$58,160		
Between $1 million and $5 million							
CEO/Executive Director	5	$151,659			$146,183		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$174,949			$150,000		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$57,378			$49,270		
Between $1 million and $5 million							
CEO/Executive Director	5	$110,388			$92,999		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	23	$61,492	$30,341	$38,943	$54,087	$89,586	$100,169

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Youth development							
$500 thousand or less							
CEO/Executive Director	7	$39,951			$43,965		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$114,852			$95,774		
Between $1 million and $5 million							
CEO/Executive Director	9	$103,140			$78,175		
Reading, PA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$139,540			$100,234		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$50,285			$51,017		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$116,797			$75,767		
Greater than $5 million							
Top Finance Position	5	$454,357			$422,195		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Reading, PA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$275,604			$119,481		
Greater than $5 million							
CEO/Executive Director	8	$239,671			$160,990		
Redding, CA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	$107,806			$96,476		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$56,325			$59,400		
Reno, NV							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$40,203			$47,795		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$60,009			$60,344		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Reno, NV							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	$155,258			$137,423		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	$311,303			$237,155		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$57,397			$56,123		
Between $1 million and $5 million							
CEO/Executive Director	7	$90,016			$96,225		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	$60,366			$54,000		
Richmond-Petersburg, VA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$58,049			$62,963		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$109,880			$96,922		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	8	$121,589			$117,103		
Greater than $5 million							
CEO/Executive Director	7	$205,888			$150,962		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$68,084			$68,433		
Between $1 million and $5 million							
CEO/Executive Director	7	$142,106			$131,807		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	$52,091		$33,500	$44,156	$61,138	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$90,374		$51,908	$78,212	$126,687	
Between $1 million and $5 million							
CEO/Executive Director	20	$149,232	$81,768	$89,733	$115,532	$159,437	$228,835
Greater than $5 million							
CEO/Executive Director	14	$364,659		$189,277	$250,444	$366,958	
Top Education Position	6	$220,457			$170,915		
Top Finance Position	7	$190,471			$212,682		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$72,080			$60,272		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$86,184			$76,311		
Between $1 million and $5 million							
CEO/Executive Director	7	$177,026			$184,350		
Greater than $5 million							
CEO/Executive Director	16	$294,533		$251,809	$275,772	$320,558	
Top Finance Position	9	$179,314			$172,040		
Top Operations Position	7	$219,891			$211,065		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$173,517			$177,506		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	23	$58,340	$38,405	$43,128	$54,499	$68,228	$84,406
Between $500 thousand and $1 million							
CEO/Executive Director	9	$90,978			$89,377		
Between $1 million and $5 million							
CEO/Executive Director	29	$109,467	$76,259	$89,256	$98,556	$130,478	$142,356
Top Finance Position	6	$85,030			$92,929		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	13	$253,174		$150,757	$222,103	$302,526	
Top Development Position	5	$175,150			$150,600		
Top Finance Position	8	$164,651			$161,689		
Top Human Resources Position	5	$148,355			$127,180		
Top Operations Position	8	$142,316			$127,285		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	$49,065			$40,000		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	11	$61,289		$25,400	$49,750	$77,090	
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$58,029			$64,000		
Riverside-San Bernardino-Ontario, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	$61,574			$60,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	$95,281			$84,939		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$40,729			$37,709		
Between $1 million and $5 million							
CEO/Executive Director	15	$126,199		$91,016	$127,151	$146,371	
Greater than $5 million							
CEO/Executive Director	41	$231,559	$100,746	$136,350	$167,560	$237,853	$332,216
Top Administrative Position	13	$189,414		$136,329	$146,739	$227,859	
Top Business Position	6	$121,993			$120,847		
Top Development Position	8	$217,190			$202,087		
Top Education Position	11	$229,271		$144,165	$170,578	$284,822	
Top Finance Position	15	$179,220		$136,651	$159,729	$173,374	
Top Operations Position	6	$175,892			$159,613		
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	5	$200,576			$211,787		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	11	$450,320		$214,730	$410,291	$547,055	
Top Finance Position	8	$453,316			$285,023		
Top Operations Position	8	$466,491			$245,044		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	$54,440			$49,556		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$79,923			$78,269		
Between $1 million and $5 million							
CEO/Executive Director	11	$117,001		$80,614	$91,140	$141,654	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	16	$41,785		$30,551	$37,198	$47,765	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$91,546		$56,174	$77,249	$130,316	
Between $1 million and $5 million							
CEO/Executive Director	33	$122,669	$71,231	$87,071	$106,400	$148,492	$202,539
Top Finance Position	6	$68,474			$65,175		
Greater than $5 million							
CEO/Executive Director	17	$166,683		$108,545	$159,250	$206,999	
Top Finance Position	7	$133,124			$122,282		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	$67,603			$49,262		
Between $1 million and $5 million							
CEO/Executive Director	8	$158,143			$173,385		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	9	$210,052			$194,736		
Top Finance Position	5	$128,969			$129,465		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	5	$142,968			$119,995		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	25	$48,351	$18,320	$26,000	$44,300	$65,000	$80,767
Between $500 thousand and $1 million							
CEO/Executive Director	5	$72,977			$68,059		
Between $1 million and $5 million							
CEO/Executive Director	6	$146,616			$120,758		
Youth development							
$500 thousand or less							
CEO/Executive Director	10	$81,735		$69,760	$80,147	$87,678	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$85,424			$76,577		
Between $1 million and $5 million							
CEO/Executive Director	6	$112,404			$101,228		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Roanoke, VA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$131,852			$110,000		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	$159,107			$116,872		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	$83,601			$74,675		
Greater than $5 million							
CEO/Executive Director	7	$177,968			$150,744		
Top Finance Position	6	$112,204			$117,424		
Rochester, MN							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	8	$127,817			$117,983		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	$50,848		$33,772	$47,405	$69,187	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$79,561			$84,644		
Between $1 million and $5 million							
CEO/Executive Director	6	$100,582			$107,386		
Greater than $5 million							
CEO/Executive Director	6	$256,443			$235,598		
Top Finance Position	5	$128,116			$123,467		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	$116,906			$121,988		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$79,524			$82,919		
Between $1 million and $5 million							
CEO/Executive Director	13	$102,822		$76,311	$91,576	$111,731	
Greater than $5 million							
CEO/Executive Director	19	$346,355		$149,015	$197,577	$280,225	
Top Administrative Position	8	$304,420			$200,802		
Top Development Position	6	$383,358			$218,981		
Top Education Position	6	$381,003			$264,503		
Top Finance Position	13	$250,396		$115,884	$154,122	$258,751	
Top Operations Position	5	$278,416			$119,903		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	7	$113,954			$104,036		
Greater than $5 million							
CEO/Executive Director	13	$426,450		$206,389	$293,714	$513,219	
Top Finance Position	9	$181,083			$194,894		
Top Human Resources Position	5	$177,989			$142,176		
Top Operations Position	7	$220,976			$151,494		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	$78,645			$59,783		
Between $1 million and $5 million							
CEO/Executive Director	5	$111,347			$102,750		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$48,456		$36,000	$50,000	$56,950	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$63,604			$63,392		
Between $1 million and $5 million							
CEO/Executive Director	10	$112,689		$104,256	$119,188	$134,361	
Top Finance Position	5	$62,322			$52,375		
Greater than $5 million							
CEO/Executive Director	18	$251,877		$143,169	$180,629	$224,764	
Top Finance Position	17	$135,602		$100,625	$117,508	$153,465	
Top Operations Position	7	$181,261			$131,359		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$205,476			$184,328		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$81,980			$77,972		
Rockford, IL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$49,055			$43,103		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$69,545			$59,600		
Between $1 million and $5 million							
CEO/Executive Director	10	$79,353		$65,062	$85,534	$101,588	
Greater than $5 million							
CEO/Executive Director	9	$152,918			$150,922		
Top Finance Position	9	$95,702			$96,199		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	$54,810		$37,486	$57,492	$65,314	
Between $1 million and $5 million							
CEO/Executive Director	8	$105,475			$101,086		
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	6	$139,721			$110,200		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	14	$65,206		$42,032	$69,303	$81,984	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$93,089			$83,762		
Between $1 million and $5 million							
CEO/Executive Director	25	$160,987	$97,853	$124,973	$149,344	$179,047	$236,510
Greater than $5 million							
CEO/Executive Director	24	$218,934	$126,683	$150,961	$183,769	$287,159	$321,451
Top Administrative Position	6	$212,791			$209,040		
Top Education Position	5	$158,410			$140,227		
Top Finance Position	11	$176,395		$144,860	$170,543	$226,302	
Top Operations Position	5	$197,651			$194,474		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	$84,040			$71,437		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$74,286			$73,526		
Between $1 million and $5 million							
CEO/Executive Director	14	$167,547		$124,470	$161,676	$220,186	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	$345,832			$291,193		
Top Finance Position	8	$235,972			$161,712		
Top Operations Position	8	$242,965			$193,112		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	$156,590			$136,617		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	$54,556		$40,531	$49,920	$67,727	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$86,294		$69,359	$81,198	$101,749	
Between $1 million and $5 million							
CEO/Executive Director	26	$124,603	$77,265	$95,552	$100,732	$136,549	$186,665
Greater than $5 million							
CEO/Executive Director	24	$215,480	$114,820	$147,958	$191,108	$258,234	$339,565
Top Finance Position	15	$147,821		$105,118	$148,735	$190,533	
Top Operations Position	5	$187,226			$197,718		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	$61,115			$60,093		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$107,699			$82,967		
Between $1 million and $5 million							
CEO/Executive Director	8	$127,035			$127,619		
Greater than $5 million							
CEO/Executive Director	10	$206,643		$157,819	$217,496	$256,077	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	$69,391			$59,583		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	15	$42,904		$20,600	$35,000	$39,663	
Youth development							
$500 thousand or less							
CEO/Executive Director	12	$59,460		$35,038	$63,378	$80,058	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$93,044			$103,022		
Between $1 million and $5 million							
CEO/Executive Director	6	$124,118			$130,173		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Saginaw-Bay City-Midland, MI							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	$665,255			$393,108		
Top Finance Position	5	$371,277			$240,233		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	$78,315			$82,500		
Salem, OR							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$74,518			$70,119		
Between $1 million and $5 million							
CEO/Executive Director	8	$101,282			$96,887		
Greater than $5 million							
CEO/Executive Director	7	$130,409			$140,357		
Salinas, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$57,453			$54,500		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salinas, CA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$156,900			$158,955		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	7	$345,133			$331,110		
Salt Lake City-Ogden, UT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	$50,586		$37,948	$47,842	$64,969	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$81,694			$100,542		
Between $1 million and $5 million							
CEO/Executive Director	9	$140,550			$121,674		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$101,964			$107,852		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	$63,603			$57,175		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	16	$118,274		$74,265	$114,402	$132,202	
Greater than $5 million							
CEO/Executive Director	16	$325,800		$148,643	$251,504	$401,009	
Top Finance Position	7	$213,165			$193,180		
Top Technology Position	5	$239,254			$191,069		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	$43,634			$40,521		
Between $1 million and $5 million							
CEO/Executive Director	6	$94,523			$84,744		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$264,000			$190,156		
Top Finance Position	5	$151,502			$156,536		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	11	$123,693		$102,677	$126,232	$156,032	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$57,891		$36,027	$56,136	$81,027	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$75,055			$81,169		
Between $1 million and $5 million							
CEO/Executive Director	14	$90,724		$73,227	$84,130	$120,847	
Greater than $5 million							
CEO/Executive Director	8	$157,148			$144,074		
Top Finance Position	5	$126,910			$131,642		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	$53,836			$55,375		
San Antonio, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	13	$54,502		$22,645	$35,000	$61,000	
Between $1 million and $5 million							
CEO/Executive Director	12	$103,444		$71,574	$89,717	$140,001	
Greater than $5 million							
CEO/Executive Director	6	$228,152			$199,855		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	$56,693		$35,368	$59,121	$70,000	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$74,432			$47,792		
Between $1 million and $5 million							
CEO/Executive Director	9	$130,826			$86,501		
Greater than $5 million							
CEO/Executive Director	23	$255,414	$102,860	$142,958	$199,019	$274,084	$509,027
Top Administrative Position	13	$167,886		$124,898	$162,789	$185,409	
Top Development Position	6	$194,092			$160,336		
Top Education Position	6	$192,287			$189,784		
Top Finance Position	18	$153,966		$109,701	$136,920	$174,030	
Top Technology Position	5	$183,557			$157,122		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	$187,375			$172,071		
Greater than $5 million							
CEO/Executive Director	9	$347,647			$263,196		
Top Operations Position	5	$251,242			$241,395		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	$55,387			$51,937		
Greater than $5 million							
CEO/Executive Director	6	$178,909			$168,976		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$57,242		$36,000	$56,784	$72,868	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$69,436			$66,932		
Between $1 million and $5 million							
CEO/Executive Director	22	$105,666	$80,428	$87,422	$105,029	$125,726	$136,190
Greater than $5 million							
CEO/Executive Director	25	$209,600	$122,028	$136,157	$167,459	$243,785	$324,942
Top Finance Position	13	$157,040		$92,816	$130,837	$207,438	
Top Operations Position	11	$149,647		$110,605	$123,314	$149,344	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	19	$59,375		$29,995	$58,006	$73,680	
Youth development							
$500 thousand or less							
CEO/Executive Director	6	$58,218			$57,241		
Between $1 million and $5 million							
CEO/Executive Director	8	$111,180			$111,172		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	$57,770			$47,500		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	35	$52,862	$25,935	$29,730	$50,000	$68,387	$92,919
Between $500 thousand and $1 million							
CEO/Executive Director	11	$75,474		$64,899	$78,000	$83,470	
Between $1 million and $5 million							
CEO/Executive Director	20	$140,428	$65,394	$106,425	$133,258	$177,878	$210,822
Greater than $5 million							
CEO/Executive Director	11	$320,327		$265,392	$319,791	$355,470	
Top Finance Position	10	$157,812		$118,463	$166,667	$182,085	
Top Operations Position	6	$147,535			$151,033		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	$67,758		$35,438	$60,801	$82,489	
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$183,150			$179,930		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	$89,049			$81,274		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	17	$62,372		$25,935	$61,959	$72,917	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$111,734		$58,346	$89,149	$133,682	
Between $1 million and $5 million							
CEO/Executive Director	55	$124,884	$60,297	$89,063	$117,927	$150,092	$171,849
Top Administrative Position	5	$115,366			$112,500		
Top Finance Position	10	$89,078		$69,612	$93,915	$111,142	
Greater than $5 million							
CEO/Executive Director	50	$295,683	$141,533	$167,497	$221,366	$377,261	$500,120
Top Administrative Position	13	$191,994		$155,645	$168,481	$205,113	
Top Business Position	9	$146,660			$148,101		
Top Development Position	5	$236,780			$194,515		
Top Education Position	17	$197,347		$128,036	$164,161	$223,340	
Top Finance Position	26	$160,783	$87,424	$119,318	$160,387	$185,105	$279,781
Top Operations Position	14	$203,435		$123,771	$155,975	$218,645	
Top Technology Position	11	$176,524		$150,577	$193,433	$216,688	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	9	$65,450			$71,039		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$95,029		$87,558	$95,650	$99,515	
Between $1 million and $5 million							
CEO/Executive Director	9	$151,425			$140,325		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$47,209			$49,595		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$91,213			$87,635		
Between $1 million and $5 million							
CEO/Executive Director	6	$159,833			$157,317		
Greater than $5 million							
CEO/Executive Director	22	$606,119	$177,384	$198,416	$442,415	$743,109	$1,361,904
Top Business Position	6	$446,826			$274,477		
Top Development Position	7	$316,200			$257,610		
Top Finance Position	16	$420,834		$203,141	$307,153	$399,304	
Top Human Resources Position	6	$642,429			$571,530		
Top Operations Position	9	$384,159			$319,111		
Top Technology Position	9	$384,209			$320,631		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	$81,197			$71,844		
Between $1 million and $5 million							
CEO/Executive Director	6	$204,076			$214,983		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	$68,141	$41,394	$52,000	$66,000	$84,554	$96,531
Between $500 thousand and $1 million							
CEO/Executive Director	17	$79,259		$64,292	$84,906	$100,044	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	31	$135,921	$77,251	$100,527	$120,462	$162,399	$196,743
Top Finance Position	5	$102,034			$97,198		
Greater than $5 million							
CEO/Executive Director	52	$231,958	$122,600	$161,309	$195,454	$303,097	$396,813
Top Administrative Position	5	$158,873			$142,366		
Top Business Position	5	$162,082			$170,401		
Top Development Position	12	$122,653		$109,537	$117,020	$129,024	
Top Finance Position	38	$158,040	$101,622	$121,987	$148,029	$188,044	$220,147
Top Human Resources Position	13	$140,957		$130,207	$140,861	$154,966	
Top Marketing Position	8	$145,081			$133,255		
Top Operations Position	20	$165,693	$102,775	$136,180	$167,533	$199,666	$232,742
Top Program Position	6	$135,957			$124,755		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	$61,727			$58,049		
Medical research							
Greater than $5 million							
CEO/Executive Director	5	$794,629			$962,133		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	9	$105,119			$96,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	6	$251,539			$241,874		
Top Finance Position	6	$155,905			$130,297		
Top Operations Position	5	$183,113			$200,135		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	11	$74,653		$51,267	$63,677	$105,390	
Between $1 million and $5 million							
CEO/Executive Director	5	$146,924			$133,135		
Greater than $5 million							
CEO/Executive Director	6	$254,538			$264,171		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$74,914			$69,130		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$98,192			$101,313		
Between $1 million and $5 million							
CEO/Executive Director	7	$141,818			$113,657		
Greater than $5 million							
CEO/Executive Director	6	$190,948			$195,176		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	16	$50,736		$29,875	$43,175	$65,438	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	24	$67,364	$21,674	$41,439	$68,162	$91,513	$107,104
Between $500 thousand and $1 million							
CEO/Executive Director	5	$68,031			$65,880		
Between $1 million and $5 million							
CEO/Executive Director	9	$108,940			$92,767		
Top Finance Position	5	$81,704			$82,459		
Youth development							
$500 thousand or less							
CEO/Executive Director	14	$64,852		$52,853	$67,595	$72,682	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$75,848			$66,992		
Between $1 million and $5 million							
CEO/Executive Director	11	$136,693		$113,649	$132,421	$155,459	
Greater than $5 million							
CEO/Executive Director	6	$305,623			$246,271		
San Francisco-Oakland, CA							
Animal-related							
$500 thousand or less							
CEO/Executive Director	6	$79,688			$84,625		
Between $1 million and $5 million							
CEO/Executive Director	8	$142,592			$145,282		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Animal-related							
Greater than $5 million							
CEO/Executive Director	7	$297,644			$239,806		
Top Development Position	5	$148,805			$140,913		
Top Finance Position	7	$155,673			$150,981		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	68	$63,437	$32,222	$40,635	$54,070	$78,318	$108,956
Top Finance Position	6	$55,372			$46,296		
Between $500 thousand and $1 million							
CEO/Executive Director	34	$89,658	$55,051	$67,981	$86,069	$103,792	$128,859
Between $1 million and $5 million							
CEO/Executive Director	47	$137,533	$82,656	$94,479	$126,250	$170,360	$212,071
Top Development Position	5	$122,370			$121,824		
Top Finance Position	5	$126,761			$127,064		
Greater than $5 million							
CEO/Executive Director	21	$396,860	$149,242	$242,827	$337,010	$456,488	$863,766
Top Administrative Position	5	$204,053			$221,860		
Top Development Position	17	$219,701		$163,989	$192,108	$267,903	
Top Finance Position	14	$182,655		$152,145	$169,075	$214,693	
Top Human Resources Position	5	$134,169			$112,018		
Top Marketing Position	9	$180,682			$135,330		
Top Operations Position	10	$195,000		$163,947	$190,005	$224,338	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$52,131			$54,006		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$101,535			$97,999		
Between $1 million and $5 million							
CEO/Executive Director	11	$164,070		$118,815	$149,429	$197,692	
Greater than $5 million							
CEO/Executive Director	7	$231,617			$198,545		
Top Finance Position	5	$170,399			$160,768		
Top Legal Position	5	$193,784			$198,545		
Top Program Position	5	$197,501			$207,467		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	$75,299			$75,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$84,562			$86,292		
Between $1 million and $5 million							
CEO/Executive Director	16	$148,559		$111,649	$139,001	$179,851	
Greater than $5 million							
CEO/Executive Director	6	$287,244			$267,538		
Top Finance Position	5	$201,253			$186,762		
Top Operations Position	5	$261,418			$197,630		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	10	$119,978		$108,926	$112,753	$128,446	
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	5	$134,497			$130,681		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	44	$69,075	$28,362	$44,733	$71,464	$90,421	$106,466
Between $500 thousand and $1 million							
CEO/Executive Director	25	$110,629	$58,810	$80,623	$115,629	$135,966	$152,892
Between $1 million and $5 million							
CEO/Executive Director	73	$158,624	$89,545	$116,743	$141,812	$195,952	$244,300
Top Administrative Position	5	$123,594			$133,431		
Top Development Position	6	$139,799			$141,174		
Top Education Position	9	$158,723			$138,421		
Top Finance Position	10	$127,360		$112,748	$118,133	$140,265	
Top Operations Position	10	$121,348		$95,981	$123,819	$137,671	
Top Program Position	5	$133,384			$116,231		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	81	$421,845	$144,553	$222,147	$347,497	$507,143	$636,011
Top Administrative Position	21	$181,791	$115,291	$146,139	$177,857	$202,620	$250,093
Top Business Position	8	$349,491			$149,040		
Top Development Position	40	$203,279	$130,189	$161,555	$187,644	$219,957	$281,457
Top Education Position	30	$267,293	$131,429	$141,771	$184,165	$263,968	$302,440
Top Facilities Position	7	$175,812			$146,526		
Top Finance Position	58	$235,374	$112,468	$156,599	$216,125	$261,809	$314,385
Top Human Resources Position	7	$278,575			$235,866		
Top Marketing Position	7	$215,084			$210,036		
Top Operations Position	28	$204,335	$124,593	$143,779	$215,390	$242,046	$280,194
Top PR/Communications Position	9	$228,773			$210,036		
Top Program Position	9	$156,886			$140,150		
Top Technology Position	15	$184,393		$145,816	$156,800	$197,163	
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	5	$273,800			$260,383		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	12	$83,211		$66,120	$82,006	$97,412	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$118,191			$121,803		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	17	$165,061		$145,293	$170,000	$199,038	
Top Finance Position	6	$112,810			$124,062		
Greater than $5 million							
CEO/Executive Director	14	$316,183		$188,868	$304,615	$450,135	
Top Development Position	7	$211,303			$190,763		
Top Finance Position	10	$211,972		$168,579	$207,987	$258,710	
Top Operations Position	6	$263,724			$245,526		
Top Program Position	7	$223,724			$227,742		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	$39,258			$35,500		
Between $1 million and $5 million							
CEO/Executive Director	16	$167,205		$134,790	$165,015	$184,414	
Greater than $5 million							
CEO/Executive Director	14	$591,271		$199,961	$265,709	$493,759	
Top Finance Position	19	$350,840		$193,597	$272,840	$347,967	
Top Human Resources Position	6	$347,585			$366,551		
Top Operations Position	13	$552,352		$183,933	$350,336	$432,435	
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$106,916			$99,036		
Between $1 million and $5 million							
CEO/Executive Director	5	$166,943			$158,603		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	15	$271,969		$201,140	$276,065	$301,782	
Top Business Position	8	$163,165			$141,784		
Top Development Position	7	$160,485			$150,397		
Top Finance Position	14	$199,898		$168,697	$194,235	$217,965	
Top Human Resources Position	6	$171,406			$162,406		
Top Operations Position	7	$206,041			$167,921		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	$82,560	$37,970	$55,000	$78,500	$98,178	$126,000
Between $500 thousand and $1 million							
CEO/Executive Director	23	$108,714	$57,184	$70,023	$91,017	$114,274	$148,341
Between $1 million and $5 million							
CEO/Executive Director	55	$139,758	$85,244	$110,808	$135,171	$156,504	$188,559
Top Finance Position	8	$113,993			$103,143		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	56	$250,793	$131,403	$160,300	$201,986	$302,888	$379,589
Top Administrative Position	8	$173,220			$165,438		
Top Development Position	24	$168,574	$121,690	$128,341	$162,950	$207,013	$231,522
Top Facilities Position	5	$176,946			$176,411		
Top Finance Position	43	$168,745	$104,944	$132,583	$159,844	$206,864	$224,312
Top Human Resources Position	12	$163,502		$139,396	$152,094	$183,758	
Top Marketing Position	6	$176,096			$183,991		
Top Operations Position	19	$216,497		$174,878	$205,845	$228,215	
Top PR/Communications Position	7	$169,966			$191,266		
Top Program Position	19	$154,570		$128,865	$141,687	$175,521	
Top Technology Position	10	$172,695		$143,755	$180,260	$203,942	
International, foreign affairs, & national security							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$101,866			$102,992		
Between $1 million and $5 million							
CEO/Executive Director	8	$172,744			$197,283		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	$56,298			$71,406		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$109,246			$107,163		
Between $1 million and $5 million							
CEO/Executive Director	15	$162,434		$130,997	$144,682	$182,591	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$237,704			$214,902		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	$106,012			$103,173		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$100,050			$94,058		
Between $1 million and $5 million							
CEO/Executive Director	10	$187,417		$135,362	$189,862	$213,835	
Greater than $5 million							
CEO/Executive Director	10	$481,724		$280,796	$559,431	$600,133	
Top Development Position	6	$226,983			$234,536		
Top Finance Position	10	$280,137		$184,258	$260,127	$351,490	
Top Operations Position	6	$288,223			$260,327		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$268,475			$199,400		
Greater than $5 million							
CEO/Executive Director	8	$289,749			$261,565		
Top Operations Position	5	$217,055			$186,433		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	$74,723			$69,626		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	7	$134,162			$137,838		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	$67,922		$31,006	$59,608	$89,525	
Between $1 million and $5 million							
CEO/Executive Director	5	$160,756			$127,610		
Youth development							
$500 thousand or less							
CEO/Executive Director	12	$56,951		$32,423	$59,623	$72,472	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$117,562			$106,717		
Between $1 million and $5 million							
CEO/Executive Director	33	$134,099	$83,046	$115,000	$142,339	$160,598	$173,837
Top Finance Position	6	$131,328			$131,861		
Greater than $5 million							
CEO/Executive Director	7	$185,995			$158,702		
Top Finance Position	5	$141,515			$131,412		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	17	$54,897		$27,815	$40,000	$76,729	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$89,091		$68,368	$90,000	$106,150	
Between $1 million and $5 million							
CEO/Executive Director	16	$127,777		$89,282	$105,272	$168,026	
Greater than $5 million							
CEO/Executive Director	5	$284,866			$247,866		
Top Finance Position	5	$158,895			$177,072		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$58,855			$55,350		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$72,035			$70,101		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	17	$62,939		$49,450	$62,400	$77,500	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$94,403		$59,633	$77,999	$127,404	
Between $1 million and $5 million							
CEO/Executive Director	24	$127,876	$56,916	$79,172	$123,132	$150,037	$202,665

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	40	$293,932	$139,628	$171,565	$224,546	$376,629	$561,796
Top Administrative Position	7	$230,938			$184,980		
Top Development Position	5	$193,635			$207,804		
Top Education Position	10	$228,849		$150,241	$179,480	$240,829	
Top Finance Position	30	$214,325	$104,635	$134,834	$174,814	$278,262	$344,370
Top Operations Position	13	$261,020		$140,005	$221,288	$261,630	
Top Technology Position	11	$217,116		$145,954	$180,649	$186,934	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	$147,725			$121,725		
Greater than $5 million							
CEO/Executive Director	8	$979,215			$409,200		
Top Finance Position	7	$581,759			$380,875		
Top Operations Position	5	$714,658			$374,108		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	$177,717			$167,112		
Greater than $5 million							
CEO/Executive Director	5	$252,944			$219,349		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	$75,007		$56,523	$82,846	$95,120	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$87,846			$85,270		
Between $1 million and $5 million							
CEO/Executive Director	20	$136,568	$85,929	$109,605	$149,260	$161,411	$179,911
Greater than $5 million							
CEO/Executive Director	30	$234,596	$135,529	$179,454	$203,048	$277,903	$358,318
Top Development Position	10	$177,860		$136,444	$156,260	$218,788	
Top Finance Position	22	$177,669	$94,569	$132,353	$154,709	$211,041	$311,116
Top Human Resources Position	7	$206,768			$181,985		
Top Operations Position	12	$204,993		$155,455	$182,100	$234,633	
Top Program Position	7	$163,168			$140,220		
Top Technology Position	5	$207,501			$219,801		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	6	$115,632			$117,757		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$64,161			$38,500		
Between $1 million and $5 million							
CEO/Executive Director	7	$189,788			$169,000		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	$54,824		$37,392	$59,700	$63,530	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Juan, PR							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$48,170			$42,293		
Greater than $5 million							
CEO/Executive Director	16	$147,138		$90,852	$134,100	$187,217	
Top Administrative Position	5	$98,465			$71,884		
Top Finance Position	5	$70,327			$63,336		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$41,223			$33,663		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$68,004			$65,365		
Between $1 million and $5 million							
CEO/Executive Director	5	$66,692			$58,599		
San Luis Obispo-Atascadero-Paso Robles, CA							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$40,479			$32,335		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$91,057			$90,517		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Luis Obispo-Atascadero-Paso Robles, CA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$70,693			$77,000		
Santa Barbara-Santa Maria-Lompoc, CA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	7	$172,727			$177,525		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$52,957			$52,000		
Between $1 million and $5 million							
CEO/Executive Director	10	$131,598		$110,375	$136,984	$146,772	
Greater than $5 million							
CEO/Executive Director	14	$281,040		$185,329	$261,486	$358,672	
Top Finance Position	8	$166,869			$148,095		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$61,767			$62,017		
Between $1 million and $5 million							
CEO/Executive Director	11	$126,147		$104,986	$137,139	$140,796	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	11	$199,067		$163,243	$188,693	$239,545	
Top Finance Position	8	$139,775			$123,284		
Top Operations Position	5	$109,642			$117,181		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	8	$137,255			$125,866		
Santa Cruz, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$45,327			$39,375		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	$128,677			$119,328		
Greater than $5 million							
CEO/Executive Director	7	$215,493			$211,732		
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$111,849			$101,491		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Cruz, CA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$233,747			$227,209		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$58,866			$47,095		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$68,005			$64,098		
Between $1 million and $5 million							
CEO/Executive Director	13	$106,567		$77,649	$99,512	$120,811	
Santa Fe, NM							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	12	$40,987		$29,476	$34,929	$40,959	
Between $1 million and $5 million							
CEO/Executive Director	6	$143,316			$126,389		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$62,454			$65,710		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$73,562			$63,943		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Fe, NM							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	$142,580			$145,161		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	$96,380			$93,836		
Santa Rosa, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	12	$50,052		$28,140	$53,550	$65,938	
Between $1 million and $5 million							
CEO/Executive Director	5	$176,781			$151,013		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	13	$130,696		$112,255	$125,703	$150,986	
Greater than $5 million							
CEO/Executive Director	5	$326,554			$353,943		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$266,601			$230,374		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	13	$114,628		$100,470	$117,272	$131,235	
Greater than $5 million							
CEO/Executive Director	12	$219,846		$138,540	$169,331	$269,324	
Top Finance Position	10	$141,457		$104,797	$114,883	$169,091	
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$58,596			$52,281		
Sarasota-Bradenton, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$45,990			$50,021		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$94,385			$87,500		
Between $1 million and $5 million							
CEO/Executive Director	6	$135,311			$120,643		
Greater than $5 million							
CEO/Executive Director	5	$218,549			$209,146		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$53,241			$47,025		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$111,742			$93,015		
Between $1 million and $5 million							
CEO/Executive Director	7	$132,739			$126,830		
Greater than $5 million							
CEO/Executive Director	10	$249,669		$136,198	$184,360	$269,413	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$422,612			$320,197		
Top Operations Position	5	$222,963			$180,208		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	18	$61,050		$43,644	$53,096	$80,534	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$84,046			$78,033		
Between $1 million and $5 million							
CEO/Executive Director	11	$119,167		$96,198	$111,710	$142,059	
Greater than $5 million							
CEO/Executive Director	11	$272,169		$171,672	$242,446	$389,974	
Top Finance Position	7	$185,413			$190,106		
Top Human Resources Position	5	$141,780			$130,336		
Top Operations Position	5	$157,380			$163,689		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	$141,794			$133,704		
Savannah, GA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$152,505			$110,517		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	$1,207,125			$194,919		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$35,779			$37,402		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$67,122			$58,501		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton-Wilkes-Barre-Hazleton, PA							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$46,680			$50,454		
Between $1 million and $5 million							
CEO/Executive Director	7	$91,979			$88,340		
Greater than $5 million							
CEO/Executive Director	10	$164,737		$129,229	$200,458	$204,301	
Top Administrative Position	6	$151,222			$138,634		
Top Development Position	7	$182,599			$174,143		
Top Education Position	6	$273,448			$244,026		
Top Finance Position	7	$208,573			$182,183		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$290,552			$175,255		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$48,628			$57,225		
Between $1 million and $5 million							
CEO/Executive Director	14	$101,513		$79,525	$103,326	$114,932	
Greater than $5 million							
CEO/Executive Director	9	$205,307			$116,154		
Top Finance Position	7	$170,395			$133,912		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton-Wilkes-Barre-Hazleton, PA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	$55,437			$56,786		
Seattle-Everett, WA							
Animal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$57,041			$63,838		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	54	$52,350	$22,065	$32,047	$49,735	$71,428	$78,490
Between $500 thousand and $1 million							
CEO/Executive Director	15	$74,075		$65,000	$72,305	$91,704	
Between $1 million and $5 million							
CEO/Executive Director	29	$120,204	$76,338	$82,676	$117,356	$138,965	$173,447
Greater than $5 million							
CEO/Executive Director	13	$308,239		$192,781	$275,611	$446,340	
Top Administrative Position	5	$163,349			$170,824		
Top Development Position	9	$160,663			$160,699		
Top Finance Position	10	$164,719		$131,772	$183,645	$199,749	
Top Operations Position	5	$208,507			$208,616		
Top Technology Position	5	$158,944			$171,567		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	$61,738		$54,700	$64,060	$69,827	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$102,539			$78,605		
Between $1 million and $5 million							
CEO/Executive Director	5	$120,892			$113,018		
Greater than $5 million							
CEO/Executive Director	5	$138,822			$142,816		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	$80,374			$94,400		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	28	$61,399	$30,318	$39,410	$62,006	$72,165	$88,108
Between $500 thousand and $1 million							
CEO/Executive Director	22	$86,872	$46,287	$65,167	$80,380	$108,060	$137,083
Between $1 million and $5 million							
CEO/Executive Director	74	$141,476	$79,776	$100,364	$131,055	$166,393	$208,617
Top Education Position	8	$126,489			$123,858		
Top Finance Position	16	$101,732		$76,361	$103,452	$118,099	
Top Operations Position	8	$100,106			$113,600		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	48	$304,952	$114,944	$186,503	$269,465	$383,530	$501,276
Top Administrative Position	9	$179,272			$164,603		
Top Business Position	7	$178,093			$166,403		
Top Development Position	19	$173,166		$140,277	$165,504	$192,957	
Top Education Position	16	$184,044		$135,362	$155,492	$175,016	
Top Finance Position	37	$188,271	$96,011	$146,406	$177,818	$233,510	$268,081
Top Marketing Position	6	$141,875			$134,143		
Top Operations Position	12	$198,424		$158,379	$192,550	$233,138	
Top Program Position	5	$161,004			$135,470		
Top Technology Position	13	$179,588		$139,065	$173,797	$194,532	
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	7	$233,465			$219,884		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	15	$68,051		$56,230	$75,022	$78,046	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$118,829			$107,380		
Between $1 million and $5 million							
CEO/Executive Director	15	$129,510		$97,532	$128,268	$150,555	
Top Finance Position	5	$79,813			$73,738		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	8	$64,048			$69,584		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	9	$66,601			$64,775		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$100,578			$99,173		
Between $1 million and $5 million							
CEO/Executive Director	12	$159,861		$136,695	$156,926	$177,179	
Greater than $5 million							
CEO/Executive Director	25	$563,815	$197,261	$235,105	$348,249	$615,373	$1,466,445
Top Administrative Position	7	$218,669			$209,726		
Top Development Position	6	$330,503			$284,319		
Top Finance Position	15	$307,534		$146,048	$272,716	$330,835	
Top Operations Position	15	$387,083		$216,371	$299,499	$509,316	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	11	$115,770		$81,448	$108,396	$125,757	
Greater than $5 million							
CEO/Executive Director	7	$207,971			$204,241		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	36	$62,806	$21,739	$39,675	$55,619	$78,409	$98,261

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	18	$87,393		$74,163	$84,714	$97,657	
Between $1 million and $5 million							
CEO/Executive Director	48	$113,550	$77,519	$92,538	$112,549	$130,206	$142,812
Top Finance Position	5	$80,480			$83,094		
Greater than $5 million							
CEO/Executive Director	39	$208,534	$114,378	$138,866	$165,159	$235,049	$356,948
Top Administrative Position	5	$122,746			$129,569		
Top Development Position	9	$162,972			$153,631		
Top Finance Position	29	$144,182	$86,024	$110,453	$136,008	$153,158	$204,258
Top Human Resources Position	7	$109,214			$115,046		
Top Operations Position	14	$165,607		$141,436	$160,386	$178,307	
Top Program Position	7	$121,830			$122,942		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	9	$74,330			$73,000		
Greater than $5 million							
CEO/Executive Director	5	$397,826			$436,023		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	$81,432			$71,521		
Greater than $5 million							
CEO/Executive Director	7	$245,764			$202,778		
Top Finance Position	7	$194,537			$144,538		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	10	$147,703		$117,855	$139,483	$160,571	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$73,601			$60,000		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	11	$41,832		$24,491	$40,788	$55,131	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$92,034			$82,437		
Between $1 million and $5 million							
CEO/Executive Director	12	$109,187		$93,863	$103,948	$135,064	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	20	$53,028	$26,372	$32,520	$49,742	$78,335	$81,958
Unknown							
$500 thousand or less							
CEO/Executive Director	6	$64,611			$69,709		
Between $1 million and $5 million							
CEO/Executive Director	6	$83,480			$74,596		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Youth development							
$500 thousand or less							
CEO/Executive Director	20	$70,380	$34,956	$47,919	$74,166	$86,827	$102,889
Between $500 thousand and $1 million							
CEO/Executive Director	11	$76,199		$56,915	$78,051	$87,143	
Between $1 million and $5 million							
CEO/Executive Director	17	$132,669		$91,730	$121,829	$160,961	
Greater than $5 million							
CEO/Executive Director	6	$258,265			$268,366		
Sharon, PA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	7	$142,832			$130,375		
Shreveport-Bossier City, LA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$101,533			$99,168		
Greater than $5 million							
CEO/Executive Director	5	$166,110			$168,216		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Shreveport-Bossier City, LA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$33,264			$30,000		
Sioux Falls, SD							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$98,685			$79,201		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$59,127			$53,000		
South Bend, IN							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$39,825			$40,000		
Greater than $5 million							
CEO/Executive Director	6	$329,913			$165,144		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Spokane, WA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	$306,220			$180,474		
Top Finance Position	5	$192,074			$173,743		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	$33,298			$36,136		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$44,065			$45,368		
Between $1 million and $5 million							
CEO/Executive Director	5	$85,706			$86,969		
Greater than $5 million							
CEO/Executive Director	5	$196,341			$235,333		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	$103,951			$105,853		
Springfield, IL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$45,528			$43,663		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, IL							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$947,147			$558,654		
Top Finance Position	5	$495,232			$385,983		
Springfield, MA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$52,377		$34,241	$52,596	$65,332	
Between $1 million and $5 million							
CEO/Executive Director	6	$122,482			$86,639		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	$146,291			$163,507		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	$60,803		$36,637	$61,625	$70,227	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$78,550			$76,466		
Between $1 million and $5 million							
CEO/Executive Director	13	$134,499		$85,995	$100,432	$121,467	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	22	$453,608	$139,511	$224,001	$424,783	$675,672	$779,831
Top Administrative Position	9	$251,188			$213,146		
Top Development Position	13	$254,031		$193,402	$231,135	$278,304	
Top Education Position	14	$233,008		$165,036	$227,706	$266,487	
Top Finance Position	20	$223,996	$118,447	$153,162	$206,862	$269,920	$349,893
Top Operations Position	5	$166,409			$123,417		
Top Technology Position	5	$192,121			$167,936		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	6	$154,848			$116,041		
Health—general & rehabilitative							
Greater than $5 million							
Top Finance Position	5	$155,461			$125,577		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$105,161			$107,325		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	$45,866		$36,234	$41,836	$57,977	
Between $1 million and $5 million							
CEO/Executive Director	13	$125,713		$85,368	$115,545	$154,940	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	23	$166,069	$102,341	$126,021	$158,164	$183,439	$231,043
Top Finance Position	13	$129,199		$100,319	$120,493	$145,441	
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	$113,562			$120,000		
Springfield, MO							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$78,784			$68,613		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$568,765			$245,605		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$33,462			$31,951		
Greater than $5 million							
CEO/Executive Director	6	$121,009			$105,905		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MO							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$45,196			$49,680		
St. Cloud, MN							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	$270,877			$165,456		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$117,856			$104,019		
Greater than $5 million							
CEO/Executive Director	5	$131,543			$132,197		
St. Joseph, MO							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$456,035			$248,293		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	$83,188			$87,367		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	31	$47,656	$26,750	$30,000	$42,000	$58,964	$78,256
Between $500 thousand and $1 million							
CEO/Executive Director	5	$81,654			$89,700		
Between $1 million and $5 million							
CEO/Executive Director	12	$136,239		$100,472	$118,384	$189,656	
Greater than $5 million							
CEO/Executive Director	7	$312,246			$248,883		
Top Development Position	6	$160,442			$163,677		
Top Finance Position	6	$147,480			$141,343		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	$70,059			$43,600		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	$72,311			$62,000		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$109,527			$102,246		
Between $1 million and $5 million							
CEO/Executive Director	7	$169,571			$141,180		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	$60,845			$65,000		
Between $1 million and $5 million							
CEO/Executive Director	6	$90,539			$80,393		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	23	$56,326	$22,553	$29,929	$55,705	$78,216	$93,004
Between $500 thousand and $1 million							
CEO/Executive Director	7	$57,025			$49,807		
Between $1 million and $5 million							
CEO/Executive Director	28	$121,671	$75,909	$89,833	$107,932	$147,020	$179,304
Greater than $5 million							
CEO/Executive Director	34	$337,678	$130,287	$190,524	$265,110	$387,874	$548,799
Top Administrative Position	10	$295,403		$152,599	$202,225	$302,002	
Top Business Position	9	$138,651			$140,118		
Top Development Position	12	$207,664		$120,985	$170,946	$233,589	
Top Education Position	10	$196,081		$163,688	$172,547	$251,627	
Top Finance Position	21	$190,851	$87,075	$117,922	$163,193	$233,904	$341,982
Top Operations Position	7	$202,135			$168,294		
Top PR/Communications Position	6	$204,426			$155,976		
Top Technology Position	9	$219,598			$164,990		
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	5	$275,195			$199,758		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	$53,079			$53,000		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$111,063			$112,825		
Between $1 million and $5 million							
CEO/Executive Director	15	$183,802		$134,033	$182,789	$222,384	
Greater than $5 million							
CEO/Executive Director	49	$807,580	$176,377	$328,589	$456,362	$652,265	$856,105
Top Administrative Position	13	$247,008		$209,960	$231,105	$313,437	
Top Business Position	5	$339,220			$360,000		
Top Finance Position	20	$325,681	$113,562	$168,608	$258,130	$341,981	$579,962
Top Human Resources Position	5	$835,359			$309,543		
Top Operations Position	32	$443,129	$148,472	$251,912	$324,743	$406,534	$575,132
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	$99,803			$95,951		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	$59,479	$35,800	$42,000	$56,041	$73,603	$89,082
Between $500 thousand and $1 million							
CEO/Executive Director	17	$66,985		$60,000	$70,962	$78,278	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	39	$125,706	$66,047	$89,083	$114,244	$157,364	$182,097
Top Development Position	5	$97,988			$105,367		
Top Finance Position	8	$111,886			$109,549		
Greater than $5 million							
CEO/Executive Director	44	$172,933	$104,511	$121,079	$167,478	$219,819	$240,878
Top Development Position	6	$148,209			$142,436		
Top Finance Position	21	$131,084	$95,803	$103,500	$125,245	$155,516	$195,160
Top Operations Position	9	$169,760			$145,943		
Top Technology Position	5	$125,941			$117,439		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	9	$66,837			$65,008		
Between $1 million and $5 million							
CEO/Executive Director	8	$111,215			$101,202		
Greater than $5 million							
CEO/Executive Director	5	$176,129			$202,951		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	$47,786			$50,183		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$91,357			$86,710		
Between $1 million and $5 million							
CEO/Executive Director	9	$111,426			$92,847		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	21	$57,400	$29,870	$40,401	$50,200	$70,980	$97,000
Top Finance Position	5	$34,346			$40,401		
Between $1 million and $5 million							
CEO/Executive Director	6	$89,040			$92,968		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	$64,349			$66,041		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$89,391			$89,720		
Between $1 million and $5 million							
CEO/Executive Director	6	$166,385			$132,647		
Stamford, CT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$48,938		$28,841	$43,875	$68,809	
Between $1 million and $5 million							
CEO/Executive Director	8	$154,947			$139,545		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	17	$178,974		$143,590	$185,729	$206,460	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	11	$641,738		$296,456	$605,083	$885,790	
Top Development Position	8	$247,985			$246,824		
Top Finance Position	10	$340,140		$248,781	$381,286	$429,148	
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	$153,716			$133,857		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	7	$689,034			$523,456		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	$197,473			$139,000		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$69,122			$62,850		
Between $1 million and $5 million							
CEO/Executive Director	9	$129,874			$119,891		
Greater than $5 million							
CEO/Executive Director	12	$226,109		$169,132	$236,049	$267,488	
Top Finance Position	11	$132,881		$108,251	$133,248	$163,495	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	$170,562			$173,000		
State College, PA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$44,711			$37,650		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$75,611			$80,747		
Stockton-Lodi, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	$218,982			$184,324		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$59,165			$65,000		
Between $1 million and $5 million							
CEO/Executive Director	5	$143,836			$145,806		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$55,990			$56,146		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$120,720			$98,749		
Between $1 million and $5 million							
CEO/Executive Director	8	$83,644			$84,760		
Greater than $5 million							
CEO/Executive Director	10	$436,871		$221,924	$288,361	$468,074	
Top Administrative Position	5	$242,083			$216,114		
Top Education Position	5	$307,106			$231,109		
Top Finance Position	5	$370,315			$289,702		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$45,005			$47,270		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$65,784			$67,950		
Between $1 million and $5 million							
CEO/Executive Director	15	$98,365		$79,642	$100,000	$114,197	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	14	$172,923		$138,123	$155,088	$209,089	
Top Finance Position	11	$128,081		$103,785	$132,000	$140,060	
Tacoma, WA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$73,913			$55,760		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$99,375			$109,889		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	$118,209			$110,656		
Greater than $5 million							
CEO/Executive Director	6	$356,164			$446,694		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$759,279			$392,625		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	$54,823			$53,312		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$68,046			$68,428		
Between $1 million and $5 million							
CEO/Executive Director	9	$95,321			$93,010		
Greater than $5 million							
CEO/Executive Director	7	$180,902			$207,441		
Tallahassee, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$45,332			$59,396		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	$320,152			$343,903		
Top Finance Position	6	$152,203			$146,700		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$484,232			$229,290		
Top Finance Position	5	$247,353			$139,550		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tallahassee, FL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$56,176			$61,086		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$105,802			$80,000		
Between $1 million and $5 million							
CEO/Executive Director	12	$144,470		$86,253	$104,456	$127,547	
Top Finance Position	7	$112,903			$90,225		
Greater than $5 million							
CEO/Executive Director	8	$167,876			$169,014		
Tampa-St. Petersburg-Clearwater, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	$58,860		$40,062	$56,579	$82,045	
Between $1 million and $5 million							
CEO/Executive Director	13	$149,036		$107,687	$136,334	$161,821	
Top Finance Position	8	$87,168			$91,799		
Greater than $5 million							
CEO/Executive Director	5	$371,466			$256,621		
Top Marketing Position	5	$124,429			$120,149		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$36,512			$44,904		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	17	$64,491		$35,000	$50,221	$60,897	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$86,184		$61,250	$73,713	$97,435	
Between $1 million and $5 million							
CEO/Executive Director	28	$120,179	$58,500	$74,543	$100,294	$131,846	$243,082
Top Finance Position	6	$64,517			$55,594		
Greater than $5 million							
CEO/Executive Director	24	$330,155	$119,889	$157,388	$222,562	$328,671	$533,194
Top Development Position	5	$201,452			$176,956		
Top Finance Position	12	$157,706		$93,587	$113,089	$241,025	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	9	$43,295			$42,000		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$89,392			$80,310		
Between $1 million and $5 million							
CEO/Executive Director	8	$155,061			$123,278		
Greater than $5 million							
CEO/Executive Director	19	$712,468		$276,656	$498,937	$646,485	
Top Finance Position	12	$390,194		$157,717	$216,342	$266,859	
Top Operations Position	13	$410,142		$163,992	$255,838	$289,579	
Top Technology Position	7	$376,247			$199,895		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	8	$117,506			$109,165		
Greater than $5 million							
CEO/Executive Director	5	$147,062			$152,355		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	19	$63,269		$54,212	$61,800	$67,169	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$85,463		$73,986	$85,530	$97,922	
Between $1 million and $5 million							
CEO/Executive Director	31	$124,350	$68,156	$89,712	$101,342	$129,354	$207,666
Top Finance Position	6	$66,244			$68,115		
Top Operations Position	5	$89,136			$89,827		
Greater than $5 million							
CEO/Executive Director	40	$229,379	$128,199	$155,685	$190,017	$289,132	$381,646
Top Development Position	6	$142,234			$124,744		
Top Finance Position	27	$144,805	$72,472	$108,623	$130,354	$173,412	$229,893
Top Human Resources Position	5	$173,375			$170,900		
Top Operations Position	17	$171,295		$125,331	$151,777	$235,895	
Top Technology Position	5	$162,883			$126,272		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	10	$186,659		$132,402	$175,412	$220,220	
Top Finance Position	7	$138,097			$119,480		
Top Operations Position	6	$136,838			$125,338		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	5	$75,005			$79,644		
Between $1 million and $5 million							
CEO/Executive Director	5	$122,413			$118,156		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$56,952			$59,115		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$40,424			$30,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$71,225			$78,370		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	23	$59,047	$28,622	$42,645	$52,294	$77,922	$88,800
Between $500 thousand and $1 million							
CEO/Executive Director	5	$97,623			$89,988		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Youth development							
$500 thousand or less							
CEO/Executive Director	11	$53,668		$43,872	$52,000	$66,180	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$69,948			$70,734		
Greater than $5 million							
CEO/Executive Director	6	$364,608			$327,283		
Toledo, OH							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	$119,925			$108,083		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$88,731			$90,591		
Greater than $5 million							
CEO/Executive Director	7	$259,782			$269,371		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	$43,168			$35,268		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$92,047			$86,825		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	9	$139,855			$114,848		
Greater than $5 million							
CEO/Executive Director	6	$179,481			$166,139		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	7	$223,937			$222,500		
Top Finance Position	5	$105,199			$86,183		
Trenton, NJ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$54,689			$60,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$117,080			$96,222		
Between $1 million and $5 million							
CEO/Executive Director	5	$130,008			$127,702		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$102,987			$91,449		
Between $1 million and $5 million							
CEO/Executive Director	10	$167,316		$97,580	$150,746	$231,372	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	23	$743,832	$162,465	$234,419	$387,333	$579,551	$1,061,455
Top Administrative Position	5	$269,724			$188,015		
Top Development Position	7	$342,101			$298,546		
Top Education Position	9	$314,309			$206,067		
Top Finance Position	11	$332,599		$251,483	$324,829	$349,805	
Top Operations Position	9	$333,748			$331,213		
Top Technology Position	9	$301,306			$211,130		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	$68,432			$62,258		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$110,819			$93,704		
Between $1 million and $5 million							
CEO/Executive Director	22	$134,511	$92,369	$110,768	$121,937	$155,650	$186,095
Greater than $5 million							
CEO/Executive Director	8	$277,706			$161,953		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	$193,479			$148,801		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$46,094			$40,100		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$85,309			$77,744		
Between $1 million and $5 million							
CEO/Executive Director	5	$115,221			$129,734		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	$69,768			$60,000		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	$53,443			$47,505		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	$49,137		$30,650	$50,736	$66,500	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$65,137			$59,738		
Between $1 million and $5 million							
CEO/Executive Director	15	$116,378		$66,392	$98,798	$133,941	
Greater than $5 million							
CEO/Executive Director	14	$174,041		$109,331	$120,060	$207,976	
Top Finance Position	5	$175,029			$117,849		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$308,742			$303,757		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$46,808		$28,497	$43,000	$60,435	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$60,106			$53,776		
Between $1 million and $5 million							
CEO/Executive Director	13	$95,948		$75,742	$93,449	$124,478	
Greater than $5 million							
CEO/Executive Director	14	$203,001		$112,362	$164,179	$245,892	
Top Finance Position	9	$141,299			$123,145		
Top Operations Position	5	$150,085			$152,445		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	$56,452		$48,500	$58,239	$73,114	
Tulsa, OK							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$63,873			$60,333		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$39,975			$41,220		
Between $1 million and $5 million							
CEO/Executive Director	6	$89,069			$80,106		
Greater than $5 million							
CEO/Executive Director	8	$292,169			$186,315		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	$586,029			$204,197		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	$59,234		$44,850	$59,595	$72,788	
Between $1 million and $5 million							
CEO/Executive Director	13	$76,327		$59,211	$75,272	$91,623	
Greater than $5 million							
CEO/Executive Director	8	$241,569			$200,757		
Top Finance Position	5	$120,424			$132,016		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	22	$65,147	$25,704	$35,550	$50,037	$88,639	$116,975
Between $500 thousand and $1 million							
CEO/Executive Director	7	$78,648			$72,500		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tyler, TX							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	$54,681			$50,409		
Vallejo-Fairfield-Napa, CA							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	$69,203			$64,959		
Greater than $5 million							
CEO/Executive Director	6	$214,897			$207,739		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$103,919			$96,200		
Between $1 million and $5 million							
CEO/Executive Director	13	$122,620		$88,596	$115,200	$147,584	
Greater than $5 million							
CEO/Executive Director	6	$152,536			$154,254		
Ventura, CA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	$112,864			$127,329		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ventura, CA							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	$45,548			$40,683		
Between $1 million and $5 million							
CEO/Executive Director	9	$148,807			$150,217		
Greater than $5 million							
CEO/Executive Director	10	$252,795		$151,463	$188,043	$354,137	
Top Finance Position	6	$208,663			$173,579		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$48,163		$24,969	$40,692	$55,458	
Between $1 million and $5 million							
CEO/Executive Director	11	$125,606		$102,973	$120,000	$135,686	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	$34,168			$24,400		
Visalia-Tulare-Porterville, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	$127,549			$118,845		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waco, TX							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	$98,689			$99,990		
Washington, DC-MD-VA							
Animal-related							
$500 thousand or less							
CEO/Executive Director	11	$49,526		$34,904	$45,000	$59,495	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$65,225			$56,000		
Between $1 million and $5 million							
CEO/Executive Director	17	$130,582		$104,400	$121,935	$134,475	
Greater than $5 million							
CEO/Executive Director	10	$357,366		$256,126	$379,548	$428,464	
Top Development Position	5	$220,118			$196,003		
Top Finance Position	9	$189,031			$199,254		
Top Human Resources Position	5	$136,970			$138,541		
Top Legal Position	5	$230,252			$253,173		
Top Marketing Position	5	$233,458			$224,147		
Top Operations Position	7	$225,176			$209,403		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	83	$68,763	$20,693	$35,338	$61,872	$88,020	$117,723

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	62	$105,083	$57,506	$72,423	$94,398	$122,036	$168,272
Between $1 million and $5 million							
CEO/Executive Director	88	$168,253	$74,200	$106,572	$153,390	$215,932	$260,113
Top Finance Position	11	$143,567		$89,508	$130,700	$167,819	
Top Operations Position	11	$152,611		$114,460	$123,162	$163,044	
Top PR/Communications Position	7	$152,896			$137,005		
Top Program Position	5	$144,663			$154,809		
Greater than $5 million							
CEO/Executive Director	41	$383,891	$148,960	$210,361	$336,745	$442,128	$594,333
Top Administrative Position	12	$211,536		$125,830	$180,173	$248,441	
Top Business Position	10	$290,687		$186,290	$315,666	$347,048	
Top Development Position	19	$221,928		$146,878	$190,092	$234,340	
Top Finance Position	31	$239,849	$117,702	$151,958	$197,265	$330,366	$408,810
Top Human Resources Position	5	$200,465			$202,453		
Top Legal Position	10	$396,783		$292,272	$385,811	$513,531	
Top Marketing Position	10	$211,933		$135,572	$149,498	$219,658	
Top Operations Position	13	$275,515		$148,682	$226,775	$372,326	
Top PR/Communications Position	16	$187,087		$135,130	$156,704	$215,819	
Top Program Position	12	$222,529		$147,476	$180,215	$266,947	
Top Technology Position	14	$217,087		$140,241	$170,402	$265,610	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	26	$74,002	$30,469	$50,685	$68,517	$85,126	$125,802

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Civil rights, social action, advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	20	$120,811	$84,181	$98,368	$113,011	$136,125	$159,500
Between $1 million and $5 million							
CEO/Executive Director	46	$173,536	$101,548	$120,271	$176,941	$211,856	$255,198
Top Development Position	6	$137,598			$135,970		
Top Finance Position	8	$148,528			$148,864		
Top Legal Position	15	$175,521		$153,944	$160,399	$197,512	
Top Operations Position	10	$142,529		$125,685	$138,031	$154,397	
Top PR/Communications Position	7	$120,550			$124,905		
Top Program Position	5	$149,662			$155,808		
Greater than $5 million							
CEO/Executive Director	33	$288,179	$122,495	$228,000	$265,147	$352,816	$432,221
Top Administrative Position	7	$182,646			$188,460		
Top Business Position	5	$187,262			$172,579		
Top Development Position	16	$191,292		$163,580	$169,874	$188,001	
Top Finance Position	19	$201,124		$165,386	$187,893	$201,515	
Top Human Resources Position	6	$169,376			$162,435		
Top Legal Position	9	$224,742			$199,955		
Top Operations Position	15	$224,014		$171,088	$203,158	$270,429	
Top PR/Communications Position	15	$204,799		$155,337	$176,021	$223,951	
Top Program Position	8	$189,875			$174,316		
Top Technology Position	6	$166,796			$163,648		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	17	$63,921		$26,881	$54,433	$90,000	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	26	$113,934	$67,857	$88,702	$104,525	$139,336	$175,935
Between $1 million and $5 million							
CEO/Executive Director	45	$191,075	$73,967	$126,013	$196,925	$236,742	$299,132
Top Finance Position	10	$125,487		$90,261	$110,007	$127,947	
Top Operations Position	8	$155,038			$149,120		
Greater than $5 million							
CEO/Executive Director	27	$347,989	$155,209	$186,900	$259,390	$465,868	$550,178
Top Business Position	5	$213,178			$173,779		
Top Finance Position	14	$234,034		$165,100	$252,377	$293,350	
Top Human Resources Position	7	$174,859			$165,034		
Top Operations Position	8	$223,334			$196,556		
Top Technology Position	6	$246,817			$235,314		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	14	$81,315		$56,905	$82,815	$110,418	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$104,345			$91,945		
Between $1 million and $5 million							
CEO/Executive Director	25	$188,134	$96,299	$137,885	$160,721	$201,374	$266,916
Top Finance Position	6	$99,907			$107,366		
Top Legal Position	5	$189,947			$171,179		
Top Operations Position	8	$112,688			$112,697		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Crime, legal-related							
Greater than $5 million							
CEO/Executive Director	12	$280,140		$215,185	$258,755	$310,802	
Top Finance Position	9	$169,822			$170,160		
Top Legal Position	7	$199,493			$208,248		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	8	$81,707			$86,762		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$134,809			$136,032		
Between $1 million and $5 million							
CEO/Executive Director	38	$226,216	$129,029	$150,140	$194,090	$265,530	$331,866
Top Education Position	5	$146,497			$136,831		
Top Finance Position	7	$143,880			$131,226		
Top Operations Position	10	$174,863		$157,747	$174,004	$189,582	
Greater than $5 million							
CEO/Executive Director	18	$464,240		$289,157	$338,788	$526,885	
Top Development Position	7	$283,623			$245,514		
Top Education Position	8	$191,751			$167,370		
Top Finance Position	12	$260,845		$190,402	$214,829	$266,395	
Top Marketing Position	6	$224,943			$217,304		
Top Operations Position	10	$306,705		$146,178	$273,693	$331,464	
Top PR/Communications Position	7	$224,736			$232,607		
Top Program Position	5	$168,137			$191,704		
Top Technology Position	8	$238,677			$206,661		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	84	$75,480	$27,090	$44,242	$62,974	$96,696	$138,794
Top Finance Position	6	$62,956			$66,261		
Between $500 thousand and $1 million							
CEO/Executive Director	49	$123,264	$55,092	$69,231	$118,500	$159,867	$202,744
Between $1 million and $5 million							
CEO/Executive Director	170	$181,529	$83,493	$117,465	$158,373	$222,873	$277,352
Top Administrative Position	7	$100,723			$107,659		
Top Business Position	11	$110,254		$65,463	$119,742	$122,613	
Top Development Position	6	$142,717			$135,594		
Top Education Position	7	$139,133			$131,590		
Top Finance Position	22	$144,362	$90,387	$107,646	$130,858	$169,227	$209,476
Top Operations Position	29	$173,456	$101,501	$132,326	$149,389	$204,665	$250,010
Top PR/Communications Position	9	$134,701			$128,371		
Top Program Position	12	$148,325		$134,084	$143,058	$166,141	
Top Technology Position	6	$137,076			$130,878		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	211	$352,354	$150,187	$192,613	$289,702	$427,235	$635,306
Top Administrative Position	39	$204,857	$119,957	$141,523	$182,852	$230,620	$284,163
Top Business Position	29	$180,395	$113,190	$148,013	$176,267	$205,301	$268,649
Top Development Position	69	$197,953	$121,274	$137,203	$164,890	$221,882	$310,583
Top Education Position	58	$237,128	$116,288	$141,237	$189,164	$244,280	$431,913
Top Facilities Position	10	$148,367		$120,299	$152,690	$171,172	
Top Finance Position	128	$220,983	$115,437	$146,386	$187,039	$252,085	$324,278
Top Human Resources Position	31	$188,536	$118,027	$144,742	$174,573	$214,462	$291,784
Top Legal Position	21	$326,619	$163,411	$197,955	$276,725	$363,038	$622,033
Top Marketing Position	20	$218,141	$151,395	$162,265	$182,969	$201,040	$280,587
Top Operations Position	82	$207,728	$117,591	$136,889	$167,867	$238,378	$321,084
Top PR/Communications Position	34	$196,073	$125,757	$141,672	$174,707	$228,662	$279,543
Top Program Position	27	$189,297	$121,789	$138,694	$164,351	$201,867	$262,912
Top Technology Position	43	$183,559	$112,891	$133,430	$165,007	$211,042	$286,164
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	11	$59,430		$24,805	$59,500	$87,899	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$120,620			$105,421		
Between $1 million and $5 million							
CEO/Executive Director	13	$157,542		$126,184	$139,810	$175,959	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	15	$270,782		$171,013	$259,405	$304,173	
Top Finance Position	12	$184,794		$149,195	$174,529	$217,877	
Top Human Resources Position	7	$188,624			$189,832		
Top Operations Position	7	$191,321			$163,744		
Top PR/Communications Position	5	$172,782			$167,347		
Top Program Position	6	$178,969			$171,747		
Top Technology Position	6	$238,939			$224,667		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	31	$79,092	$33,000	$58,500	$66,314	$85,960	$129,344
Between $500 thousand and $1 million							
CEO/Executive Director	16	$135,559		$117,582	$139,697	$153,731	
Between $1 million and $5 million							
CEO/Executive Director	45	$178,717	$100,456	$152,590	$173,207	$214,135	$256,389
Top Development Position	5	$126,820			$127,852		
Top Finance Position	13	$130,253		$111,996	$126,920	$134,792	
Top Operations Position	10	$135,636		$111,706	$132,095	$139,484	
Top PR/Communications Position	5	$152,692			$143,229		
Top Program Position	8	$157,448			$142,070		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Environmental quality, protection, & beautification							
Greater than $5 million							
CEO/Executive Director	38	$413,476	$198,748	$255,735	$319,244	$478,489	$705,102
Top Development Position	20	$240,848	$141,366	$158,116	$184,358	$283,928	$381,852
Top Finance Position	26	$246,032	$118,948	$138,868	$219,820	$304,473	$427,050
Top Legal Position	11	$312,154		$204,696	$237,215	$401,665	
Top Marketing Position	6	$351,724			$372,694		
Top Operations Position	13	$239,502		$177,163	$203,598	$258,249	
Top PR/Communications Position	16	$230,213		$149,629	$185,457	$272,952	
Top Program Position	9	$217,950			$171,435		
Top Technology Position	7	$215,689			$178,258		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	12	$56,059		$46,938	$54,979	$70,750	
Between $1 million and $5 million							
CEO/Executive Director	18	$124,369		$73,630	$107,644	$162,209	
Greater than $5 million							
CEO/Executive Director	8	$309,855			$326,732		
Top Development Position	6	$187,682			$182,188		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	20	$88,288	$38,062	$50,059	$73,249	$95,992	$147,219
Between $500 thousand and $1 million							
CEO/Executive Director	14	$128,579		$80,615	$133,271	$175,225	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	54	$224,624	$125,399	$150,000	$195,498	$246,242	$388,118
Top Development Position	6	$193,355			$161,947		
Top Education Position	5	$190,285			$134,541		
Top Finance Position	10	$139,165		$119,696	$127,495	$156,491	
Top Operations Position	15	$151,140		$129,164	$139,868	$160,771	
Top Program Position	9	$141,409			$133,289		
Greater than $5 million							
CEO/Executive Director	55	$603,608	$175,051	$248,900	$389,709	$704,235	$1,182,510
Top Administrative Position	9	$176,026			$189,172		
Top Business Position	8	$209,970			$192,977		
Top Development Position	9	$232,465			$208,290		
Top Education Position	7	$380,475			$186,958		
Top Finance Position	33	$331,761	$143,569	$157,183	$204,335	$307,634	$636,257
Top Human Resources Position	17	$325,360		$180,627	$230,576	$307,534	
Top Legal Position	5	$259,170			$220,729		
Top Marketing Position	5	$188,687			$164,849		
Top Operations Position	27	$325,028	$158,458	$194,592	$248,185	$392,739	$506,990
Top PR/Communications Position	17	$212,816		$163,990	$189,340	$233,431	
Top Program Position	12	$191,775		$152,636	$167,310	$220,805	
Top Technology Position	22	$248,358	$123,550	$141,137	$188,422	$282,303	$372,869
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	13	$84,463		$55,000	$72,000	$87,080	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	13	$99,206		$75,944	$84,757	$124,569	
Between $1 million and $5 million							
CEO/Executive Director	36	$155,221	$86,441	$107,240	$135,290	$167,334	$278,968
Top Finance Position	6	$159,607			$161,916		
Top Operations Position	7	$168,780			$177,978		
Greater than $5 million							
CEO/Executive Director	13	$217,484		$173,070	$188,224	$268,476	
Top Administrative Position	5	$149,762			$169,877		
Top Finance Position	9	$156,379			$139,715		
Top Operations Position	5	$109,896			$119,518		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	70	$60,969	$24,675	$42,550	$55,750	$78,880	$99,767
Between $500 thousand and $1 million							
CEO/Executive Director	50	$95,035	$43,327	$66,513	$83,674	$108,582	$136,301
Between $1 million and $5 million							
CEO/Executive Director	115	$119,857	$70,171	$89,964	$111,225	$139,808	$177,636
Top Administrative Position	5	$113,792			$128,670		
Top Finance Position	15	$82,354		$58,198	$88,549	$98,982	
Top Operations Position	8	$100,110			$103,299		
Top Program Position	6	$134,910			$129,733		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	90	$259,014	$129,885	$165,882	$215,874	$299,322	$381,038
Top Administrative Position	10	$169,264		$131,693	$159,980	$191,157	
Top Business Position	8	$177,200			$166,830		
Top Development Position	25	$162,899	$119,239	$131,825	$146,308	$171,955	$209,360
Top Education Position	5	$166,983			$129,154		
Top Finance Position	61	$172,353	$85,697	$120,000	$159,054	$219,966	$260,341
Top Human Resources Position	21	$170,581	$110,642	$139,725	$152,420	$207,310	$214,975
Top Marketing Position	8	$205,014			$149,170		
Top Operations Position	34	$192,306	$113,652	$135,402	$174,793	$225,243	$315,114
Top PR/Communications Position	10	$169,048		$132,755	$140,627	$206,191	
Top Program Position	19	$170,673		$126,904	$155,653	$200,605	
Top Technology Position	19	$179,893		$140,981	$165,849	$201,113	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	37	$79,228	$24,930	$47,750	$76,456	$92,682	$140,157
Between $500 thousand and $1 million							
CEO/Executive Director	32	$144,370	$62,584	$107,342	$133,188	$183,477	$209,846

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, foreign affairs, & national security							
Between $1 million and $5 million							
CEO/Executive Director	58	$178,288	$91,143	$125,983	$165,535	$215,547	$286,228
Top Administrative Position	5	$200,758			$168,593		
Top Development Position	5	$165,372			$194,385		
Top Finance Position	14	$131,760		$108,864	$126,896	$167,285	
Top Operations Position	10	$156,223		$121,070	$146,182	$184,907	
Top PR/Communications Position	5	$130,465			$132,660		
Top Program Position	7	$141,917			$137,040		
Greater than $5 million							
CEO/Executive Director	53	$362,340	$199,939	$254,000	$321,063	$463,403	$570,189
Top Administrative Position	12	$186,093		$134,924	$197,743	$225,101	
Top Business Position	10	$177,029		$147,818	$159,526	$220,294	
Top Development Position	16	$227,793		$192,378	$226,283	$269,987	
Top Finance Position	45	$215,157	$123,020	$161,488	$217,990	$264,860	$286,939
Top Human Resources Position	12	$183,641		$153,446	$173,359	$207,764	
Top Legal Position	5	$227,629			$234,605		
Top Marketing Position	5	$198,746			$178,711		
Top Operations Position	27	$238,233	$146,609	$163,139	$221,409	$289,544	$331,450
Top PR/Communications Position	17	$193,257		$139,672	$189,899	$230,122	
Top Program Position	28	$212,597	$157,291	$185,594	$213,577	$243,826	$267,966
Top Technology Position	18	$203,311		$168,826	$217,994	$228,154	
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	10	$286,029		$203,415	$282,358	$349,468	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Medical research							
Greater than $5 million							
CEO/Executive Director	15	$549,958		$400,581	$479,498	$604,648	
Top Development Position	5	$256,924			$250,739		
Top Finance Position	10	$259,782		$191,678	$257,691	$331,554	
Top Operations Position	6	$317,743			$262,888		
Top PR/Communications Position	7	$199,735			$177,498		
Top Program Position	7	$207,038			$186,726		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	14	$62,503		$33,357	$61,622	$88,733	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$98,105		$68,417	$77,386	$129,207	
Between $1 million and $5 million							
CEO/Executive Director	22	$153,347	$92,960	$109,808	$134,557	$189,241	$234,483
Top Finance Position	6	$108,990			$111,308		
Top Operations Position	6	$111,510			$123,324		
Greater than $5 million							
CEO/Executive Director	25	$306,429	$146,093	$188,156	$247,919	$382,478	$502,838
Top Administrative Position	5	$192,154			$154,194		
Top Development Position	5	$141,936			$118,795		
Top Finance Position	15	$197,888		$130,590	$163,333	$218,840	
Top Human Resources Position	9	$168,500			$154,628		
Top Operations Position	9	$197,101			$174,686		
Top PR/Communications Position	6	$206,402			$192,953		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Mutual/membership benefit organizations, other							
Greater than $5 million							
CEO/Executive Director	12	$491,944		$329,152	$530,209	$660,199	
Top Finance Position	8	$241,431			$223,005		
Top Technology Position	5	$201,958			$202,412		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	19	$67,596		$53,438	$62,500	$78,597	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$68,716			$62,721		
Between $1 million and $5 million							
CEO/Executive Director	18	$174,477		$108,125	$158,672	$233,138	
Top Operations Position	5	$167,694			$179,102		
Top Program Position	5	$172,174			$127,871		
Greater than $5 million							
CEO/Executive Director	22	$310,059	$198,038	$220,296	$281,918	$393,676	$504,789
Top Development Position	9	$161,231			$161,648		
Top Finance Position	15	$179,709		$134,232	$158,517	$225,551	
Top Operations Position	11	$197,708		$128,540	$196,228	$260,427	
Top PR/Communications Position	6	$158,489			$138,293		
Top Program Position	8	$168,635			$158,277		
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	6	$94,742			$96,162		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public safety, disaster preparedness, & relief							
Between $1 million and $5 million							
CEO/Executive Director	10	$223,070		$183,952	$227,046	$278,399	
Greater than $5 million							
CEO/Executive Director	5	$560,143			$632,389		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	26	$94,336	$30,021	$48,891	$85,521	$119,338	$194,329
Between $500 thousand and $1 million							
CEO/Executive Director	20	$171,386	$64,685	$132,982	$186,017	$219,527	$256,701
Between $1 million and $5 million							
CEO/Executive Director	56	$229,579	$123,032	$147,500	$202,789	$288,412	$375,212
Top Development Position	9	$135,284			$120,000		
Top Finance Position	16	$169,171		$129,274	$151,264	$214,680	
Top Operations Position	13	$177,021		$129,309	$152,714	$201,425	
Top PR/Communications Position	9	$122,290			$132,494		
Top Program Position	8	$185,472			$146,461		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public, society benefit—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	44	$393,749	$202,362	$253,538	$326,275	$473,029	$713,481
Top Administrative Position	5	$173,231			$168,627		
Top Development Position	10	$197,324		$156,045	$203,935	$248,996	
Top Finance Position	33	$237,281	$149,414	$175,861	$211,763	$258,906	$429,364
Top Human Resources Position	6	$204,659			$185,034		
Top Legal Position	15	$277,728		$206,702	$238,000	$283,099	
Top Marketing Position	6	$187,870			$190,447		
Top Operations Position	22	$252,940	$148,119	$172,325	$206,800	$236,907	$504,800
Top PR/Communications Position	20	$216,250	$148,427	$162,843	$198,487	$259,663	$287,036
Top Program Position	16	$198,688		$165,703	$193,337	$216,125	
Top Technology Position	14	$182,814		$130,581	$163,996	$198,868	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	17	$62,729		$42,000	$56,000	$75,000	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$99,756			$81,901		
Between $1 million and $5 million							
CEO/Executive Director	23	$132,433	$74,500	$100,582	$119,485	$142,464	$209,911
Top Administrative Position	5	$128,584			$119,485		
Greater than $5 million							
CEO/Executive Director	9	$243,414			$278,194		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	34	$57,706	$24,720	$33,825	$47,000	$74,911	$107,581
Top Finance Position	5	$80,020			$80,000		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$101,290		$65,668	$106,717	$133,761	
Between $1 million and $5 million							
CEO/Executive Director	13	$150,308		$96,562	$151,053	$199,774	
Greater than $5 million							
CEO/Executive Director	5	$304,183			$360,311		
Science & technology research institutes, services							
$500 thousand or less							
CEO/Executive Director	5	$108,795			$89,854		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$136,233			$137,126		
Between $1 million and $5 million							
CEO/Executive Director	24	$269,094	$148,399	$182,992	$228,859	$334,894	$495,198

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Science & technology research institutes, services							
Greater than $5 million							
CEO/Executive Director	32	$552,925	$320,756	$359,248	$424,002	$568,976	$734,222
Top Administrative Position	6	$213,999			$213,795		
Top Development Position	6	$247,125			$235,352		
Top Finance Position	21	$270,551	$156,185	$204,838	$265,595	$299,986	$386,935
Top Marketing Position	5	$266,085			$183,480		
Top Operations Position	15	$351,853		$226,257	$353,440	$414,356	
Top PR/Communications Position	7	$283,033			$231,647		
Top Program Position	14	$298,086		$197,153	$244,660	$304,716	
Top Technology Position	14	$273,017		$180,078	$216,363	$292,817	
Social science research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	15	$250,303		$147,519	$215,621	$299,789	
Top Finance Position	6	$164,755			$157,593		
Greater than $5 million							
CEO/Executive Director	16	$389,462		$287,663	$362,439	$462,593	
Top Finance Position	11	$211,285		$173,558	$217,592	$249,061	
Top Operations Position	6	$199,966			$196,475		
Top PR/Communications Position	8	$209,112			$187,431		
Top Program Position	7	$184,619			$200,820		
Unknown							
Between $1 million and $5 million							
CEO/Executive Director	5	$231,945			$204,668		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Unknown							
Greater than $5 million							
CEO/Executive Director	5	$448,986			$428,606		
Top Finance Position	5	$292,837			$211,758		
Youth development							
$500 thousand or less							
CEO/Executive Director	36	$73,677	$35,050	$48,054	$72,842	$86,758	$128,548
Between $500 thousand and $1 million							
CEO/Executive Director	17	$109,043		$80,600	$105,676	$130,769	
Between $1 million and $5 million							
CEO/Executive Director	25	$139,148	$80,853	$101,914	$120,974	$164,580	$219,951
Top Finance Position	7	$105,382			$107,961		
Greater than $5 million							
CEO/Executive Director	16	$341,112		$196,934	$269,195	$400,537	
Top Development Position	5	$236,123			$199,697		
Top Finance Position	7	$280,170			$200,789		
Top Operations Position	6	$225,504			$153,347		
Top PR/Communications Position	5	$246,146			$198,002		
Waterbury, CT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$52,572			$59,241		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waterbury, CT							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	$132,325			$152,347		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$93,111			$89,022		
Greater than $5 million							
CEO/Executive Director	5	$205,709			$179,611		
Waterloo-Cedar Falls, IA							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	$49,406			$51,126		
Wausau, WI							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$91,008			$79,210		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	$47,995			$31,146		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$74,131			$69,635		
Between $1 million and $5 million							
CEO/Executive Director	18	$144,568		$108,977	$126,691	$158,896	
Greater than $5 million							
CEO/Executive Director	6	$286,123			$271,634		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	$82,420			$52,000		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	$73,501			$67,981		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$79,732		$48,668	$77,520	$95,463	
Between $1 million and $5 million							
CEO/Executive Director	21	$121,526	$83,722	$94,620	$118,641	$131,506	$158,141
Greater than $5 million							
CEO/Executive Director	18	$304,458		$150,388	$207,508	$262,100	
Top Administrative Position	5	$225,508			$170,944		
Top Finance Position	7	$187,573			$195,517		
Top Operations Position	6	$176,302			$187,031		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	$73,200			$70,959		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	$153,806			$150,949		
Greater than $5 million							
CEO/Executive Director	7	$292,726			$229,127		
Top Finance Position	6	$305,564			$202,557		
Top Technology Position	6	$297,959			$303,323		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	$48,744		$21,138	$46,000	$69,885	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$110,879			$87,629		
Between $1 million and $5 million							
CEO/Executive Director	13	$95,390		$75,000	$81,138	$127,777	
Top Finance Position	5	$83,837			$91,084		
Greater than $5 million							
CEO/Executive Director	14	$219,969		$141,371	$168,906	$265,775	
Top Finance Position	11	$156,632		$99,489	$124,293	$223,400	
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	8	$123,701			$125,198		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$215,655			$205,242		
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	5	$352,450			$365,248		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$62,286			$54,000		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$57,302			$49,217		
Wichita Falls, TX							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$61,944			$64,359		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	$41,257			$43,000		
Between $1 million and $5 million							
CEO/Executive Director	6	$102,915			$87,096		
Greater than $5 million							
CEO/Executive Director	11	$221,258		$150,805	$167,942	$304,929	
Top Finance Position	10	$116,898		$71,393	$105,679	$145,172	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	7	$191,737			$185,755		
Top Administrative Position	8	$150,416			$161,221		
Top Finance Position	7	$133,855			$126,514		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$108,384			$97,735		
Greater than $5 million							
CEO/Executive Director	11	$183,405		$134,067	$150,485	$188,517	
Top Finance Position	11	$127,806		$106,970	$118,541	$159,290	
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$174,473			$177,312		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$42,259			$31,546		
Williamsport, PA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$145,684			$128,428		
Wilmington, DE-NJ-MD							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	$54,643			$58,916		
Between $1 million and $5 million							
CEO/Executive Director	8	$110,772			$105,917		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	$166,883			$149,827		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	10	$53,633		$29,517	$61,667	$74,187	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	15	$115,597		$96,447	$106,574	$129,525	
Greater than $5 million							
CEO/Executive Director	25	$307,105	$112,414	$152,554	$195,739	$399,942	$498,154
Top Finance Position	10	$217,164		$127,962	$151,645	$203,517	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	$386,502			$181,378		
Top Finance Position	6	$236,060			$142,431		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	$56,830		$44,200	$64,498	$69,935	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$73,749			$71,504		
Between $1 million and $5 million							
CEO/Executive Director	12	$99,490		$78,515	$94,716	$123,460	
Greater than $5 million							
CEO/Executive Director	12	$208,160		$126,721	$184,863	$253,283	
Top Finance Position	6	$156,549			$119,401		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	$54,620			$62,000		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, NC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	$61,294			$31,863		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	9	$93,806			$84,835		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	$87,179			$85,594		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	$61,207			$62,552		
Worcester, MA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	8	$116,309			$110,957		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Worcester, MA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	11	$438,082		$267,123	$342,953	$442,221	
Top Administrative Position	5	$243,734			$238,188		
Top Development Position	7	$293,599			$246,762		
Top Education Position	6	$288,704			$194,014		
Top Finance Position	7	$327,958			$238,188		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	$848,258			$170,315		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$97,161			$103,201		
Between $1 million and $5 million							
CEO/Executive Director	16	$132,824		$99,889	$119,552	$154,989	
Greater than $5 million							
CEO/Executive Director	13	$299,680		$160,800	$204,054	$240,847	
Top Development Position	5	$145,490			$160,104		
Top Finance Position	9	$179,466			$166,692		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	$135,433			$125,175		

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Yakima, WA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	$155,315			$139,865		
York, PA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	$78,457			$65,370		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	$126,077			$129,066		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	$887,538			$872,532		
Top Operations Position	8	$505,134			$333,755		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	$56,675		$44,242	$51,992	$69,981	
Greater than $5 million							
CEO/Executive Director	10	$178,180		$126,910	$137,997	$182,642	
Top Finance Position	11	$104,481		$91,957	$97,665	$114,912	

501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
York, PA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	$48,499			$33,731		
Youngstown-Warren, OH							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	$80,410			$76,020		
Greater than $5 million							
CEO/Executive Director	6	$177,127			$142,560		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	$133,795			$122,924		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Abilene, TX							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$30,578			$26,910		
Akron, OH							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$58,786			$51,891		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$73,310			$45,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$164,901		$90,472	$159,383	$229,742	
Top Administrative Position	6	$70,744			$65,891		
Top Finance Position	7	$118,347			$132,441		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$162,458			$118,017		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$84,344			$64,227		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	$100,252		$59,892	$101,997	$133,114	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	$74,985			$82,719		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	$111,726			$101,257		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$83,023			$93,767		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	24	$140,160	$57,106	$90,705	$128,735	$173,529	$208,714
Top Finance Position	9	$122,961			$112,011		
Educational institutions & related activities: higher education							
CEO/Executive Director	12	$589,937		$321,098	$385,841	$588,694	
Top Administrative Position	7	$222,068			$197,907		
Top Development Position	6	$242,876			$258,280		
Top Education Position	8	$268,487			$234,205		
Top Finance Position	9	$248,628			$207,117		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$151,386			$115,756		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$95,765		$77,258	$101,311	$109,704	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	$140,238		$91,663	$105,610	$167,727	
Top Finance Position	6	$157,544			$153,130		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	12	$100,272		$61,282	$85,718	$132,730	
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$112,426			$120,732		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$175,265		$125,372	$139,408	$183,536	
Top Finance Position	5	$121,356			$123,103		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$118,440			$104,597		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$175,308			$176,634		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$116,375			$128,403		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$122,635			$113,456		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$74,779			$77,050		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$60,889			$56,026		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	$74,841			$76,223		
Community improvement, capacity building: economic development							
CEO/Executive Director	6	$97,948			$80,872		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	18	$116,394		$53,678	$86,558	$152,833	
Top Finance Position	7	$92,210			$71,250		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$108,241			$110,229		
Educational institutions & related activities: student services							
CEO/Executive Director	6	$125,038			$120,346		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	20	$106,447	$71,527	$82,553	$94,969	$121,098	$160,885
Top Finance Position	5	$105,075			$103,588		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	13	$117,235		$78,350	$91,253	$151,036	
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$102,945			$101,932		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$75,239			$59,757		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$95,373			$86,100		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$74,414			$78,596		
Allentown-Bethlehem-Easton, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	$125,907		$102,435	$121,771	$144,548	
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$516,922			$372,559		
Top Administrative Position	5	$341,798			$275,321		
Top Development Position	5	$321,599			$270,323		
Top Education Position	6	$316,431			$216,445		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Educational institutions & related activities: higher education							
Top Finance Position	6	$332,991			$279,102		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$645,050			$421,071		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$119,992			$121,797		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	$111,928		$88,709	$101,528	$124,880	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$62,585			$62,808		
Human services—multipurpose & other: human services							
CEO/Executive Director	12	$85,425		$58,783	$69,729	$107,705	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$389,946			$337,776		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$123,887			$107,546		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$67,979			$56,344		
Amarillo, TX							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$82,674			$84,167		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$108,670			$104,850		
Anchorage, AK							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$225,132			$153,113		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$129,874			$123,387		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$119,035			$118,042		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	8	$72,667			$73,445		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$72,139			$63,928		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$130,895		$53,324	$86,068	$149,817	
Top Finance Position	5	$96,120			$64,623		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$128,451			$81,158		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$97,791			$75,832		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	$84,974			$76,474		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$78,327			$64,300		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$99,883			$90,379		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$118,599			$109,383		
Appleton-Oshkosh-Neenah, WI							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$144,300			$150,636		
Asheville, NC							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	$106,318		$38,418	$68,600	$111,664	
Top Finance Position	5	$147,725			$141,436		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$152,475			$97,900		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	7	$84,351			$74,104		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$68,762			$63,325		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$57,406			$59,276		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Asheville, NC							
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$95,128			$64,127		
Youth development: youth development programs							
CEO/Executive Director	5	$68,277			$32,280		
Athens, GA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$140,392			$108,204		
Atlanta, GA							
Animal-related: animal protection & welfare							
CEO/Executive Director	9	$90,660			$56,118		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	13	$83,726		$44,340	$80,769	$98,778	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$227,185			$148,275		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	7	$124,579			$100,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$197,811			$158,138		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	27	$103,257	$44,992	$49,750	$63,368	$85,827	$195,241
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	9	$94,935			$100,101		
Community improvement, capacity building: business & industry							
CEO/Executive Director	7	$178,088			$126,875		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	$95,749		$49,792	$76,278	$121,903	
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	5	$171,264			$113,084		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	7	$133,883			$81,000		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	10	$136,747		$72,368	$91,002	$155,320	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Educational institutions & related activities: educational services							
CEO/Executive Director	24	$100,082	$42,550	$51,202	$78,738	$107,653	$153,768
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	112	$184,782	$49,154	$77,008	$136,259	$221,805	$395,146
Top Development Position	12	$168,152		$127,313	$141,668	$183,064	
Top Education Position	8	$105,181			$129,379		
Top Finance Position	45	$138,020	$59,688	$83,333	$122,866	$167,823	$233,405
Top Operations Position	16	$143,198		$104,029	$131,262	$163,785	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$319,100			$144,437		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	$413,371		$123,567	$401,746	$453,485	
Top Administrative Position	6	$290,590			$153,480		
Top Business Position	6	$334,970			$206,404		
Top Development Position	5	$186,495			$214,380		
Top Education Position	9	$314,071			$206,339		
Top Finance Position	9	$225,816			$204,584		
Educational institutions & related activities: service & other							
CEO/Executive Director	34	$205,815	$67,400	$91,911	$130,499	$252,628	$488,538
Top Finance Position	11	$203,444		$152,575	$202,636	$235,330	
Top Operations Position	5	$273,930			$269,802		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Educational institutions & related activities: student services							
CEO/Executive Director	7	$248,712			$253,226		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	$111,635			$122,866		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	$135,541			$79,200		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	$72,355			$66,323		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	8	$86,808			$50,294		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	11	$163,589		$60,000	$116,667	$186,844	
Health—general & rehabilitative: health support							
CEO/Executive Director	8	$141,283			$101,835		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	24	$952,618	$196,515	$302,355	$545,764	$864,485	$2,474,247
Top Finance Position	20	$480,610	$207,122	$241,734	$387,021	$511,208	$1,166,024
Top Human Resources Position	6	$442,848			$318,617		
Top Operations Position	19	$416,574		$242,809	$288,827	$466,641	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	$242,436			$247,149		
Health—general & rehabilitative: public health							
CEO/Executive Director	9	$174,497			$112,455		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$231,040			$181,754		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	18	$134,296		$70,342	$99,292	$186,465	
Housing, shelter: housing support							
CEO/Executive Director	6	$116,863			$105,218		
Housing, shelter: temporary housing							
CEO/Executive Director	10	$102,255		$52,306	$70,779	$83,371	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	39	$96,904	$35,000	$48,399	$75,000	$125,522	$184,537
Top Finance Position	5	$94,543			$109,918		
Top Operations Position	5	$109,169			$124,379		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	41	$106,650	$41,250	$54,000	$91,582	$134,192	$194,191
Top Development Position	5	$134,698			$140,358		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Human services—multipurpose & other: children & youth services							
Top Finance Position	7	$103,860			$121,770		
Top Operations Position	7	$128,048			$134,664		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	$189,334			$169,484		
Human services—multipurpose & other: family services							
CEO/Executive Director	27	$95,099	$36,048	$57,211	$100,500	$128,609	$144,482
Human services—multipurpose & other: human services							
CEO/Executive Director	39	$138,970	$37,430	$51,160	$95,516	$165,252	$330,207
Top Finance Position	8	$169,176			$168,844		
Top Operations Position	5	$279,195			$216,148		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$149,960			$94,884		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$130,610		$70,117	$89,642	$109,472	
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	$81,384			$80,668		
International, foreign affairs, & national security: international development							
CEO/Executive Director	14	$115,644		$46,038	$63,239	$138,717	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	6	$112,982			$73,750		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	$192,330		$112,136	$155,165	$191,908	
Top Finance Position	5	$152,017			$108,489		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	12	$90,114		$44,492	$78,553	$113,144	
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	9	$81,263			$66,256		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	6	$68,930			$77,785		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	$136,336			$159,322		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	16	$162,422		$72,609	$103,546	$153,535	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	80	$93,214	$30,846	$42,508	$67,560	$116,503	$187,053
Top Finance Position	14	$92,714		$45,216	$70,775	$117,740	
Top Operations Position	9	$116,477			$97,328		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	13	$61,426		$38,750	$59,835	$81,847	
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	10	$144,822		$70,360	$108,493	$208,546	
Youth development: youth centers & clubs							
CEO/Executive Director	9	$197,109			$103,814		
Youth development: youth development programs							
CEO/Executive Director	39	$89,260	$27,102	$39,091	$60,033	$100,703	$154,631
Augusta-Aiken, GA-SC							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$100,398			$108,038		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$122,083			$73,174		
Austin-San Marcos, TX							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	$56,565			$45,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$142,306			$143,489		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$138,210			$88,352		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	18	$105,413		$42,945	$68,021	$147,476	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	7	$131,204			$108,923		
Community improvement, capacity building: economic development							
CEO/Executive Director	8	$193,227			$125,393		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	13	$129,270		$48,431	$122,385	$139,052	
Educational institutions & related activities: educational services							
CEO/Executive Director	22	$130,187	$25,805	$77,722	$97,089	$158,278	$241,770
Top Finance Position	5	$97,907			$94,892		
Top Operations Position	5	$108,070			$116,547		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	52	$128,499	$46,399	$66,836	$107,341	$142,301	$231,586
Top Administrative Position	8	$104,574			$114,332		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	7	$119,715			$121,982		
Top Operations Position	8	$124,430			$116,837		
Educational institutions & related activities: higher education							
CEO/Executive Director	8	$770,729			$209,742		
Educational institutions & related activities: service & other							
CEO/Executive Director	17	$151,423		$70,040	$97,752	$189,636	
Educational institutions & related activities: student services							
CEO/Executive Director	7	$196,707			$99,883		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$88,872			$79,045		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	12	$102,261		$75,551	$98,146	$124,403	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$70,185			$53,917		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$123,396			$111,518		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$193,398			$114,507		
Top Finance Position	5	$150,573			$144,041		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	24	$161,691	$70,048	$93,996	$134,476	$183,993	$255,026
Top Finance Position	9	$141,608			$105,214		
Top Program Position	5	$194,063			$184,954		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	$106,958			$111,820		
Human services—multipurpose & other: human services							
CEO/Executive Director	19	$106,122		$56,526	$96,743	$158,644	
Top Finance Position	5	$86,973			$104,592		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	$72,689			$66,008		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	$124,440			$98,237		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$112,575			$90,255		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	$112,664			$95,351		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	$160,062			$116,450		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$84,230			$68,050		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	16	$57,342		$35,750	$58,656	$72,250	
Youth development: youth development programs							
CEO/Executive Director	17	$83,128		$56,319	$82,683	$95,700	
Bakersfield, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	$128,707			$152,070		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$104,642			$86,347		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$129,891			$140,795		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	$93,220		$62,830	$96,154	$112,500	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	15	$113,820		$39,890	$67,500	$141,018	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	10	$96,975		$71,459	$89,523	$131,530	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	7	$104,976			$113,644		
Arts, culture, & humanities: museums							
CEO/Executive Director	11	$125,053		$56,560	$135,000	$162,882	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	22	$86,395	$27,907	$39,212	$63,367	$105,784	$189,687
Arts, culture, & humanities: visual arts							
CEO/Executive Director	5	$88,076			$86,537		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	$176,394			$157,795		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	20	$146,114	$37,835	$58,106	$77,403	$173,598	$262,512
Community improvement, capacity building: economic development							
CEO/Executive Director	14	$105,123		$58,688	$97,782	$107,762	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	6	$142,914			$138,315		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	7	$173,720			$121,471		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$41,342			$43,071		
Educational institutions & related activities: educational services							
CEO/Executive Director	16	$98,827		$65,511	$90,109	$133,107	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	79	$193,336	$53,431	$82,073	$144,727	$250,562	$436,307
Top Development Position	11	$172,363		$139,485	$159,556	$202,619	
Top Education Position	6	$149,163			$148,544		
Top Finance Position	31	$170,791	$90,000	$119,801	$174,274	$217,097	$250,925
Top Operations Position	10	$173,840		$149,234	$177,761	$207,221	
Top Program Position	6	$121,525			$136,342		
Top Technology Position	5	$129,807			$123,450		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Educational institutions & related activities: higher education							
CEO/Executive Director	11	$756,838		$268,625	$453,596	$563,359	
Top Administrative Position	7	$416,379			$218,068		
Top Development Position	6	$478,279			$261,957		
Top Education Position	9	$524,862			$260,083		
Top Finance Position	13	$339,613		$213,374	$231,721	$284,215	
Top PR/Communications Position	5	$206,676			$151,235		
Top Technology Position	6	$502,452			$224,905		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	$168,461			$179,899		
Educational institutions & related activities: service & other							
CEO/Executive Director	14	$186,080		$105,164	$154,941	$216,717	
Educational institutions & related activities: student services							
CEO/Executive Director	6	$147,442			$136,822		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	$109,996		$54,279	$117,829	$156,526	
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	$66,919			$69,196		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	$125,673		$74,551	$98,295	$181,957	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	$301,810			$220,609		
Top Finance Position	7	$161,982			$167,429		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$332,504			$361,828		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	20	$1,230,480	$165,971	$212,004	$573,073	$1,537,306	$2,296,125
Top Development Position	5	$225,948			$153,647		
Top Finance Position	15	$674,580		$278,345	$502,757	$914,872	
Top Human Resources Position	7	$481,060			$413,974		
Top Operations Position	9	$638,938			$736,354		
Top Technology Position	6	$563,860			$527,200		
Health—general & rehabilitative: service & other							
CEO/Executive Director	9	$263,322			$173,510		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	$276,114			$134,338		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$159,335		$86,877	$112,642	$129,726	
Top Finance Position	5	$142,598			$111,887		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Housing, shelter: housing support							
CEO/Executive Director	7	$105,896			$90,635		
Housing, shelter: temporary housing							
CEO/Executive Director	6	$96,676			$95,974		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	30	$167,691	$65,118	$107,090	$155,058	$195,085	$269,821
Top Finance Position	14	$112,725		$96,876	$106,139	$128,271	
Top Human Resources Position	5	$115,033			$109,938		
Top Operations Position	11	$140,069		$124,304	$150,403	$170,100	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	$132,488		$75,157	$102,191	$135,748	
Top Finance Position	5	$140,246			$122,177		
Human services—multipurpose & other: family services							
CEO/Executive Director	10	$120,209		$70,084	$97,885	$179,647	
Human services—multipurpose & other: human services							
CEO/Executive Director	29	$155,244	$53,076	$74,600	$118,114	$194,241	$320,593
Top Finance Position	13	$153,011		$116,628	$138,784	$190,807	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	$164,890		$97,827	$160,998	$210,037	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	$121,583			$127,128		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	17	$187,320		$139,800	$167,987	$227,682	
Top Finance Position	10	$171,412		$140,186	$169,175	$195,351	
Top Marketing Position	5	$157,538			$147,252		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	12	$222,130		$97,678	$146,536	$186,131	
Top Finance Position	7	$144,797			$150,977		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	19	$139,080		$56,700	$102,996	$146,121	
Top Finance Position	5	$86,505			$83,120		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	$121,165			$118,077		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	16	$89,272		$66,045	$92,964	$116,895	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	20	$54,113	$17,830	$23,768	$49,532	$84,503	$92,412

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$115,258			$105,440		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$89,703			$90,574		
Youth development: youth development programs							
CEO/Executive Director	21	$91,386	$34,760	$54,790	$82,835	$120,610	$166,974
Bangor, ME							
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$120,943			$112,659		
Barnstable-Yarmouth, MA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$152,109			$106,705		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$124,913			$146,366		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$151,997		$89,261	$114,767	$202,933	
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$172,369			$147,623		
Health—general & rehabilitative: hospitals							
Top Operations Position	6	$364,990			$376,385		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$67,200			$72,554		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$48,709			$30,000		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$114,370			$96,050		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$67,918			$69,163		
Bellingham, WA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$82,576			$75,258		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bellingham, WA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	9	$70,187			$78,000		
Benton Harbor, MI							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$70,891			$49,646		
Bergen-Passaic, NJ							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$107,549			$63,979		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	$109,072			$109,952		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	35	$187,839	$66,718	$113,613	$171,447	$200,614	$253,741
Top Administrative Position	5	$140,515			$135,558		
Top Education Position	7	$176,137			$170,920		
Top Finance Position	9	$146,314			$146,517		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$262,855			$184,165		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$99,954			$84,851		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$78,390			$71,405		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$99,197			$99,705		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	$185,467		$127,729	$163,643	$215,870	
Top Finance Position	7	$123,842			$125,872		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$130,294			$100,000		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$202,508			$175,157		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$208,993			$177,533		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	6	$236,567			$246,995		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Binghamton, NY							
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$95,575			$78,568		
Birmingham, AL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$94,704			$67,962		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	17	$99,693		$46,632	$87,300	$140,500	
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$132,119			$151,228		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$145,559			$91,800		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	$79,944			$60,000		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$92,255			$83,667		
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$153,915		$57,666	$83,462	$131,520	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$258,632			$209,061		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$84,320			$87,200		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	20	$87,039	$24,893	$44,500	$80,288	$98,496	$162,512
Religion-related, spiritual development: service & other							
CEO/Executive Director	5	$113,633			$102,560		
Youth development: youth development programs							
CEO/Executive Director	5	$85,391			$78,574		
Bismarck, ND							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$103,283			$79,378		
Bloomington-Normal, IL							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$131,052			$107,346		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boise City, ID							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$81,030			$76,875		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	14	$96,456		$62,294	$106,753	$122,697	
Top Administrative Position	14	$105,185		$96,347	$112,190	$124,929	
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$99,325			$81,960		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$72,327			$92,894		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$55,040			$49,292		
Boston, MA							
Animal-related: animal protection & welfare							
CEO/Executive Director	14	$95,083		$50,446	$76,401	$105,286	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	30	$68,153	$29,750	$44,175	$62,800	$83,148	$119,463

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Arts, culture, & humanities: arts services							
CEO/Executive Director	8	$96,972			$93,255		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	12	$140,691		$56,567	$105,707	$150,842	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	32	$203,342	$65,027	$92,028	$102,543	$175,293	$411,907
Top Finance Position	8	$213,137			$168,007		
Arts, culture, & humanities: museums							
CEO/Executive Director	17	$160,508		$75,000	$113,485	$195,601	
Top Development Position	6	$247,646			$227,452		
Top Finance Position	10	$194,506		$130,263	$183,668	$244,290	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	66	$148,944	$37,500	$55,385	$82,911	$147,071	$327,409
Top Administrative Position	5	$173,058			$159,063		
Top Development Position	9	$151,890			$127,464		
Top Finance Position	10	$128,167		$62,685	$122,704	$136,362	
Top Operations Position	5	$104,842			$118,859		
Arts, culture, & humanities: service & other							
CEO/Executive Director	7	$70,012			$62,706		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	16	$100,911		$56,261	$90,845	$126,867	
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	9	$99,317			$108,516		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	6	$132,601			$131,354		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	28	$96,777	$37,753	$52,500	$70,151	$127,347	$202,896
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	$137,651			$156,331		
Community improvement, capacity building: economic development							
CEO/Executive Director	12	$89,839		$60,288	$76,072	$109,099	
Community improvement, capacity building: service & other							
CEO/Executive Director	5	$146,312			$148,648		
Crime, legal-related: legal services							
CEO/Executive Director	6	$106,021			$107,566		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	7	$152,562			$118,400		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	9	$681,451			$314,876		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	5	$718,890			$277,847		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	9	$141,618			$108,666		
Educational institutions & related activities: adult education							
CEO/Executive Director	17	$142,539		$88,266	$122,431	$163,740	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	15	$166,721		$76,858	$105,417	$175,479	
Top Finance Position	6	$162,976			$138,702		
Educational institutions & related activities: educational services							
CEO/Executive Director	56	$153,779	$46,669	$87,434	$127,548	$203,897	$257,822
Top Finance Position	15	$150,609		$119,318	$133,382	$178,249	
Top Operations Position	14	$169,603		$128,426	$142,450	$236,894	
Top PR/Communications Position	6	$193,435			$177,076		
Top Program Position	10	$139,265		$119,067	$124,698	$170,873	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	189	$213,926	$60,909	$85,354	$148,780	$271,141	$454,816
Top Administrative Position	5	$150,189			$146,592		
Top Business Position	8	$141,172			$137,281		
Top Development Position	48	$200,847	$122,886	$147,763	$168,136	$258,068	$296,214
Top Education Position	18	$176,371		$133,848	$155,053	$178,804	
Top Facilities Position	6	$151,644			$150,168		
Top Finance Position	83	$174,783	$74,780	$107,429	$156,218	$242,733	$291,614
Top Human Resources Position	7	$172,937			$156,002		
Top Marketing Position	7	$182,325			$167,775		
Top Operations Position	46	$200,281	$107,180	$138,666	$193,009	$248,348	$294,888
Top PR/Communications Position	10	$159,919		$136,720	$159,150	$184,437	
Top Program Position	18	$125,672		$114,017	$125,775	$139,959	
Top Technology Position	12	$168,362		$131,891	$156,588	$177,363	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	6	$472,298			$494,002		
Top Finance Position	6	$299,091			$273,213		
Educational institutions & related activities: higher education							
CEO/Executive Director	42	$627,746	$171,651	$238,297	$469,830	$736,376	$1,272,663
Top Administrative Position	17	$235,572		$172,206	$208,431	$259,059	
Top Business Position	6	$264,801			$231,214		
Top Development Position	26	$368,025	$137,987	$173,843	$247,489	$547,862	$720,796
Top Education Position	31	$344,138	$129,335	$151,442	$249,562	$462,231	$775,289
Top Finance Position	34	$365,234	$112,561	$176,486	$243,523	$411,882	$793,520

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational institutions & related activities: higher education							
Top Human Resources Position	9	$254,583			$212,273		
Top Legal Position	12	$441,420		$283,092	$367,805	$556,616	
Top Marketing Position	7	$241,398			$232,820		
Top Operations Position	11	$407,582		$161,588	$246,447	$537,685	
Top PR/Communications Position	9	$316,986			$284,969		
Top Technology Position	18	$254,828		$162,787	$199,462	$308,901	
Educational institutions & related activities: libraries							
CEO/Executive Director	17	$154,729		$121,906	$134,856	$193,886	
Educational institutions & related activities: service & other							
CEO/Executive Director	38	$350,055	$53,126	$93,447	$171,523	$249,993	$318,882
Top Finance Position	7	$1,551,421			$185,704		
Top Operations Position	5	$2,061,068			$130,292		
Top Technology Position	5	$1,193,992			$189,567		
Educational institutions & related activities: student services							
CEO/Executive Director	18	$129,893		$53,260	$115,000	$191,382	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	14	$128,506		$101,420	$128,588	$167,201	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	$189,589			$95,028		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	27	$139,413	$45,190	$69,850	$137,586	$175,420	$213,585
Environmental quality, protection, & beautification: pollution abatement & control							
CEO/Executive Director	5	$130,621			$154,800		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	16	$169,243		$79,313	$134,909	$209,054	
Top Finance Position	5	$172,089			$193,856		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	13	$129,144		$48,077	$114,840	$133,829	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	26	$564,131	$128,454	$221,947	$315,922	$823,925	$1,224,064
Top Finance Position	17	$386,468		$216,532	$287,598	$470,776	
Top Operations Position	10	$300,450		$188,568	$229,881	$318,844	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	$154,074			$105,359		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	$237,342			$162,422		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	34	$781,395	$174,616	$241,420	$575,585	$907,794	$1,818,872

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Health—general & rehabilitative: hospitals							
Top Administrative Position	7	$393,759			$275,051		
Top Development Position	11	$407,645		$187,283	$222,859	$632,774	
Top Finance Position	26	$603,150	$170,910	$220,072	$479,369	$599,994	$906,048
Top Human Resources Position	13	$399,464		$212,172	$279,313	$514,240	
Top Legal Position	6	$807,551			$738,111		
Top Operations Position	14	$605,501		$188,802	$442,718	$736,609	
Top Technology Position	10	$500,253		$313,423	$402,094	$570,453	
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	$243,185			$237,755		
Health—general & rehabilitative: public health							
CEO/Executive Director	14	$196,099		$122,160	$147,100	$190,760	
Top Operations Position	5	$220,533			$186,570		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	$332,823			$334,115		
Health—general & rehabilitative: service & other							
CEO/Executive Director	19	$562,803		$155,557	$275,853	$737,845	
Top Finance Position	12	$463,239		$167,425	$349,613	$529,962	
Top Operations Position	9	$356,236			$338,638		
Top Technology Position	5	$338,012			$170,934		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	28	$156,197	$54,494	$86,257	$166,299	$206,526	$246,977
Top Facilities Position	5	$163,160			$152,173		
Top Finance Position	9	$170,078			$162,812		
Top Operations Position	5	$165,464			$164,667		
Housing, shelter: housing support							
CEO/Executive Director	10	$128,159		$84,005	$108,408	$184,010	
Housing, shelter: temporary housing							
CEO/Executive Director	10	$150,886		$101,324	$114,384	$193,167	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	75	$190,156	$84,295	$120,129	$158,250	$231,738	$335,714
Top Administrative Position	9	$147,217			$140,834		
Top Development Position	9	$154,351			$159,555		
Top Finance Position	43	$168,280	$113,860	$137,230	$155,187	$186,420	$230,973
Top Human Resources Position	14	$141,467		$120,251	$136,902	$162,176	
Top Operations Position	22	$179,607	$107,483	$127,288	$165,475	$210,593	$251,292
Top Program Position	12	$143,708		$121,849	$132,926	$156,779	
Top Technology Position	10	$160,337		$121,948	$147,542	$181,043	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	72	$140,071	$64,153	$80,126	$114,015	$158,579	$230,979
Top Administrative Position	7	$108,499			$71,854		
Top Development Position	5	$147,369			$157,604		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human services—multipurpose & other: children & youth services							
Top Finance Position	17	$131,119		$103,645	$132,010	$176,372	
Top Program Position	9	$125,653			$114,222		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	$118,674			$120,125		
Human services—multipurpose & other: family services							
CEO/Executive Director	22	$120,294	$73,504	$83,631	$116,440	$134,428	$187,133
Top Development Position	5	$157,130			$111,221		
Top Finance Position	8	$115,158			$99,260		
Human services—multipurpose & other: human services							
CEO/Executive Director	49	$157,222	$72,635	$93,808	$130,453	$201,063	$254,655
Top Administrative Position	5	$193,177			$166,904		
Top Finance Position	17	$130,685		$109,026	$127,449	$147,141	
Top Human Resources Position	7	$143,014			$138,830		
Top Operations Position	8	$173,072			$139,836		
Top Program Position	5	$135,345			$118,538		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	9	$144,201			$106,737		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	8	$192,355			$99,623		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	19	$196,424		$137,196	$196,669	$261,047	
Top Finance Position	9	$168,780			$172,297		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$130,889			$91,250		
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	$199,302		$122,086	$172,463	$291,917	
Top Finance Position	5	$174,683			$164,832		
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	6	$92,249			$84,498		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	7	$182,276			$203,451		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	6	$115,342			$95,391		
Medical research: cancer research							
CEO/Executive Director	5	$179,459			$170,885		
Medical research: service & other							
CEO/Executive Director	6	$252,970			$208,233		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	11	$182,532		$105,864	$179,599	$261,080	
Top Finance Position	7	$158,096			$146,744		
Top Operations Position	7	$169,178			$168,017		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	16	$122,032		$63,225	$130,985	$158,786	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	7	$187,655			$149,418		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	9	$290,977			$222,991		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	7	$177,508			$140,688		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	23	$135,143	$36,686	$50,757	$121,123	$205,677	$222,395
Top Finance Position	7	$105,239			$113,729		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	13	$78,800		$24,160	$42,808	$101,800	
Religion-related, spiritual development: Judaism							
CEO/Executive Director	7	$113,228			$81,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Youth development: adult & child matching programs							
CEO/Executive Director	10	$202,247		$140,781	$174,518	$241,521	
Youth development: scouting							
CEO/Executive Director	5	$160,666			$119,635		
Youth development: youth centers & clubs							
CEO/Executive Director	17	$126,795		$85,000	$100,000	$135,872	
Youth development: youth development programs							
CEO/Executive Director	46	$143,348	$49,300	$77,809	$115,043	$166,429	$268,055
Top Operations Position	5	$194,568			$173,379		
Top Program Position	5	$108,448			$147,190		
Boulder-Longmont, CO							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$162,893			$147,417		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	$72,817		$54,434	$64,419	$106,605	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	28	$112,202	$49,888	$68,937	$96,903	$151,561	$179,722
Top Finance Position	6	$113,791			$131,729		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$123,991			$116,471		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$74,975			$60,733		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$107,989			$99,773		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$94,331			$102,155		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$104,548			$64,341		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$77,586			$78,029		
Bremerton, WA							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$81,471			$80,964		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bridgeport-Milford, CT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	19	$142,608		$103,675	$149,715	$193,062	
Top Finance Position	5	$161,823			$127,097		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$158,287			$115,217		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$175,592			$102,008		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$86,500			$91,987		
Brockton, MA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$122,198			$100,463		
Brownsville-Harlingen-San Benito, TX							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$87,716			$77,350		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bryan-College Station, TX							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$53,553			$56,363		
Buffalo-Niagara Falls, NY							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	9	$63,310			$63,733		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$130,858			$101,443		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	$96,971		$40,000	$54,723	$104,877	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$69,687			$69,114		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	26	$132,148	$58,845	$96,125	$135,708	$155,305	$186,202
Top Finance Position	8	$130,987			$112,983		
Educational institutions & related activities: higher education							
CEO/Executive Director	8	$327,585			$342,448		
Top Education Position	8	$171,542			$172,303		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$85,043			$102,394		
Health—general & rehabilitative: ambulatory & primary health care							
Top Finance Position	5	$316,879			$123,103		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	$292,482			$228,667		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$102,866			$87,895		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	$142,169		$74,870	$106,014	$201,173	
Top Finance Position	7	$130,330			$154,567		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	$86,883		$57,690	$74,494	$90,129	
Human services—multipurpose & other: human services							
CEO/Executive Director	20	$146,123	$47,645	$84,229	$112,913	$206,943	$268,256
Top Finance Position	8	$135,136			$126,212		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	$196,673			$175,892		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	$92,938			$80,642		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$64,541			$79,600		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$81,740			$54,816		
Youth development: youth centers & clubs							
CEO/Executive Director	7	$83,699			$73,920		
Burlington, VT							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$111,505			$89,809		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$91,700			$90,512		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	$71,768			$70,360		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$75,933			$57,828		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
Youth development: youth development programs							
CEO/Executive Director	8	$93,787			$82,665		
Canton-Massillon, OH							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$58,792			$64,587		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$93,187			$70,383		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$142,637			$138,699		
Casper, WY							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$76,929			$72,961		
Cedar Rapids, IA							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$101,023			$82,602		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Champaign-Urbana, IL							
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$295,584			$230,899		
Charleston-North Charleston, SC							
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$141,910			$138,093		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$81,970			$60,493		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	23	$136,928	$63,542	$86,434	$109,833	$158,986	$196,837
Top Finance Position	5	$97,034			$66,213		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$123,118			$116,509		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$70,162			$64,375		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$105,265			$103,532		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston-North Charleston, SC							
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$74,741		$37,900	$75,017	$98,324	
Charlotte-Gastonia-Rock Hill, NC-SC							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	$105,560		$80,889	$107,717	$133,116	
Arts, culture, & humanities: museums							
CEO/Executive Director	10	$148,973		$63,150	$89,726	$224,759	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	18	$103,057		$30,375	$46,500	$105,244	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	$112,423			$115,835		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$80,102			$66,392		
Educational institutions & related activities: educational services							
CEO/Executive Director	11	$62,533		$47,026	$56,100	$64,428	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	54	$155,797	$61,636	$84,916	$106,622	$159,988	$252,000

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	16	$153,519		$109,514	$128,745	$188,546	
Top Operations Position	5	$128,383			$124,483		
Educational institutions & related activities: higher education							
CEO/Executive Director	8	$371,736			$401,507		
Top Development Position	5	$282,902			$232,421		
Top Education Position	5	$175,405			$180,886		
Top Finance Position	5	$248,931			$199,709		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$163,823			$157,112		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$64,551			$52,913		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$130,989			$96,188		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	7	$248,873			$147,962		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$338,413			$158,977		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$122,100		$58,930	$71,588	$167,819	
Housing, shelter: housing support							
CEO/Executive Director	6	$78,580			$77,789		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	25	$91,308	$44,571	$60,000	$84,397	$106,940	$151,893
Top Finance Position	5	$77,308			$91,870		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	21	$104,949	$50,000	$55,419	$63,458	$138,000	$225,965
Top Finance Position	5	$155,666			$111,894		
Top Operations Position	5	$85,574			$114,149		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$93,127			$69,048		
Human services—multipurpose & other: family services							
CEO/Executive Director	15	$79,870		$49,000	$83,090	$100,935	
Human services—multipurpose & other: human services							
CEO/Executive Director	22	$120,076	$51,149	$78,390	$105,266	$145,183	$157,971
Top Finance Position	6	$119,506			$101,599		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$74,872			$80,000		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$230,212		$144,808	$193,367	$259,102	
Top Finance Position	7	$163,012			$176,759		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$212,924			$202,138		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$151,314			$173,989		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	33	$78,872	$31,240	$52,801	$75,800	$92,916	$134,781
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	6	$97,132			$62,401		
Youth development: youth development programs							
CEO/Executive Director	15	$72,278		$45,108	$51,500	$82,238	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlottesville, VA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	$176,901		$109,530	$135,812	$206,289	
Top Finance Position	5	$128,314			$112,119		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	$642,506			$459,572		
Educational institutions & related activities: student services							
CEO/Executive Director	6	$313,416			$270,349		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$129,748			$84,442		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$95,246			$96,003		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$91,363			$94,708		
Chattanooga, TN-GA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$69,538			$57,673		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chattanooga, TN-GA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	$217,012		$78,113	$138,750	$219,744	
Top Finance Position	5	$160,737			$164,151		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$97,042			$84,080		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$150,850			$130,540		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	17	$85,818		$42,847	$62,337	$98,977	
Chicago, IL							
Animal-related: animal protection & welfare							
CEO/Executive Director	19	$82,552		$47,698	$77,429	$99,710	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	60	$122,098	$37,147	$50,459	$83,280	$135,171	$208,127
Top Finance Position	6	$181,026			$138,747		
Top Operations Position	6	$172,488			$174,192		
Arts, culture, & humanities: arts services							
CEO/Executive Director	5	$86,839			$111,783		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	7	$80,307			$70,082		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	13	$116,629		$40,131	$74,894	$116,000	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	17	$149,004		$62,758	$87,500	$155,217	
Arts, culture, & humanities: museums							
CEO/Executive Director	20	$138,205	$47,402	$70,248	$95,430	$199,923	$306,996
Top Finance Position	8	$155,797			$151,066		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	85	$97,454	$22,039	$34,300	$58,725	$91,668	$160,093
Top Administrative Position	6	$109,751			$128,338		
Top Development Position	5	$218,223			$195,153		
Top Finance Position	10	$159,460		$59,806	$140,388	$228,825	
Top Operations Position	7	$150,133			$65,421		
Arts, culture, & humanities: service & other							
CEO/Executive Director	14	$108,032		$53,679	$95,058	$146,058	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	8	$162,428			$66,549		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	5	$147,763			$109,449		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	16	$123,012		$83,003	$111,287	$142,690	
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	6	$104,110			$84,767		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	8	$116,066			$82,750		
Community improvement, capacity building: business & industry							
CEO/Executive Director	7	$213,711			$180,938		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	32	$112,217	$39,419	$68,198	$88,119	$147,067	$224,249
Top Finance Position	5	$149,412			$172,145		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	6	$119,534			$114,718		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	6	$165,019			$166,140		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Community improvement, capacity building: economic development							
CEO/Executive Director	8	$101,359			$55,000		
Community improvement, capacity building: service & other							
CEO/Executive Director	13	$171,699		$77,885	$135,000	$282,107	
Crime, legal-related: legal services							
CEO/Executive Director	16	$136,150		$79,228	$124,808	$151,844	
Crime, legal-related: protection against abuse							
CEO/Executive Director	12	$100,560		$74,621	$100,214	$134,691	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	5	$163,049			$109,929		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	$164,821			$131,864		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	11	$222,561		$109,253	$173,266	$281,069	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	20	$466,639	$133,900	$196,410	$310,023	$590,364	$982,785
Top Finance Position	7	$382,736			$340,376		
Top Marketing Position	5	$164,870			$156,396		
Top Technology Position	5	$205,593			$211,028		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
CEO/Executive Director	5	$201,742			$202,641		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	$329,971			$241,034		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	13	$229,889		$93,232	$129,808	$191,062	
Educational institutions & related activities: adult education							
CEO/Executive Director	12	$156,503		$62,595	$101,976	$183,113	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	18	$161,906		$69,411	$119,341	$190,666	
Top Finance Position	5	$128,246			$148,087		
Educational institutions & related activities: educational services							
CEO/Executive Director	33	$131,500	$65,310	$86,440	$125,501	$162,806	$234,005
Top Operations Position	7	$145,658			$119,499		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	148	$156,478	$45,591	$74,723	$131,441	$202,332	$291,690
Top Administrative Position	19	$117,186		$56,721	$81,435	$143,437	
Top Business Position	6	$126,025			$125,416		
Top Development Position	14	$187,829		$145,337	$173,540	$204,977	
Top Education Position	24	$143,574	$68,143	$115,923	$153,427	$174,546	$194,560

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational institutions & related activities: elementary & secondary schools							
Top Facilities Position	6	$122,770			$126,604		
Top Finance Position	38	$124,144	$45,018	$76,375	$112,229	$147,543	$209,234
Top Human Resources Position	5	$175,395			$180,803		
Top Operations Position	25	$127,367	$58,981	$88,253	$116,667	$160,576	$192,086
Top PR/Communications Position	5	$137,073			$142,835		
Top Technology Position	6	$145,318			$148,586		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	12	$459,287		$113,139	$310,913	$524,244	
Top Education Position	9	$267,708			$253,782		
Top Finance Position	9	$310,615			$244,876		
Top Operations Position	5	$211,471			$235,391		
Educational institutions & related activities: higher education							
CEO/Executive Director	30	$505,027	$103,345	$215,960	$395,071	$615,373	$862,497
Top Administrative Position	14	$275,623		$189,602	$218,023	$277,845	
Top Development Position	13	$266,186		$158,079	$228,847	$281,725	
Top Education Position	22	$313,970	$150,231	$165,431	$274,031	$312,540	$480,809
Top Finance Position	23	$230,877	$132,181	$151,634	$202,660	$238,841	$344,913
Top Human Resources Position	5	$272,547			$286,822		
Top Marketing Position	5	$365,885			$253,219		
Top Operations Position	7	$398,761			$194,359		
Top PR/Communications Position	5	$332,810			$321,655		
Top Technology Position	12	$238,205		$189,328	$208,981	$249,822	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational institutions & related activities: service & other							
CEO/Executive Director	41	$197,085	$70,000	$117,040	$176,700	$272,674	$328,809
Top Education Position	6	$155,054			$156,758		
Top Finance Position	12	$159,235		$122,221	$172,635	$201,618	
Top Operations Position	6	$237,129			$206,652		
Educational institutions & related activities: student services							
CEO/Executive Director	21	$189,740	$77,209	$88,500	$161,534	$176,587	$371,923
Top Finance Position	5	$180,199			$144,417		
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	5	$168,935			$136,948		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	18	$116,213		$85,037	$104,793	$117,963	
Top Education Position	5	$195,120			$193,211		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	11	$151,252		$111,695	$168,824	$188,725	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	11	$115,248		$73,434	$112,414	$158,124	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	16	$163,262		$48,801	$94,773	$193,079	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	16	$402,733		$207,136	$301,143	$378,631	
Top Finance Position	10	$235,523		$148,914	$166,365	$220,910	
Top Operations Position	7	$164,889			$166,774		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	$99,062			$104,690		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	6	$170,738			$111,942		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$45,523			$35,945		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	32	$678,053	$88,568	$205,753	$361,758	$865,400	$1,644,751
Top Business Position	6	$384,104			$227,786		
Top Development Position	5	$406,480			$298,388		
Top Finance Position	21	$506,144	$154,707	$248,414	$429,502	$702,265	$884,145
Top Human Resources Position	7	$613,131			$592,619		
Top Legal Position	6	$581,898			$632,390		
Top Operations Position	19	$581,306		$262,853	$384,221	$769,029	
Top Technology Position	12	$347,733		$172,592	$201,766	$360,586	
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	$288,943			$255,355		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—general & rehabilitative: nursing							
Top Administrative Position	6	$129,500			$129,485		
Health—general & rehabilitative: public health							
CEO/Executive Director	9	$130,627			$110,808		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	$587,113			$134,294		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	$123,546			$78,600		
Health—general & rehabilitative: service & other							
CEO/Executive Director	21	$268,354	$40,008	$74,700	$219,760	$357,750	$605,824
Top Finance Position	7	$204,590			$186,836		
Top Technology Position	5	$259,722			$282,989		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	7	$114,866			$108,500		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	27	$125,967	$30,653	$65,252	$113,180	$203,189	$225,639
Housing, shelter: housing support							
CEO/Executive Director	12	$138,451		$89,356	$118,072	$159,578	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Housing, shelter: service & other							
CEO/Executive Director	5	$82,403			$88,700		
Housing, shelter: temporary housing							
CEO/Executive Director	9	$128,032			$116,483		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	100	$134,472	$58,142	$81,114	$116,611	$170,853	$228,247
Top Development Position	8	$133,825			$129,653		
Top Finance Position	27	$132,101	$83,419	$94,969	$126,691	$165,145	$190,712
Top Human Resources Position	6	$135,308			$142,073		
Top Operations Position	12	$127,836		$97,651	$122,983	$143,978	
Top Program Position	9	$109,412			$107,229		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	66	$149,027	$56,197	$78,777	$119,013	$184,537	$247,507
Top Administrative Position	5	$122,217			$156,333		
Top Development Position	8	$113,947			$110,727		
Top Finance Position	17	$142,332		$124,501	$146,317	$164,948	
Top Operations Position	14	$167,385		$144,685	$160,265	$193,988	
Top Program Position	5	$92,824			$119,000		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	10	$97,512		$69,131	$100,335	$121,363	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human services—multipurpose & other: family services							
CEO/Executive Director	39	$130,913	$52,064	$68,445	$102,250	$146,226	$201,478
Top Finance Position	9	$126,785			$110,474		
Top Operations Position	8	$147,396			$122,992		
Human services—multipurpose & other: human services							
CEO/Executive Director	68	$144,745	$38,800	$68,761	$111,540	$183,711	$305,497
Top Development Position	11	$158,673		$111,361	$133,223	$159,454	
Top Finance Position	21	$145,497	$91,017	$108,996	$127,165	$147,061	$217,135
Top Operations Position	12	$197,046		$126,774	$144,558	$177,591	
Top Program Position	5	$234,688			$198,109		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	25	$142,839	$37,422	$69,268	$117,182	$159,929	$268,781
Top Finance Position	5	$205,593			$124,325		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	9	$136,040			$54,636		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	30	$169,884	$59,844	$119,768	$175,311	$214,435	$275,080
Top Administrative Position	8	$140,182			$135,350		
Top Business Position	6	$128,555			$122,591		
Top Finance Position	14	$152,443		$125,341	$142,040	$185,038	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human services—multipurpose & other: service & other							
CEO/Executive Director	8	$142,745			$106,931		
International, foreign affairs, & national security: international development							
CEO/Executive Director	24	$87,817	$27,675	$45,750	$60,000	$113,403	$159,683
Medical research: medical research N.E.C.							
CEO/Executive Director	5	$130,372			$121,822		
Medical research: service & other							
CEO/Executive Director	5	$247,239			$185,830		
Mental health, crisis intervention: counseling							
CEO/Executive Director	11	$85,588		$51,727	$72,000	$105,201	
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	6	$91,244			$91,014		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	33	$159,687	$90,472	$112,000	$134,460	$189,744	$256,387
Top Finance Position	10	$147,424		$120,943	$129,623	$175,551	
Top Operations Position	6	$147,197			$157,891		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	23	$183,899	$69,767	$109,350	$150,845	$215,847	$341,618

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	6	$184,632			$110,973		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	5	$108,509			$103,061		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	17	$159,263		$95,469	$123,000	$181,796	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	7	$203,824			$201,460		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	5	$234,077			$111,901		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	8	$166,397			$120,982		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	8	$195,051			$130,179		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	20	$91,789	$22,535	$54,281	$82,719	$118,236	$164,341

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	$147,576			$158,813		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	68	$90,298	$26,346	$48,797	$71,378	$115,012	$181,462
Top Finance Position	8	$134,017			$132,384		
Top Operations Position	6	$161,200			$175,539		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	7	$70,085			$60,200		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	$67,777			$63,350		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	9	$83,828			$82,972		
Top Finance Position	5	$93,298			$58,776		
Religion-related, spiritual development: service & other							
CEO/Executive Director	5	$229,661			$108,839		
Youth development: adult & child matching programs							
CEO/Executive Director	6	$82,852			$78,042		
Youth development: youth centers & clubs							
CEO/Executive Director	11	$161,073		$87,003	$108,659	$184,703	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Youth development: youth development programs							
CEO/Executive Director	73	$104,819	$43,248	$56,800	$85,488	$121,523	$174,967
Top Finance Position	5	$82,350			$69,057		
Top Operations Position	10	$108,700		$76,277	$105,838	$120,734	
Top Program Position	7	$86,090			$91,142		
Chico-Paradise, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	12	$123,463		$105,873	$116,161	$135,144	
Top Business Position	5	$111,429			$104,821		
Cincinnati, OH-KY-IN							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$88,149			$76,148		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	$118,815			$66,442		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$125,074			$69,918		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	15	$171,564		$75,236	$138,899	$260,317	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Arts, culture, & humanities: performing arts							
Top Development Position	5	$173,167			$149,838		
Top Finance Position	5	$164,549			$165,777		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	$121,438		$65,632	$78,821	$98,851	
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$60,858			$50,878		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$129,969			$110,000		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$58,538			$58,416		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	$134,510	$43,424	$66,438	$85,709	$165,923	$266,623
Top Administrative Position	6	$114,121			$111,401		
Top Finance Position	8	$100,927			$98,208		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$184,869			$160,000		
Top Finance Position	6	$143,028			$114,445		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Educational institutions & related activities: service & other							
CEO/Executive Director	9	$149,960			$141,053		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$79,770			$61,050		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$846,299			$146,027		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$655,294			$443,238		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$114,641			$121,176		
Housing, shelter: temporary housing							
CEO/Executive Director	5	$97,912			$99,066		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	15	$118,595		$55,908	$103,879	$145,565	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	13	$148,157		$79,246	$101,812	$139,566	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	$88,999			$91,360		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	$111,397			$64,170		
Human services—multipurpose & other: human services							
CEO/Executive Director	19	$145,067		$82,968	$146,348	$168,880	
Top Finance Position	7	$129,968			$125,516		
Top Operations Position	5	$122,535			$121,695		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$65,471			$67,500		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$64,417			$70,000		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	14	$204,630		$96,363	$110,745	$279,818	
Top Finance Position	10	$121,001		$95,158	$98,926	$147,074	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$234,931			$157,776		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	$302,674			$260,570		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	21	$81,600	$22,800	$31,700	$62,923	$123,296	$139,665
Youth development: youth development programs							
CEO/Executive Director	6	$115,964			$128,204		
Cleveland, OH							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	25	$81,133	$29,161	$40,000	$52,875	$83,500	$158,198
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	$66,879			$46,668		
Arts, culture, & humanities: museums							
CEO/Executive Director	8	$347,635			$297,540		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	31	$117,489	$30,600	$44,327	$61,000	$81,345	$189,399
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	18	$108,661		$80,423	$89,846	$116,402	
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$147,252			$137,403		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	$81,399			$72,100		
Educational institutions & related activities: educational services							
CEO/Executive Director	11	$278,374		$46,494	$98,203	$145,660	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	49	$138,592	$31,488	$53,283	$83,632	$176,736	$267,163
Top Development Position	6	$169,354			$151,453		
Top Finance Position	19	$121,897		$86,726	$114,683	$154,890	
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$375,687			$363,675		
Top Administrative Position	5	$197,101			$199,976		
Top Education Position	6	$220,059			$208,994		
Top Finance Position	7	$147,973			$125,790		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$104,988			$91,508		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$113,864			$102,225		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$95,434			$65,443		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$221,666			$206,840		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	14	$112,324		$74,931	$89,526	$143,077	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$117,508		$70,264	$119,903	$135,883	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	$73,477			$55,453		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$113,932			$100,380		
Human services—multipurpose & other: human services							
CEO/Executive Director	25	$119,309	$38,851	$64,999	$93,210	$155,417	$216,035
Top Finance Position	8	$92,275			$89,851		
Top Operations Position	5	$154,551			$127,563		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	11	$203,001		$81,192	$143,400	$265,433	
Top Finance Position	5	$125,710			$136,015		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	12	$114,137		$64,890	$125,821	$143,575	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Mental health, crisis intervention: mental health treatment							
Top Finance Position	6	$100,796			$85,658		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	10	$121,818		$100,264	$119,859	$130,288	
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	8	$85,004			$68,103		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	$170,324			$81,130		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	$94,132		$48,555	$68,825	$89,026	
Youth development: youth development programs							
CEO/Executive Director	11	$84,850		$63,615	$93,000	$116,503	
Colorado Springs, CO							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$64,582			$46,709		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$94,363			$70,189		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	$140,744		$110,553	$131,005	$170,627	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$109,011			$90,101		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$134,486			$148,077		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$106,113			$101,046		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$180,911			$161,616		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	11	$176,115		$76,043	$121,655	$214,420	
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	6	$482,258			$391,323		
Top Finance Position	5	$189,632			$121,525		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	31	$108,149	$42,385	$50,088	$79,138	$129,172	$186,527
Top Finance Position	5	$84,438			$46,100		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	6	$95,755			$83,109		
Youth development: youth development programs							
CEO/Executive Director	12	$184,805		$73,248	$97,373	$226,564	
Columbia, MO							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$87,966			$52,800		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$91,605			$91,332		
Columbia, SC							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$49,191			$39,125		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$174,445		$91,978	$132,363	$177,308	
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$108,764			$130,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$234,172			$230,525		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$72,602			$64,072		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$211,522			$139,713		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$86,979			$66,379		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	16	$80,763		$53,063	$75,410	$96,283	
Columbus, OH							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	$81,697		$48,053	$61,126	$80,743	
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$129,495			$50,799		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	15	$104,757		$52,543	$82,565	$121,703	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	$87,003			$85,264		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	34	$117,445	$46,118	$61,756	$85,436	$123,730	$216,402
Top Finance Position	7	$117,831			$117,761		
Educational institutions & related activities: higher education							
CEO/Executive Director	8	$422,674			$409,594		
Top Development Position	5	$229,345			$217,451		
Top Education Position	5	$237,412			$230,948		
Top Finance Position	5	$209,586			$174,659		
Educational institutions & related activities: service & other							
CEO/Executive Director	12	$153,129		$55,701	$128,836	$202,498	
Educational institutions & related activities: student services							
CEO/Executive Director	6	$119,480			$113,291		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$257,368			$111,002		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$156,496			$167,964		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$192,517			$165,239		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$351,838			$333,816		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	$101,804		$64,179	$76,250	$114,215	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	$131,302		$81,479	$108,900	$152,707	
Top Operations Position	5	$100,406			$84,017		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$60,238			$59,100		
Human services—multipurpose & other: human services							
CEO/Executive Director	22	$146,531	$44,539	$55,198	$95,753	$207,769	$305,378
Top Finance Position	8	$128,069			$107,284		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$139,153			$153,670		
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	$254,540			$105,982		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	11	$157,873		$102,192	$152,226	$208,582	
Top Finance Position	7	$130,784			$110,618		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$141,003			$118,503		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	$132,567			$96,162		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$160,857			$159,467		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	$88,820		$24,000	$41,259	$116,558	
Youth development: adult & child matching programs							
CEO/Executive Director	5	$72,190			$68,984		
Youth development: youth development programs							
CEO/Executive Director	9	$68,100			$69,083		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Corvallis, OR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$83,688			$92,623		
Dallas-Fort Worth, TX							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$125,107			$103,308		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	14	$87,536		$44,844	$77,300	$112,534	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	8	$74,095			$78,330		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$110,917			$100,217		
Arts, culture, & humanities: museums							
CEO/Executive Director	9	$365,372			$429,880		
Top Finance Position	7	$186,932			$180,821		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	32	$90,831	$36,038	$49,119	$70,379	$87,025	$183,100
Top Finance Position	5	$110,069			$73,500		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational institutions & related activities: adult education							
CEO/Executive Director	5	$132,630			$96,929		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	11	$93,565		$44,926	$81,608	$129,416	
Educational institutions & related activities: educational services							
CEO/Executive Director	16	$115,238		$76,500	$89,851	$137,824	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	65	$197,619	$46,800	$85,952	$142,265	$254,368	$416,381
Top Administrative Position	13	$200,647		$140,200	$190,567	$254,368	
Top Business Position	7	$119,303			$88,286		
Top Development Position	11	$170,444		$135,471	$146,956	$195,825	
Top Education Position	5	$154,347			$170,886		
Top Finance Position	28	$168,500	$74,210	$103,957	$136,689	$227,383	$303,477
Top Human Resources Position	6	$146,991			$142,885		
Top Operations Position	13	$180,909		$121,383	$170,210	$191,602	
Educational institutions & related activities: higher education							
CEO/Executive Director	11	$378,554		$109,058	$224,701	$407,896	
Top Administrative Position	5	$206,785			$191,413		
Top Finance Position	6	$387,325			$141,449		
Educational institutions & related activities: service & other							
CEO/Executive Director	16	$404,967		$89,790	$114,014	$208,026	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	$104,397			$76,776		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	$524,571			$252,803		
Top Finance Position	6	$414,136			$283,268		
Top Operations Position	7	$605,748			$217,843		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	31	$1,212,180	$121,000	$319,341	$516,380	$1,081,574	$1,594,573
Top Finance Position	19	$715,274		$262,739	$320,123	$413,015	
Top Human Resources Position	7	$350,551			$236,395		
Top Operations Position	16	$946,016		$209,765	$287,848	$486,539	
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$288,066			$253,618		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	$251,228		$84,090	$127,165	$280,731	
Top Finance Position	5	$207,196			$215,338		
Housing, shelter: temporary housing							
CEO/Executive Director	8	$135,835			$149,232		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	23	$126,396	$41,600	$71,862	$102,100	$173,888	$225,188

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Human services—multipurpose & other: centers to support the independence of specific populations							
Top Finance Position	5	$129,607			$140,840		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	25	$117,341	$42,388	$54,273	$104,400	$133,680	$253,932
Top Finance Position	6	$85,721			$101,200		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	$113,475			$118,992		
Human services—multipurpose & other: family services							
CEO/Executive Director	17	$94,111		$51,833	$72,403	$104,624	
Human services—multipurpose & other: human services							
CEO/Executive Director	25	$121,235	$42,497	$66,942	$112,300	$146,439	$211,777
Top Finance Position	5	$150,016			$84,558		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$192,020			$52,128		
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	$50,621		$35,423	$51,252	$53,646	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$101,322			$121,910		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	12	$138,959		$72,959	$91,350	$187,801	
Top Finance Position	5	$100,418			$128,129		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	85	$91,879	$26,335	$51,188	$82,600	$115,063	$171,759
Top Finance Position	9	$71,214			$77,500		
Top Operations Position	7	$109,423			$120,000		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	$242,579			$97,633		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	6	$107,919			$82,504		
Religion-related, spiritual development: service & other							
CEO/Executive Director	8	$105,629			$92,546		
Youth development: youth development programs							
CEO/Executive Director	27	$83,455	$31,900	$44,410	$69,684	$118,879	$135,313
Danbury, CT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$391,158			$413,210		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Danbury, CT							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	5	$226,632			$204,472		
Davenport-Moline-Rock Island, IA-IL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$114,752			$115,511		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$98,140			$83,923		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$132,644			$112,004		
Daytona Beach, FL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$118,328			$117,785		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$73,095			$45,988		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$92,524			$66,152		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$91,592		$62,628	$85,000	$108,969	
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$281,299			$312,220		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$90,998			$88,129		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$129,738			$104,000		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	$120,752			$129,495		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$118,258		$62,728	$107,295	$142,505	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$167,497			$154,413		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$145,218			$103,000		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$135,581			$132,216		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$65,658			$68,501		
Youth development: youth development programs							
CEO/Executive Director	5	$54,443			$63,771		
Denver-Boulder, CO							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	$48,599			$49,147		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	21	$70,858	$24,333	$49,053	$64,363	$83,257	$93,016
Arts, culture, & humanities: museums							
CEO/Executive Director	7	$184,009			$153,710		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	14	$134,465		$64,410	$93,170	$183,724	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Arts, culture, & humanities: performing arts							
Top Finance Position	5	$127,281			$131,349		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	10	$90,531		$39,563	$98,803	$131,740	
Community improvement, capacity building: business & industry							
CEO/Executive Director	6	$114,370			$101,678		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	15	$139,699		$95,821	$103,146	$129,643	
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$118,571			$111,562		
Community improvement, capacity building: service & other							
CEO/Executive Director	5	$63,830			$64,800		
Crime, legal-related: protection against abuse							
CEO/Executive Director	8	$117,527			$103,697		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	6	$95,154			$88,169		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Educational institutions & related activities: adult education							
CEO/Executive Director	7	$109,639			$101,698		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	17	$118,698		$66,667	$105,323	$163,445	
Educational institutions & related activities: educational services							
CEO/Executive Director	17	$118,879		$74,038	$104,383	$130,000	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	98	$138,041	$59,856	$81,694	$121,854	$155,276	$229,572
Top Business Position	5	$157,363			$128,186		
Top Development Position	8	$147,928			$134,791		
Top Education Position	6	$157,081			$137,879		
Top Finance Position	13	$166,019		$126,218	$151,908	$215,838	
Top Operations Position	13	$145,237		$131,164	$139,494	$173,615	
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$180,875			$157,660		
Educational institutions & related activities: service & other							
CEO/Executive Director	23	$163,809	$43,900	$88,030	$120,000	$216,969	$329,347
Educational institutions & related activities: student services							
CEO/Executive Director	9	$132,136			$89,451		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	7	$123,059			$110,461		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	17	$160,411		$116,024	$128,942	$189,410	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	$114,131			$106,224		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	11	$97,099		$63,925	$76,659	$136,084	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	$173,234			$162,976		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	6	$522,642			$163,347		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	$225,539			$119,244		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	8	$704,965			$257,386		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Health—general & rehabilitative: public health							
CEO/Executive Director	8	$175,291			$137,622		
Health—general & rehabilitative: service & other							
CEO/Executive Director	11	$132,357		$79,060	$122,186	$169,416	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	14	$148,339		$108,124	$130,632	$165,522	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	24	$140,602	$54,084	$84,836	$101,883	$150,144	$237,779
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	28	$103,264	$46,728	$67,467	$99,513	$121,536	$172,766
Top Finance Position	6	$97,813			$112,110		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	$123,044			$90,074		
Human services—multipurpose & other: family services							
CEO/Executive Director	18	$113,147		$53,657	$120,490	$137,247	
Human services—multipurpose & other: human services							
CEO/Executive Director	30	$101,173	$51,946	$67,731	$80,939	$109,644	$195,834
Top Finance Position	5	$108,847			$92,135		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	$175,083		$106,024	$157,967	$225,789	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	$203,818			$221,247		
Human services—multipurpose & other: service & other							
CEO/Executive Director	8	$109,666			$107,604		
International, foreign affairs, & national security: international development							
CEO/Executive Director	14	$104,016		$49,250	$84,775	$143,777	
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	5	$62,050			$63,817		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	21	$163,642	$38,250	$73,606	$99,668	$159,887	$312,612
Top Finance Position	8	$174,791			$131,193		
Top Operations Position	6	$188,732			$163,052		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$148,652			$125,993		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	$157,944			$115,633		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	$105,083			$99,984		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	10	$117,187		$86,255	$131,836	$160,723	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	45	$84,627	$26,462	$47,193	$72,558	$110,419	$154,569
Top Finance Position	9	$64,642			$65,134		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	10	$69,774		$42,653	$71,453	$90,135	
Unknown							
CEO/Executive Director	8	$69,192			$66,703		
Youth development: service & other							
CEO/Executive Director	6	$127,717			$151,364		
Youth development: youth development programs							
CEO/Executive Director	29	$93,611	$43,912	$54,667	$80,786	$108,650	$154,313

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$186,782			$96,953		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$87,144			$91,483		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$298,894			$287,440		
Top Finance Position	5	$132,142			$125,472		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$165,579			$161,183		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$102,748			$75,595		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$136,432			$122,910		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$131,249			$125,426		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$74,146			$72,397		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$93,901			$90,277		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$124,332			$101,486		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$148,183			$121,093		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$55,726			$49,806		
Youth development: youth development programs							
CEO/Executive Director	5	$81,556			$81,775		
Detroit, MI							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$131,348			$46,300		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	17	$91,495		$48,000	$56,975	$86,755	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$109,999			$52,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Arts, culture, & humanities: museums							
CEO/Executive Director	9	$188,878			$215,003		
Top Operations Position	5	$121,074			$117,267		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	$110,207		$28,046	$55,415	$91,558	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	18	$96,866		$59,563	$80,388	$105,003	
Community improvement, capacity building: economic development							
CEO/Executive Director	12	$142,578		$79,713	$120,135	$205,644	
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	5	$97,028			$80,481		
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$133,664			$129,029		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	22	$200,670	$42,797	$75,875	$129,741	$261,973	$450,633
Top Development Position	6	$194,699			$171,438		
Top Finance Position	7	$157,222			$132,060		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$429,950			$425,968		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Educational institutions & related activities: service & other							
CEO/Executive Director	11	$120,792		$58,500	$98,961	$158,325	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$128,273			$93,000		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$230,109			$242,879		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	$270,308			$179,904		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$821,286			$253,001		
Health—general & rehabilitative: nursing							
CEO/Executive Director	7	$139,370			$115,783		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	$77,364			$57,090		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	15	$112,795		$58,938	$82,157	$94,868	
Top Administrative Position	6	$53,121			$53,025		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Housing, shelter: temporary housing							
CEO/Executive Director	6	$111,765			$123,908		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	47	$134,246	$49,533	$69,987	$95,319	$180,146	$300,972
Top Finance Position	10	$152,804		$145,635	$166,544	$182,560	
Top Human Resources Position	7	$141,267			$140,402		
Top Technology Position	5	$139,472			$125,058		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	21	$131,285	$43,100	$64,143	$90,054	$194,016	$249,467
Top Finance Position	9	$108,952			$105,385		
Top Operations Position	5	$143,474			$144,357		
Human services—multipurpose & other: family services							
CEO/Executive Director	11	$72,628		$54,675	$66,021	$86,218	
Human services—multipurpose & other: human services							
CEO/Executive Director	27	$133,056	$34,924	$48,650	$118,789	$199,496	$266,242
Top Finance Position	7	$97,560			$99,346		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$124,197			$87,951		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	36	$144,758	$57,427	$92,231	$123,935	$170,498	$274,327

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Human services—multipurpose & other: residential care & adult day programs							
Top Finance Position	10	$109,778		$76,437	$106,133	$142,543	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	14	$201,417		$154,742	$202,950	$264,276	
Top Finance Position	7	$136,652			$120,849		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	$181,483			$104,572		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	$68,880			$56,243		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	$95,037			$120,496		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	$89,255		$42,105	$66,550	$94,229	
Youth development: youth development programs							
CEO/Executive Director	13	$73,721		$55,000	$65,835	$88,186	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Duluth-Superior, MN-WI							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	$96,287			$84,975		
Dutchess County, NY							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$269,850			$224,252		
El Paso, TX							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$112,689			$118,789		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$113,842			$115,689		
Erie, PA							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$171,659			$157,992		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$93,702			$76,123		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Erie, PA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$156,346			$100,559		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$88,532			$71,443		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$101,693			$83,870		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$141,801			$149,349		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$136,937			$137,502		
Eugene-Springfield, OR							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$65,679			$62,488		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	$73,653		$24,750	$67,582	$111,411	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	8	$94,463			$80,026		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Eugene-Springfield, OR							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$105,474			$121,212		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$109,671			$76,330		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$65,449			$57,997		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$115,143			$111,747		
Evansville-Henderson, IN-KY							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$65,102			$56,388		
Fargo-Moorhead, ND-MN							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$141,136			$125,203		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$91,772			$88,674		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fayetteville-Springdale-Rogers, AR							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$50,494			$59,340		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$199,145			$124,762		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$57,632			$44,550		
Flagstaff, AZ-UT							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$115,906			$110,748		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$142,570			$131,662		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$83,070		$67,471	$75,000	$100,458	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$124,698			$81,777		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$89,647			$68,893		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flint, MI							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$142,982			$84,669		
Fort Collins-Loveland, CO							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$102,137			$92,681		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$65,402			$71,500		
Fort Lauderdale-Hollywood, FL							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$151,306			$129,615		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	$80,787			$55,600		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	17	$192,050		$66,626	$116,480	$160,000	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$103,503			$94,628		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	$122,422		$68,000	$95,060	$133,242	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	11	$155,104		$76,500	$137,500	$191,394	
Top Finance Position	8	$97,363			$107,180		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$170,526			$186,226		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$189,904			$200,496		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$136,128			$101,392		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	$84,729		$37,983	$60,389	$89,988	
Fort Myers-Cape Coral, FL							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$115,145			$94,773		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Myers-Cape Coral, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	$124,266			$108,919		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$90,915			$85,645		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$64,961			$57,000		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$375,492			$311,825		
Fort Pierce-Port St. Lucie, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$66,440			$59,385		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$102,942			$116,185		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$82,614			$58,113		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	$72,432		$35,788	$58,287	$90,749	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$115,286			$74,324		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$67,961			$63,269		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	$81,914		$46,782	$61,217	$83,343	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$102,805			$75,000		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$104,563			$104,414		
Human services—multipurpose & other: human services							
CEO/Executive Director	12	$84,367		$47,303	$73,540	$105,236	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$187,408			$198,116		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$104,859			$83,204		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$55,627			$50,136		
Fort Worth, TX							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$195,036			$135,652		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	33	$129,573	$39,027	$76,000	$97,575	$127,500	$225,664
Top Finance Position	7	$145,665			$103,299		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$227,287			$124,180		
Top Education Position	5	$278,260			$142,393		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$815,851			$856,606		
Top Finance Position	5	$502,188			$465,116		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$138,314			$133,972		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$81,049			$58,979		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	13	$121,930		$82,230	$117,222	$145,400	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$105,318			$69,203		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$63,262			$62,000		
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$101,107		$55,572	$84,208	$96,147	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	32	$83,108	$33,142	$42,042	$61,690	$96,455	$156,522
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$54,417			$54,418		
Fresno, CA							
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$124,344			$96,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	$125,212		$111,700	$126,800	$150,957	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$111,257			$108,327		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	$111,220		$95,457	$111,637	$133,677	
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$71,157			$56,000		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	$105,423			$99,000		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$118,083		$65,475	$80,758	$131,613	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$57,690			$52,213		
Youth development: youth development programs							
CEO/Executive Director	8	$83,359			$68,079		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Gainesville, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	$124,201			$79,279		
Gary-Hammond-East Chicago, IN							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$111,143			$120,464		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$117,221			$95,853		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$367,818			$142,670		
Grand Forks, ND-MN							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$86,960			$89,244		
Grand Rapids-Muskegon-Holland, MI							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$89,308			$82,325		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$117,734			$98,000		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	$85,380		$42,975	$84,943	$112,062	
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$97,202			$91,937		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	$100,594	$51,678	$73,741	$95,297	$128,690	$143,518
Top Administrative Position	6	$127,183			$126,581		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$295,710			$176,614		
Top Finance Position	5	$223,910			$171,929		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$121,993			$112,015		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	$91,711			$73,262		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$231,405			$250,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	$1,034,906			$803,864		
Top Finance Position	6	$654,844			$446,149		
Health—general & rehabilitative: nursing							
Top Administrative Position	7	$123,682			$115,522		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$114,079			$83,855		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	$103,072		$66,530	$94,499	$137,697	
Top Finance Position	5	$96,974			$89,433		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$65,366			$60,615		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	$60,383			$67,287		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	$123,380			$112,915		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	$117,143		$75,876	$96,907	$125,164	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	$116,487			$119,695		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$82,060			$81,619		
International, foreign affairs, & national security: international development							
CEO/Executive Director	8	$97,950			$91,632		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	27	$83,556	$36,537	$53,023	$86,938	$104,283	$133,267
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$90,237			$86,263		
Youth development: youth development programs							
CEO/Executive Director	7	$109,242			$74,470		
Greeley, CO							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$106,410			$108,414		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	$86,187			$74,997		
Arts, culture, & humanities: museums							
CEO/Executive Director	7	$123,517			$69,735		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	$59,918		$37,770	$56,980	$79,380	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	$64,249			$60,000		
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$101,890			$81,111		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$77,056			$69,618		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	$124,073	$61,727	$77,888	$104,668	$131,579	$229,553
Top Finance Position	7	$106,838			$81,316		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$994,994			$364,100		
Top Development Position	5	$305,995			$185,144		
Top Education Position	6	$319,127			$278,050		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Educational institutions & related activities: higher education							
Top Finance Position	6	$317,157			$173,968		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$95,465			$83,846		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	$79,775			$78,000		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$234,568			$156,190		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$843,632			$945,766		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	12	$119,496		$55,665	$98,409	$128,422	
Housing, shelter: temporary housing							
CEO/Executive Director	5	$62,663			$64,449		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	$91,356		$53,346	$85,381	$114,536	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$104,843			$74,432		
Human services—multipurpose & other: family services							
CEO/Executive Director	12	$73,265		$47,248	$74,748	$82,320	
Human services—multipurpose & other: human services							
CEO/Executive Director	24	$100,027	$34,425	$38,013	$79,651	$114,765	$225,226
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	$62,754			$62,930		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	$247,222			$250,344		
Top Finance Position	6	$191,309			$180,997		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$68,156			$76,865		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$90,503			$74,852		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$142,455			$76,238		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	17	$46,677		$25,125	$46,900	$59,664	
Youth development: youth development programs							
CEO/Executive Director	6	$79,115			$76,223		
Greenville-Spartanburg-Anderson, SC							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$75,824			$59,800		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	$102,000		$39,125	$62,292	$78,784	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	18	$180,365		$85,612	$101,550	$199,642	
Educational institutions & related activities: higher education							
CEO/Executive Director	9	$381,417			$308,169		
Top Administrative Position	7	$179,770			$174,101		
Top Development Position	6	$199,772			$192,051		
Top Education Position	7	$159,245			$151,508		
Top Finance Position	7	$162,360			$147,425		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$257,122			$168,286		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$121,318			$77,683		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$73,026			$66,153		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$110,780			$93,977		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	$84,891		$59,572	$82,840	$99,550	
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$69,774			$71,888		
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$128,082		$46,228	$66,967	$164,348	
Top Finance Position	5	$102,339			$86,209		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	$81,632			$70,711		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	23	$86,605	$29,796	$37,500	$62,625	$109,886	$163,864
Top Finance Position	5	$74,794			$39,594		
Youth development: youth development programs							
CEO/Executive Director	7	$93,134			$95,095		
Hagerstown, MD							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$98,806			$90,111		
Hamilton-Middletown, OH							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$64,132			$49,051		
Harrisburg-Lebanon-Carlisle, PA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$115,344			$107,092		
Crime, legal-related: legal services							
CEO/Executive Director	5	$117,064			$105,770		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$181,217		$100,092	$135,461	$179,305	
Top Administrative Position	5	$118,487			$41,517		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	$173,903			$128,556		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$147,623			$148,105		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$94,944			$83,167		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	$114,426			$107,834		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$88,214			$72,524		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	$118,743		$52,655	$86,940	$127,419	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$65,570			$58,934		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	$102,477			$117,262		
Arts, culture, & humanities: museums							
CEO/Executive Director	9	$171,751			$129,555		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	$142,731		$55,012	$110,273	$140,859	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$85,500			$85,524		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	29	$238,817	$72,139	$96,268	$161,859	$312,980	$550,115
Top Administrative Position	5	$163,040			$135,652		
Top Development Position	9	$207,395			$191,265		
Top Education Position	5	$177,103			$160,016		
Top Finance Position	14	$224,329		$134,598	$174,474	$323,583	
Top Operations Position	6	$224,945			$180,520		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$590,161			$557,017		
Top Education Position	5	$252,429			$280,008		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$157,937			$145,819		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	$197,356			$111,889		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	9	$92,741			$73,754		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	7	$349,161			$290,580		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$157,278			$142,161		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	$1,135,254			$865,258		
Health—general & rehabilitative: service & other							
CEO/Executive Director	8	$143,063			$82,213		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$158,544			$137,785		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	18	$147,147		$114,628	$135,119	$161,253	
Top Finance Position	9	$123,562			$120,085		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	18	$110,400		$55,103	$67,084	$140,384	
Top Finance Position	5	$132,741			$129,699		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$97,020			$91,359		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	$162,056		$113,285	$150,127	$203,404	
Top Finance Position	7	$113,799			$111,893		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	$233,497			$221,778		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	14	$189,411		$108,654	$156,335	$238,780	
Top Finance Position	6	$187,067			$196,344		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$238,472			$185,570		
Youth development: youth development programs							
CEO/Executive Director	7	$94,988			$66,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hickory-Morganton-Lenoir, NC							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$81,735			$81,149		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$62,535			$60,657		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	$162,308			$170,917		
Honolulu, HI							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$142,827			$82,065		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	$104,692			$87,426		
Crime, legal-related: legal services							
CEO/Executive Director	5	$104,644			$90,831		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$106,151			$98,657		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	23	$218,683	$54,270	$94,108	$164,936	$207,507	$401,479

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	8	$258,907			$195,315		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$87,003			$70,000		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	8	$112,461			$80,810		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	$661,567			$347,893		
Top Finance Position	6	$400,412			$225,348		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	$159,324			$135,568		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$129,601			$129,336		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$135,294			$118,000		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$108,040			$83,106		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$105,579		$76,603	$110,162	$123,995	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$141,582			$139,615		
Unknown							
CEO/Executive Director	5	$86,815			$85,293		
Youth development: youth development programs							
CEO/Executive Director	5	$111,894			$98,544		
Houston, TX							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$98,884			$71,056		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	17	$80,531		$42,000	$55,000	$108,786	
Arts, culture, & humanities: museums							
CEO/Executive Director	8	$201,491			$88,612		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	25	$150,784	$37,064	$50,000	$67,500	$184,693	$407,491

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Arts, culture, & humanities: performing arts							
Top Development Position	7	$160,279			$134,842		
Top Finance Position	7	$180,594			$199,048		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	$52,341			$36,975		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	12	$89,704		$47,854	$100,292	$123,886	
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	5	$125,628			$135,000		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$91,340			$84,480		
Educational institutions & related activities: educational services							
CEO/Executive Director	14	$150,384		$68,129	$119,656	$186,881	
Top Finance Position	5	$141,421			$84,444		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	69	$173,391	$65,949	$95,069	$132,698	$188,957	$288,233
Top Administrative Position	16	$121,112		$95,730	$111,828	$151,752	
Top Business Position	7	$92,300			$81,233		
Top Development Position	8	$134,288			$140,015		
Top Finance Position	17	$154,291		$102,583	$145,875	$172,103	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	6	$192,361			$164,710		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$495,811			$336,954		
Educational institutions & related activities: service & other							
CEO/Executive Director	10	$132,738		$70,991	$97,831	$200,883	
Educational institutions & related activities: student services							
CEO/Executive Director	6	$148,874			$119,751		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	8	$176,392			$127,781		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	7	$430,354			$187,970		
Top Finance Position	5	$491,769			$139,372		
Health—general & rehabilitative: health support							
CEO/Executive Director	9	$260,011			$138,864		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$1,518,578			$944,860		
Top Finance Position	6	$638,949			$278,312		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	$127,285			$102,936		
Health—general & rehabilitative: service & other							
CEO/Executive Director	10	$589,135		$83,357	$112,676	$179,143	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	11	$153,316		$95,490	$113,399	$224,212	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	21	$87,990	$24,000	$48,125	$87,750	$110,000	$169,435
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	28	$135,249	$52,647	$85,784	$117,036	$167,102	$194,366
Top Finance Position	5	$112,610			$85,588		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	10	$111,586		$88,210	$100,097	$122,100	
Human services—multipurpose & other: family services							
CEO/Executive Director	11	$108,986		$86,157	$101,917	$115,511	
Human services—multipurpose & other: human services							
CEO/Executive Director	16	$99,338		$83,213	$95,500	$106,349	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	$187,286			$140,000		
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	$63,906			$51,602		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$160,078			$84,529		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	$109,545			$85,102		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$140,950			$121,929		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	$180,521			$145,000		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$83,057			$94,670		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	56	$66,718	$20,540	$28,546	$53,360	$81,525	$131,554

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Youth development: youth development programs							
CEO/Executive Director	18	$134,277		$62,489	$107,520	$151,128	
Huntington-Ashland, WV-KY-OH							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$79,485			$56,934		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$149,127			$154,668		
Huntsville, AL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	$74,256		$34,656	$78,027	$106,189	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$99,309			$108,000		
Indianapolis, IN							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	$123,117		$71,188	$105,888	$158,262	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	19	$84,917		$44,033	$57,897	$95,677	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	$82,672		$54,785	$82,654	$103,171	
Educational institutions & related activities: educational services							
CEO/Executive Director	10	$179,570		$44,359	$82,158	$141,054	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	43	$148,133	$79,537	$93,717	$122,313	$152,848	$287,338
Top Administrative Position	5	$101,324			$102,208		
Top Finance Position	15	$100,316		$68,928	$106,936	$123,182	
Top Operations Position	14	$91,139		$56,329	$77,355	$89,882	
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$498,965			$424,391		
Top Development Position	5	$220,493			$206,833		
Top Education Position	5	$198,979			$183,645		
Top Finance Position	5	$209,971			$196,364		
Educational institutions & related activities: service & other							
CEO/Executive Director	20	$131,997	$55,726	$67,079	$118,636	$167,598	$241,263
Educational institutions & related activities: student services							
CEO/Executive Director	7	$148,091			$148,748		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$97,907			$90,615		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$171,770			$84,221		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	$70,406			$66,835		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$97,961			$83,846		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	20	$99,991	$38,318	$64,288	$90,635	$119,773	$164,136
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	11	$68,771		$45,792	$61,550	$80,109	
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$123,751			$65,169		
Human services—multipurpose & other: human services							
CEO/Executive Director	21	$127,914	$50,000	$63,275	$85,662	$167,531	$205,159

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$105,202			$89,729		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$142,295			$126,291		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$52,725			$34,320		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$156,961			$150,159		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$119,095			$95,000		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	$153,557			$83,000		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	$96,370			$90,572		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	$83,110			$88,060		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	13	$93,132		$89,698	$99,368	$105,000	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	26	$64,762	$24,684	$44,780	$58,313	$73,750	$100,085
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	$95,886			$80,973		
Youth development: youth development programs							
CEO/Executive Director	21	$97,206	$30,000	$60,106	$84,000	$112,533	$190,342
Jackson, MS							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$69,711			$67,414		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	14	$138,989		$62,500	$135,393	$203,681	
Top Finance Position	5	$118,256			$114,191		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$341,429			$341,860		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$126,210			$121,101		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$71,607			$75,833		
Jacksonville, FL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$72,748			$32,500		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	26	$128,784	$37,459	$53,579	$111,938	$164,536	$212,322
Top Finance Position	5	$124,155			$117,620		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$146,635			$152,412		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$94,181			$77,905		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$76,514		$43,882	$58,480	$85,837	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$167,417			$147,058		
Top Finance Position	5	$104,431			$106,057		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	$104,553			$83,241		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$166,193		$60,661	$168,921	$235,590	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$147,399			$167,851		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	25	$59,079	$28,720	$32,061	$52,800	$69,277	$104,530
Youth development: youth development programs							
CEO/Executive Director	6	$95,764			$81,469		
Janesville-Beloit, WI							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$72,117			$51,308		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jersey City, NJ							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$97,848			$61,772		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$177,906			$148,749		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$94,043			$96,578		
Johnson City-Kingsport-Bristol, TN-VA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$73,774			$71,404		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$383,504			$409,350		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$59,694			$56,707		
Johnstown, PA							
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$60,794			$51,043		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kalamazoo-Battle Creek, MI							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$59,963			$60,000		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$51,419			$49,100		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$76,919			$48,628		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$71,784			$54,650		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$99,247			$70,903		
Youth development: youth development programs							
CEO/Executive Director	7	$55,604			$58,380		
Kansas City, MO-KS							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$78,612			$63,984		
Arts, culture, & humanities: museums							
CEO/Executive Director	10	$261,758		$74,460	$189,394	$334,697	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	20	$141,262	$39,844	$71,064	$97,438	$201,037	$318,472
Top Finance Position	5	$128,702			$114,750		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	$109,415			$87,098		
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$139,210			$111,121		
Educational institutions & related activities: educational services							
CEO/Executive Director	14	$108,672		$72,879	$106,018	$148,228	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	35	$139,848	$58,766	$95,360	$120,804	$168,643	$240,264
Top Administrative Position	6	$158,469			$117,254		
Top Finance Position	9	$132,773			$111,395		
Top Operations Position	5	$129,335			$132,001		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	$223,341		$114,079	$198,625	$318,263	
Top Administrative Position	5	$123,063			$120,915		
Top Development Position	6	$143,876			$151,283		
Top Education Position	7	$188,790			$185,274		
Top Finance Position	6	$243,313			$173,679		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Educational institutions & related activities: student services							
CEO/Executive Director	6	$96,362			$72,179		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	11	$159,347		$40,519	$128,096	$214,129	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	$409,969			$129,996		
Top Finance Position	7	$311,580			$194,936		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	$435,430			$248,277		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	$184,821			$148,943		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$150,942			$137,606		
Housing, shelter: temporary housing							
CEO/Executive Director	5	$80,499			$63,000		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	21	$109,399	$54,226	$65,866	$88,000	$109,462	$196,509
Top Finance Position	5	$131,079			$137,836		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	$155,943		$79,760	$130,000	$197,643	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	12	$97,127		$45,224	$98,267	$121,665	
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$138,541			$140,650		
Top Finance Position	5	$121,279			$125,020		
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$84,173		$39,054	$68,498	$132,924	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	14	$238,671		$69,810	$119,280	$197,779	
Top Finance Position	5	$284,372			$131,434		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$115,710			$53,161		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	27	$78,045	$24,194	$43,572	$60,864	$106,079	$138,847
Youth development: youth development programs							
CEO/Executive Director	12	$113,407		$85,126	$93,121	$124,748	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$87,006			$91,666		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$97,002			$105,675		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	$154,880			$110,000		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$310,823			$207,477		
Health—general & rehabilitative: hospitals							
Top Finance Position	5	$257,380			$193,874		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$78,979			$76,391		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$73,949			$77,361		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$79,856			$72,601		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$110,022			$58,380		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$60,005			$50,992		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	$85,044		$40,570	$70,341	$88,861	
Youth development: youth development programs							
CEO/Executive Director	5	$82,575			$65,100		
Lafayette, LA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$53,357			$39,742		
Lakeland-Winter Haven, FL							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$69,130			$44,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	18	$127,598		$73,247	$130,826	$166,863	
Top Finance Position	5	$109,767			$120,026		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lakeland-Winter Haven, FL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$114,470			$84,630		
Lancaster, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	12	$115,952		$31,006	$89,453	$128,215	
Educational institutions & related activities: libraries							
CEO/Executive Director	6	$57,737			$54,854		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$106,110			$96,423		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$74,017			$66,496		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$93,061			$66,873		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	11	$293,842		$215,677	$236,191	$367,656	
Top Finance Position	6	$211,572			$195,157		
Top Human Resources Position	8	$164,996			$148,221		
Top Operations Position	7	$198,515			$172,641		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	17	$75,624		$45,000	$72,269	$89,442	
Lansing-East Lansing, MI							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$82,555			$68,444		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	$135,300			$123,453		
Educational institutions & related activities: service & other							
CEO/Executive Director	12	$165,572		$108,658	$148,456	$205,733	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$82,490			$74,276		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$74,863			$73,859		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$128,445			$126,921		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$127,959			$136,711		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Human services—multipurpose & other: residential care & adult day programs							
Top Finance Position	5	$94,895			$102,809		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$123,562			$136,489		
Las Vegas, NV-AZ							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$126,875			$109,500		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	23	$126,251	$30,583	$77,672	$107,784	$140,595	$214,127
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$188,257			$137,256		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	$99,411		$59,965	$85,838	$134,920	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	$120,596			$112,262		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$107,499			$94,987		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$164,944		$67,974	$133,980	$242,371	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$148,995			$84,639		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$120,769			$61,219		
Unknown							
CEO/Executive Director	7	$93,646			$81,055		
Youth development: youth development programs							
CEO/Executive Director	8	$87,776			$92,885		
Lawrence, KS							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$80,111			$71,429		
Lawrence-Haverhill, MA-NH							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$83,290			$90,664		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lawrence-Haverhill, MA-NH							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	$160,041		$58,500	$168,584	$200,116	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$121,930			$98,659		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$80,568			$61,853		
Lewiston-Auburn, ME							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$92,261			$96,254		
Lexington, KY							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$47,126			$40,850		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$57,439			$56,013		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	$122,436			$81,750		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Educational institutions & related activities: higher education							
Top Education Position	5	$171,131			$170,313		
Top Finance Position	5	$157,866			$151,371		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$628,144			$490,545		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$92,119			$80,742		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$86,957			$83,874		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	$159,326			$100,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$70,396			$51,345		
Lincoln, NE							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$55,055			$50,531		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$204,714			$110,437		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	12	$90,246		$51,933	$77,569	$108,657	
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$95,151			$88,593		
Youth development: youth development programs							
CEO/Executive Director	7	$71,474			$76,746		
Little Rock-North Little Rock, AR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	$122,455		$57,250	$94,867	$163,772	
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$180,602			$155,400		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$103,071		$65,916	$84,625	$147,633	
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$110,175			$89,533		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Little Rock-North Little Rock, AR							
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$112,053			$54,498		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	$82,065		$36,153	$58,972	$96,715	
Longview-Marshall, TX							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	9	$46,050			$36,000		
Los Angeles-Long Beach, CA							
Animal-related: animal protection & welfare							
CEO/Executive Director	23	$98,637	$43,080	$60,062	$75,000	$118,313	$202,099
Animal-related: service & other							
CEO/Executive Director	5	$75,694			$68,752		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	62	$135,259	$40,044	$59,994	$89,552	$135,365	$200,600
Top Development Position	5	$181,722			$169,634		
Top Finance Position	5	$136,101			$120,000		
Top Program Position	5	$90,828			$122,141		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$85,741			$77,500		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	24	$171,815	$22,851	$62,542	$118,873	$193,804	$370,929
Top Business Position	5	$142,501			$136,926		
Top Development Position	5	$146,555			$160,846		
Top Finance Position	7	$150,393			$131,528		
Top Operations Position	5	$181,223			$182,145		
Arts, culture, & humanities: museums							
CEO/Executive Director	26	$231,127	$81,021	$115,991	$155,042	$237,812	$444,835
Top Development Position	7	$222,846			$193,028		
Top Finance Position	8	$249,112			$219,298		
Top Operations Position	12	$162,010		$137,019	$154,612	$189,907	
Top PR/Communications Position	5	$188,174			$186,603		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	74	$161,168	$25,277	$43,777	$89,390	$122,816	$208,491
Top Administrative Position	6	$168,288			$180,741		
Top Development Position	8	$165,894			$162,715		
Top Finance Position	15	$131,901		$67,409	$99,675	$171,929	
Top Marketing Position	5	$166,192			$155,816		
Arts, culture, & humanities: service & other							
CEO/Executive Director	6	$307,212			$176,131		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Arts, culture, & humanities: visual arts							
CEO/Executive Director	8	$69,644			$67,226		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	22	$140,675	$78,320	$84,303	$119,886	$165,423	$246,007
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	6	$131,839			$122,381		
Community improvement, capacity building: business & industry							
CEO/Executive Director	5	$121,236			$143,917		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	24	$147,951	$52,860	$73,180	$113,588	$174,626	$305,893
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	$179,800			$121,214		
Community improvement, capacity building: economic development							
CEO/Executive Director	10	$204,014		$108,539	$172,837	$264,996	
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	5	$274,901			$170,018		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Community improvement, capacity building: service & other							
CEO/Executive Director	6	$222,433			$161,930		
Crime, legal-related: crime prevention							
CEO/Executive Director	5	$60,031			$58,239		
Crime, legal-related: legal services							
CEO/Executive Director	7	$169,167			$142,206		
Top Legal Position	5	$177,580			$182,298		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	$309,160			$108,635		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	10	$135,188		$74,735	$107,409	$156,203	
Educational institutions & related activities: adult education							
CEO/Executive Director	5	$93,278			$46,500		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	21	$216,705	$39,375	$56,000	$154,000	$225,525	$586,294
Top Finance Position	9	$132,655			$120,423		
Educational institutions & related activities: educational services							
CEO/Executive Director	32	$126,189	$43,979	$53,663	$110,500	$157,997	$242,205
Top Finance Position	7	$131,789			$126,543		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	249	$205,785	$71,587	$105,298	$161,418	$258,275	$371,739
Top Administrative Position	29	$163,110	$111,241	$131,584	$154,726	$177,504	$206,514
Top Business Position	20	$138,810	$89,466	$113,491	$137,309	$161,540	$199,212
Top Development Position	29	$188,832	$126,038	$136,362	$178,768	$230,650	$267,462
Top Education Position	33	$165,500	$110,329	$141,252	$156,683	$195,661	$230,585
Top Finance Position	67	$198,066	$89,819	$131,307	$189,036	$240,996	$308,376
Top Human Resources Position	5	$157,280			$160,375		
Top Operations Position	50	$177,739	$112,861	$132,218	$166,942	$207,878	$257,852
Top PR/Communications Position	13	$170,139		$140,866	$164,379	$184,940	
Top Program Position	6	$184,977			$188,751		
Top Technology Position	19	$156,285		$131,539	$156,000	$173,280	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	12	$368,096		$130,249	$322,657	$552,124	
Top Development Position	6	$231,964			$271,351		
Top Education Position	8	$261,696			$263,916		
Top Finance Position	8	$200,906			$157,977		
Educational institutions & related activities: higher education							
CEO/Executive Director	26	$506,197	$95,276	$230,823	$532,721	$724,124	$805,933
Top Administrative Position	17	$323,048		$213,984	$304,622	$329,632	
Top Development Position	18	$257,691		$211,770	$249,063	$308,537	
Top Education Position	20	$295,690	$143,921	$185,286	$256,368	$336,006	$483,794
Top Finance Position	24	$365,555	$100,865	$148,557	$302,245	$394,607	$457,262
Top Human Resources Position	7	$211,255			$198,146		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational institutions & related activities: higher education							
Top Operations Position	6	$232,817			$228,590		
Top PR/Communications Position	7	$220,869			$214,197		
Top Technology Position	5	$235,175			$207,000		
Educational institutions & related activities: service & other							
CEO/Executive Director	52	$218,002	$82,263	$126,477	$177,592	$257,050	$435,114
Top Development Position	8	$179,289			$153,690		
Top Finance Position	16	$188,164		$152,068	$187,260	$253,892	
Top Operations Position	9	$213,651			$218,519		
Top Technology Position	9	$245,933			$188,423		
Educational institutions & related activities: student services							
CEO/Executive Director	14	$129,234		$82,883	$140,929	$187,132	
Top Finance Position	5	$111,083			$140,451		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	19	$141,484		$86,199	$112,155	$146,679	
Top Finance Position	8	$128,468			$117,641		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	$323,987			$199,252		
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	6	$215,874			$167,180		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	$124,653			$128,205		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	7	$129,945			$125,000		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	15	$122,456		$68,069	$111,799	$161,862	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	34	$334,976	$94,637	$189,159	$284,704	$357,318	$586,818
Top Finance Position	19	$237,541		$163,289	$210,625	$283,908	
Top Operations Position	14	$230,505		$157,941	$188,495	$261,604	
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	8	$218,355			$187,220		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	31	$597,822	$92,152	$146,146	$214,500	$379,359	$1,550,174
Top Development Position	5	$321,146			$302,156		
Top Finance Position	19	$396,472		$116,733	$179,366	$372,435	
Top Human Resources Position	7	$293,868			$238,974		
Top Operations Position	17	$337,882		$167,275	$185,811	$380,800	
Health—general & rehabilitative: public health							
CEO/Executive Director	7	$160,670			$117,015		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	10	$137,998		$81,967	$137,960	$180,596	
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	$230,329			$159,676		
Health—general & rehabilitative: service & other							
CEO/Executive Director	13	$194,177		$90,687	$154,000	$260,935	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	25	$228,464	$54,093	$94,000	$190,616	$214,934	$508,764
Top Finance Position	9	$180,489			$188,794		
Top Operations Position	5	$194,401			$154,408		
Housing, shelter: housing support							
CEO/Executive Director	10	$101,016		$57,750	$84,013	$109,273	
Housing, shelter: temporary housing							
CEO/Executive Director	12	$166,625		$87,462	$151,315	$228,164	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	74	$173,670	$74,050	$98,852	$129,609	$213,035	$297,106
Top Administrative Position	6	$147,667			$137,380		
Top Development Position	9	$153,520			$126,835		
Top Finance Position	22	$170,044	$77,690	$133,648	$164,634	$212,263	$258,615
Top Human Resources Position	7	$144,020			$148,087		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human services—multipurpose & other: centers to support the independence of specific populations							
Top Operations Position	9	$132,410			$103,500		
Top Program Position	11	$142,193		$117,230	$141,776	$161,247	
Top Technology Position	5	$159,781			$160,963		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	71	$154,214	$29,119	$91,937	$140,376	$203,841	$273,854
Top Administrative Position	7	$119,681			$127,830		
Top Development Position	7	$139,328			$129,859		
Top Finance Position	23	$161,044	$81,044	$107,573	$156,609	$195,510	$228,560
Top Human Resources Position	8	$143,164			$134,971		
Top Operations Position	11	$223,573		$172,852	$201,386	$266,280	
Top Program Position	13	$116,297		$90,027	$110,000	$132,835	
Top Technology Position	7	$150,244			$145,618		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	$147,969			$116,381		
Human services—multipurpose & other: family services							
CEO/Executive Director	26	$159,550	$46,015	$88,835	$132,395	$204,436	$292,617
Top Finance Position	12	$148,571		$120,668	$143,774	$176,545	
Human services—multipurpose & other: human services							
CEO/Executive Director	49	$129,113	$33,942	$50,880	$99,426	$141,762	$227,658
Top Finance Position	14	$151,811		$89,581	$136,728	$209,664	
Top Operations Position	10	$174,766		$116,313	$142,886	$174,944	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	9	$111,089			$105,271		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	9	$138,410			$79,397		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	16	$179,222		$112,940	$196,679	$245,151	
Top Administrative Position	5	$191,424			$175,015		
Top Finance Position	6	$158,587			$161,356		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$100,201			$85,729		
International, foreign affairs, & national security: international development							
CEO/Executive Director	12	$206,693		$41,827	$91,561	$126,573	
Mental health, crisis intervention: counseling							
CEO/Executive Director	5	$50,125			$36,922		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	37	$243,834	$101,980	$135,452	$203,226	$296,578	$390,152
Top Development Position	9	$175,035			$163,527		
Top Finance Position	24	$201,609	$106,217	$145,659	$187,252	$249,458	$298,494
Top Human Resources Position	11	$168,418		$145,052	$159,676	$186,594	
Top Operations Position	16	$246,583		$133,849	$190,282	$235,398	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Mental health, crisis intervention: mental health treatment							
Top Program Position	10	$182,448		$148,131	$171,922	$196,992	
Top Technology Position	6	$175,648			$142,891		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	23	$143,856	$51,191	$93,500	$137,616	$181,226	$243,046
Top Finance Position	5	$109,865			$94,763		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	12	$265,673		$98,549	$236,531	$404,450	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	7	$197,115			$150,967		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	6	$147,600			$96,458		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	8	$398,531			$263,349		
Top Finance Position	5	$245,993			$210,369		
Top Operations Position	5	$235,159			$197,888		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	17	$69,515		$44,123	$72,000	$95,718	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	78	$68,451	$24,000	$28,138	$54,850	$79,705	$127,527
Top Finance Position	8	$108,777			$107,002		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	7	$121,306			$114,100		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	8	$58,425			$41,700		
Unknown							
CEO/Executive Director	18	$160,491		$89,253	$149,796	$198,642	
Youth development: service & other							
CEO/Executive Director	7	$122,983			$98,115		
Youth development: youth centers & clubs							
CEO/Executive Director	23	$132,637	$71,358	$82,380	$144,614	$169,816	$195,018
Top Finance Position	5	$79,546			$80,682		
Youth development: youth development N.E.C.							
CEO/Executive Director	5	$82,724			$64,008		
Youth development: youth development programs							
CEO/Executive Director	60	$116,554	$41,412	$66,151	$94,054	$142,675	$217,290
Top Development Position	7	$115,660			$118,447		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Youth development: youth development programs							
Top Finance Position	7	$100,177			$117,055		
Top Operations Position	5	$118,833			$73,625		
Louisville, KY-IN							
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$116,719			$104,642		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	15	$79,961		$47,399	$80,663	$102,326	
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$100,656			$71,734		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	20	$112,939	$50,195	$83,596	$109,426	$140,985	$173,857
Top Finance Position	7	$83,448			$64,000		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$787,949			$315,717		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$158,235			$141,561		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	$117,626		$71,744	$96,072	$137,969	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	14	$108,677		$63,715	$74,779	$107,120	
Human services—multipurpose & other: family services							
CEO/Executive Director	11	$102,041		$61,003	$75,848	$139,231	
Human services—multipurpose & other: human services							
CEO/Executive Director	13	$120,318		$42,970	$86,757	$183,757	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$156,663			$153,312		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	$64,803		$35,005	$64,177	$79,034	
Lowell, MA-NH							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$307,538			$255,260		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lubbock, TX							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$68,459			$64,230		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$107,129			$90,770		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$91,496			$77,556		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$52,546			$55,000		
Lynchburg, VA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$103,026			$65,006		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$726,430			$423,956		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$59,106			$26,400		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$76,440			$76,500		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$71,673			$61,640		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	$85,452		$67,020	$80,600	$105,500	
Educational institutions & related activities: service & other							
CEO/Executive Director	13	$182,758		$76,730	$176,801	$233,072	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	13	$116,421		$77,128	$95,901	$129,545	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$141,413			$102,229		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	$107,183		$73,972	$86,148	$148,778	
Top Finance Position	5	$79,889			$86,953		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	$81,687		$66,523	$87,171	$102,114	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$85,212			$90,094		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$152,723			$156,436		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$75,326			$75,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$119,919			$110,932		
Manchester, NH							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$110,607			$80,863		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$91,175			$81,395		
Crime, legal-related: legal services							
CEO/Executive Director	5	$114,802			$117,300		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$125,809		$54,540	$77,244	$83,822	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	5	$177,447			$166,579		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$105,760			$101,807		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$73,724			$59,230		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$91,931			$69,826		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$162,490			$128,303		
Top Finance Position	5	$135,801			$154,234		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	$156,855			$132,845		
Medford-Ashland, OR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$106,429			$110,712		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Melbourne-Titusville-Palm Bay, FL							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$124,742			$80,500		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	$70,946			$78,379		
Memphis, TN-AR-MS							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$146,133			$100,450		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	$111,200		$61,357	$91,873	$109,809	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	$80,169		$38,322	$82,802	$115,349	
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$110,411			$82,455		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	47	$162,647	$75,000	$94,514	$129,513	$195,043	$290,278
Top Business Position	5	$122,439			$118,302		
Top Development Position	5	$136,819			$129,752		
Top Education Position	6	$95,126			$99,657		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	14	$106,881		$90,926	$103,474	$114,081	
Top Operations Position	10	$110,378		$75,534	$109,770	$124,175	
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$240,645			$190,015		
Top Finance Position	5	$190,187			$154,828		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$219,668			$187,705		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$579,104			$253,652		
Top Finance Position	7	$220,742			$137,155		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$315,846			$128,251		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	15	$93,327		$64,428	$94,312	$109,943	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$82,745			$98,914		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$115,189			$102,868		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$117,465			$61,000		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$228,804			$141,724		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	$88,336			$80,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	15	$92,177		$45,503	$63,520	$130,174	
Youth development: youth development programs							
CEO/Executive Director	10	$88,722		$65,321	$88,100	$103,403	
Miami, FL							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	17	$77,717		$29,000	$60,285	$99,833	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	$186,723			$149,025		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$216,721			$256,543		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	23	$123,297	$28,658	$37,843	$72,467	$121,000	$300,310
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$47,922			$43,846		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	50	$170,369	$62,190	$99,157	$136,119	$204,864	$315,493
Top Education Position	8	$130,852			$136,849		
Top Finance Position	7	$164,800			$167,212		
Top Operations Position	7	$187,401			$146,919		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$484,769			$285,000		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$122,007			$132,618		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	$105,520			$98,169		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	7	$488,715			$291,604		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	8	$655,081			$386,392		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Health—general & rehabilitative: hospitals							
Top Finance Position	7	$383,702			$226,514		
Top Operations Position	9	$448,522			$287,086		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$104,540			$93,000		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	$138,570		$76,875	$93,500	$158,699	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	$115,491		$49,952	$123,750	$142,085	
Human services—multipurpose & other: human services							
CEO/Executive Director	10	$222,831		$65,405	$143,575	$208,985	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	$165,606			$111,614		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$175,858			$151,368		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$152,054			$141,023		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	$110,884			$70,223		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$34,506			$32,083		
Youth development: youth development programs							
CEO/Executive Director	14	$90,689		$48,017	$86,250	$116,260	
Middlesex-Somerset-Hunterdon, NJ							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$84,888			$60,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	17	$268,748		$125,662	$184,551	$321,188	
Top Finance Position	6	$166,332			$138,114		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$93,554			$72,346		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$109,072			$89,986		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	11	$140,456		$85,884	$135,738	$183,365	
Top Finance Position	6	$112,300			$105,235		
Human services—multipurpose & other: human services							
CEO/Executive Director	16	$184,264		$108,328	$147,777	$201,045	
Top Finance Position	5	$179,405			$155,548		
Milwaukee, WI							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	14	$117,062		$75,653	$91,829	$163,132	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	15	$181,674		$55,670	$71,212	$136,231	
Top Finance Position	5	$120,320			$87,028		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	$110,663		$60,807	$94,679	$104,660	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$308,887			$91,511		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$172,342			$98,051		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	44	$144,059	$61,269	$93,860	$115,754	$151,533	$279,867
Top Administrative Position	6	$93,257			$77,582		
Top Finance Position	12	$89,839		$41,434	$85,382	$133,028	
Top Operations Position	5	$109,355			$106,000		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	$268,589			$228,605		
Top Education Position	5	$218,499			$173,003		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$84,131			$77,440		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	9	$87,095			$80,848		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$829,761			$250,880		
Top Finance Position	5	$490,760			$327,439		
Health—general & rehabilitative: public health							
CEO/Executive Director	7	$215,292			$138,079		
Housing, shelter: temporary housing							
CEO/Executive Director	5	$90,911			$85,240		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	20	$140,462	$29,536	$63,980	$82,463	$211,112	$266,865
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$144,937			$133,626		
Top Finance Position	6	$64,565			$53,639		
Human services—multipurpose & other: family services							
CEO/Executive Director	12	$76,778		$46,816	$77,447	$89,814	
Human services—multipurpose & other: human services							
CEO/Executive Director	26	$150,386	$46,438	$86,073	$108,516	$174,129	$240,511
Top Finance Position	12	$124,719		$76,944	$100,708	$146,105	
Top Operations Position	5	$146,850			$137,070		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	$129,046			$97,927		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	$207,531			$228,231		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	$85,725			$97,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	13	$102,147		$67,000	$96,068	$122,126	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Youth development: youth development programs							
CEO/Executive Director	9	$103,535			$75,000		
Minneapolis-St. Paul, MN-WI							
Animal-related: animal protection & welfare							
CEO/Executive Director	15	$73,050		$38,940	$52,292	$65,009	
Animal-related: wildlife preservation & protection							
CEO/Executive Director	7	$198,363			$174,780		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	34	$102,710	$33,078	$50,338	$82,244	$131,766	$198,993
Top Finance Position	6	$124,870			$113,783		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	6	$67,817			$48,270		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	$104,983			$60,513		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	15	$131,662		$77,206	$128,100	$171,917	
Top Operations Position	5	$230,336			$266,284		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$205,596			$138,767		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	63	$90,138	$28,725	$42,687	$64,074	$88,530	$208,013
Top Development Position	5	$195,099			$194,811		
Top Finance Position	9	$103,357			$81,887		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	9	$102,518			$91,825		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	$75,127			$87,033		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	7	$129,466			$92,055		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	28	$84,587	$41,058	$49,588	$71,211	$97,911	$147,552
Community improvement, capacity building: economic development							
CEO/Executive Director	9	$186,577			$130,559		
Community improvement, capacity building: service & other							
CEO/Executive Director	8	$125,794			$101,098		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Crime, legal-related: legal services							
CEO/Executive Director	10	$113,219		$92,654	$111,554	$126,987	
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	6	$125,951			$118,755		
Educational institutions & related activities: adult education							
CEO/Executive Director	5	$131,260			$131,106		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	11	$91,026		$51,150	$77,004	$112,740	
Educational institutions & related activities: educational services							
CEO/Executive Director	20	$95,996	$38,200	$53,627	$71,533	$110,876	$172,713
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	132	$129,808	$51,160	$79,432	$114,046	$146,996	$192,785
Top Administrative Position	12	$119,716		$58,453	$80,084	$190,231	
Top Business Position	7	$60,970			$63,195		
Top Development Position	9	$157,200			$147,169		
Top Education Position	7	$116,717			$117,599		
Top Finance Position	37	$93,754	$54,142	$62,576	$74,187	$113,238	$159,753
Top Operations Position	14	$161,052		$113,479	$127,346	$218,770	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	9	$180,203			$166,900		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Educational institutions & related activities: higher education							
CEO/Executive Director	15	$478,731		$195,181	$367,045	$468,742	
Top Administrative Position	5	$240,043			$215,950		
Top Development Position	7	$241,477			$202,703		
Top Education Position	10	$235,203		$179,053	$217,734	$254,822	
Top Finance Position	8	$237,398			$215,402		
Educational institutions & related activities: service & other							
CEO/Executive Director	21	$200,982	$40,000	$74,943	$94,545	$171,491	$250,524
Top Finance Position	5	$177,975			$98,186		
Educational institutions & related activities: student services							
CEO/Executive Director	9	$174,264			$121,477		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	7	$136,072			$113,701		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	$217,436			$211,962		
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	5	$170,023			$156,010		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	$113,864		$74,584	$106,205	$139,995	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	$99,236			$107,035		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	12	$103,726		$64,500	$102,931	$110,450	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	10	$160,862		$97,470	$128,581	$216,796	
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$437,920			$321,863		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	8	$598,740			$262,751		
Health—general & rehabilitative: nursing							
CEO/Executive Director	10	$187,723		$147,522	$185,298	$214,372	
Top Administrative Position	10	$146,209		$133,495	$141,123	$148,852	
Top Finance Position	7	$163,195			$123,338		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	$86,744			$61,800		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	$228,516			$192,813		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	21	$159,654	$45,000	$89,350	$132,105	$210,407	$299,497
Top Administrative Position	9	$124,004			$123,405		
Top Finance Position	7	$156,039			$175,000		
Top Operations Position	5	$145,160			$167,475		
Housing, shelter: housing support							
CEO/Executive Director	6	$142,154			$167,297		
Housing, shelter: temporary housing							
CEO/Executive Director	9	$109,804			$110,605		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	49	$135,731	$61,201	$72,800	$116,746	$152,717	$220,969
Top Finance Position	18	$99,619		$73,671	$101,910	$117,885	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	35	$96,042	$35,188	$60,925	$72,992	$115,569	$181,383
Top Finance Position	6	$99,686			$100,546		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	10	$103,837		$94,877	$103,551	$121,280	
Human services—multipurpose & other: family services							
CEO/Executive Director	28	$103,737	$47,728	$69,957	$96,163	$117,703	$152,108

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Human services—multipurpose & other: human services							
CEO/Executive Director	49	$128,340	$37,820	$71,437	$118,684	$175,632	$211,013
Top Development Position	6	$134,987			$149,595		
Top Finance Position	14	$123,583		$104,413	$121,210	$152,630	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	19	$155,186		$77,570	$120,193	$227,577	
Top Finance Position	8	$117,002			$126,353		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	$84,399			$83,652		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	14	$203,107		$80,499	$114,720	$222,296	
Top Administrative Position	9	$138,935			$144,534		
Top Finance Position	7	$176,216			$130,581		
Human services—multipurpose & other: service & other							
CEO/Executive Director	9	$135,473			$129,252		
International, foreign affairs, & national security: international development							
CEO/Executive Director	14	$102,249		$56,719	$92,681	$104,945	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	15	$163,158		$92,730	$178,424	$200,495	
Top Finance Position	9	$126,691			$133,187		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Mental health, crisis intervention: mental health treatment							
Top Operations Position	6	$151,746			$147,475		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	15	$134,632		$85,619	$113,485	$170,244	
Top Finance Position	6	$135,064			$140,876		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	$75,902			$79,378		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	13	$178,884		$59,397	$135,510	$311,650	
Top Finance Position	7	$169,374			$177,172		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	6	$122,792			$101,353		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	5	$134,066			$148,591		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	19	$83,739		$61,125	$71,566	$95,819	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	46	$71,432	$24,000	$38,891	$65,000	$98,134	$123,768

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Religion-related, spiritual development: service & other							
CEO/Executive Director	5	$87,258			$95,224		
Youth development: youth development programs							
CEO/Executive Director	34	$106,803	$42,600	$74,433	$89,410	$134,962	$206,112
Top Finance Position	5	$131,195			$117,550		
Missoula, MT							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$51,420			$50,023		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$68,713			$59,301		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	$175,517		$110,480	$121,037	$167,703	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$78,126			$74,616		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$60,391			$58,322		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mobile, AL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$139,832			$104,779		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$52,934			$60,065		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$109,218			$82,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	$51,552		$30,829	$35,940	$62,699	
Modesto, CA							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$118,315			$107,019		
Monmouth-Ocean, NJ							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$128,071			$65,642		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	20	$213,216	$68,070	$95,341	$219,473	$278,617	$368,788
Top Finance Position	8	$148,681			$124,821		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$94,370			$96,720		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	$85,503			$84,563		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$92,982			$68,521		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	$189,023			$157,370		
Top Finance Position	5	$157,375			$191,675		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$170,262			$154,389		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$104,951			$83,333		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	6	$99,027			$74,693		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montgomery, AL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$107,310		$80,096	$106,500	$126,438	
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$110,185			$100,632		
Naples, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$159,192		$107,002	$124,058	$175,588	
Top Finance Position	5	$122,678			$96,679		
Nashua, NH							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$96,365			$66,756		
Nashville, TN							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	$78,121			$61,212		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	$133,915			$126,766		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Arts, culture, & humanities: museums							
CEO/Executive Director	7	$140,813			$74,570		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	16	$112,684		$47,011	$67,515	$139,536	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	$75,158		$47,438	$64,547	$87,882	
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$86,238			$57,211		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	8	$158,947			$103,505		
Educational institutions & related activities: educational services							
CEO/Executive Director	21	$100,625	$30,000	$53,830	$87,136	$137,071	$204,523
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	40	$190,950	$44,939	$76,204	$143,713	$254,584	$402,616
Top Development Position	7	$159,795			$163,209		
Top Finance Position	12	$168,576		$154,455	$168,368	$198,949	
Top Operations Position	8	$155,598			$153,115		
Educational institutions & related activities: higher education							
CEO/Executive Director	12	$305,305		$101,958	$195,410	$298,493	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Educational institutions & related activities: higher education							
Top Education Position	6	$185,869			$145,386		
Top Finance Position	6	$184,925			$161,733		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	$163,587			$151,937		
Educational institutions & related activities: student services							
CEO/Executive Director	6	$86,075			$77,500		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	8	$100,671			$86,017		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	8	$56,704			$60,070		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	$157,948			$156,019		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	$152,019			$130,478		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$995,372			$376,168		
Top Finance Position	5	$430,712			$123,575		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$93,750		$64,983	$76,747	$117,146	
Housing, shelter: housing support							
CEO/Executive Director	6	$69,527			$73,933		
Housing, shelter: temporary housing							
CEO/Executive Director	8	$99,334			$71,945		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	34	$86,428	$34,769	$61,364	$82,568	$110,507	$132,152
Top Finance Position	6	$76,731			$79,186		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	$104,725		$73,955	$101,739	$128,048	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	10	$62,792		$37,789	$57,640	$79,266	
Human services—multipurpose & other: family services							
CEO/Executive Director	19	$90,578		$49,760	$84,890	$107,368	
Human services—multipurpose & other: human services							
CEO/Executive Director	10	$141,806		$61,221	$113,714	$155,708	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	$105,370			$84,423		
Mental health, crisis intervention: counseling							
CEO/Executive Director	5	$91,622			$92,571		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$184,893			$139,123		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$80,611			$63,386		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$100,626			$111,349		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	52	$73,631	$21,891	$40,000	$66,974	$92,188	$120,205
Top Finance Position	6	$73,027			$57,718		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$111,692			$91,658		
Youth development: youth development programs							
CEO/Executive Director	15	$91,073		$53,867	$87,111	$106,500	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	$74,356		$39,360	$62,900	$89,755	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	10	$66,628		$53,130	$70,095	$80,068	
Arts, culture, & humanities: museums							
CEO/Executive Director	13	$166,306		$99,615	$123,132	$170,522	
Top Finance Position	5	$191,901			$128,069		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$80,740			$98,057		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$191,823			$120,982		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	6	$303,017			$238,733		
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$99,018			$80,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	40	$221,549	$103,277	$132,246	$193,134	$240,636	$430,904
Top Administrative Position	10	$141,149		$101,325	$133,720	$158,357	
Top Development Position	7	$168,430			$169,681		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Educational institutions & related activities: elementary & secondary schools							
Top Education Position	6	$149,146			$156,234		
Top Finance Position	16	$173,558		$119,464	$179,668	$209,404	
Top Human Resources Position	6	$152,437			$136,169		
Top Operations Position	7	$147,182			$155,904		
Educational institutions & related activities: higher education							
CEO/Executive Director	10	$975,843		$772,254	$975,273	$1,151,232	
Top Finance Position	10	$583,191		$364,593	$473,981	$707,648	
Educational institutions & related activities: service & other							
CEO/Executive Director	9	$168,725			$120,072		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$96,009			$75,000		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	$301,378			$169,240		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$145,249			$75,000		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	$237,725		$78,000	$173,511	$383,779	
Top Finance Position	7	$219,839			$202,734		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	30	$155,005	$48,546	$76,940	$123,344	$188,516	$316,290
Top Finance Position	7	$142,430			$128,736		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	$217,517		$96,906	$167,963	$330,845	
Top Finance Position	9	$136,751			$117,767		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	$282,581			$160,504		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	$203,625			$189,000		
Top Finance Position	5	$171,437			$202,689		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$77,603			$80,787		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	17	$42,797		$30,000	$34,996	$47,000	
Youth development: youth centers & clubs							
CEO/Executive Director	6	$107,867			$92,300		
Youth development: youth development programs							
CEO/Executive Director	11	$107,696		$48,500	$90,000	$140,000	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$95,672			$82,910		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$103,413			$75,972		
Educational institutions & related activities: educational services							
CEO/Executive Director	8	$152,850			$163,908		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	39	$185,251	$66,778	$100,187	$152,827	$203,355	$356,628
Top Education Position	7	$155,438			$141,858		
Top Finance Position	11	$160,341		$105,743	$129,460	$190,420	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$63,247			$56,682		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$156,152			$130,284		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$107,675			$116,958		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$95,127			$77,379		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	$192,711			$202,068		
Top Finance Position	5	$154,000			$134,392		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$272,046			$224,917		
Top Finance Position	5	$146,800			$150,486		
Top Operations Position	5	$153,449			$149,635		
Youth development: youth development programs							
CEO/Executive Director	7	$95,945			$78,381		
New London-Norwich, CT-RI							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$164,315		$74,677	$130,107	$206,376	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$149,618			$85,000		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$103,470		$68,326	$91,538	$131,365	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	11	$110,382		$68,791	$115,300	$146,679	
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$171,173			$90,510		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	$86,339			$86,965		
Crime, legal-related: legal services							
CEO/Executive Director	7	$106,230			$105,335		
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$139,864			$112,988		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	45	$154,737	$68,966	$94,007	$131,001	$190,866	$288,542
Top Development Position	5	$122,379			$126,366		
Top Education Position	6	$136,035			$131,687		
Top Finance Position	17	$124,253		$84,093	$117,525	$154,529	
Top Operations Position	7	$124,712			$133,093		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$515,349			$370,098		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Educational institutions & related activities: service & other							
CEO/Executive Director	14	$164,473		$121,688	$172,489	$220,370	
Top Finance Position	5	$111,829			$127,581		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	9	$119,555			$130,129		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	$82,991		$43,529	$83,480	$104,880	
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$81,833			$91,345		
Human services—multipurpose & other: human services							
CEO/Executive Director	12	$154,699		$111,691	$145,910	$197,635	
Top Finance Position	5	$85,200			$93,329		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$101,648			$79,960		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$122,667			$110,154		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	$66,842		$37,194	$61,565	$76,505	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Unknown							
CEO/Executive Director	5	$152,264			$119,592		
Youth development: youth development programs							
CEO/Executive Director	6	$66,539			$68,018		
New York, NY-NJ							
Animal-related: animal protection & welfare							
CEO/Executive Director	16	$168,177		$63,700	$95,513	$140,515	
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	$406,807			$176,260		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	150	$135,557	$21,518	$50,273	$111,282	$174,169	$253,347
Top Administrative Position	8	$144,393			$169,967		
Top Business Position	5	$143,782			$133,197		
Top Development Position	12	$180,901		$114,834	$148,242	$227,439	
Top Education Position	5	$149,333			$139,606		
Top Finance Position	33	$134,361	$51,245	$60,474	$138,873	$170,459	$217,971
Top Operations Position	14	$158,315		$105,542	$131,425	$166,849	
Top Program Position	10	$126,188		$116,377	$135,045	$160,079	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, culture, & humanities: arts services							
CEO/Executive Director	17	$184,543		$130,301	$172,770	$240,261	
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	18	$139,010		$47,284	$110,918	$213,140	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	18	$160,051		$82,115	$110,314	$167,051	
Top Operations Position	5	$182,989			$212,960		
Arts, culture, & humanities: humanities							
CEO/Executive Director	12	$159,990		$89,787	$162,082	$195,018	
Top Finance Position	5	$173,874			$132,880		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	55	$188,642	$42,798	$68,071	$134,788	$254,248	$386,167
Top Development Position	8	$267,596			$260,736		
Top Finance Position	16	$194,818		$67,227	$143,098	$261,527	
Top Operations Position	5	$256,505			$169,555		
Top Program Position	6	$237,586			$200,727		
Arts, culture, & humanities: museums							
CEO/Executive Director	53	$279,894	$70,988	$121,144	$206,651	$306,714	$439,620
Top Administrative Position	5	$270,858			$287,081		
Top Development Position	19	$218,047		$156,373	$179,253	$254,632	
Top Education Position	8	$229,095			$199,717		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, culture, & humanities: museums							
Top Facilities Position	5	$309,158			$364,489		
Top Finance Position	23	$290,304	$117,835	$136,824	$200,773	$301,379	$479,478
Top Human Resources Position	7	$250,978			$198,818		
Top Legal Position	7	$367,117			$341,043		
Top Marketing Position	9	$220,563			$179,891		
Top Operations Position	18	$327,754		$183,105	$224,028	$377,334	
Top PR/Communications Position	10	$301,590		$180,742	$229,402	$387,646	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	270	$157,791	$29,900	$50,997	$88,626	$152,633	$292,000
Top Administrative Position	18	$183,996		$127,294	$156,997	$190,749	
Top Business Position	5	$190,796			$151,247		
Top Development Position	31	$224,367	$119,293	$122,911	$183,349	$230,854	$306,458
Top Education Position	6	$224,575			$187,795		
Top Finance Position	53	$173,606	$43,545	$69,625	$142,814	$214,646	$348,183
Top Legal Position	6	$327,430			$287,968		
Top Marketing Position	14	$202,227		$141,005	$198,830	$248,145	
Top Operations Position	13	$218,028		$145,816	$185,205	$252,036	
Top PR/Communications Position	8	$209,347			$208,914		
Top Program Position	10	$204,947		$157,674	$203,396	$244,212	
Top Technology Position	7	$228,119			$169,397		
Arts, culture, & humanities: service & other							
CEO/Executive Director	33	$147,605	$37,718	$64,000	$122,102	$241,497	$280,707
Top Development Position	5	$158,991			$152,550		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, culture, & humanities: service & other							
Top Finance Position	11	$181,179		$118,396	$162,344	$194,051	
Top Program Position	6	$142,910			$157,959		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	26	$137,773	$35,909	$65,894	$112,170	$172,331	$283,605
Top Finance Position	5	$106,625			$113,908		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	12	$294,659		$137,875	$266,802	$308,291	
Top Finance Position	6	$186,788			$172,942		
Top Legal Position	5	$279,635			$232,465		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	39	$174,519	$56,414	$87,807	$149,255	$242,689	$329,532
Top Development Position	9	$136,601			$131,630		
Top Finance Position	9	$141,680			$143,777		
Top Legal Position	8	$181,955			$192,207		
Top Operations Position	6	$159,441			$167,651		
Top PR/Communications Position	6	$150,882			$166,612		
Top Program Position	5	$158,633			$158,870		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	19	$233,994		$134,562	$199,299	$257,464	
Top Finance Position	9	$143,670			$144,750		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	15	$171,469		$117,098	$161,732	$208,737	
Top Development Position	6	$156,147			$162,429		
Top Operations Position	6	$168,034			$167,296		
Community improvement, capacity building: business & industry							
CEO/Executive Director	17	$246,634		$88,000	$157,385	$360,705	
Top Finance Position	5	$172,223			$170,167		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	67	$154,233	$55,130	$81,531	$104,170	$194,146	$315,153
Top Finance Position	14	$160,071		$89,510	$133,418	$219,866	
Top Operations Position	10	$173,605		$123,860	$151,188	$184,635	
Top Program Position	6	$120,065			$144,163		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	9	$220,284			$175,445		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	6	$126,769			$137,682		
Community improvement, capacity building: economic development							
CEO/Executive Director	23	$157,431	$60,048	$88,420	$147,693	$194,233	$299,385
Top Finance Position	5	$145,830			$160,078		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	7	$176,993			$160,298		
Community improvement, capacity building: service & other							
CEO/Executive Director	16	$167,082		$79,092	$124,166	$227,226	
Crime, legal-related: legal services							
CEO/Executive Director	31	$197,812	$49,826	$101,116	$217,813	$257,350	$313,461
Top Development Position	6	$157,222			$154,853		
Top Finance Position	11	$187,709		$171,429	$192,639	$203,169	
Top Legal Position	25	$165,750	$112,948	$138,848	$163,819	$202,326	$206,604
Top Operations Position	6	$178,809			$180,407		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	9	$168,769			$116,927		
Top Finance Position	5	$183,245			$194,106		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	8	$203,620			$153,482		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	10	$187,404		$111,821	$135,253	$216,669	
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	24	$303,162	$121,704	$162,498	$231,703	$354,675	$586,669
Top Finance Position	12	$220,092		$126,189	$206,692	$253,612	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Diseases, disorders, medical disciplines: specifically named diseases							
Top Operations Position	8	$250,410			$245,991		
Top Program Position	5	$194,807			$183,444		
Educational institutions & related activities: adult education							
CEO/Executive Director	10	$127,085		$74,731	$97,903	$159,006	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	35	$173,344	$39,056	$64,858	$134,355	$257,420	$359,480
Top Finance Position	8	$223,018			$194,285		
Top Human Resources Position	5	$196,894			$211,857		
Top Operations Position	6	$164,522			$151,353		
Educational institutions & related activities: educational services							
CEO/Executive Director	65	$191,990	$49,378	$85,050	$136,995	$229,604	$423,926
Top Administrative Position	5	$178,574			$172,885		
Top Development Position	11	$187,474		$143,612	$177,978	$233,327	
Top Education Position	8	$213,353			$217,658		
Top Finance Position	23	$206,630	$47,500	$155,907	$183,142	$263,318	$360,870
Top Human Resources Position	6	$168,126			$154,649		
Top Operations Position	12	$232,018		$175,624	$227,890	$281,165	
Top Program Position	15	$182,719		$124,968	$149,564	$230,750	
Top Technology Position	7	$200,272			$212,658		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	354	$251,310	$92,476	$140,289	$194,784	$270,135	$446,336

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational institutions & related activities: elementary & secondary schools							
Top Administrative Position	34	$165,109	$114,256	$120,684	$156,137	$193,411	$245,045
Top Business Position	15	$141,006		$117,075	$143,353	$175,319	
Top Development Position	52	$223,896	$133,114	$172,133	$211,702	$261,942	$314,521
Top Education Position	79	$163,480	$112,263	$126,271	$143,595	$183,616	$245,654
Top Facilities Position	18	$200,891		$150,076	$185,564	$250,596	
Top Finance Position	118	$218,437	$111,896	$138,032	$183,745	$266,129	$369,122
Top Human Resources Position	14	$202,724		$154,329	$164,710	$231,791	
Top Legal Position	8	$189,898			$177,508		
Top Operations Position	85	$184,838	$104,026	$128,065	$164,403	$209,605	$276,065
Top PR/Communications Position	17	$181,644		$129,210	$163,033	$204,859	
Top Program Position	25	$154,172	$112,644	$120,989	$149,159	$173,142	$225,191
Top Technology Position	33	$201,843	$139,601	$147,718	$187,339	$238,984	$295,253
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	8	$408,806			$410,673		
Top Administrative Position	6	$234,711			$222,020		
Top Development Position	5	$348,788			$263,143		
Top Education Position	9	$303,073			$261,688		
Top Finance Position	9	$252,740			$294,493		
Educational institutions & related activities: higher education							
CEO/Executive Director	46	$876,113	$132,585	$265,538	$431,991	$795,836	$1,039,065
Top Administrative Position	20	$311,363	$190,462	$220,140	$280,348	$360,973	$500,756
Top Development Position	24	$356,126	$157,484	$206,961	$327,923	$465,583	$511,617
Top Education Position	36	$357,708	$160,603	$193,605	$304,976	$470,444	$694,259

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational institutions & related activities: higher education							
Top Facilities Position	6	$440,460			$340,886		
Top Finance Position	37	$472,873	$130,378	$193,166	$270,770	$389,280	$569,339
Top Human Resources Position	9	$281,857			$259,647		
Top Legal Position	15	$665,758		$289,355	$394,934	$586,943	
Top Operations Position	12	$281,533		$187,178	$274,233	$341,790	
Top PR/Communications Position	5	$301,213			$328,715		
Top Technology Position	16	$385,980		$198,505	$257,212	$352,538	
Educational institutions & related activities: libraries							
CEO/Executive Director	14	$240,444		$102,077	$145,018	$237,062	
Top Finance Position	7	$251,011			$236,549		
Educational institutions & related activities: service & other							
CEO/Executive Director	55	$227,685	$85,402	$108,186	$188,990	$271,841	$410,036
Top Development Position	8	$227,603			$206,741		
Top Education Position	6	$216,384			$183,790		
Top Finance Position	24	$198,691	$106,326	$136,489	$182,853	$216,869	$338,874
Top Human Resources Position	8	$229,119			$179,783		
Top Legal Position	5	$258,099			$208,080		
Top Operations Position	15	$226,340		$145,758	$214,180	$281,531	
Top Program Position	7	$139,653			$124,310		
Educational institutions & related activities: student services							
CEO/Executive Director	34	$187,932	$82,635	$102,148	$159,721	$246,632	$334,933
Top Finance Position	5	$196,771			$154,214		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational institutions & related activities: student services							
Top Operations Position	7	$205,829			$185,995		
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	5	$226,749			$224,696		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	21	$191,195	$105,940	$120,000	$177,116	$220,731	$328,925
Top Development Position	5	$127,724			$136,716		
Top Education Position	7	$246,380			$266,006		
Top Finance Position	12	$165,202		$139,963	$148,808	$213,691	
Top Operations Position	6	$163,148			$145,228		
Top Program Position	5	$150,921			$154,239		
Environmental quality, protection, & beautification: botanical, horticultural, & landscape services							
CEO/Executive Director	8	$189,928			$206,402		
Environmental quality, protection, & beautification: environmental beautification							
CEO/Executive Director	7	$107,257			$79,408		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	11	$147,826		$92,981	$110,756	$201,362	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	17	$275,966		$130,564	$160,000	$268,289	
Top Development Position	8	$255,695			$186,103		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Environmental quality, protection, & beautification: natural resources conservation & protection							
Top Finance Position	7	$257,141			$281,203		
Top Program Position	6	$267,092			$232,227		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	10	$243,409		$170,074	$238,221	$280,225	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	11	$187,909		$101,087	$143,716	$256,630	
Top Finance Position	5	$176,451			$205,369		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	18	$388,867		$194,045	$364,286	$489,491	
Top Finance Position	14	$273,957		$170,253	$238,726	$326,374	
Top Operations Position	7	$298,006			$238,949		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	11	$337,794		$117,500	$190,267	$347,179	
Health—general & rehabilitative: health support							
CEO/Executive Director	13	$338,823		$90,564	$158,085	$287,932	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	21	$1,161,910	$98,251	$150,000	$258,840	$570,427	$2,252,823
Top Finance Position	13	$1,143,170		$269,214	$562,603	$854,073	
Top Human Resources Position	7	$1,607,692			$465,655		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—general & rehabilitative: hospitals							
Top Operations Position	8	$847,872			$471,351		
Health—general & rehabilitative: nursing							
CEO/Executive Director	14	$474,506		$149,424	$252,574	$628,542	
Top Administrative Position	7	$217,385			$188,459		
Top Finance Position	8	$324,129			$193,926		
Top Operations Position	9	$240,604			$219,595		
Health—general & rehabilitative: public health							
CEO/Executive Director	10	$276,563		$113,562	$201,963	$332,916	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	$185,928			$180,000		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	8	$225,001			$206,466		
Health—general & rehabilitative: service & other							
CEO/Executive Director	24	$311,580	$85,110	$98,032	$188,618	$408,745	$821,108
Top Finance Position	10	$276,873		$123,211	$212,475	$399,328	
Top Operations Position	7	$223,358			$173,172		
Top Technology Position	5	$247,384			$281,986		
Housing, shelter: homeowners & tenants associations							
CEO/Executive Director	6	$81,486			$81,786		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	$193,888			$155,000		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	49	$187,481	$71,764	$107,350	$143,379	$226,509	$296,626
Top Administrative Position	7	$156,862			$145,265		
Top Development Position	5	$159,077			$152,818		
Top Facilities Position	6	$147,552			$130,663		
Top Finance Position	17	$154,691		$108,353	$127,004	$148,995	
Top Operations Position	8	$232,137			$184,575		
Housing, shelter: housing support							
CEO/Executive Director	10	$144,787		$104,018	$126,344	$178,262	
Housing, shelter: temporary housing							
CEO/Executive Director	16	$272,011		$147,663	$200,332	$424,626	
Top Finance Position	11	$192,756		$160,394	$207,046	$239,242	
Top Operations Position	6	$196,619			$191,486		
Top Program Position	7	$186,987			$171,008		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	146	$204,077	$69,114	$96,604	$162,801	$257,113	$390,341
Top Administrative Position	9	$120,591			$130,412		
Top Development Position	13	$161,956		$131,219	$149,052	$174,541	
Top Finance Position	64	$176,359	$84,954	$108,212	$160,570	$232,025	$300,827
Top Human Resources Position	16	$183,591		$128,871	$138,683	$226,537	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human services—multipurpose & other: centers to support the independence of specific populations							
Top Legal Position	6	$233,069			$195,517		
Top Operations Position	25	$209,948	$123,627	$161,880	$174,942	$256,062	$319,927
Top Program Position	25	$178,705	$114,760	$131,295	$168,225	$217,405	$296,928
Top Technology Position	12	$163,283		$131,483	$157,664	$166,420	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	91	$176,106	$63,707	$84,565	$137,196	$225,531	$367,886
Top Administrative Position	5	$161,162			$111,559		
Top Development Position	8	$195,840			$178,869		
Top Education Position	9	$98,957			$111,921		
Top Finance Position	25	$186,332	$93,169	$118,988	$186,356	$240,126	$270,578
Top Human Resources Position	8	$179,752			$178,633		
Top Legal Position	7	$219,028			$207,748		
Top Operations Position	15	$224,289		$190,511	$259,966	$279,550	
Top Program Position	18	$168,468		$134,932	$156,008	$218,389	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	$164,789			$138,231		
Human services—multipurpose & other: family services							
CEO/Executive Director	41	$163,141	$75,000	$106,000	$144,832	$183,275	$268,245
Top Finance Position	16	$121,996		$100,195	$106,183	$160,438	
Top Operations Position	9	$144,117			$141,234		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human services—multipurpose & other: human services							
CEO/Executive Director	111	$174,183	$50,000	$104,260	$156,443	$231,730	$298,666
Top Administrative Position	5	$139,185			$139,060		
Top Development Position	18	$171,539		$119,746	$149,912	$213,809	
Top Finance Position	43	$170,994	$94,979	$113,263	$157,460	$204,637	$258,183
Top Human Resources Position	11	$148,016		$134,144	$145,622	$165,903	
Top Legal Position	6	$224,040			$190,658		
Top Operations Position	21	$198,650	$118,727	$141,558	$190,621	$210,865	$253,555
Top Program Position	15	$170,500		$135,058	$161,614	$201,999	
Top Technology Position	5	$159,487			$182,967		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	30	$256,116	$69,138	$143,758	$215,901	$319,659	$467,771
Top Development Position	7	$154,560			$160,527		
Top Finance Position	16	$204,741		$144,759	$196,741	$250,271	
Top Operations Position	6	$208,812			$153,141		
Top Program Position	6	$175,219			$185,885		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$155,288			$170,449		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	19	$236,294		$198,759	$228,075	$290,847	
Top Finance Position	11	$172,682		$129,321	$186,620	$214,738	
Top Operations Position	6	$199,992			$201,322		
Top Program Position	7	$144,360			$142,973		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human services—multipurpose & other: service & other							
CEO/Executive Director	14	$209,841		$106,002	$169,214	$226,962	
International, foreign affairs, & national security: international development							
CEO/Executive Director	35	$195,230	$56,289	$89,686	$169,754	$248,070	$312,300
Top Business Position	6	$176,931			$149,086		
Top Development Position	8	$179,061			$165,845		
Top Finance Position	15	$223,209		$152,364	$176,246	$279,310	
Top Human Resources Position	5	$313,046			$301,387		
Top Operations Position	8	$187,114			$166,746		
Top Program Position	8	$241,244			$193,887		
Top Technology Position	5	$303,555			$378,855		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	18	$193,542		$130,731	$186,140	$209,363	
Top Development Position	6	$184,826			$145,378		
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	8	$127,650			$141,451		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	21	$210,106	$29,174	$95,000	$161,898	$279,158	$363,394
Top Finance Position	8	$177,783			$134,974		
Top Operations Position	5	$135,500			$113,475		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
International, foreign affairs, & national security: service & other							
CEO/Executive Director	18	$302,568		$97,327	$167,500	$301,392	
Top Development Position	7	$187,162			$158,015		
Top Finance Position	6	$246,809			$156,796		
Medical research: cancer research							
CEO/Executive Director	11	$468,147		$241,572	$460,929	$704,171	
Medical research: service & other							
CEO/Executive Director	5	$401,356			$246,181		
Medical research: specifically named diseases research							
CEO/Executive Director	5	$579,009			$606,181		
Top Finance Position	5	$355,437			$394,662		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	12	$178,829		$117,504	$140,118	$212,508	
Top Finance Position	5	$129,797			$128,209		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	45	$253,474	$109,581	$134,963	$196,761	$320,000	$463,051
Top Finance Position	22	$191,975	$108,575	$125,625	$148,056	$264,712	$307,733
Top Operations Position	12	$219,672		$186,889	$204,570	$247,694	
Top Program Position	9	$176,981			$158,739		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Mental health, crisis intervention: service & other							
CEO/Executive Director	6	$349,572			$166,350		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	21	$200,378	$79,149	$89,872	$188,400	$289,940	$325,419
Top Finance Position	9	$235,064			$246,450		
Top Operations Position	5	$270,573			$295,449		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	7	$362,688			$252,578		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	14	$264,732		$107,355	$216,949	$349,910	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
CEO/Executive Director	8	$267,646			$198,174		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	8	$396,785			$190,472		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	15	$167,333		$55,233	$147,906	$264,372	
Top Finance Position	6	$198,090			$165,458		
Top Operations Position	6	$170,800			$157,875		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	13	$190,435		$144,705	$164,378	$256,125	
Top Finance Position	7	$160,813			$154,887		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	5	$154,095			$187,485		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	8	$97,386			$65,851		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	14	$183,600		$129,809	$185,287	$215,055	
Top Finance Position	9	$143,849			$141,500		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	13	$348,207		$155,898	$191,500	$376,781	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	16	$127,417		$46,146	$69,473	$125,920	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	7	$197,352			$202,346		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	13	$315,654		$93,699	$226,200	$608,766	
Top Finance Position	7	$224,799			$164,174		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
Top Operations Position	7	$208,697			$190,446		
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	5	$160,797			$150,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	28	$83,506	$29,836	$34,596	$66,113	$121,972	$142,279
Religion-related, spiritual development: Judaism							
CEO/Executive Director	25	$157,087	$23,502	$55,250	$150,929	$219,366	$254,640
Top Finance Position	12	$133,471		$111,059	$131,809	$154,642	
Top Program Position	5	$184,659			$217,377		
Religion-related, spiritual development: service & other							
CEO/Executive Director	8	$177,320			$174,616		
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	5	$357,114			$122,504		
Social science research institutes, services: social science							
CEO/Executive Director	10	$200,755		$88,780	$126,982	$224,202	
Unknown							
CEO/Executive Director	13	$222,117		$90,000	$130,000	$343,705	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Youth development: service & other							
CEO/Executive Director	9	$230,703			$190,111		
Youth development: youth centers & clubs							
CEO/Executive Director	15	$177,189		$102,486	$127,803	$204,808	
Top Operations Position	5	$166,898			$138,769		
Youth development: youth development N.E.C.							
CEO/Executive Director	11	$143,554		$93,424	$112,956	$193,674	
Youth development: youth development programs							
CEO/Executive Director	97	$151,714	$48,808	$75,000	$125,000	$185,000	$251,346
Top Administrative Position	6	$172,573			$154,709		
Top Development Position	13	$182,862		$125,431	$156,663	$171,608	
Top Education Position	6	$176,983			$174,708		
Top Finance Position	17	$173,880		$119,113	$146,102	$196,242	
Top Operations Position	16	$181,985		$115,758	$160,145	$250,464	
Top Program Position	12	$122,097		$118,008	$136,356	$144,319	
Top Technology Position	5	$152,456			$162,134		
Newark, NJ							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$73,515			$79,509		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	18	$91,341		$54,512	$86,692	$114,014	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	17	$169,249		$71,663	$81,870	$124,949	
Top Finance Position	5	$141,440			$132,000		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	$88,729		$62,038	$84,836	$93,658	
Community improvement, capacity building: economic development							
CEO/Executive Director	6	$138,519			$130,602		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	6	$106,700			$103,493		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$158,669			$172,827		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	64	$200,157	$64,512	$108,596	$182,817	$239,250	$367,697
Top Administrative Position	6	$172,413			$151,125		
Top Business Position	6	$169,804			$145,334		
Top Development Position	7	$242,271			$237,993		
Top Education Position	5	$171,809			$156,763		
Top Finance Position	16	$201,392		$134,865	$182,625	$247,192	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Educational institutions & related activities: elementary & secondary schools							
Top Operations Position	7	$144,181			$140,560		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$526,694			$402,217		
Top Administrative Position	5	$220,776			$170,766		
Top Education Position	6	$225,746			$200,775		
Top Finance Position	6	$302,135			$325,751		
Educational institutions & related activities: service & other							
CEO/Executive Director	9	$238,535			$243,536		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$321,251			$269,141		
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	$360,528			$321,885		
Health—general & rehabilitative: service & other							
CEO/Executive Director	6	$130,620			$72,500		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$165,925		$83,955	$145,075	$216,700	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	15	$166,211		$93,321	$193,924	$236,367	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Human services—multipurpose & other: centers to support the independence of specific populations							
Top Finance Position	5	$161,265			$150,651		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	23	$132,743	$52,212	$84,723	$127,092	$169,373	$204,690
Top Finance Position	8	$138,094			$132,097		
Human services—multipurpose & other: family services							
CEO/Executive Director	11	$128,584		$80,241	$100,000	$155,421	
Human services—multipurpose & other: human services							
CEO/Executive Director	21	$145,725	$38,000	$64,231	$126,593	$240,675	$270,049
Top Finance Position	5	$141,368			$141,150		
Top Operations Position	8	$141,419			$148,801		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	$137,552			$111,245		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	$235,958			$131,838		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	13	$179,194		$142,192	$172,227	$209,121	
Top Finance Position	8	$110,599			$110,622		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	11	$148,251		$105,395	$116,291	$168,538	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	$90,081		$28,725	$58,892	$94,278	
Youth development: youth development programs							
CEO/Executive Director	5	$137,534			$98,129		
Norfolk-Virginia Beach-Newport News, VA-NC							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$84,290			$79,416		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$57,948			$53,791		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$139,978			$100,321		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	$92,544		$33,079	$53,157	$158,543	
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$96,145			$63,332		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	28	$151,940	$56,491	$78,931	$96,832	$154,771	$278,719
Top Finance Position	6	$108,419			$124,517		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$103,483			$91,231		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$157,994			$110,204		
Housing, shelter: temporary housing							
CEO/Executive Director	5	$108,088			$71,800		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	15	$116,610		$77,066	$99,473	$151,518	
Top Finance Position	5	$105,055			$105,996		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$98,783			$81,750		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	$115,307			$97,022		
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$152,201		$104,477	$121,521	$200,935	
Top Finance Position	6	$147,920			$148,004		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$96,845			$90,670		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	13	$82,156		$35,000	$62,629	$102,083	
Youth development: youth development programs							
CEO/Executive Director	5	$61,560			$60,000		
Oakland, CA							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	$153,992			$104,548		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	21	$73,753	$31,000	$40,022	$71,492	$82,355	$131,105
Arts, culture, & humanities: media & communications							
CEO/Executive Director	11	$100,407		$46,500	$75,000	$124,876	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	38	$95,423	$26,650	$44,483	$73,637	$103,245	$146,500
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	$147,711			$137,808		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	6	$110,310			$124,369		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	$87,486		$49,602	$66,000	$108,529	
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$152,834			$112,190		
Community improvement, capacity building: service & other							
CEO/Executive Director	9	$155,916			$131,814		
Crime, legal-related: legal services							
CEO/Executive Director	15	$135,326		$90,494	$115,000	$158,003	
Top Legal Position	5	$157,184			$181,051		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	6	$137,968			$102,271		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	16	$185,534		$74,610	$156,529	$244,715	
Top Finance Position	6	$161,181			$140,869		
Educational institutions & related activities: educational services							
CEO/Executive Director	18	$150,707		$95,353	$134,341	$208,972	
Top Finance Position	5	$149,296			$127,229		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	94	$167,831	$69,815	$100,192	$136,556	$197,880	$281,872
Top Administrative Position	13	$162,014		$138,394	$143,737	$199,931	
Top Business Position	5	$134,024			$141,472		
Top Development Position	11	$173,099		$137,514	$167,082	$209,689	
Top Education Position	12	$174,807		$155,347	$166,547	$187,749	
Top Finance Position	31	$148,801	$73,573	$100,203	$134,356	$192,227	$228,751
Top Human Resources Position	6	$179,106			$192,843		
Top Operations Position	17	$184,732		$153,895	$188,814	$242,244	
Top PR/Communications Position	5	$175,828			$174,792		
Top Technology Position	9	$149,401			$147,063		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$399,870			$425,708		
Top Education Position	5	$199,410			$168,954		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	$296,908			$273,977		
Top Education Position	5	$214,571			$174,507		
Top Finance Position	6	$209,531			$184,119		
Educational institutions & related activities: service & other							
CEO/Executive Director	29	$166,448	$65,200	$95,834	$154,038	$205,151	$247,625
Top Finance Position	5	$173,454			$143,521		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Educational institutions & related activities: student services							
CEO/Executive Director	9	$92,859			$119,890		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	7	$128,534			$125,000		
Top Education Position	6	$250,428			$246,610		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	20	$148,200	$49,425	$98,591	$140,030	$178,763	$237,650
Top Finance Position	6	$139,973			$106,349		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	9	$125,288			$110,291		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	9	$105,015			$110,057		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$247,482			$316,538		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	$204,274			$95,000		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	10	$329,834		$157,608	$305,070	$405,826	
Top Finance Position	6	$231,639			$227,689		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Health—general & rehabilitative: public health							
CEO/Executive Director	7	$101,765			$85,567		
Health—general & rehabilitative: service & other							
CEO/Executive Director	8	$204,696			$154,805		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	12	$265,544		$99,031	$202,391	$290,804	
Top Finance Position	6	$246,218			$205,376		
Top Operations Position	5	$284,885			$241,468		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	34	$113,569	$57,054	$85,015	$119,547	$145,424	$174,140
Top Finance Position	5	$108,069			$82,939		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	30	$142,789	$57,879	$78,026	$119,832	$147,669	$224,200
Human services—multipurpose & other: family services							
CEO/Executive Director	15	$145,797		$104,893	$155,702	$173,537	
Top Finance Position	9	$121,744			$124,479		
Human services—multipurpose & other: human services							
CEO/Executive Director	22	$140,732	$47,033	$84,304	$122,219	$152,153	$208,476
Top Operations Position	5	$154,624			$127,041		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	$151,064			$94,614		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$139,724		$67,867	$111,759	$171,838	
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$95,138			$65,798		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	$126,686			$115,500		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	15	$165,130		$91,220	$123,229	$221,762	
Top Finance Position	6	$176,944			$192,957		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	$141,390			$141,784		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	11	$236,449		$115,864	$184,372	$324,587	
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	$129,602			$88,519		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	7	$192,871			$152,747		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	13	$95,771		$43,500	$99,305	$117,333	
Unknown							
CEO/Executive Director	9	$115,025			$109,886		
Youth development: service & other							
CEO/Executive Director	5	$126,046			$127,114		
Youth development: youth centers & clubs							
CEO/Executive Director	10	$116,839		$83,066	$112,606	$155,430	
Youth development: youth development programs							
CEO/Executive Director	42	$102,390	$42,631	$65,718	$92,377	$124,738	$194,210
Top Finance Position	8	$103,773			$93,944		
Top Operations Position	7	$103,536			$105,559		
Odessa-Midland, TX							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$124,809			$93,280		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Odessa-Midland, TX							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$90,180			$88,961		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$86,737			$62,532		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$91,195			$77,775		
Oklahoma City, OK							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$82,836			$90,000		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$94,987			$76,526		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$80,972			$89,203		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	14	$142,682		$69,181	$120,349	$194,164	
Top Finance Position	5	$88,086			$122,771		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Educational institutions & related activities: higher education							
CEO/Executive Director	8	$186,702			$195,576		
Top Education Position	5	$156,495			$167,913		
Top Finance Position	6	$121,714			$133,305		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$185,456			$70,327		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	$199,065			$103,546		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	8	$537,870			$453,650		
Top Finance Position	7	$303,212			$254,166		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	$95,281		$52,789	$82,526	$126,547	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	13	$89,614		$51,906	$81,000	$106,531	
Human services—multipurpose & other: family services							
CEO/Executive Director	17	$84,384		$47,728	$68,171	$91,138	
Human services—multipurpose & other: human services							
CEO/Executive Director	13	$97,013		$68,503	$89,232	$101,351	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$91,763			$79,040		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	$158,209			$125,309		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$126,517			$92,972		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	17	$71,711		$30,000	$58,988	$88,745	
Youth development: youth development programs							
CEO/Executive Director	8	$77,774			$67,396		
Olympia, WA							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$115,646			$102,812		
Omaha, NE-IA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	$78,861			$70,300		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$164,663			$89,213		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$159,756			$115,711		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$129,547			$84,000		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$714,964			$574,478		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$71,735			$50,312		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$187,570			$116,391		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	$154,625			$137,799		
Top Finance Position	5	$136,892			$105,922		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$129,896			$127,544		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$117,782			$102,222		
Youth development: youth development programs							
CEO/Executive Director	5	$143,035			$112,493		
Orange County, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$120,262			$83,377		
Arts, culture, & humanities: museums							
CEO/Executive Director	7	$187,270			$93,605		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	$207,875		$128,173	$215,586	$275,233	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$108,739			$90,000		
Educational institutions & related activities: educational services							
CEO/Executive Director	12	$122,721		$55,500	$80,385	$135,344	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	58	$191,328	$51,731	$91,364	$151,219	$220,565	$363,082

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Educational institutions & related activities: elementary & secondary schools							
Top Business Position	5	$178,536			$128,664		
Top Development Position	6	$159,108			$158,673		
Top Education Position	9	$170,460			$180,239		
Top Finance Position	16	$166,183		$67,230	$151,396	$255,082	
Top Operations Position	5	$258,058			$307,308		
Top Technology Position	5	$175,243			$157,421		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	$459,729		$170,861	$231,115	$445,559	
Top Education Position	7	$308,676			$214,893		
Top Finance Position	6	$275,952			$231,082		
Educational institutions & related activities: service & other							
CEO/Executive Director	11	$147,834		$108,142	$162,220	$196,166	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	$125,640			$104,864		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$140,868			$119,235		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	10	$232,767		$130,409	$251,473	$318,472	
Top Finance Position	6	$168,247			$160,381		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$152,089			$145,491		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	$209,082		$88,048	$147,766	$166,539	
Housing, shelter: housing support							
CEO/Executive Director	5	$162,588			$156,780		
Housing, shelter: temporary housing							
CEO/Executive Director	6	$163,701			$154,116		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	31	$142,006	$39,348	$88,865	$130,500	$174,296	$282,476
Top Finance Position	7	$190,115			$187,688		
Top Operations Position	5	$177,275			$155,390		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	16	$146,990		$81,250	$114,060	$167,652	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	$82,552			$71,292		
Human services—multipurpose & other: family services							
CEO/Executive Director	18	$145,265		$82,494	$115,305	$160,898	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Human services—multipurpose & other: human services							
CEO/Executive Director	15	$169,738		$83,651	$136,557	$183,043	
Top Finance Position	6	$100,477			$116,780		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	5	$124,455			$125,385		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$125,973			$151,439		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	$96,288			$67,955		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	14	$85,804		$55,746	$70,000	$124,709	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	47	$75,374	$19,321	$29,820	$50,000	$83,250	$164,494
Top Finance Position	11	$88,265		$19,409	$31,131	$166,700	
Unknown							
CEO/Executive Director	7	$126,046			$92,229		
Youth development: youth centers & clubs							
CEO/Executive Director	11	$143,919		$100,418	$151,908	$189,201	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Youth development: youth development programs							
CEO/Executive Director	9	$92,387			$85,000		
Orlando, FL							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$67,889			$80,833		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$99,851			$69,495		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	$111,092		$57,996	$70,000	$83,212	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$106,322			$101,597		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$86,673			$84,415		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	40	$112,822	$36,232	$56,805	$98,375	$123,961	$175,840
Top Finance Position	9	$96,431			$79,500		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$228,884			$119,486		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$203,335			$178,230		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	$945,022			$713,852		
Top Finance Position	5	$627,790			$366,577		
Top Operations Position	5	$637,316			$312,222		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$135,907			$119,384		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	22	$123,832	$44,222	$92,205	$119,439	$152,211	$178,645
Top Finance Position	8	$100,009			$94,954		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	11	$167,184		$108,917	$135,824	$209,333	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	$82,093			$75,863		
Human services—multipurpose & other: family services							
CEO/Executive Director	14	$90,501		$45,260	$72,684	$115,882	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$154,697		$95,904	$140,266	$160,715	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	$188,994			$95,866		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$147,447			$156,221		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$113,415			$72,794		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$121,297			$68,241		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	39	$69,540	$36,383	$42,738	$52,734	$75,768	$135,827
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$69,165			$57,498		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	7	$142,288			$163,143		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pensacola, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	$103,546			$100,821		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$45,662			$40,386		
Peoria-Pekin, IL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$121,951			$134,603		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$119,179			$115,717		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$109,405			$108,987		
Philadelphia, PA-NJ							
Animal-related: animal protection & welfare							
CEO/Executive Director	16	$125,866		$62,010	$117,814	$149,089	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	45	$105,711	$36,800	$50,000	$85,512	$124,795	$151,042
Top Development Position	5	$173,380			$176,891		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Arts, culture, & humanities: arts & culture							
Top Finance Position	6	$145,865			$129,049		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	5	$116,153			$98,756		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	13	$113,101		$55,000	$83,736	$163,942	
Arts, culture, & humanities: humanities							
CEO/Executive Director	5	$85,001			$63,875		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	14	$153,021		$82,005	$94,045	$154,062	
Arts, culture, & humanities: museums							
CEO/Executive Director	20	$226,233	$52,696	$69,883	$144,985	$260,342	$422,841
Top Development Position	8	$182,963			$162,444		
Top Finance Position	5	$204,249			$163,501		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	60	$129,399	$30,059	$46,605	$71,281	$103,780	$276,639
Top Development Position	6	$143,492			$158,793		
Top Finance Position	9	$184,197			$132,544		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Arts, culture, & humanities: service & other							
CEO/Executive Director	7	$134,999			$125,000		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	7	$78,808			$72,355		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	14	$132,211		$101,819	$122,013	$129,316	
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	5	$64,452			$67,383		
Community improvement, capacity building: business & industry							
CEO/Executive Director	8	$189,332			$163,723		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	24	$130,033	$53,157	$62,069	$103,232	$148,974	$234,189
Top Finance Position	5	$95,031			$75,587		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	$113,486			$84,381		
Community improvement, capacity building: economic development							
CEO/Executive Director	17	$147,655		$73,278	$107,622	$188,037	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Crime, legal-related: legal services							
CEO/Executive Director	10	$118,185		$88,844	$129,978	$140,570	
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	6	$94,169			$79,467		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	$169,394			$167,856		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	6	$172,802			$158,913		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	5	$349,727			$192,609		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	$342,585			$198,320		
Educational institutions & related activities: adult education							
CEO/Executive Director	6	$72,387			$72,096		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	19	$120,427		$63,051	$109,056	$165,771	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational institutions & related activities: educational services							
CEO/Executive Director	32	$136,913	$35,817	$51,108	$90,639	$152,816	$297,687
Top Finance Position	7	$160,611			$135,190		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	215	$188,157	$59,405	$111,606	$169,976	$222,218	$304,326
Top Administrative Position	23	$150,395	$53,648	$114,666	$153,126	$168,206	$216,402
Top Business Position	13	$137,269		$108,786	$137,674	$172,084	
Top Development Position	18	$164,974		$138,231	$168,833	$183,745	
Top Education Position	25	$143,630	$47,530	$114,914	$158,607	$170,638	$220,699
Top Finance Position	47	$156,543	$78,632	$105,651	$143,251	$209,540	$261,623
Top Human Resources Position	11	$146,364		$128,878	$138,794	$162,849	
Top Operations Position	19	$159,038		$127,168	$156,460	$170,075	
Top Technology Position	8	$154,258			$154,808		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	7	$1,324,269			$199,892		
Educational institutions & related activities: higher education							
CEO/Executive Director	31	$649,139	$197,255	$295,219	$434,132	$678,642	$964,927
Top Administrative Position	21	$286,095	$167,432	$177,082	$219,186	$400,604	$421,973
Top Business Position	6	$242,643			$192,770		
Top Development Position	21	$369,538	$158,948	$199,629	$298,138	$373,291	$769,777
Top Education Position	26	$472,993	$177,844	$204,712	$229,191	$362,206	$663,722
Top Finance Position	29	$316,732	$114,319	$176,283	$214,868	$400,604	$455,140
Top Human Resources Position	6	$256,040			$192,971		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational institutions & related activities: higher education							
Top Legal Position	13	$354,610		$222,220	$258,545	$391,042	
Top Operations Position	6	$629,636			$441,534		
Top PR/Communications Position	13	$276,805		$173,892	$205,348	$359,508	
Top Technology Position	15	$250,961		$156,556	$220,018	$259,736	
Educational institutions & related activities: libraries							
CEO/Executive Director	10	$132,665		$113,514	$129,828	$155,573	
Educational institutions & related activities: service & other							
CEO/Executive Director	31	$129,718	$49,100	$72,244	$117,685	$169,556	$234,141
Top Finance Position	5	$148,016			$115,175		
Educational institutions & related activities: student services							
CEO/Executive Director	13	$113,399		$61,154	$102,407	$163,786	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	$154,842			$173,944		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	$269,092			$277,545		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	17	$95,692		$57,000	$94,574	$122,222	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	$155,428			$189,503		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	12	$84,470		$37,123	$78,734	$118,270	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	16	$498,407		$108,945	$242,349	$765,910	
Top Finance Position	6	$540,907			$400,568		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	7	$115,648			$87,506		
Health—general & rehabilitative: health support							
CEO/Executive Director	10	$126,048		$45,410	$102,236	$128,476	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	21	$789,206	$71,169	$126,202	$583,763	$1,144,026	$1,549,534
Top Development Position	5	$413,875			$341,012		
Top Finance Position	14	$753,284		$299,738	$453,982	$729,721	
Top Human Resources Position	13	$401,119		$216,618	$268,198	$477,036	
Top Legal Position	6	$430,864			$477,749		
Top Operations Position	15	$552,100		$351,089	$429,742	$563,729	
Top Technology Position	8	$497,475			$469,665		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—general & rehabilitative: nursing							
CEO/Executive Director	16	$230,494		$119,139	$189,001	$251,173	
Top Administrative Position	7	$187,216			$182,603		
Top Finance Position	9	$210,645			$172,696		
Health—general & rehabilitative: public health							
CEO/Executive Director	7	$172,999			$146,780		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	7	$163,505			$165,469		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	7	$200,169			$195,771		
Health—general & rehabilitative: service & other							
CEO/Executive Director	16	$377,362		$105,156	$199,544	$358,122	
Top Finance Position	6	$239,193			$178,797		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	$155,288			$112,122		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	26	$148,300	$69,858	$87,426	$121,331	$146,479	$274,777
Top Finance Position	6	$181,176			$163,934		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Housing, shelter: housing support							
CEO/Executive Director	8	$92,047			$87,140		
Housing, shelter: temporary housing							
CEO/Executive Director	11	$98,961		$63,822	$90,002	$118,994	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	75	$137,455	$43,330	$67,694	$95,335	$173,423	$239,855
Top Development Position	5	$164,827			$154,613		
Top Finance Position	19	$172,338		$99,590	$129,823	$183,610	
Top Human Resources Position	8	$176,648			$151,608		
Top Operations Position	8	$193,782			$145,375		
Top Program Position	5	$131,043			$133,032		
Top Technology Position	5	$190,351			$181,924		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	41	$117,924	$37,820	$54,461	$93,000	$145,127	$244,058
Top Finance Position	12	$122,900		$90,270	$116,534	$139,936	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	12	$80,377		$52,928	$78,455	$95,000	
Human services—multipurpose & other: family services							
CEO/Executive Director	31	$114,125	$40,260	$66,821	$102,665	$142,732	$180,940
Top Finance Position	6	$103,483			$93,342		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human services—multipurpose & other: human services							
CEO/Executive Director	62	$155,104	$50,606	$80,534	$117,816	$214,305	$305,233
Top Finance Position	13	$189,970		$145,272	$191,633	$226,596	
Top Operations Position	11	$162,384		$127,155	$157,072	$172,748	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	12	$125,890		$59,456	$107,157	$141,399	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	8	$114,045			$106,748		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	27	$224,784	$62,537	$114,386	$195,906	$367,177	$397,308
Top Finance Position	14	$190,137		$157,538	$193,834	$243,045	
Top Marketing Position	7	$169,469			$161,668		
Top Operations Position	7	$214,539			$202,019		
Human services—multipurpose & other: service & other							
CEO/Executive Director	13	$166,945		$45,000	$142,622	$185,849	
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	$86,223			$84,000		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	5	$111,912			$95,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	$109,288			$106,009		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	5	$117,435			$89,271		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	26	$228,213	$76,099	$110,769	$167,519	$256,981	$372,055
Top Finance Position	15	$170,959		$123,494	$169,879	$188,256	
Top Operations Position	12	$193,796		$114,756	$173,846	$232,647	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	23	$181,900	$49,585	$58,529	$111,443	$270,856	$382,342
Top Operations Position	5	$179,342			$157,245		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	5	$98,712			$93,173		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	10	$203,785		$143,867	$189,751	$213,878	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	$107,791			$93,218		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	6	$102,712			$93,615		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	8	$110,458			$117,189		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	14	$106,617		$46,854	$84,423	$140,130	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	$94,508			$107,458		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	23	$112,555	$32,066	$55,409	$78,296	$147,172	$183,748
Top Finance Position	5	$160,425			$153,443		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$56,943			$61,000		
Unknown							
CEO/Executive Director	5	$122,708			$81,510		
Youth development: youth centers & clubs							
CEO/Executive Director	10	$129,701		$82,793	$114,867	$159,642	
Youth development: youth development programs							
CEO/Executive Director	35	$96,587	$45,677	$57,334	$95,245	$119,695	$162,157

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$48,144			$26,182		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	$97,031		$48,450	$61,035	$117,761	
Arts, culture, & humanities: museums							
CEO/Executive Director	7	$240,699			$249,510		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	28	$84,453	$25,833	$36,397	$52,989	$113,082	$185,096
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	7	$116,948			$111,476		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	$155,901			$107,281		
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$202,051			$147,250		
Community improvement, capacity building: service & other							
CEO/Executive Director	5	$105,313			$113,290		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Crime, legal-related: legal services							
CEO/Executive Director	5	$140,984			$90,682		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	9	$120,130			$120,307		
Educational institutions & related activities: educational services							
CEO/Executive Director	8	$118,190			$109,519		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	118	$124,935	$62,064	$89,994	$109,366	$128,731	$190,402
Top Administrative Position	10	$142,035		$98,075	$124,737	$179,362	
Top Business Position	6	$101,467			$105,773		
Top Finance Position	17	$99,328		$64,712	$82,378	$139,474	
Top Operations Position	6	$114,882			$112,073		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	$157,824			$155,413		
Educational institutions & related activities: service & other							
CEO/Executive Director	18	$164,348		$63,892	$123,658	$207,881	
Educational institutions & related activities: student services							
CEO/Executive Director	10	$105,153		$59,238	$102,729	$125,608	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	$67,215			$39,963		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	12	$180,115		$93,193	$135,822	$233,146	
Top Finance Position	5	$146,530			$133,076		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$156,304			$159,660		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$156,745			$106,935		
Housing, shelter: housing support							
CEO/Executive Director	5	$115,253			$85,000		
Housing, shelter: temporary housing							
CEO/Executive Director	6	$107,635			$102,432		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	32	$132,450	$54,941	$85,638	$117,476	$164,812	$233,533
Top Finance Position	5	$110,654			$106,450		
Top Operations Position	6	$102,683			$101,663		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	23	$122,535	$42,167	$69,048	$116,538	$152,380	$215,041

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	$77,363			$63,469		
Human services—multipurpose & other: family services							
CEO/Executive Director	23	$110,369	$32,100	$55,280	$83,315	$155,453	$189,751
Top Finance Position	6	$124,998			$93,520		
Human services—multipurpose & other: human services							
CEO/Executive Director	27	$106,410	$42,954	$66,625	$95,070	$129,858	$185,581
Top Finance Position	7	$89,538			$108,802		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	$168,389			$149,353		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	$233,479			$228,570		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$179,401			$127,060		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	$191,900			$180,737		
Top Finance Position	5	$175,096			$127,204		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	7	$182,827			$123,022		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$78,029			$50,511		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	38	$84,164	$24,517	$45,725	$77,586	$100,276	$134,754
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	$128,229			$85,207		
Unknown							
CEO/Executive Director	5	$235,882			$329,727		
Youth development: youth development programs							
CEO/Executive Director	21	$78,531	$43,200	$59,400	$74,100	$87,500	$115,274
Pittsburgh, PA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	16	$143,466		$58,966	$84,073	$139,087	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	$79,529			$45,265		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$210,777			$276,138		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$206,035			$162,585		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	27	$124,956	$40,000	$55,500	$76,193	$142,266	$212,467
Top Finance Position	5	$132,635			$108,085		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	15	$79,773		$60,190	$83,489	$99,223	
Community improvement, capacity building: economic development							
CEO/Executive Director	15	$117,805		$81,200	$100,857	$137,950	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	$142,314			$172,171		
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$149,434			$160,236		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	52	$140,395	$45,334	$63,076	$120,714	$193,120	$252,691
Top Administrative Position	5	$108,283			$72,185		
Top Education Position	6	$166,095			$176,805		
Top Finance Position	11	$154,390		$133,522	$166,890	$204,114	
Top Operations Position	9	$151,855			$133,074		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Educational institutions & related activities: higher education							
CEO/Executive Director	16	$512,467		$269,349	$426,268	$651,767	
Top Administrative Position	10	$237,312		$184,342	$210,617	$300,121	
Top Business Position	5	$291,353			$338,120		
Top Education Position	10	$263,927		$166,459	$218,095	$279,330	
Top Finance Position	15	$247,934		$160,826	$218,637	$343,837	
Top Legal Position	5	$391,082			$319,951		
Top Marketing Position	5	$176,533			$177,777		
Educational institutions & related activities: libraries							
CEO/Executive Director	10	$92,621		$57,712	$65,704	$77,452	
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$239,202			$161,280		
Educational institutions & related activities: student services							
CEO/Executive Director	7	$169,432			$136,983		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	$126,975		$112,751	$119,386	$135,462	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	12	$133,619		$76,639	$94,217	$160,443	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$106,417			$96,264		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	$146,465			$109,800		
Health—general & rehabilitative: health support							
CEO/Executive Director	10	$157,945		$95,344	$123,030	$135,777	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	15	$1,187,471		$312,077	$375,000	$720,626	
Top Finance Position	8	$773,346			$339,624		
Top Human Resources Position	6	$285,439			$281,095		
Top Operations Position	6	$747,402			$294,375		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	$259,317			$265,968		
Health—general & rehabilitative: service & other							
CEO/Executive Director	10	$204,400		$131,863	$191,795	$294,815	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	$83,180		$52,500	$69,500	$118,850	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	46	$127,864	$36,573	$57,922	$97,191	$167,568	$248,980
Top Finance Position	16	$143,545		$76,268	$145,839	$188,054	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	29	$151,451	$67,379	$75,600	$137,392	$178,048	$246,920
Top Finance Position	10	$139,189		$73,379	$125,997	$153,678	
Top Operations Position	7	$190,847			$180,169		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	7	$121,425			$88,602		
Human services—multipurpose & other: family services							
CEO/Executive Director	25	$108,450	$40,465	$61,614	$98,653	$140,587	$196,609
Top Finance Position	7	$112,979			$126,610		
Human services—multipurpose & other: human services							
CEO/Executive Director	32	$116,600	$51,310	$64,800	$97,436	$140,613	$196,570
Top Finance Position	8	$136,946			$130,603		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	$145,523			$152,303		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	9	$140,551			$164,522		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	20	$151,372	$97,731	$116,898	$138,851	$175,760	$207,220
Top Finance Position	9	$116,371			$104,977		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$124,214			$148,454		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$185,743			$86,500		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	13	$96,539		$74,263	$82,765	$125,907	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$156,361			$134,239		
Top Finance Position	5	$100,143			$115,868		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$78,755			$79,652		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	20	$66,874	$23,671	$28,119	$56,619	$82,862	$151,366
Youth development: youth development programs							
CEO/Executive Director	14	$90,269		$54,948	$89,751	$103,135	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsfield, MA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$204,019			$131,294		
Top Finance Position	6	$136,172			$118,003		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$115,397			$93,748		
Portland, ME							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	8	$64,324			$47,589		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	14	$77,137		$36,713	$78,062	$99,785	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	$133,866		$75,299	$109,498	$152,375	
Top Finance Position	6	$86,483			$92,827		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$93,514			$88,780		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	14	$75,833		$57,538	$71,654	$94,827	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$197,962		$84,480	$182,957	$265,383	
Top Finance Position	5	$201,173			$195,793		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$115,325			$110,533		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$120,539			$78,747		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	$94,150			$75,014		
Youth development: youth development programs							
CEO/Executive Director	8	$63,512			$68,862		
Portland, OR-WA							
Animal-related: wildlife preservation & protection							
CEO/Executive Director	6	$80,338			$71,058		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	24	$82,506	$34,234	$61,891	$70,396	$92,264	$158,654

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	11	$135,868		$45,156	$84,816	$147,990	
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$208,850			$135,898		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	37	$90,691	$34,242	$47,000	$65,591	$109,746	$161,246
Top Finance Position	5	$84,722			$84,043		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	7	$100,312			$103,912		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	16	$121,467		$67,423	$94,123	$134,317	
Community improvement, capacity building: service & other							
CEO/Executive Director	7	$81,706			$80,629		
Crime, legal-related: legal services							
CEO/Executive Director	7	$129,322			$136,174		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	7	$71,449			$64,167		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	7	$85,690			$83,282		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	10	$84,548		$50,543	$75,475	$101,747	
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$148,106			$101,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	74	$107,194	$43,497	$72,935	$101,981	$123,318	$167,449
Top Finance Position	10	$80,187		$42,106	$66,009	$101,084	
Top Operations Position	5	$106,558			$114,143		
Educational institutions & related activities: higher education							
CEO/Executive Director	13	$290,411		$90,000	$292,229	$428,932	
Top Administrative Position	7	$216,272			$209,394		
Top Education Position	9	$225,940			$210,972		
Top Finance Position	9	$217,037			$204,539		
Educational institutions & related activities: service & other							
CEO/Executive Director	13	$119,157		$87,270	$95,610	$156,605	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	11	$119,559		$102,091	$119,411	$122,948	
Top Finance Position	6	$111,871			$104,185		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	$206,836			$110,976		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	$75,883			$56,605		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	29	$142,670	$44,554	$76,579	$118,996	$207,103	$263,598
Top Finance Position	8	$144,283			$142,364		
Top Operations Position	5	$145,584			$127,970		
Top Program Position	5	$152,310			$148,100		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	8	$174,901			$169,452		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	$124,168			$152,178		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$107,124			$71,167		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	7	$66,599			$60,031		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	$98,917			$59,436		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	11	$760,237		$293,938	$543,855	$607,201	
Health—general & rehabilitative: public health							
CEO/Executive Director	5	$89,698			$108,627		
Health—general & rehabilitative: service & other							
CEO/Executive Director	9	$127,466			$108,673		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	24	$153,131	$66,792	$88,596	$142,760	$211,081	$281,126
Top Finance Position	7	$160,591			$167,334		
Housing, shelter: housing support							
CEO/Executive Director	8	$140,428			$143,516		
Housing, shelter: service & other							
CEO/Executive Director	5	$100,809			$89,954		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	31	$97,734	$40,080	$58,487	$91,554	$118,801	$163,507
Top Finance Position	6	$91,887			$81,886		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	24	$120,827	$46,864	$85,180	$123,915	$158,739	$183,015
Top Finance Position	6	$81,584			$86,508		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	$63,130			$45,579		
Human services—multipurpose & other: family services							
CEO/Executive Director	10	$76,550		$34,167	$72,551	$111,522	
Human services—multipurpose & other: human services							
CEO/Executive Director	28	$94,066	$24,136	$51,998	$86,832	$126,187	$140,977
Top Finance Position	6	$102,281			$93,534		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	13	$101,748		$75,044	$101,759	$117,314	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$94,192			$91,849		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	13	$137,217		$103,559	$129,588	$170,660	
International, foreign affairs, & national security: international development							
CEO/Executive Director	13	$76,351		$26,357	$48,000	$70,892	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	12	$175,416		$119,793	$142,251	$207,221	
Top Finance Position	7	$127,656			$134,134		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	$186,735			$191,939		
Top Finance Position	6	$97,517			$81,118		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	$214,784			$200,224		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	10	$99,451		$71,354	$85,086	$112,317	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	20	$74,375	$30,431	$48,863	$59,274	$85,413	$104,933
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	6	$70,166			$68,750		
Unknown							
CEO/Executive Director	7	$103,247			$75,204		
Youth development: youth development programs							
CEO/Executive Director	17	$96,594		$60,470	$70,436	$114,343	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portsmouth-Dover-Rochester, NH-ME							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$55,554			$50,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$185,149			$117,280		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	$72,750			$76,650		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$91,656			$84,900		
Youth development: youth development programs							
CEO/Executive Director	5	$68,063			$60,000		
Providence-Fall River-Warwick, RI-MA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	8	$103,844			$108,031		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	$132,117			$112,500		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	$148,611		$36,980	$52,244	$120,918	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$100,989			$80,565		
Educational institutions & related activities: adult education							
CEO/Executive Director	5	$76,398			$76,410		
Educational institutions & related activities: educational services							
CEO/Executive Director	8	$105,745			$109,566		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	48	$155,339	$63,107	$89,905	$127,827	$178,482	$251,305
Top Development Position	5	$152,822			$133,921		
Top Education Position	7	$125,602			$130,713		
Top Finance Position	15	$132,279		$97,754	$118,687	$162,570	
Top Operations Position	5	$188,832			$166,901		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$611,986			$567,352		
Top Administrative Position	5	$418,403			$342,429		
Top Education Position	6	$399,844			$295,527		
Top Finance Position	6	$471,458			$388,564		
Educational institutions & related activities: libraries							
CEO/Executive Director	9	$101,466			$98,763		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Educational institutions & related activities: service & other							
CEO/Executive Director	10	$140,156		$87,286	$123,842	$172,485	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	7	$94,699			$82,820		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	7	$104,763			$106,173		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$283,025			$245,332		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$940,099			$625,863		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	$176,338			$159,546		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$108,386			$121,630		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	$143,215		$94,095	$124,383	$164,120	
Top Finance Position	7	$110,319			$119,376		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	$141,694			$140,751		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	$96,081			$97,170		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$184,615			$122,096		
Human services—multipurpose & other: human services							
CEO/Executive Director	24	$160,989	$47,019	$110,345	$155,695	$213,527	$264,522
Top Finance Position	12	$136,767		$97,729	$124,380	$167,894	
Top Operations Position	8	$188,401			$178,274		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$153,956			$157,470		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$176,943			$156,649		
Top Finance Position	5	$137,472			$131,796		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	11	$119,970		$81,777	$96,911	$143,640	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$114,386			$127,953		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Youth development: youth development programs							
CEO/Executive Director	5	$57,138			$34,860		
Provo-Orem, UT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$129,575		$118,033	$121,202	$140,660	
Pueblo, CO							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$117,596			$101,363		
Racine, WI							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$84,316			$67,900		
Raleigh-Durham-Chapel Hill, NC							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$91,230			$79,859		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	$75,621		$52,221	$79,282	$91,294	
Arts, culture, & humanities: museums							
CEO/Executive Director	10	$97,655		$40,313	$73,479	$119,187	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	20	$86,025	$27,165	$40,250	$71,160	$83,383	$160,112
Arts, culture, & humanities: service & other							
CEO/Executive Director	5	$82,314			$90,068		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	$132,908			$90,096		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	5	$98,300			$111,886		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	$96,983			$88,639		
Community improvement, capacity building: economic development							
CEO/Executive Director	10	$124,309		$81,668	$94,723	$139,147	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Community improvement, capacity building: service & other							
CEO/Executive Director	5	$109,167			$109,528		
Crime, legal-related: legal services							
CEO/Executive Director	6	$107,902			$108,681		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	6	$90,652			$80,737		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	9	$116,851			$93,408		
Educational institutions & related activities: educational services							
CEO/Executive Director	14	$131,740		$65,032	$115,976	$139,764	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	61	$137,210	$47,256	$72,667	$100,746	$149,884	$263,827
Top Administrative Position	7	$94,316			$120,579		
Top Finance Position	15	$148,252		$107,179	$117,754	$227,594	
Educational institutions & related activities: higher education							
CEO/Executive Director	8	$420,929			$323,106		
Top Education Position	5	$281,350			$155,415		
Top Finance Position	6	$219,704			$169,272		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Educational institutions & related activities: service & other							
CEO/Executive Director	18	$122,833		$68,073	$103,927	$151,234	
Educational institutions & related activities: student services							
CEO/Executive Director	7	$169,395			$122,094		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	$129,357			$96,111		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	$94,082		$60,457	$90,855	$126,474	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	$128,589			$92,702		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	8	$97,101			$103,219		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$168,043			$162,495		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	$538,767			$144,761		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Health—general & rehabilitative: service & other							
CEO/Executive Director	6	$423,383			$162,659		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$195,149		$85,356	$112,914	$245,767	
Housing, shelter: temporary housing							
CEO/Executive Director	6	$100,717			$99,148		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	24	$121,628	$65,000	$75,862	$85,601	$118,595	$139,724
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	17	$139,215		$44,000	$67,722	$105,731	
Human services—multipurpose & other: family services							
CEO/Executive Director	13	$69,691		$50,400	$64,251	$88,302	
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$106,795		$50,524	$76,825	$129,470	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$86,526			$86,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	$100,064			$70,000		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$180,781		$64,611	$144,081	$280,511	
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	$82,277			$69,192		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	$76,724			$82,922		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$181,667			$120,493		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$121,054			$94,564		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	11	$116,873		$58,535	$83,242	$133,470	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	25	$81,482	$30,579	$45,500	$78,638	$101,211	$134,899

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Youth development: youth development programs							
CEO/Executive Director	15	$77,259		$49,233	$64,500	$86,975	
Rapid City, SD							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$50,829			$47,396		
Reading, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$103,716			$58,583		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$136,322			$126,863		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	$120,091			$109,873		
Redding, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$96,673			$96,476		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Reno, NV							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$83,065			$75,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$162,773			$175,000		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$74,070			$58,875		
Youth development: youth development programs							
CEO/Executive Director	6	$65,327			$65,212		
Richland-Kennewick-Pasco, WA							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$125,926			$105,658		
Richmond-Petersburg, VA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$105,083			$94,844		
Arts, culture, & humanities: museums							
CEO/Executive Director	7	$123,702			$130,279		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$96,347			$100,395		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	7	$98,848			$83,077		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	34	$116,185	$32,600	$52,581	$93,178	$140,976	$194,171
Top Finance Position	7	$118,458			$106,204		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$591,174			$367,937		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	$151,341			$112,308		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$106,556			$96,331		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	$187,634			$154,188		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$194,105			$186,430		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Health—general & rehabilitative: service & other							
CEO/Executive Director	7	$187,400			$235,064		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$107,427			$65,000		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	$93,567		$75,246	$85,783	$89,067	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	$169,566		$95,916	$136,787	$209,366	
Top Finance Position	5	$171,996			$166,024		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	7	$82,784			$91,695		
Human services—multipurpose & other: family services							
CEO/Executive Director	11	$87,491		$53,637	$86,225	$124,944	
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$157,216		$82,793	$101,034	$197,932	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$61,618			$54,499		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	$90,172			$98,456		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$66,961			$67,992		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	$67,957		$25,400	$72,000	$88,540	
Youth development: youth development programs							
CEO/Executive Director	10	$81,350		$64,600	$85,652	$88,377	
Riverside-San Bernardino-Ontario, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	$99,831			$84,451		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$133,471			$64,660		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	50	$154,837	$64,465	$112,522	$142,979	$197,568	$254,698
Top Administrative Position	9	$172,425			$144,487		
Top Business Position	8	$118,334			$107,356		
Top Development Position	5	$155,432			$162,538		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Educational institutions & related activities: elementary & secondary schools							
Top Education Position	7	$157,726			$144,504		
Top Finance Position	8	$129,495			$141,917		
Top Operations Position	5	$146,664			$131,427		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$510,897			$288,261		
Top Administrative Position	5	$202,007			$183,215		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	11	$330,472		$96,348	$197,082	$456,113	
Top Finance Position	7	$364,128			$228,396		
Top Operations Position	6	$432,750			$245,044		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	$122,358		$81,397	$94,840	$154,541	
Housing, shelter: temporary housing							
CEO/Executive Director	9	$89,355			$80,610		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	$98,258		$57,750	$95,680	$106,889	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	20	$140,630	$40,637	$84,251	$128,144	$198,962	$228,199
Top Finance Position	5	$100,077			$101,382		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Human services—multipurpose & other: family services							
CEO/Executive Director	8	$118,047			$99,652		
Human services—multipurpose & other: human services							
CEO/Executive Director	16	$76,844		$44,931	$73,263	$84,276	
Top Finance Position	5	$98,502			$93,003		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	15	$130,233		$99,609	$122,477	$175,244	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	$181,936			$178,500		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	10	$167,686		$87,728	$179,099	$203,170	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	$117,079			$94,593		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	27	$68,233	$19,261	$31,500	$47,500	$73,190	$143,507
Youth development: youth centers & clubs							
CEO/Executive Director	8	$99,283			$97,220		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Youth development: youth development programs							
CEO/Executive Director	9	$87,305			$74,814		
Roanoke, VA							
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$144,594			$122,870		
Rochester, MN							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$95,440			$92,869		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$99,197			$102,841		
Rochester, NY							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$76,423			$74,046		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$99,360			$66,203		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	21	$129,711	$72,623	$86,137	$124,472	$163,223	$197,577
Top Finance Position	7	$83,123			$83,308		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$641,378			$515,558		
Top Administrative Position	6	$352,112			$282,772		
Top Education Position	5	$424,792			$305,026		
Top Finance Position	7	$373,696			$258,751		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	$87,737			$91,253		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$567,506			$566,831		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	11	$109,918		$55,162	$102,750	$147,641	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$173,537			$102,586		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	$66,347			$54,193		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Human services—multipurpose & other: human services							
CEO/Executive Director	19	$134,711		$63,324	$109,266	$174,731	
Top Finance Position	10	$110,198		$86,466	$102,318	$113,267	
Youth development: youth development programs							
CEO/Executive Director	5	$92,160			$53,685		
Rockford, IL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$82,122		$49,196	$68,675	$111,268	
Top Finance Position	5	$81,898			$83,130		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$120,955			$104,284		
Rocky Mount, NC							
Community improvement, capacity building: economic development							
CEO/Executive Director	5	$96,380			$101,493		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$108,860			$81,250		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	8	$76,993			$76,962		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$149,106			$135,695		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	$78,906		$46,966	$57,492	$95,858	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	$135,696			$102,889		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$256,981			$117,937		
Crime, legal-related: legal services							
CEO/Executive Director	5	$242,149			$237,741		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	9	$159,099			$124,448		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$96,248			$80,004		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	35	$152,003	$80,480	$102,521	$149,592	$172,476	$248,917
Top Administrative Position	7	$188,183			$179,047		
Top Business Position	5	$144,569			$155,948		
Top Finance Position	8	$104,687			$96,452		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$232,577			$277,909		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$222,369			$199,990		
Educational institutions & related activities: student services							
CEO/Executive Director	5	$127,038			$142,628		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	$88,737			$103,040		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	17	$135,957		$76,138	$118,496	$189,974	
Top Finance Position	7	$126,553			$128,098		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	$215,553			$118,269		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$81,085			$76,656		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$374,496			$276,270		
Top Finance Position	5	$285,221			$234,519		
Top Operations Position	5	$298,748			$281,511		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$141,633			$125,307		
Housing, shelter: temporary housing							
CEO/Executive Director	5	$91,939			$90,001		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	$126,282		$49,768	$100,610	$166,718	
Top Finance Position	6	$148,612			$172,865		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	$137,436		$78,922	$107,544	$182,483	
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$86,745			$95,407		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Human services—multipurpose & other: human services							
CEO/Executive Director	18	$139,632		$73,026	$100,622	$150,007	
Top Finance Position	6	$104,156			$105,118		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$127,411			$120,266		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	13	$153,713		$87,000	$152,289	$211,729	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$95,367			$63,934		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$97,641			$72,525		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	$87,917		$20,400	$37,000	$69,369	
Unknown							
CEO/Executive Director	6	$66,780			$65,249		
Youth development: youth development programs							
CEO/Executive Director	16	$73,973		$58,475	$65,925	$91,249	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Saginaw-Bay City-Midland, MI							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$90,787			$88,487		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$77,344			$71,225		
Salem, OR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$102,928			$110,481		
Salinas, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	$287,835			$204,642		
Salt Lake City-Ogden, UT							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$77,073			$73,700		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$115,699			$101,635		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	$91,676		$34,000	$68,625	$113,613	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$151,721			$160,450		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$153,019			$121,395		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	22	$142,860	$57,201	$72,461	$115,539	$148,643	$266,037
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$167,189			$141,175		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$50,464			$46,338		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$120,108			$126,232		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$111,662			$133,325		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$72,038			$75,227		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$95,078			$92,507		
San Antonio, TX							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	$81,374			$73,858		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	14	$95,156		$34,300	$70,500	$94,547	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$143,752			$126,008		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	$174,993			$128,892		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	24	$132,740	$37,186	$55,459	$98,823	$184,513	$261,374
Top Administrative Position	7	$151,151			$162,789		
Top Finance Position	10	$110,151		$85,741	$116,225	$143,739	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$363,734			$389,951		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	$188,393			$117,062		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$270,114			$138,096		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	$115,067		$62,778	$100,773	$165,500	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	17	$132,588		$58,931	$83,885	$128,231	
Top Finance Position	6	$166,841			$120,986		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	17	$117,889		$69,600	$110,358	$155,683	
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$112,112			$97,077		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	$142,029		$86,149	$106,912	$173,778	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$183,504			$166,856		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$241,056			$147,342		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	22	$80,728	$19,317	$34,788	$70,520	$98,060	$126,408
Youth development: youth centers & clubs							
CEO/Executive Director	5	$123,640			$132,775		
Youth development: youth development programs							
CEO/Executive Director	11	$86,333		$67,785	$74,721	$108,033	
San Diego, CA							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$129,318			$60,923		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	13	$57,301		$39,625	$59,445	$76,624	
Arts, culture, & humanities: museums							
CEO/Executive Director	18	$196,104		$118,682	$156,745	$254,861	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Arts, culture, & humanities: museums							
Top Development Position	5	$136,988			$138,423		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	32	$105,216	$27,803	$40,304	$69,174	$117,210	$246,360
Top Finance Position	5	$137,416			$123,814		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	7	$97,604			$86,524		
Community improvement, capacity building: service & other							
CEO/Executive Director	6	$141,302			$106,768		
Crime, legal-related: legal services							
CEO/Executive Director	6	$193,231			$186,583		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	6	$116,765			$117,283		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	$153,341			$113,748		
Educational institutions & related activities: educational services							
CEO/Executive Director	13	$102,112		$61,959	$98,806	$138,089	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	78	$179,462	$63,689	$112,043	$145,042	$192,204	$310,875
Top Administrative Position	12	$147,740		$104,274	$152,033	$173,659	
Top Business Position	7	$133,971			$143,252		
Top Education Position	11	$135,525		$123,346	$128,369	$141,958	
Top Finance Position	23	$141,586	$52,717	$89,150	$133,610	$178,977	$276,000
Top Operations Position	10	$185,243		$122,351	$155,975	$206,141	
Top PR/Communications Position	5	$163,756			$166,838		
Educational institutions & related activities: higher education							
CEO/Executive Director	8	$438,221			$397,057		
Top Education Position	6	$283,203			$289,528		
Top Finance Position	5	$135,438			$106,881		
Educational institutions & related activities: service & other							
CEO/Executive Director	16	$147,164		$81,979	$149,122	$193,765	
Top Finance Position	5	$108,887			$115,256		
Educational institutions & related activities: student services							
CEO/Executive Director	6	$181,937			$156,775		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	12	$99,549		$68,737	$92,987	$121,396	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$111,481			$105,278		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	13	$324,848		$156,484	$195,000	$428,863	
Top Finance Position	8	$256,160			$234,223		
Top Technology Position	5	$215,769			$149,840		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$179,209			$143,976		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$1,097,595			$964,142		
Top Finance Position	5	$759,691			$614,589		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	$237,586			$102,923		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$192,967			$187,387		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	30	$141,571	$53,400	$81,456	$127,226	$186,589	$231,601
Top Finance Position	10	$143,312		$119,586	$127,135	$167,919	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	21	$140,515	$44,520	$77,950	$113,869	$177,189	$236,498
Top Finance Position	7	$121,588			$102,314		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	10	$124,502		$65,335	$110,184	$168,775	
Human services—multipurpose & other: family services							
CEO/Executive Director	13	$201,266		$63,818	$117,863	$320,224	
Top Finance Position	6	$162,406			$185,723		
Human services—multipurpose & other: human services							
CEO/Executive Director	31	$136,990	$66,637	$76,812	$101,000	$168,431	$203,541
Top Finance Position	10	$145,378		$118,756	$140,046	$168,579	
Top Operations Position	6	$148,530			$187,111		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	$185,655			$138,265		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	$254,167			$238,754		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	$158,155		$69,279	$102,158	$251,190	
Top Finance Position	5	$167,602			$153,765		
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	$69,008			$64,800		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$214,779			$219,718		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	10	$124,754		$93,167	$117,247	$132,503	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	5	$94,624			$95,317		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	7	$160,964			$97,473		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	$209,623			$184,555		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	6	$148,192			$133,316		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	10	$127,388		$98,669	$118,023	$142,813	
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	9	$104,032			$95,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	13	$66,476		$35,000	$64,000	$90,000	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	30	$76,152	$22,022	$45,112	$72,083	$94,441	$111,955
Top Finance Position	8	$88,977			$78,930		
Youth development: youth centers & clubs							
CEO/Executive Director	9	$121,283			$114,303		
Youth development: youth development N.E.C.							
CEO/Executive Director	5	$119,351			$110,761		
Youth development: youth development programs							
CEO/Executive Director	20	$130,066	$41,992	$54,560	$75,270	$144,055	$194,523
San Francisco-Oakland, CA							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	$238,317			$235,335		
Top Finance Position	5	$150,735			$142,358		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	9	$144,944			$154,500		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	38	$99,530	$35,712	$52,071	$81,416	$114,487	$177,959
Top Finance Position	6	$119,423			$141,843		
Top Operations Position	6	$158,347			$156,995		
Arts, culture, & humanities: arts services							
CEO/Executive Director	6	$93,134			$105,163		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	7	$98,705			$60,926		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	$100,043			$72,228		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	20	$125,009	$41,937	$52,954	$86,765	$143,462	$271,363
Top Finance Position	6	$128,136			$115,730		
Arts, culture, & humanities: museums							
CEO/Executive Director	10	$183,346		$76,298	$161,980	$218,692	
Top Development Position	5	$187,130			$192,108		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	66	$154,737	$40,000	$66,693	$96,956	$149,811	$228,853
Top Administrative Position	5	$148,095			$146,226		
Top Development Position	8	$229,519			$210,664		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Arts, culture, & humanities: performing arts							
Top Finance Position	8	$177,026			$171,938		
Arts, culture, & humanities: service & other							
CEO/Executive Director	8	$129,539			$91,306		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	$68,738			$77,579		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	20	$123,444	$45,010	$77,657	$134,694	$170,491	$198,615
Top Finance Position	6	$100,964			$96,856		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	5	$164,340			$119,523		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	12	$145,807		$106,872	$147,337	$179,851	
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	$73,401			$82,793		
Community improvement, capacity building: economic development							
CEO/Executive Director	7	$199,073			$126,220		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Community improvement, capacity building: service & other							
CEO/Executive Director	7	$166,417			$145,285		
Crime, legal-related: legal services							
CEO/Executive Director	7	$128,087			$142,490		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	24	$177,665	$49,451	$95,601	$132,956	$207,020	$369,006
Educational institutions & related activities: educational services							
CEO/Executive Director	25	$162,453	$35,539	$71,000	$150,384	$223,031	$288,689
Top Finance Position	7	$179,857			$211,157		
Top Operations Position	5	$177,089			$204,770		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	127	$231,288	$73,831	$105,112	$157,325	$315,388	$506,571
Top Administrative Position	17	$163,834		$128,336	$147,554	$198,304	
Top Business Position	5	$106,043			$91,902		
Top Development Position	29	$183,882	$129,428	$152,033	$179,101	$209,520	$224,139
Top Education Position	24	$157,338	$111,938	$132,025	$145,017	$182,958	$205,156
Top Finance Position	49	$194,299	$105,176	$126,190	$205,725	$248,209	$282,410
Top Operations Position	25	$176,992	$105,010	$119,221	$205,530	$221,499	$253,623
Top Program Position	10	$145,580		$112,842	$127,649	$164,407	
Top Technology Position	11	$160,200		$141,891	$155,211	$176,498	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$995,109			$454,193		
Top Administrative Position	5	$187,535			$190,862		
Top Development Position	6	$272,948			$275,910		
Top Education Position	8	$509,831			$282,498		
Top Finance Position	7	$410,759			$215,328		
Top Marketing Position	5	$199,269			$165,039		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	$163,969			$131,660		
Educational institutions & related activities: service & other							
CEO/Executive Director	19	$184,025		$84,000	$119,563	$172,456	
Educational institutions & related activities: student services							
CEO/Executive Director	11	$119,191		$95,114	$120,000	$125,630	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	$134,525		$82,865	$126,061	$189,889	
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	10	$129,723		$84,663	$90,954	$131,214	
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	7	$139,973			$105,696		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	20	$213,818	$73,805	$125,464	$191,311	$239,105	$429,097
Top Administrative Position	5	$161,718			$150,506		
Top Development Position	7	$175,730			$165,703		
Top Finance Position	11	$162,587		$120,806	$157,723	$207,987	
Top Operations Position	6	$214,621			$195,226		
Top Program Position	5	$201,296			$219,744		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	$249,944			$184,053		
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	8	$100,175			$98,729		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	12	$244,347		$173,938	$186,623	$243,033	
Top Finance Position	6	$238,300			$204,703		
Top Operations Position	5	$233,251			$159,400		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	$649,260			$170,000		
Top Finance Position	11	$422,284		$213,276	$288,688	$392,452	
Top Operations Position	7	$797,419			$351,620		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	$268,200		$200,954	$276,065	$310,409	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Housing, shelter: housing development, construction, & management							
Top Business Position	6	$177,640			$145,251		
Top Development Position	5	$155,357			$135,131		
Top Finance Position	10	$204,149		$170,195	$205,677	$248,736	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	39	$174,838	$74,187	$116,029	$152,461	$186,923	$304,085
Top Development Position	10	$151,380		$127,984	$141,137	$164,302	
Top Finance Position	18	$152,938		$121,292	$152,257	$184,083	
Top Operations Position	5	$211,834			$212,174		
Top Program Position	7	$133,051			$126,963		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	33	$148,046	$69,287	$97,400	$145,642	$183,902	$207,989
Top Finance Position	9	$141,627			$136,106		
Human services—multipurpose & other: family services							
CEO/Executive Director	14	$165,629		$109,423	$163,170	$202,291	
Top Finance Position	6	$152,064			$127,819		
Human services—multipurpose & other: human services							
CEO/Executive Director	29	$196,793	$63,580	$98,178	$140,163	$293,230	$342,189
Top Development Position	7	$212,721			$207,081		
Top Finance Position	10	$197,787		$160,033	$189,292	$218,815	
Top Human Resources Position	6	$180,241			$182,338		
Top Operations Position	8	$194,458			$190,143		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Human services—multipurpose & other: human services							
Top Program Position	6	$173,024			$176,020		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	11	$149,288		$114,642	$135,325	$185,714	
Top Finance Position	5	$139,396			$149,964		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	15	$177,942		$72,512	$126,205	$184,056	
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	$107,976			$111,616		
International, foreign affairs, & national security: international development							
CEO/Executive Director	9	$209,532			$152,100		
Top Finance Position	5	$147,750			$122,196		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	5	$110,981			$95,833		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	$129,795		$92,454	$129,210	$184,245	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	11	$136,435		$75,194	$117,783	$145,293	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	9	$258,239			$197,990		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	9	$160,828			$127,720		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	7	$216,800			$177,526		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	13	$444,195		$74,452	$99,070	$133,695	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	9	$117,920			$75,647		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	$131,009			$136,701		
Science & technology research institutes, services: service & other							
CEO/Executive Director	5	$211,605			$150,700		
Unknown							
CEO/Executive Director	9	$103,203			$80,615		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Youth development: service & other							
CEO/Executive Director	5	$127,431			$155,178		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$135,011			$116,390		
Youth development: youth development N.E.C.							
CEO/Executive Director	8	$97,586			$106,717		
Youth development: youth development programs							
CEO/Executive Director	40	$121,924	$50,000	$84,180	$129,530	$153,891	$172,509
Top Finance Position	10	$134,768		$117,659	$129,305	$147,050	
Top Operations Position	5	$127,973			$131,412		
San Jose, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	18	$112,222		$53,696	$93,932	$159,798	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	$111,871			$79,380		
Arts, culture, & humanities: museums							
CEO/Executive Director	8	$173,011			$96,679		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	16	$75,125		$37,411	$71,212	$107,113	
Crime, legal-related: legal services							
CEO/Executive Director	5	$99,548			$99,650		
Educational institutions & related activities: educational services							
CEO/Executive Director	9	$112,273			$80,762		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	60	$187,614	$49,968	$77,453	$143,307	$223,029	$371,292
Top Development Position	5	$193,635			$207,804		
Top Education Position	7	$175,063			$152,499		
Top Finance Position	20	$186,055	$103,414	$133,341	$171,270	$252,201	$287,765
Top Operations Position	10	$205,128		$157,148	$206,595	$252,388	
Top Technology Position	6	$162,857			$177,306		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$184,003			$210,000		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$171,794			$129,877		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$155,428			$120,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	$1,253,297			$374,772		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$218,069			$217,224		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	19	$161,301		$102,862	$130,000	$189,216	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	$163,598		$85,935	$135,686	$191,695	
Top Finance Position	7	$184,635			$220,350		
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$143,669			$154,319		
Human services—multipurpose & other: human services							
CEO/Executive Director	14	$176,435		$102,538	$168,753	$192,155	
Top Finance Position	7	$154,728			$152,923		
Top Operations Position	6	$186,028			$148,082		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$184,674			$211,978		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	$137,625			$95,664		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	13	$77,034		$44,605	$61,196	$95,875	
Youth development: youth development programs							
CEO/Executive Director	8	$122,124			$119,655		
San Juan, PR							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$74,011			$60,639		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$142,208			$90,600		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$150,796			$134,100		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$49,971			$47,915		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$58,057			$54,673		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$146,609			$167,361		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	25	$174,847	$60,114	$106,000	$152,283	$187,667	$292,344
Top Finance Position	8	$125,247			$101,678		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$113,010			$120,211		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$145,437			$95,181		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$153,011			$167,777		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$115,901			$113,844		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$140,719			$139,940		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Cruz, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$82,874			$89,618		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	12	$142,956		$95,664	$116,889	$191,664	
Top Finance Position	5	$109,313			$104,600		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$129,876			$119,012		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$92,010			$94,832		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$76,281			$79,967		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$83,192			$90,188		
Youth development: youth development programs							
CEO/Executive Director	5	$80,937			$87,190		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Fe, NM							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$64,085			$30,990		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	$74,095			$76,855		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$58,102			$61,724		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$115,422		$60,632	$87,677	$148,143	
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$131,155			$145,161		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	$81,181			$72,561		
Santa Rosa, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$52,920			$60,600		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$106,114			$66,250		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	$166,077		$74,177	$114,120	$163,231	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	$120,563			$114,704		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$222,982			$218,085		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$133,249		$83,426	$122,327	$142,114	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$157,693			$126,139		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$176,586			$167,633		
Sarasota-Bradenton, FL							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	$96,827			$90,258		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	14	$128,848		$69,500	$108,569	$169,974	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Educational institutions & related activities: educational services							
CEO/Executive Director	8	$120,734			$122,111		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$120,554		$71,229	$90,439	$156,545	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	$115,895		$46,292	$79,441	$109,789	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	$129,070			$111,710		
Top Finance Position	5	$117,651			$99,602		
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$95,483			$84,000		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	$116,378		$44,625	$58,556	$115,951	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	$237,463			$242,446		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$85,781			$91,263		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Savannah, GA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$178,008			$166,105		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$93,300			$52,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$67,122			$58,501		
Scranton-Wilkes-Barre-Hazleton, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	$99,412			$88,581		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$164,345			$198,869		
Top Administrative Position	5	$159,624			$149,216		
Top Development Position	7	$182,599			$174,143		
Top Education Position	5	$298,566			$260,640		
Top Finance Position	7	$208,573			$182,183		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$188,702			$91,107		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton-Wilkes-Barre-Hazleton, PA							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$72,643			$78,331		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	$95,022			$109,521		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	$120,891			$128,694		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$52,835			$56,071		
Seattle-Everett, WA							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	$61,163			$53,550		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	$97,737			$68,294		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	27	$80,390	$40,683	$66,631	$77,877	$91,704	$105,303
Arts, culture, & humanities: media & communications							
CEO/Executive Director	12	$147,237		$61,500	$96,050	$212,573	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Arts, culture, & humanities: museums							
CEO/Executive Director	8	$170,687			$132,749		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	46	$103,709	$24,300	$39,050	$68,555	$109,952	$213,314
Top Development Position	5	$137,461			$146,329		
Top Finance Position	7	$153,989			$170,374		
Arts, culture, & humanities: service & other							
CEO/Executive Director	7	$65,951			$60,000		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	7	$136,790			$120,000		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	$88,913		$60,576	$70,000	$102,047	
Crime, legal-related: legal services							
CEO/Executive Director	5	$100,352			$106,350		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	18	$117,388		$69,446	$114,428	$138,242	
Educational institutions & related activities: educational services							
CEO/Executive Director	21	$106,467	$39,585	$60,804	$90,221	$138,408	$190,286

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	92	$175,197	$62,120	$86,991	$136,921	$197,563	$376,135
Top Administrative Position	10	$109,733		$66,169	$106,301	$136,737	
Top Business Position	8	$131,971			$123,000		
Top Development Position	14	$149,350		$126,705	$145,233	$174,033	
Top Education Position	12	$123,310		$111,889	$125,769	$148,763	
Top Finance Position	37	$149,345	$67,132	$89,406	$137,382	$198,286	$246,939
Top Operations Position	17	$137,820		$73,148	$140,098	$187,309	
Top PR/Communications Position	5	$137,869			$121,423		
Top Technology Position	7	$145,514			$134,476		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	$300,533		$175,338	$282,004	$432,010	
Top Development Position	5	$205,834			$197,889		
Top Education Position	7	$222,756			$156,884		
Top Finance Position	6	$199,314			$183,747		
Top Technology Position	5	$209,062			$192,447		
Educational institutions & related activities: service & other							
CEO/Executive Director	17	$183,752		$81,811	$137,439	$200,724	
Educational institutions & related activities: student services							
CEO/Executive Director	6	$152,373			$113,127		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	9	$159,914			$150,437		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	$163,765			$145,757		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	7	$109,366			$80,207		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	20	$89,259	$54,122	$65,613	$84,392	$108,623	$130,208
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	16	$85,303		$46,200	$69,584	$101,223	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	$334,557			$208,414		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	$92,389			$97,500		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	11	$679,248		$193,211	$305,641	$1,195,863	
Top Finance Position	7	$380,696			$272,716		
Top Operations Position	10	$461,434		$273,635	$321,962	$750,204	
Health—general & rehabilitative: service & other							
CEO/Executive Director	11	$275,808		$95,164	$154,934	$401,144	
Top Development Position	5	$318,091			$245,695		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$191,628			$204,241		
Top Finance Position	5	$160,443			$141,811		
Housing, shelter: temporary housing							
CEO/Executive Director	9	$98,973			$113,252		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	44	$121,604	$57,953	$80,693	$103,625	$139,681	$223,223
Top Finance Position	10	$132,264		$118,503	$131,319	$152,534	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	21	$108,483	$49,460	$71,135	$116,200	$134,035	$171,134
Top Finance Position	7	$97,895			$110,453		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	$75,300			$71,477		
Human services—multipurpose & other: family services							
CEO/Executive Director	11	$121,549		$83,231	$99,661	$120,953	
Human services—multipurpose & other: human services							
CEO/Executive Director	29	$132,387	$44,693	$76,300	$127,282	$149,722	$207,817
Top Finance Position	6	$138,104			$132,877		
Top Operations Position	5	$131,021			$137,203		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	9	$138,483			$97,489		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	$142,177			$137,102		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$210,760			$106,769		
Human services—multipurpose & other: service & other							
CEO/Executive Director	10	$93,875		$72,738	$90,810	$119,409	
International, foreign affairs, & national security: international development							
CEO/Executive Director	13	$177,603		$48,000	$76,838	$178,000	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	$204,803			$184,809		
Top Finance Position	5	$214,539			$217,269		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$87,462			$79,257		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	7	$192,351			$156,732		
Top Finance Position	5	$142,250			$126,600		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	$77,124			$60,000		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	12	$83,992		$52,523	$80,125	$98,463	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	$135,213			$123,000		
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
CEO/Executive Director	6	$71,684			$64,253		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	$53,607		$37,624	$50,006	$74,966	
Unknown							
CEO/Executive Director	17	$112,997		$66,577	$77,807	$113,845	
Youth development: scouting							
CEO/Executive Director	6	$192,535			$148,321		
Youth development: youth centers & clubs							
CEO/Executive Director	6	$146,027			$140,935		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Youth development: youth development programs							
CEO/Executive Director	33	$99,822	$47,740	$74,773	$86,000	$116,021	$155,835
Shreveport-Bossier City, LA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$120,525			$99,168		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$130,612			$123,695		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$40,553			$34,267		
South Bend, IN							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$95,602			$77,453		
Spokane, WA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$79,706			$72,354		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Spokane, WA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$113,869		$65,360	$99,373	$147,075	
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$76,688			$42,518		
Unknown							
CEO/Executive Director	5	$126,356			$139,942		
Springfield, IL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$57,575			$57,328		
Springfield, MA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	$105,880			$70,000		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	$138,516			$103,729		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$82,039			$77,481		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	$132,442			$163,507		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$60,325			$56,500		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	23	$191,161	$67,226	$86,516	$121,138	$273,374	$426,284
Top Education Position	6	$181,591			$164,526		
Top Finance Position	8	$220,611			$213,087		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	$576,989		$335,814	$678,117	$779,121	
Top Administrative Position	7	$282,655			$262,799		
Top Development Position	7	$270,014			$231,135		
Top Education Position	8	$271,571			$260,571		
Top Finance Position	9	$254,267			$249,497		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$194,930			$171,130		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	$155,984			$104,571		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$149,953			$107,325		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	15	$136,004		$109,719	$144,471	$168,337	
Top Finance Position	7	$122,323			$120,493		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	11	$80,574		$63,003	$70,935	$90,001	
Human services—multipurpose & other: human services							
CEO/Executive Director	13	$142,230		$115,545	$143,680	$173,520	
Youth development: youth centers & clubs							
CEO/Executive Director	5	$113,562			$120,000		
Springfield, MO							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$88,861			$69,531		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$97,336			$105,641		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	$70,762			$63,075		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Cloud, MN							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$116,887			$110,000		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$115,417			$109,782		
St. Louis, MO-IL							
Animal-related: animal protection & welfare							
CEO/Executive Director	9	$94,491			$56,862		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	13	$83,583		$43,307	$74,967	$91,350	
Arts, culture, & humanities: museums							
CEO/Executive Director	8	$131,627			$86,938		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	27	$107,808	$27,399	$33,948	$55,345	$108,252	$217,243
Top Development Position	5	$135,631			$156,436		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	7	$85,858			$85,287		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	12	$86,147		$58,085	$62,639	$112,742	
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	5	$145,156			$104,736		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$60,612			$51,667		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$85,671			$55,705		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	51	$163,108	$48,410	$83,653	$129,360	$232,193	$288,735
Top Business Position	7	$122,078			$121,036		
Top Development Position	6	$146,490			$139,083		
Top Finance Position	15	$117,114		$47,698	$99,293	$148,661	
Top Operations Position	7	$136,165			$115,870		
Educational institutions & related activities: higher education							
CEO/Executive Director	10	$393,803		$94,077	$135,098	$502,369	
Top Administrative Position	7	$321,684			$163,193		
Top Education Position	7	$188,144			$172,016		
Top Finance Position	9	$208,572			$163,193		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Educational institutions & related activities: service & other							
CEO/Executive Director	12	$121,293		$57,767	$96,902	$143,273	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	$224,398			$175,699		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$102,737			$89,235		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	7	$329,113			$341,686		
Top Finance Position	5	$308,544			$288,925		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	$269,605			$216,466		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	39	$920,193	$206,985	$342,965	$468,944	$697,974	$987,643
Top Administrative Position	11	$275,391		$226,153	$242,019	$320,204	
Top Finance Position	11	$364,359		$164,623	$262,982	$310,456	
Top Operations Position	29	$440,435	$138,779	$256,664	$314,206	$374,541	$493,540
Health—general & rehabilitative: nursing							
CEO/Executive Director	7	$134,611			$125,531		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Health—general & rehabilitative: service & other							
CEO/Executive Director	6	$255,739			$230,334		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$107,508			$84,528		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	37	$124,056	$45,841	$66,720	$103,538	$143,277	$198,155
Top Development Position	5	$138,082			$144,060		
Top Finance Position	12	$123,682		$67,031	$114,721	$165,427	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	26	$116,854	$53,026	$75,542	$99,796	$158,438	$187,032
Top Finance Position	6	$97,236			$100,923		
Top Operations Position	5	$117,088			$115,415		
Human services—multipurpose & other: family services							
CEO/Executive Director	10	$84,242		$48,471	$68,239	$104,111	
Human services—multipurpose & other: human services							
CEO/Executive Director	24	$129,519	$41,908	$73,003	$110,534	$163,410	$228,752
Top Finance Position	5	$144,606			$137,434		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	$127,751			$86,379		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	17	$130,734		$96,130	$122,160	$167,568	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$96,083			$97,000		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	$127,497			$116,397		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	12	$92,681		$61,916	$80,825	$99,961	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	$102,530			$94,797		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	20	$67,580	$36,936	$47,966	$66,387	$93,002	$98,695
Youth development: youth development programs							
CEO/Executive Director	15	$111,752		$66,041	$80,312	$127,939	
Stamford, CT							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$88,724			$85,500		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$98,639			$78,743		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	26	$366,734	$94,361	$133,228	$218,216	$512,981	$885,790
Top Development Position	8	$250,899			$246,824		
Top Finance Position	10	$340,140		$248,781	$381,286	$429,148	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$108,181			$112,430		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	$193,696		$139,529	$210,539	$259,280	
Top Finance Position	7	$154,243			$157,787		
Top Operations Position	5	$125,516			$141,119		
Youth development: youth development programs							
CEO/Executive Director	7	$163,718			$104,436		
State College, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$68,062			$75,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stockton-Lodi, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$142,286			$143,309		
Syracuse, NY							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$106,999			$81,499		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	$103,452			$78,411		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	$519,751			$386,364		
Top Education Position	5	$307,106			$231,109		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	$84,167			$88,583		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	$71,481			$70,269		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$106,792			$107,496		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	$108,950		$62,354	$104,873	$146,610	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$60,259			$63,597		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	$120,872		$78,426	$106,035	$153,168	
Top Finance Position	7	$106,626			$88,376		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$151,551			$114,032		
Tacoma, WA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$89,171			$69,626		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$153,580			$108,627		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	$88,796			$79,710		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$89,330			$71,620		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$104,264		$62,963	$89,406	$111,118	
Youth development: youth development programs							
CEO/Executive Director	7	$83,823			$86,600		
Tallahassee, FL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$59,670			$60,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$115,779			$81,666		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$84,402			$83,250		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$123,767			$102,426		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	$103,094			$63,121		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tallahassee, FL							
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$192,190			$142,683		
Top Finance Position	5	$142,984			$122,456		
Tampa-St. Petersburg-Clearwater, FL							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$91,551			$70,000		
Arts, culture, & humanities: museums							
CEO/Executive Director	8	$201,042			$150,643		
Top Finance Position	5	$87,179			$93,806		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	$204,416			$162,239		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	$72,175			$72,579		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	46	$122,127	$44,636	$60,000	$94,748	$156,362	$232,781
Top Administrative Position	5	$80,560			$56,500		
Top Finance Position	10	$67,917		$37,053	$55,594	$96,185	
Top Operations Position	5	$134,994			$137,061		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Educational institutions & related activities: higher education							
CEO/Executive Director	5	$687,425			$540,516		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$223,561			$186,053		
Educational institutions & related activities: student services							
CEO/Executive Director	5	$146,394			$83,832		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	$187,955			$91,192		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	10	$974,044		$282,349	$586,119	$711,752	
Top Finance Position	5	$660,197			$226,837		
Top Operations Position	9	$505,279			$261,838		
Health—general & rehabilitative: public health							
CEO/Executive Director	7	$119,991			$122,468		
Health—general & rehabilitative: service & other							
CEO/Executive Director	6	$314,786			$285,682		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	$136,192			$143,930		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	$156,722		$102,295	$155,214	$185,102	
Top Finance Position	6	$91,797			$104,177		
Top Operations Position	5	$102,882			$104,615		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	20	$123,814	$58,812	$70,444	$125,485	$161,414	$191,132
Human services—multipurpose & other: family services							
CEO/Executive Director	14	$135,368		$79,132	$107,903	$149,997	
Top Finance Position	6	$107,490			$93,325		
Human services—multipurpose & other: human services							
CEO/Executive Director	23	$154,707	$61,444	$77,000	$112,613	$203,932	$294,072
Top Finance Position	10	$124,065		$78,256	$108,293	$144,206	
Top Operations Position	6	$146,462			$132,595		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	$116,355		$60,522	$90,597	$101,807	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	$219,913			$261,451		
Top Finance Position	6	$140,262			$124,376		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	$251,378			$150,909		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	$150,150			$123,286		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	$163,918			$159,748		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	8	$143,891			$121,222		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$110,564			$69,827		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	26	$71,122	$30,076	$43,717	$62,960	$88,491	$117,758
Youth development: adult & child matching programs							
CEO/Executive Director	5	$174,031			$135,213		
Youth development: youth centers & clubs							
CEO/Executive Director	5	$62,617			$52,000		
Youth development: youth development programs							
CEO/Executive Director	12	$169,372		$64,138	$72,508	$106,011	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$115,360			$83,234		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	$89,302			$78,649		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$116,463			$91,102		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$257,465			$248,750		
Trenton, NJ							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$104,806			$124,666		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$110,863			$60,000		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$499,397			$356,112		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	25	$301,757	$80,812	$140,800	$222,672	$445,092	$614,421

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	7	$277,919			$322,899		
Top Technology Position	6	$199,337			$204,832		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$139,103			$146,019		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	$239,092		$141,898	$156,945	$208,340	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	11	$110,912		$72,265	$96,000	$124,904	
Human services—multipurpose & other: family services							
CEO/Executive Director	6	$121,962			$127,904		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$131,784			$116,025		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	$106,505			$37,731		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$102,536			$94,842		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$55,461			$41,095		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	7	$77,006			$82,923		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	25	$106,677	$52,365	$66,319	$98,798	$121,554	$188,389
Top Finance Position	5	$78,365			$88,023		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	$141,189			$66,895		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	7	$111,908			$87,267		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	$132,467			$114,026		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$71,253		$36,478	$48,167	$106,876	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$138,905			$111,487		
Top Finance Position	5	$106,923			$120,903		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Human services—multipurpose & other: human services							
CEO/Executive Director	11	$98,291		$62,605	$75,742	$101,948	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	$83,116		$57,607	$75,424	$107,105	
Tulsa, OK							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	$129,349			$130,000		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	$103,602		$54,193	$82,980	$150,431	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	$83,276			$72,073		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	$73,102			$62,500		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$74,238			$75,735		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$127,749			$75,272		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	$124,498			$91,623		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	28	$67,997	$26,168	$37,242	$56,060	$92,509	$120,504
Youth development: youth development programs							
CEO/Executive Director	5	$97,938			$109,200		
Tyler, TX							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$56,144			$51,865		
Vallejo-Fairfield-Napa, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	12	$140,496		$105,510	$120,054	$159,687	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	$142,966			$147,096		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$115,317			$126,449		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vallejo-Fairfield-Napa, CA							
Human services—multipurpose & other: family services							
CEO/Executive Director	9	$121,394			$111,801		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	$93,083			$89,927		
Ventura, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	$164,207		$58,493	$158,633	$203,509	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	$181,345			$175,746		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	$120,808			$120,875		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	$149,209			$143,204		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	$101,144			$93,120		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	$61,371			$27,200		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Visalia-Tulare-Porterville, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$123,179			$118,807		
Waco, TX							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$92,678			$99,990		
Washington, DC-MD-VA							
Animal-related: animal protection & welfare							
CEO/Executive Director	28	$131,351	$33,512	$45,241	$87,884	$135,184	$285,644
Top Finance Position	7	$147,474			$151,680		
Top Operations Position	6	$195,987			$163,382		
Animal-related: service & other							
CEO/Executive Director	6	$174,268			$113,947		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	9	$212,625			$130,000		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	57	$127,276	$41,628	$58,713	$107,582	$166,006	$260,062
Top Finance Position	5	$171,617			$173,084		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	8	$180,551			$150,747		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	29	$139,270	$51,270	$76,476	$109,200	$163,605	$298,857
Top Finance Position	6	$176,418			$158,325		
Arts, culture, & humanities: humanities							
CEO/Executive Director	8	$130,478			$84,013		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	42	$265,299	$51,937	$124,291	$200,182	$258,896	$539,912
Top Administrative Position	5	$233,707			$174,956		
Top Business Position	7	$326,638			$328,684		
Top Finance Position	13	$259,590		$174,956	$258,973	$331,063	
Top Legal Position	7	$378,916			$422,298		
Top Operations Position	8	$285,871			$227,143		
Top PR/Communications Position	6	$232,761			$213,205		
Top Program Position	6	$217,337			$158,225		
Top Technology Position	7	$250,355			$261,256		
Arts, culture, & humanities: museums							
CEO/Executive Director	23	$219,211	$102,340	$138,463	$183,315	$262,862	$407,154
Top Development Position	10	$222,050		$130,279	$142,859	$271,742	
Top Finance Position	7	$230,711			$149,821		
Top Operations Position	6	$153,156			$129,049		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	79	$106,420	$25,678	$51,200	$76,000	$110,402	$192,426
Top Administrative Position	5	$104,513			$105,000		
Top Development Position	5	$214,519			$184,097		
Top Finance Position	7	$162,961			$141,468		
Top PR/Communications Position	5	$158,795			$134,123		
Arts, culture, & humanities: service & other							
CEO/Executive Director	19	$188,571		$113,629	$142,176	$209,105	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	7	$90,314			$91,521		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	27	$192,159	$47,354	$101,937	$169,324	$245,455	$298,842
Top Development Position	6	$173,110			$142,633		
Top Finance Position	5	$233,164			$164,256		
Top Legal Position	10	$235,786		$193,813	$207,008	$241,887	
Top Operations Position	6	$210,512			$155,200		
Top PR/Communications Position	5	$239,097			$179,088		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	47	$157,042	$66,752	$93,350	$129,383	$191,377	$282,462
Top Administrative Position	7	$182,615			$188,460		
Top Development Position	7	$172,140			$165,053		
Top Finance Position	13	$154,991		$125,567	$157,520	$188,460	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Civil rights, social action, advocacy: civil rights							
Top Legal Position	7	$161,701			$159,416		
Top Operations Position	10	$172,156		$128,625	$166,288	$191,508	
Top PR/Communications Position	8	$138,588			$118,984		
Top Program Position	7	$163,907			$171,974		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	14	$190,064		$113,717	$156,357	$217,238	
Top Development Position	5	$158,973			$164,418		
Top Operations Position	5	$195,015			$185,489		
Top PR/Communications Position	5	$166,771			$162,266		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	26	$176,002	$59,765	$101,517	$130,029	$252,286	$362,879
Top Finance Position	6	$201,562			$199,891		
Civil rights, social action, advocacy: voter education & registration							
CEO/Executive Director	7	$197,350			$215,250		
Community improvement, capacity building: business & industry							
CEO/Executive Director	19	$327,540		$177,123	$236,742	$391,151	
Top Finance Position	7	$241,197			$273,478		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	29	$122,372	$36,897	$73,279	$104,318	$159,363	$212,929

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	12	$184,652		$74,808	$133,440	$209,583	
Top Finance Position	5	$198,882			$158,055		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	5	$88,481			$90,000		
Community improvement, capacity building: economic development							
CEO/Executive Director	26	$179,159	$79,938	$106,810	$169,139	$210,860	$280,161
Top Finance Position	6	$158,804			$111,499		
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	5	$159,890			$95,472		
Community improvement, capacity building: service & other							
CEO/Executive Director	19	$218,692		$127,813	$199,287	$261,388	
Top Finance Position	5	$118,561			$107,519		
Crime, legal-related: legal services							
CEO/Executive Director	15	$198,530		$116,925	$174,667	$251,167	
Top Finance Position	5	$172,121			$193,703		
Top Legal Position	8	$209,556			$202,186		
Top Operations Position	5	$155,812			$152,509		
Crime, legal-related: protection against abuse							
CEO/Executive Director	9	$129,390			$100,000		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Crime, legal-related: service & other							
CEO/Executive Director	15	$181,397		$73,214	$159,080	$226,595	
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	6	$224,400			$167,727		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	9	$283,571			$223,697		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	12	$247,968		$101,189	$139,991	$190,822	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	12	$256,282		$190,444	$257,933	$296,184	
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	16	$320,268		$171,515	$254,311	$347,029	
Top Development Position	5	$175,023			$128,703		
Top Operations Position	5	$188,059			$180,209		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	10	$205,163		$92,641	$159,649	$255,988	
Top Finance Position	5	$123,698			$98,309		
Educational institutions & related activities: adult education							
CEO/Executive Director	18	$138,288		$79,977	$127,324	$182,811	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	28	$196,482	$50,450	$61,969	$118,650	$253,346	$470,211
Top Finance Position	6	$202,344			$204,581		
Top Operations Position	5	$299,260			$251,054		
Top Technology Position	5	$186,931			$179,126		
Educational institutions & related activities: educational services							
CEO/Executive Director	48	$169,093	$50,355	$78,964	$147,015	$251,860	$317,101
Top Administrative Position	5	$214,107			$236,991		
Top Finance Position	9	$181,568			$154,609		
Top PR/Communications Position	5	$206,599			$157,500		
Top Technology Position	6	$207,117			$179,343		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	233	$200,275	$62,204	$105,788	$166,323	$243,090	$349,192
Top Administrative Position	17	$138,745		$113,460	$122,547	$170,785	
Top Business Position	18	$125,631		$77,572	$118,890	$153,764	
Top Development Position	40	$163,937	$120,290	$132,893	$149,621	$186,615	$237,863
Top Education Position	27	$148,337	$108,442	$115,116	$141,753	$178,524	$206,326
Top Facilities Position	8	$155,101			$163,020		
Top Finance Position	75	$167,771	$78,484	$114,517	$150,132	$209,911	$273,621
Top Human Resources Position	12	$144,053		$121,801	$144,742	$157,682	
Top Legal Position	5	$201,349			$197,955		
Top Marketing Position	5	$137,124			$135,960		
Top Operations Position	61	$157,402	$99,188	$123,706	$146,549	$184,031	$229,481
Top PR/Communications Position	7	$142,476			$136,528		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational institutions & related activities: elementary & secondary schools							
Top Program Position	13	$139,595		$121,183	$138,631	$151,171	
Top Technology Position	11	$130,205		$113,792	$135,158	$143,479	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	6	$128,548			$113,851		
Educational institutions & related activities: higher education							
CEO/Executive Director	24	$546,188	$176,520	$248,123	$373,098	$601,311	$1,317,719
Top Administrative Position	10	$177,984		$108,856	$162,607	$233,720	
Top Development Position	11	$295,700		$162,259	$211,966	$394,644	
Top Education Position	16	$320,993		$175,139	$209,799	$430,709	
Top Finance Position	16	$340,907		$145,219	$210,628	$358,779	
Top Human Resources Position	5	$173,578			$162,567		
Top Legal Position	6	$431,474			$408,758		
Top PR/Communications Position	7	$174,575			$154,137		
Top Technology Position	10	$166,059		$142,170	$152,020	$180,043	
Educational institutions & related activities: libraries							
CEO/Executive Director	6	$163,284			$180,381		
Educational institutions & related activities: service & other							
CEO/Executive Director	113	$284,421	$76,779	$145,021	$213,345	$361,934	$546,059
Top Administrative Position	13	$223,496		$144,778	$182,824	$214,725	
Top Business Position	11	$184,201		$157,463	$176,267	$189,020	
Top Development Position	11	$168,033		$131,326	$142,024	$191,042	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational institutions & related activities: service & other							
Top Education Position	16	$262,083		$153,615	$223,851	$274,294	
Top Finance Position	38	$231,516	$140,058	$179,508	$198,310	$268,157	$323,040
Top Human Resources Position	13	$222,729		$180,638	$203,527	$248,971	
Top Legal Position	7	$367,889			$312,719		
Top Marketing Position	7	$276,100			$196,138		
Top Operations Position	29	$251,623	$118,747	$149,979	$213,755	$303,637	$389,210
Top PR/Communications Position	19	$202,289		$139,477	$179,425	$244,044	
Top Program Position	11	$215,735		$155,939	$176,241	$201,320	
Top Technology Position	13	$221,070		$170,994	$205,034	$263,638	
Educational institutions & related activities: student services							
CEO/Executive Director	34	$209,123	$74,950	$117,839	$181,305	$275,730	$410,485
Top Finance Position	8	$154,278			$159,783		
Top Operations Position	9	$178,926			$179,336		
Top Program Position	6	$144,716			$162,509		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	20	$161,946	$57,217	$73,405	$154,565	$229,326	$277,715
Top Finance Position	7	$168,826			$156,636		
Top Operations Position	5	$135,233			$141,248		
Employment, job-related: service & other							
CEO/Executive Director	10	$151,882		$102,029	$143,386	$210,295	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	8	$192,353			$154,363		
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	10	$191,619		$76,577	$108,077	$227,020	
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	$117,738			$110,830		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	56	$249,108	$53,945	$93,984	$171,629	$273,881	$485,100
Top Development Position	14	$221,764		$147,365	$181,518	$267,336	
Top Finance Position	19	$207,771		$130,389	$174,758	$252,622	
Top Legal Position	6	$301,851			$264,394		
Top Operations Position	10	$170,432		$134,848	$154,230	$186,811	
Top PR/Communications Position	9	$222,576			$150,592		
Top Program Position	8	$207,832			$162,040		
Top Technology Position	5	$239,509			$184,631		
Environmental quality, protection, & beautification: pollution abatement & control							
CEO/Executive Director	6	$238,291			$260,282		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	49	$204,292	$75,728	$139,394	$179,251	$241,961	$358,577
Top Development Position	6	$191,348			$162,693		
Top Finance Position	15	$198,125		$116,812	$134,641	$219,996	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Environmental quality, protection, & beautification: service & other							
Top Operations Position	8	$181,418			$188,303		
Top PR/Communications Position	8	$196,355			$176,244		
Top Program Position	6	$143,647			$142,070		
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	5	$155,065			$134,580		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	15	$123,414		$51,124	$79,088	$125,626	
Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.							
CEO/Executive Director	6	$98,531			$87,131		
Food, agriculture, & nutrition: nutrition							
CEO/Executive Director	7	$161,425			$111,691		
Food, agriculture, & nutrition: service & other							
CEO/Executive Director	8	$161,479			$86,994		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	15	$296,042		$125,933	$173,186	$234,648	
Top Finance Position	6	$261,696			$174,274		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	7	$230,934			$216,735		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	7	$164,412			$91,692		
Health—general & rehabilitative: health support							
CEO/Executive Director	13	$275,971		$157,197	$208,081	$390,231	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	19	$872,255		$199,788	$701,625	$1,078,401	
Top Development Position	5	$296,124			$288,406		
Top Finance Position	8	$656,783			$436,740		
Top Human Resources Position	5	$595,256			$307,534		
Top Operations Position	7	$510,834			$443,848		
Top Technology Position	6	$383,576			$268,299		
Health—general & rehabilitative: nursing							
CEO/Executive Director	7	$244,298			$201,265		
Health—general & rehabilitative: public health							
CEO/Executive Director	15	$281,978		$179,055	$198,640	$284,954	
Top Finance Position	6	$229,984			$199,609		
Top Operations Position	8	$191,704			$155,912		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	8	$177,143			$117,963		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—general & rehabilitative: service & other							
CEO/Executive Director	49	$280,900	$96,658	$150,000	$216,174	$383,189	$564,939
Top Development Position	5	$186,218			$177,873		
Top Education Position	6	$214,636			$206,797		
Top Finance Position	13	$195,568		$156,402	$164,465	$248,185	
Top Human Resources Position	5	$183,649			$183,780		
Top Operations Position	17	$197,141		$150,188	$170,160	$219,047	
Top PR/Communications Position	8	$204,793			$187,044		
Top Program Position	10	$177,984		$124,200	$160,795	$198,517	
Top Technology Position	12	$195,388		$127,535	$181,558	$236,019	
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	12	$160,782		$85,417	$136,174	$186,706	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	24	$146,181	$78,812	$96,421	$133,714	$160,320	$250,298
Top Administrative Position	5	$163,556			$173,167		
Top Finance Position	6	$174,837			$181,175		
Housing, shelter: housing support							
CEO/Executive Director	12	$116,154		$78,967	$99,035	$144,736	
Housing, shelter: service & other							
CEO/Executive Director	12	$190,732		$86,214	$193,592	$276,268	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Housing, shelter: temporary housing							
CEO/Executive Director	13	$108,579		$75,944	$90,601	$163,412	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	88	$150,292	$53,409	$80,825	$120,303	$195,850	$325,520
Top Administrative Position	6	$164,910			$159,980		
Top Development Position	9	$155,482			$143,403		
Top Finance Position	27	$141,598	$75,542	$106,274	$142,591	$161,178	$226,974
Top Human Resources Position	7	$180,681			$187,958		
Top Operations Position	11	$167,274		$122,395	$140,519	$172,107	
Top Program Position	12	$154,978		$117,222	$137,210	$165,757	
Top Technology Position	5	$165,070			$149,256		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	65	$144,116	$37,839	$65,813	$103,833	$135,377	$206,224
Top Finance Position	15	$132,948		$72,544	$107,089	$203,149	
Top Human Resources Position	5	$164,314			$152,420		
Top Operations Position	7	$141,396			$115,868		
Top Program Position	8	$129,846			$127,428		
Top Technology Position	5	$162,238			$148,376		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	21	$118,101	$55,000	$89,520	$103,346	$138,507	$184,759
Human services—multipurpose & other: family services							
CEO/Executive Director	26	$112,249	$48,256	$61,656	$94,491	$138,538	$188,702

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Human services—multipurpose & other: human services							
CEO/Executive Director	60	$123,772	$44,548	$64,440	$97,696	$156,769	$225,240
Top Development Position	5	$189,271			$171,955		
Top Finance Position	11	$131,337		$56,324	$127,260	$190,416	
Top Operations Position	8	$138,787			$128,668		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	15	$113,914		$68,126	$96,232	$167,368	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	9	$188,737			$107,854		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	27	$157,721	$67,768	$91,713	$130,094	$213,010	$287,763
Top Finance Position	13	$164,140		$88,549	$123,447	$249,351	
Human services—multipurpose & other: service & other							
CEO/Executive Director	14	$216,462		$118,787	$186,001	$295,343	
Top Finance Position	5	$153,348			$172,854		
International, foreign affairs, & national security: international affairs, foreign policy, & globalization							
CEO/Executive Director	5	$166,564			$110,725		
International, foreign affairs, & national security: international development							
CEO/Executive Director	58	$201,171	$40,875	$83,362	$166,888	$313,986	$424,386
Top Administrative Position	5	$236,290			$224,028		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, foreign affairs, & national security: international development							
Top Business Position	5	$165,658			$162,717		
Top Development Position	9	$199,279			$200,267		
Top Finance Position	21	$201,902	$118,918	$135,797	$199,991	$279,308	$308,346
Top Human Resources Position	8	$189,280			$189,775		
Top Operations Position	15	$223,514		$147,859	$215,743	$260,494	
Top PR/Communications Position	7	$186,271			$189,899		
Top Program Position	14	$200,952		$161,397	$192,592	$239,350	
Top Technology Position	9	$188,256			$200,603		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	20	$171,028	$65,416	$109,421	$143,246	$234,130	$296,703
Top Development Position	5	$180,078			$194,405		
Top Finance Position	8	$157,961			$134,548		
Top Program Position	7	$182,656			$193,858		
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	28	$221,955	$80,598	$120,251	$159,847	$241,515	$470,695
Top Finance Position	8	$168,809			$150,577		
Top Operations Position	5	$211,987			$208,178		
International, foreign affairs, & national security: international, foreign affairs, & national security N.E.C.							
CEO/Executive Director	7	$313,081			$180,242		
Top Operations Position	5	$244,434			$200,537		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	34	$199,511	$67,033	$121,227	$167,247	$254,919	$384,681
Top Finance Position	11	$194,589		$132,138	$217,990	$249,368	
Top Operations Position	7	$192,322			$193,038		
Top PR/Communications Position	5	$157,607			$136,601		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	28	$213,751	$83,103	$119,296	$184,191	$287,691	$333,396
Top Finance Position	12	$151,825		$112,386	$136,963	$182,417	
Medical research: service & other							
CEO/Executive Director	13	$362,741		$267,168	$360,647	$459,938	
Top Finance Position	6	$190,398			$167,896		
Top PR/Communications Position	5	$159,564			$146,323		
Medical research: specifically named diseases research							
CEO/Executive Director	6	$321,259			$306,701		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	6	$203,424			$110,980		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	6	$130,698			$104,321		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	6	$154,318			$153,035		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	22	$176,721	$56,772	$99,735	$151,196	$217,833	$312,675
Top Finance Position	9	$175,255			$132,300		
Mental health, crisis intervention: service & other							
CEO/Executive Director	15	$249,859		$133,387	$206,351	$277,999	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	$156,140			$170,439		
Top Operations Position	5	$166,393			$155,885		
Mutual/membership benefit organizations, other: service & other							
CEO/Executive Director	15	$381,333		$163,016	$340,596	$580,561	
Top Finance Position	6	$250,130			$230,979		
Top Technology Position	5	$210,922			$202,412		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	$135,165			$89,826		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	10	$218,904		$77,471	$198,516	$323,468	
Top Finance Position	6	$173,823			$183,960		
Top Operations Position	5	$192,699			$209,403		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	6	$169,021			$128,260		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	18	$178,938		$91,250	$184,192	$236,437	
Top Finance Position	5	$151,145			$139,048		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	13	$196,962		$56,000	$150,000	$263,726	
Top Operations Position	5	$188,745			$190,131		
Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion							
CEO/Executive Director	7	$88,069			$82,194		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	7	$232,467			$126,375		
Public safety, disaster preparedness, & relief: safety education							
CEO/Executive Director	10	$338,779		$194,102	$260,009	$365,333	
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	24	$272,964	$160,884	$188,005	$281,849	$348,659	$396,596
Top Finance Position	8	$196,656			$183,218		
Top Operations Position	8	$201,645			$202,630		
Top PR/Communications Position	5	$165,334			$145,581		
Top Program Position	5	$191,815			$204,747		
Top Technology Position	6	$167,185			$155,621		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	15	$156,553		$101,794	$134,532	$202,223	
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	19	$149,893		$81,250	$132,549	$230,299	
Top Development Position	5	$134,687			$120,000		
Top Finance Position	6	$162,384			$161,397		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	20	$292,842	$83,240	$146,956	$235,567	$353,965	$564,199
Top Development Position	6	$178,822			$180,499		
Top Finance Position	7	$238,552			$216,159		
Top Operations Position	9	$243,410			$153,711		
Top PR/Communications Position	7	$202,993			$181,229		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	59	$286,482	$105,835	$156,722	$229,128	$332,280	$537,398
Top Development Position	5	$174,922			$160,843		
Top Finance Position	25	$214,529	$124,357	$152,977	$203,312	$253,532	$362,565
Top Legal Position	10	$258,287		$203,054	$250,004	$286,360	
Top Operations Position	14	$236,195		$167,916	$207,338	$236,710	
Top PR/Communications Position	14	$193,783		$151,902	$170,907	$235,146	
Top Program Position	10	$199,300		$152,715	$184,310	$226,253	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	36	$113,519	$49,139	$65,540	$107,750	$134,724	$171,947

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Recreation, sports, leisure, athletics: amateur sports							
Top Finance Position	7	$89,267			$62,670		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	7	$172,418			$110,000		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	47	$98,410	$28,560	$38,248	$72,706	$120,034	$183,160
Top Finance Position	8	$122,044			$81,681		
Top Operations Position	5	$148,445			$143,568		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	$76,427			$80,000		
Science & technology research institutes, services: biological & life sciences							
CEO/Executive Director	9	$209,130			$173,327		
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	13	$522,309		$153,796	$312,561	$396,039	
Top Finance Position	5	$217,227			$153,796		
Top Technology Position	6	$324,007			$233,806		
Science & technology research institutes, services: general science							
CEO/Executive Director	9	$458,078			$338,233		
Top Operations Position	5	$284,977			$199,034		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Science & technology research institutes, services: physical & earth sciences							
CEO/Executive Director	8	$436,524			$480,486		
Top Operations Position	5	$293,374			$326,761		
Science & technology research institutes, services: science & technology N.E.C.							
CEO/Executive Director	9	$276,073			$237,595		
Science & technology research institutes, services: service & other							
CEO/Executive Director	19	$354,814		$260,016	$358,087	$437,069	
Top Finance Position	8	$270,825			$239,559		
Top PR/Communications Position	6	$202,441			$201,304		
Top Program Position	7	$207,561			$198,432		
Social science research institutes, services: service & other							
CEO/Executive Director	13	$309,235		$246,020	$302,438	$353,587	
Top Finance Position	8	$195,113			$177,430		
Top PR/Communications Position	7	$208,058			$190,994		
Top Program Position	5	$172,406			$166,073		
Social science research institutes, services: social science							
CEO/Executive Director	18	$279,016		$144,610	$248,621	$364,623	
Top Finance Position	9	$194,640			$203,888		
Social science research institutes, services: social science N.E.C.							
CEO/Executive Director	6	$339,669			$289,916		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Unknown							
CEO/Executive Director	15	$275,132		$111,261	$204,668	$417,659	
Top Finance Position	7	$248,669			$211,758		
Youth development: service & other							
CEO/Executive Director	10	$88,141		$51,594	$66,517	$99,817	
Youth development: youth centers & clubs							
CEO/Executive Director	11	$111,973		$39,294	$76,327	$100,041	
Youth development: youth development N.E.C.							
CEO/Executive Director	9	$280,252			$146,006		
Youth development: youth development programs							
CEO/Executive Director	61	$134,804	$48,125	$79,125	$112,053	$161,842	$232,486
Top Finance Position	6	$138,404			$148,482		
Top Operations Position	6	$141,285			$143,632		
Waterbury, CT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	$253,432			$165,568		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	$170,606			$156,203		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	$99,410		$61,882	$95,563	$115,773	
Arts, culture, & humanities: museums							
CEO/Executive Director	9	$173,290			$142,840		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	$160,959		$91,611	$125,586	$185,225	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	$60,804			$52,500		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	$134,397	$66,546	$86,488	$117,183	$182,308	$232,913
Top Finance Position	5	$145,948			$150,270		
Top Operations Position	6	$146,287			$187,031		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	$200,216			$157,110		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	$126,532			$135,009		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	$193,891			$110,043		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	$106,055		$71,385	$79,474	$136,084	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	$118,842			$87,629		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	$124,944		$75,000	$133,004	$153,814	
Top Finance Position	9	$101,717			$87,933		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	$148,607			$136,182		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	$116,326			$86,350		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	$58,494			$54,000		
Youth development: youth development programs							
CEO/Executive Director	9	$98,894			$87,887		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$104,065			$91,304		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$121,323		$36,833	$86,811	$156,886	
Health—general & rehabilitative: hospitals							
Top Administrative Position	5	$178,154			$181,937		
Health—general & rehabilitative: nursing							
Top Administrative Position	5	$98,352			$95,311		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$125,172			$121,198		
Top Finance Position	5	$122,807			$108,574		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	$74,771			$59,634		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	$120,945			$110,890		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	$62,423		$26,053	$47,385	$81,436	

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	$80,907			$60,298		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	$146,214			$111,134		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	$65,375			$65,610		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	$80,472			$85,406		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	$73,884			$73,500		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	$160,529			$91,875		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	32	$157,786	$84,212	$96,827	$122,508	$186,562	$239,570
Educational institutions & related activities: service & other							
CEO/Executive Director	5	$140,608			$143,314		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	$70,778		$49,916	$68,256	$84,050	
Human services—multipurpose & other: human services							
CEO/Executive Director	12	$113,743		$68,564	$91,630	$123,460	
Youth development: youth development programs							
CEO/Executive Director	5	$65,629			$62,000		
Wilmington, NC							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	$74,821		$64,974	$71,115	$86,563	
Worcester, MA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	$188,611			$148,170		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	$585,025			$442,221		
Top Administrative Position	5	$243,734			$238,188		
Top Development Position	6	$317,712			$280,987		
Top Education Position	6	$288,704			$194,014		
Top Finance Position	5	$392,460			$342,953		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Worcester, MA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	$248,327		$120,533	$175,000	$256,615	
Top Finance Position	5	$184,069			$166,692		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	$217,288			$110,730		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	$115,503			$128,554		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	$126,882			$112,238		
York, PA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	$110,472			$102,515		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	$110,782			$146,437		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	$1,111,732			$1,039,767		

501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
York, PA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	$79,767			$73,119		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	$126,467			$133,110		
Top Finance Position	6	$98,817			$97,397		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	$48,499			$33,731		
Youngstown-Warren, OH							
Human services—multipurpose & other: human services							
CEO/Executive Director	10	$97,790		$63,818	$87,744	$121,012	
Yuba City, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	$144,214			$142,286		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$76,731			$78,726		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$130,642			$98,906		
Between $1 million and $5 million							
CEO/Executive Director	7	$175,964			$176,496		
Top Business Position	5	$249,664			$233,289		
Greater than $5 million							
CEO/Executive Director	6	$214,496			$202,417		
Top Finance Position	5	$171,628			$182,828		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	18	$93,064		$70,012	$91,250	$113,378	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$144,839		$120,595	$143,624	$154,824	
Between $1 million and $5 million							
CEO/Executive Director	17	$270,950		$148,510	$226,826	$324,051	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	7	$102,481			$99,357		
Top Finance Position	5	$93,475			$99,806		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	15	$92,174		$77,071	$98,063	$105,054	
Between $1 million and $5 million							
CEO/Executive Director	7	$172,603			$203,783		
Allentown-Bethlehem-Easton, PA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$65,743			$62,758		
Ann Arbor, MI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$110,505			$96,516		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$35,748			$34,883		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	$57,646			$56,652		
Between $1 million and $5 million							
Top Finance Position	6	$103,329			$91,381		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	26	$93,247	$33,267	$50,702	$80,130	$115,448	$155,034
Between $500 thousand and $1 million							
CEO/Executive Director	14	$147,157		$105,991	$143,364	$198,278	
Between $1 million and $5 million							
CEO/Executive Director	34	$200,063	$99,375	$122,316	$169,250	$272,158	$318,940
Greater than $5 million							
CEO/Executive Director	12	$475,082		$219,280	$467,938	$516,312	
Top Finance Position	7	$254,103			$231,508		
Top Operations Position	6	$263,897			$270,754		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	6	$270,275			$231,118		
Top Administrative Position	5	$291,394			$297,555		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	7	$76,465			$71,064		
Between $1 million and $5 million							
CEO/Executive Director	5	$295,633			$260,183		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$80,859			$72,185		
Between $1 million and $5 million							
CEO/Executive Director	5	$85,121			$93,104		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	38	$98,575	$46,800	$69,230	$91,645	$119,147	$179,489
Between $500 thousand and $1 million							
CEO/Executive Director	25	$167,838	$110,546	$116,519	$141,970	$176,806	$279,084
Between $1 million and $5 million							
CEO/Executive Director	34	$248,652	$135,426	$187,637	$237,585	$300,960	$365,714
Top Finance Position	8	$124,261			$127,339		
Top Legal Position	5	$171,513			$137,899		
Top Operations Position	6	$159,410			$145,807		
Top PR/Communications Position	5	$140,525			$138,406		
Greater than $5 million							
CEO/Executive Director	7	$437,345			$412,895		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	$59,550			$61,021		
Between $1 million and $5 million							
CEO/Executive Director	8	$121,405			$141,254		
Top Finance Position	8	$132,054			$142,754		
Greater than $5 million							
CEO/Executive Director	9	$336,281			$283,258		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	26	$91,226	$49,501	$63,362	$86,290	$109,231	$142,037
Between $500 thousand and $1 million							
CEO/Executive Director	11	$165,396		$113,253	$186,238	$208,127	
Between $1 million and $5 million							
CEO/Executive Director	21	$249,251	$113,897	$184,124	$220,273	$320,820	$388,046
Top Finance Position	5	$212,281			$139,956		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	$169,087			$160,366		
Greater than $5 million							
CEO/Executive Director	5	$317,966			$262,562		
Top Administrative Position	5	$317,966			$262,562		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$113,477			$75,900		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$105,360		$85,084	$87,408	$100,967	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$124,407			$122,375		
Between $1 million and $5 million							
CEO/Executive Director	6	$275,023			$283,638		
Beaumont-Port Arthur, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$76,054			$78,385		
Bergen-Passaic, NJ							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$78,245			$74,599		
Between $1 million and $5 million							
CEO/Executive Director	6	$334,890			$242,879		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	14	$50,354		$27,442	$51,719	$59,637	
Between $1 million and $5 million							
CEO/Executive Director	5	$186,772			$162,712		
Bismarck, ND							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$87,172			$84,962		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$231,782			$188,633		
Between $1 million and $5 million							
CEO/Executive Director	6	$234,635			$253,605		
Boise City, ID							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	$75,213			$70,822		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$131,372			$132,275		
Between $1 million and $5 million							
CEO/Executive Director	8	$212,403			$188,691		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$88,351			$91,574		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$81,756			$89,116		
Between $500 thousand and $1 million							
CEO/Executive Director	10	$113,739		$72,796	$115,479	$142,259	
Top Finance Position	5	$162,862			$163,977		
Between $1 million and $5 million							
CEO/Executive Director	11	$113,990		$65,921	$114,105	$151,742	
Top Business Position	8	$176,485			$180,755		
Top Finance Position	7	$141,202			$144,051		
Greater than $5 million							
CEO/Executive Director	13	$246,929		$221,202	$237,907	$267,317	
Top Business Position	8	$282,768			$279,990		
Top Finance Position	15	$263,128		$218,213	$272,772	$298,038	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	30	$90,600	$38,956	$57,247	$86,022	$108,894	$131,418
Between $500 thousand and $1 million							
CEO/Executive Director	20	$173,770	$97,309	$122,246	$181,375	$203,633	$264,688

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	21	$295,969	$199,943	$217,475	$251,072	$366,765	$446,464
Top Administrative Position	5	$151,200			$168,875		
Top Finance Position	7	$212,544			$172,090		
Greater than $5 million							
CEO/Executive Director	13	$570,921		$275,945	$460,430	$824,462	
Top Business Position	5	$213,900			$187,375		
Top Finance Position	11	$266,844		$204,019	$233,897	$285,825	
Top Operations Position	6	$355,164			$300,097		
Top Technology Position	6	$241,383			$199,032		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	8	$199,934			$199,153		
Top Administrative Position	8	$199,934			$199,153		
Top Facilities Position	5	$163,319			$164,229		
Greater than $5 million							
CEO/Executive Director	11	$357,398		$298,970	$352,315	$408,323	
Top Administrative Position	11	$357,398		$298,970	$352,315	$408,323	
Top Facilities Position	9	$211,774			$227,397		
Top Finance Position	12	$186,620		$172,678	$182,689	$200,774	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	8	$439,920			$444,599		
Top Finance Position	6	$225,275			$221,878		
Bridgeport-Milford, CT							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$106,493			$93,699		
Brownsville-Harlingen-San Benito, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$62,499			$63,700		
Buffalo-Niagara Falls, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
Top Finance Position	5	$84,716			$79,212		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	$138,842			$135,787		
Top Finance Position	9	$148,302			$172,431		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$45,935			$36,831		
Burlington, VT							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$60,322			$51,539		
Canton-Massillon, OH							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$69,513			$50,464		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Casper, WY							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$80,020			$66,499		
Charleston, WV							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$90,124		$58,093	$82,500	$106,556	
Between $1 million and $5 million							
CEO/Executive Director	5	$169,586			$162,325		
Charleston-North Charleston, SC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$82,069			$66,109		
Charlotte-Gastonia-Rock Hill, NC-SC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	$86,332		$58,576	$62,000	$91,000	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	9	$124,127			$114,942		
Between $1 million and $5 million							
CEO/Executive Director	6	$224,654			$209,675		
Cheyenne, WY							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	$79,688			$93,486		
Chicago, IL							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	7	$103,142			$86,940		
Between $500 thousand and $1 million							
CEO/Executive Director	7	$117,108			$98,535		
Between $1 million and $5 million							
CEO/Executive Director	6	$231,128			$211,100		
Greater than $5 million							
CEO/Executive Director	5	$375,798			$302,444		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	$87,075			$78,672		
Between $500 thousand and $1 million							
CEO/Executive Director	12	$124,417		$84,486	$110,736	$170,174	
Top Finance Position	10	$135,433		$79,087	$122,263	$183,812	
Between $1 million and $5 million							
CEO/Executive Director	35	$245,494	$127,877	$152,234	$245,745	$303,504	$368,775
Top Business Position	25	$273,419	$203,851	$225,239	$263,670	$320,498	$371,262
Top Finance Position	35	$217,814	$80,297	$152,776	$228,809	$275,713	$336,742
Greater than $5 million							
CEO/Executive Director	18	$279,302		$218,736	$263,949	$325,574	
Top Business Position	9	$264,058			$240,145		
Top Finance Position	18	$289,262		$213,988	$268,540	$330,692	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	66	$78,996	$36,255	$49,696	$72,308	$100,129	$136,774
Between $500 thousand and $1 million							
CEO/Executive Director	24	$166,262	$79,014	$117,958	$163,703	$210,221	$266,197

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	57	$254,859	$134,095	$161,745	$264,496	$335,433	$369,572
Top Administrative Position	5	$158,080			$142,779		
Top Finance Position	15	$156,823		$122,413	$144,034	$176,654	
Top Marketing Position	5	$143,683			$116,407		
Top Operations Position	8	$183,351			$180,957		
Top PR/Communications Position	6	$143,836			$147,183		
Greater than $5 million							
CEO/Executive Director	38	$531,398	$264,277	$351,628	$447,601	$697,746	$864,278
Top Administrative Position	6	$262,749			$226,297		
Top Business Position	15	$231,806		$153,147	$185,256	$284,380	
Top Education Position	11	$234,605		$162,109	$185,406	$295,370	
Top Finance Position	30	$262,544	$168,220	$189,111	$239,939	$295,814	$427,019
Top Human Resources Position	9	$246,290			$216,109		
Top Legal Position	10	$354,328		$341,609	$357,930	$386,935	
Top Marketing Position	15	$207,475		$150,627	$172,146	$274,810	
Top Operations Position	17	$350,641		$182,282	$227,347	$426,193	
Top PR/Communications Position	14	$199,897		$146,396	$180,714	$247,856	
Top Technology Position	23	$225,749	$137,548	$149,341	$182,910	$277,565	$328,681
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	12	$173,169		$158,094	$184,068	$200,638	
Top Administrative Position	11	$170,660		$154,258	$183,733	$192,831	
Top Facilities Position	8	$142,970			$151,568		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	31	$287,101	$183,154	$216,076	$272,250	$331,999	$387,823
Top Administrative Position	28	$293,553	$191,518	$225,868	$275,675	$328,511	$374,074
Top Facilities Position	21	$244,882	$168,030	$206,015	$241,949	$287,660	$316,836
Top Finance Position	28	$157,558	$116,736	$121,557	$143,917	$182,907	$195,044
501(c)(08)—fraternal beneficiary societies & associations							
Greater than $5 million							
CEO/Executive Director	5	$227,641			$265,351		
Top Finance Position	5	$157,879			$169,113		
501(c)(09)—voluntary employees beneficiary associations							
Greater than $5 million							
Top Administrative Position	6	$216,017			$187,309		
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	7	$71,526			$76,000		
Between $1 million and $5 million							
CEO/Executive Director	12	$183,263		$129,636	$150,511	$176,862	
Greater than $5 million							
CEO/Executive Director	14	$561,885		$428,879	$480,239	$692,228	
Top Finance Position	12	$215,403		$164,695	$198,266	$243,622	
Top Operations Position	7	$226,012			$213,581		
Top Technology Position	6	$190,332			$138,417		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	$66,206		$54,103	$71,308	$75,000	
Between $1 million and $5 million							
CEO/Executive Director	7	$164,249			$145,863		
Cleveland, OH							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	$92,304			$90,200		
Between $1 million and $5 million							
CEO/Executive Director	8	$126,860			$115,870		
Top Finance Position	9	$137,795			$163,524		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	18	$63,651		$44,149	$55,810	$69,914	
Between $1 million and $5 million							
CEO/Executive Director	10	$254,505		$188,263	$223,400	$262,978	
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	5	$126,459			$139,953		
Top Administrative Position	5	$126,459			$139,953		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$93,798			$85,747		
Columbia, SC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	17	$83,453		$45,760	$64,808	$101,625	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$179,580			$175,135		
Between $1 million and $5 million							
CEO/Executive Director	14	$306,462		$195,266	$232,677	$384,247	
Columbus, OH							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	$68,387			$73,402		
Between $1 million and $5 million							
CEO/Executive Director	8	$162,332			$150,796		
Top Finance Position	5	$121,811			$119,744		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	25	$93,763	$30,018	$54,252	$92,839	$121,523	$166,342
Between $500 thousand and $1 million							
CEO/Executive Director	16	$146,090		$115,431	$143,065	$164,538	
Between $1 million and $5 million							
CEO/Executive Director	14	$274,285		$153,490	$200,720	$241,522	
Greater than $5 million							
CEO/Executive Director	5	$331,475			$283,067		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	$208,583			$168,129		
Dallas-Fort Worth, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	$72,378		$53,077	$66,950	$84,158	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$228,976			$195,201		
Between $1 million and $5 million							
CEO/Executive Director	7	$245,548			$222,936		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	7	$616,756			$387,350		
Top Finance Position	7	$229,057			$194,226		
Top Operations Position	5	$301,004			$166,077		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	8	$363,970			$357,557		
Top Administrative Position	7	$378,282			$360,685		
Top Finance Position	7	$214,314			$194,387		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	5	$518,629			$540,699		
Dayton-Springfield, OH							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	$72,113		$41,500	$53,305	$121,289	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	14	$56,652		$31,344	$53,855	$85,502	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$110,039			$101,013		
Between $1 million and $5 million							
CEO/Executive Director	11	$152,944		$113,594	$144,463	$189,735	
Top Business Position	6	$158,818			$154,688		
Top Finance Position	7	$118,663			$129,107		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	31	$86,789	$36,000	$53,975	$84,900	$104,459	$146,406
Between $500 thousand and $1 million							
CEO/Executive Director	21	$159,945	$124,890	$131,719	$138,988	$191,838	$219,142
Between $1 million and $5 million							
CEO/Executive Director	27	$274,068	$147,175	$191,192	$265,684	$331,012	$452,433
Top Finance Position	8	$145,902			$140,601		
Top Operations Position	7	$169,539			$148,291		
Greater than $5 million							
CEO/Executive Director	7	$599,386			$499,098		
Top Finance Position	8	$268,965			$270,862		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	$309,720			$304,901		
Top Administrative Position	6	$276,833			$288,728		
Top Finance Position	5	$153,248			$137,664		
Des Moines, IA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$122,227			$88,323		
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Business Position	6	$173,602			$170,377		
Top Finance Position	6	$146,187			$151,838		
Greater than $5 million							
CEO/Executive Director	5	$357,020			$340,262		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	16	$92,161		$61,789	$101,321	$116,567	
Between $500 thousand and $1 million							
CEO/Executive Director	13	$189,380		$140,147	$164,138	$227,508	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	16	$246,928		$190,595	$231,368	$284,759	
Detroit, MI							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$79,761			$76,682		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	15	$78,943		$40,571	$63,740	$96,716	
Top Finance Position	6	$42,511			$41,939		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$106,194			$100,261		
Top Finance Position	12	$78,437		$41,550	$59,724	$123,167	
Between $1 million and $5 million							
CEO/Executive Director	33	$113,504	$37,088	$47,143	$97,259	$162,146	$208,095
Top Business Position	12	$156,847		$107,219	$135,856	$200,704	
Top Finance Position	31	$126,014	$34,535	$92,061	$125,443	$159,449	$181,681
Greater than $5 million							
CEO/Executive Director	8	$204,986			$197,642		
Top Finance Position	6	$170,860			$172,556		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	16	$80,789		$58,975	$74,407	$98,530	
Between $1 million and $5 million							
CEO/Executive Director	10	$224,181		$164,846	$209,217	$249,715	
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	10	$157,419		$128,818	$139,273	$154,704	
Top Administrative Position	10	$157,419		$128,818	$139,273	$154,704	
Top Finance Position	6	$117,047			$93,781		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	13	$642,729		$275,288	$344,195	$629,085	
Top Finance Position	13	$221,334		$112,872	$180,111	$319,479	
Top Marketing Position	6	$216,717			$203,563		
Top Operations Position	7	$190,356			$150,318		
Top Technology Position	6	$206,629			$207,493		
Duluth-Superior, MN-WI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$77,444			$59,281		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Evansville-Henderson, IN-KY							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Finance Position	5	$106,940			$99,996		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$76,497			$67,590		
Fargo-Moorhead, ND-MN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$133,780			$134,500		
Fort Lauderdale-Hollywood, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$95,973		$73,004	$80,760	$123,680	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Myers-Cape Coral, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$98,089			$79,199		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	$414,016			$284,869		
Fort Pierce-Port St. Lucie, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	$83,378			$74,237		
Fort Wayne, IN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	$62,086			$56,941		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$89,115		$77,040	$90,300	$100,316	
Greater than $5 million							
CEO/Executive Director	5	$477,050			$412,449		
Top Finance Position	5	$190,312			$152,467		
Fresno, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	$111,204			$118,845		
Gary-Hammond-East Chicago, IN							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$231,487			$268,445		
Top Finance Position	6	$247,517			$250,079		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	$66,844		$52,298	$68,597	$82,056	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$100,537			$95,370		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	6	$139,027			$146,697		
Greater than $5 million							
CEO/Executive Director	5	$215,765			$211,136		
Greensboro-Winston-Salem-High Point, NC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$86,856		$73,764	$83,010	$96,714	
Between $1 million and $5 million							
CEO/Executive Director	6	$173,399			$145,936		
Greenville-Spartanburg-Anderson, SC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$94,047			$101,833		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$171,178			$147,586		
Top Finance Position	5	$176,411			$173,577		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	25	$103,357	$50,940	$70,780	$117,102	$128,000	$144,574
Between $500 thousand and $1 million							
CEO/Executive Director	14	$156,249		$121,534	$158,073	$186,704	
Between $1 million and $5 million							
CEO/Executive Director	14	$280,970		$192,626	$278,810	$322,506	
Hartford, CT							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$90,802			$82,982		
Between $1 million and $5 million							
CEO/Executive Director	6	$187,973			$230,699		
Top Business Position	5	$230,210			$228,198		
Top Finance Position	5	$217,051			$212,507		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	$86,029		$62,081	$81,980	$113,500	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$177,703		$127,609	$173,902	$221,245	
Between $1 million and $5 million							
CEO/Executive Director	9	$289,490			$254,170		
Honolulu, HI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$268,269			$238,746		
Top Business Position	5	$291,842			$284,236		
Top Finance Position	7	$279,043			$284,236		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$104,265		$45,287	$92,753	$152,486	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	$127,116			$111,307		
Top Finance Position	8	$110,698			$113,987		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	$84,579		$52,242	$74,468	$116,767	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$158,068			$142,436		
Between $1 million and $5 million							
CEO/Executive Director	11	$197,284		$152,868	$180,250	$229,935	
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	8	$283,013			$274,119		
Top Administrative Position	9	$284,798			$299,077		
Top Finance Position	5	$150,550			$144,693		
Indianapolis, IN							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	$156,149			$167,188		
Top Finance Position	6	$191,987			$201,491		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	5	$210,134			$242,571		
Top Finance Position	6	$234,035			$206,270		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	$92,636		$66,150	$87,520	$125,427	
Between $500 thousand and $1 million							
CEO/Executive Director	11	$133,454		$85,782	$139,533	$174,597	
Between $1 million and $5 million							
CEO/Executive Director	21	$218,052	$96,353	$128,304	$180,811	$261,577	$404,973
Top Finance Position	7	$123,386			$114,397		
Greater than $5 million							
CEO/Executive Director	7	$557,967			$387,656		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	19	$166,206		$107,177	$162,022	$209,489	
Top Operations Position	9	$152,641			$147,346		
Greater than $5 million							
CEO/Executive Director	8	$154,762			$140,481		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	8	$150,697			$156,720		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	$89,189		$45,507	$79,109	$118,673	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$170,403			$151,849		
Between $1 million and $5 million							
CEO/Executive Director	10	$225,434		$142,635	$246,891	$297,618	
Jacksonville, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$101,830			$85,673		
Kalamazoo-Battle Creek, MI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$77,595			$97,688		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	11	$144,165		$105,441	$125,365	$182,463	
Top Business Position	9	$161,784			$161,880		
Top Finance Position	11	$118,087		$77,235	$131,283	$150,624	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	$62,524		$57,878	$61,364	$75,983	
Between $500 thousand and $1 million							
CEO/Executive Director	14	$141,910		$96,706	$143,454	$185,217	
Between $1 million and $5 million							
CEO/Executive Director	14	$224,272		$164,067	$208,740	$289,910	
Greater than $5 million							
CEO/Executive Director	6	$651,420			$611,762		
Top Finance Position	5	$133,938			$140,827		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	5	$140,360			$137,297		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$76,022			$48,333		
Lafayette, LA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$71,354			$70,447		
Lakeland-Winter Haven, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$79,595			$74,870		
Lansing-East Lansing, MI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	7	$108,228			$116,872		
Top Finance Position	6	$157,684			$155,756		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$87,065		$56,110	$87,924	$110,244	
Between $500 thousand and $1 million							
CEO/Executive Director	10	$180,504		$123,731	$141,680	$199,009	
Between $1 million and $5 million							
CEO/Executive Director	18	$276,586		$187,838	$245,630	$310,448	
Top Finance Position	5	$135,617			$117,508		
Las Vegas, NV-AZ							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$128,303			$115,364		
Between $1 million and $5 million							
CEO/Executive Director	6	$170,108			$164,068		
Top Finance Position	6	$141,942			$134,798		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$80,403		$53,225	$88,013	$96,356	
Between $1 million and $5 million							
CEO/Executive Director	8	$232,098			$233,739		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	$97,193			$92,775		
Lincoln, NE							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	15	$91,347		$63,224	$95,083	$121,867	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$142,692			$129,572		
Between $1 million and $5 million							
CEO/Executive Director	12	$229,322		$168,512	$195,760	$243,571	
Little Rock-North Little Rock, AR							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	$110,278			$115,917		
Between $1 million and $5 million							
CEO/Executive Director	13	$214,082		$153,593	$195,039	$286,671	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	$69,298			$72,729		
Top Finance Position	5	$87,975			$93,747		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$76,170			$82,032		
Top Finance Position	10	$131,321		$77,354	$101,043	$194,368	
Between $1 million and $5 million							
CEO/Executive Director	20	$158,852	$94,327	$105,152	$161,526	$200,449	$230,580
Top Administrative Position	7	$162,002			$160,319		
Top Business Position	8	$179,807			$178,382		
Top Finance Position	23	$154,744	$82,070	$133,252	$154,711	$192,711	$206,133
Greater than $5 million							
CEO/Executive Director	14	$313,601		$189,106	$228,620	$302,843	
Top Business Position	10	$374,639		$233,202	$282,621	$461,255	
Top Finance Position	16	$312,277		$190,025	$271,787	$382,375	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	37	$77,145	$39,804	$55,751	$71,000	$100,000	$115,110
Between $500 thousand and $1 million							
CEO/Executive Director	12	$143,687		$132,283	$149,732	$159,439	
Between $1 million and $5 million							
CEO/Executive Director	21	$224,411	$144,746	$154,917	$205,573	$256,432	$371,757

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	9	$770,004			$435,680		
Top Business Position	5	$350,533			$341,657		
Top Finance Position	8	$301,419			$252,728		
Top Human Resources Position	5	$243,093			$203,378		
Top Legal Position	7	$266,082			$236,957		
Top Marketing Position	6	$320,499			$300,941		
Top Operations Position	7	$322,605			$293,308		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	7	$422,800			$315,025		
Top Administrative Position	7	$422,800			$315,025		
Top Finance Position	6	$230,030			$208,369		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Between $1 million and $5 million							
CEO/Executive Director	8	$185,308			$195,350		
Top Administrative Position	6	$158,153			$195,350		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$96,375		$57,100	$100,140	$125,277	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$136,933			$147,005		
Between $1 million and $5 million							
CEO/Executive Director	10	$281,971		$173,244	$179,791	$223,833	
Madison, WI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	9	$177,414			$170,309		
Top Finance Position	6	$143,173			$156,629		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	14	$95,952		$72,301	$84,888	$129,947	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$183,499		$134,919	$187,777	$197,993	
Between $1 million and $5 million							
CEO/Executive Director	17	$247,291		$197,814	$260,895	$285,459	
Greater than $5 million							
CEO/Executive Director	5	$396,459			$427,690		
Top Finance Position	5	$180,742			$178,939		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	$83,313			$84,000		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$146,372			$130,375		
Between $1 million and $5 million							
CEO/Executive Director	5	$222,446			$195,102		
Memphis, TN-AR-MS							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	$103,067			$79,807		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	$93,372			$102,500		
Miami, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	$89,281			$71,662		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$61,423			$72,375		
Between $1 million and $5 million							
CEO/Executive Director	7	$170,907			$184,210		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$47,103			$33,000		
Milwaukee, WI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
Top Finance Position	5	$152,845			$125,160		
Between $1 million and $5 million							
CEO/Executive Director	7	$155,985			$164,932		
Top Business Position	7	$181,154			$189,890		
Top Finance Position	7	$151,907			$148,416		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	14	$68,813		$52,142	$59,550	$89,119	
Between $1 million and $5 million							
CEO/Executive Director	16	$187,099		$142,832	$180,095	$235,523	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	5	$184,782			$179,160		
Minneapolis-St. Paul, MN-WI							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	9	$88,908			$77,000		
Between $1 million and $5 million							
CEO/Executive Director	6	$226,035			$198,509		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	9	$98,680			$92,202		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$104,088			$98,944		
Top Finance Position	5	$111,932			$127,100		
Between $1 million and $5 million							
CEO/Executive Director	12	$141,748		$102,465	$156,234	$180,310	
Top Business Position	10	$188,975		$147,402	$170,453	$235,012	
Top Finance Position	12	$159,018		$113,957	$163,127	$182,193	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	13	$226,914		$190,766	$209,096	$239,066	
Top Business Position	9	$227,200			$225,507		
Top Finance Position	11	$206,805		$195,184	$205,332	$215,369	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	37	$96,878	$42,146	$77,655	$96,973	$116,294	$139,579
Between $500 thousand and $1 million							
CEO/Executive Director	16	$155,994		$115,872	$162,880	$185,610	
Between $1 million and $5 million							
CEO/Executive Director	22	$217,211	$135,981	$156,724	$193,715	$255,540	$326,620
Greater than $5 million							
CEO/Executive Director	13	$346,133		$224,997	$267,797	$453,596	
Top Finance Position	12	$174,151		$134,022	$148,833	$220,713	
Top Operations Position	6	$229,409			$201,069		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	8	$138,209			$127,701		
Greater than $5 million							
CEO/Executive Director	7	$750,433			$359,438		
Top Finance Position	6	$343,821			$175,659		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montgomery, AL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$107,832		$70,185	$109,420	$136,211	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$161,327			$177,550		
Between $1 million and $5 million							
CEO/Executive Director	7	$265,415			$221,957		
Naples, FL							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	9	$255,723			$246,007		
Top Administrative Position	10	$255,980		$242,959	$252,150	$267,945	
Top Facilities Position	11	$197,285		$174,536	$184,086	$236,337	
Top Finance Position	12	$151,206		$125,361	$141,341	$183,184	
Top Operations Position	5	$302,425			$334,802		
Nashville, TN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	23	$103,745	$47,933	$64,382	$90,000	$139,810	$179,547
Between $500 thousand and $1 million							
CEO/Executive Director	9	$134,186			$134,400		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	18	$238,469		$169,276	$201,941	$271,056	
Greater than $5 million							
CEO/Executive Director	10	$658,825		$347,019	$638,394	$801,824	
Top Finance Position	6	$314,080			$275,243		
Nassau-Suffolk, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	12	$58,826		$24,578	$32,397	$85,317	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$62,363			$49,749		
Between $1 million and $5 million							
CEO/Executive Director	16	$192,210		$146,867	$196,538	$235,108	
Top Finance Position	12	$187,318		$140,899	$159,954	$200,804	
Greater than $5 million							
CEO/Executive Director	7	$371,539			$333,696		
Top Finance Position	6	$178,044			$208,811		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$91,105		$54,423	$79,578	$128,727	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	7	$213,105			$208,036		
Top Administrative Position	7	$213,105			$208,036		
Top Facilities Position	5	$168,523			$154,873		
Top Finance Position	5	$160,533			$171,791		
Greater than $5 million							
CEO/Executive Director	10	$288,591		$251,300	$299,575	$336,917	
Top Administrative Position	9	$284,961			$292,944		
Top Facilities Position	9	$247,349			$250,715		
Top Finance Position	7	$171,990			$166,407		
New Haven-Meriden, CT							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$108,771			$86,126		
New Orleans, LA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$124,618			$105,986		
Top Finance Position	5	$131,079			$121,723		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	$77,192		$54,420	$62,194	$102,000	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$163,801			$169,999		
New York, NY-NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	12	$83,371		$53,158	$74,348	$118,804	
Between $500 thousand and $1 million							
CEO/Executive Director	16	$113,761		$65,050	$122,258	$139,361	
Top Finance Position	13	$97,410		$68,819	$91,262	$123,846	
Between $1 million and $5 million							
CEO/Executive Director	42	$167,414	$35,466	$93,146	$163,642	$243,144	$284,177
Top Business Position	22	$326,997	$214,886	$252,888	$343,235	$402,825	$436,007
Top Finance Position	41	$173,717	$41,366	$95,999	$154,972	$252,417	$310,920
Greater than $5 million							
CEO/Executive Director	31	$331,139	$119,830	$196,735	$301,115	$392,675	$473,383
Top Administrative Position	6	$209,345			$162,218		
Top Business Position	10	$414,706		$389,035	$423,671	$458,162	
Top Finance Position	31	$299,498	$85,631	$170,914	$290,152	$407,151	$458,645
Top Legal Position	11	$283,433		$203,113	$238,302	$328,399	
Top PR/Communications Position	6	$241,883			$230,796		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	23	$92,780	$34,497	$57,965	$81,104	$108,405	$156,031
Between $500 thousand and $1 million							
CEO/Executive Director	13	$168,689		$132,250	$185,079	$219,541	
Between $1 million and $5 million							
CEO/Executive Director	29	$347,664	$163,200	$200,000	$260,604	$430,298	$706,540
Top Operations Position	5	$180,774			$169,349		
Greater than $5 million							
CEO/Executive Director	20	$782,509	$331,987	$475,778	$670,302	$849,918	$1,113,759
Top Administrative Position	5	$219,999			$212,507		
Top Finance Position	14	$273,328		$207,610	$217,129	$270,121	
Top Legal Position	7	$298,303			$297,327		
Top Marketing Position	6	$190,897			$163,054		
Top Operations Position	8	$365,096			$270,141		
Top PR/Communications Position	5	$189,408			$174,600		
Top Technology Position	7	$249,286			$203,887		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	5	$184,117			$170,136		
Greater than $5 million							
CEO/Executive Director	27	$340,439	$212,557	$248,264	$333,876	$386,080	$461,935
Top Administrative Position	27	$340,439	$212,557	$248,264	$333,876	$386,080	$461,935
Top Facilities Position	11	$233,133		$171,568	$228,638	$260,962	
Top Finance Position	26	$218,695	$127,906	$146,729	$192,671	$257,590	$323,498

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(09)—voluntary employees beneficiary associations							
Greater than $5 million							
Top Administrative Position	6	$186,175			$182,562		
Top Finance Position	6	$207,177			$201,380		
501(c)(13)—cemetery companies							
Between $1 million and $5 million							
CEO/Executive Director	5	$152,425			$143,193		
Newark, NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	10	$230,862		$149,130	$210,373	$262,073	
Top Finance Position	5	$173,555			$191,924		
Greater than $5 million							
CEO/Executive Director	5	$287,691			$257,416		
Top Business Position	5	$351,033			$339,454		
Top Finance Position	6	$291,697			$265,514		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	$62,568			$62,539		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$269,034			$218,465		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	6	$355,935			$404,951		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	7	$301,619			$241,744		
Top Administrative Position	7	$301,619			$241,744		
Top Facilities Position	9	$186,869			$154,944		
Top Finance Position	10	$169,651		$132,123	$149,623	$195,755	
Norfolk-Virginia Beach-Newport News, VA-NC							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
Top Finance Position	5	$72,096			$56,820		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$87,595		$63,675	$90,677	$110,229	
Between $1 million and $5 million							
CEO/Executive Director	5	$153,399			$141,712		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
Top Finance Position	5	$145,127			$136,501		
Between $1 million and $5 million							
CEO/Executive Director	10	$148,276		$84,703	$174,393	$205,622	
Top Business Position	7	$197,041			$226,531		
Top Finance Position	11	$171,360		$99,857	$189,830	$231,141	
Greater than $5 million							
CEO/Executive Director	9	$231,827			$225,908		
Top Finance Position	8	$243,460			$270,352		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	15	$85,020		$76,333	$86,000	$92,938	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$199,005			$199,167		
Between $1 million and $5 million							
CEO/Executive Director	12	$190,209		$143,292	$183,713	$244,883	
Oklahoma City, OK							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	22	$84,555	$37,321	$51,663	$80,220	$107,550	$141,278

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	6	$107,816			$100,420		
Between $1 million and $5 million							
CEO/Executive Director	7	$199,832			$159,164		
Olympia, WA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$153,338			$153,561		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$124,873			$101,264		
Between $1 million and $5 million							
CEO/Executive Director	6	$197,156			$184,127		
Omaha, NE-IA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Finance Position	6	$135,545			$136,738		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	$80,603			$74,872		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$104,605			$100,280		
Orange County, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	14	$108,780		$66,791	$82,500	$139,825	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$145,095			$116,667		
Between $1 million and $5 million							
CEO/Executive Director	9	$213,692			$229,651		
Orlando, FL							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$74,269			$77,387		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$75,330			$69,395		
Between $1 million and $5 million							
CEO/Executive Director	6	$138,406			$134,308		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Peoria-Pekin, IL							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$146,065			$169,298		
Top Business Position	8	$169,325			$169,198		
Top Finance Position	6	$186,312			$183,021		
Philadelphia, PA-NJ							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	5	$164,371			$170,779		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	15	$61,942		$24,641	$67,585	$83,977	
Between $500 thousand and $1 million							
CEO/Executive Director	15	$131,041		$90,236	$138,394	$157,940	
Between $1 million and $5 million							
CEO/Executive Director	32	$188,678	$108,096	$134,147	$179,699	$228,779	$261,566
Top Business Position	17	$245,315		$226,171	$257,013	$282,777	
Top Finance Position	29	$186,772	$86,892	$128,685	$203,350	$241,649	$262,112
Greater than $5 million							
CEO/Executive Director	8	$271,538			$270,967		
Top Business Position	5	$325,877			$349,236		
Top Finance Position	9	$262,509			$299,218		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	23	$78,340	$33,820	$50,064	$72,487	$105,769	$116,396
Between $500 thousand and $1 million							
CEO/Executive Director	10	$168,814		$145,107	$167,533	$176,868	
Between $1 million and $5 million							
CEO/Executive Director	22	$246,409	$116,900	$155,236	$203,378	$246,741	$379,611
Greater than $5 million							
CEO/Executive Director	8	$839,782			$768,049		
Top Finance Position	5	$230,037			$197,299		
Top Operations Position	5	$373,660			$233,008		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	9	$134,464			$136,297		
Top Administrative Position	10	$137,102		$123,180	$139,328	$151,081	
Greater than $5 million							
CEO/Executive Director	7	$364,662			$267,644		
Top Administrative Position	8	$370,248			$303,691		
Top Facilities Position	7	$284,518			$237,003		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	$67,588			$68,092		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$89,379			$86,497		
Between $1 million and $5 million							
Top Business Position	7	$149,908			$140,533		
Top Finance Position	9	$147,222			$140,533		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	28	$76,980	$36,013	$52,910	$77,112	$100,796	$110,619
Between $500 thousand and $1 million							
CEO/Executive Director	15	$157,601		$113,999	$151,333	$164,250	
Between $1 million and $5 million							
CEO/Executive Director	16	$255,488		$180,661	$222,072	$340,012	
Greater than $5 million							
CEO/Executive Director	6	$423,092			$429,543		
Pittsburgh, PA							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	$62,708			$58,773		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	7	$95,398			$98,322		
Top Finance Position	5	$130,066			$110,978		
Between $1 million and $5 million							
CEO/Executive Director	11	$136,949		$110,840	$149,363	$179,980	
Top Business Position	10	$180,817		$138,931	$183,971	$208,187	
Top Finance Position	7	$154,562			$154,971		
Greater than $5 million							
CEO/Executive Director	5	$228,586			$195,529		
Top Business Position	5	$255,029			$214,017		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	$89,061		$74,180	$88,800	$108,381	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$141,398			$145,000		
Between $1 million and $5 million							
CEO/Executive Director	6	$215,758			$221,842		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	7	$135,332			$130,000		
Top Administrative Position	6	$135,823			$126,189		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	9	$302,372			$258,449		
Top Administrative Position	9	$302,372			$258,449		
Top Facilities Position	8	$212,629			$209,711		
Top Finance Position	6	$140,716			$131,749		
Portland, ME							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	$96,557		$61,579	$81,209	$111,483	
Portland, OR-WA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$69,634			$64,441		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	10	$114,061		$43,302	$104,660	$149,832	
Between $500 thousand and $1 million							
CEO/Executive Director	7	$123,090			$126,763		
Top Finance Position	6	$109,299			$110,962		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	$148,990			$167,328		
Top Business Position	5	$182,916			$197,543		
Top Finance Position	6	$156,463			$128,819		
Greater than $5 million							
CEO/Executive Director	6	$200,647			$168,794		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	32	$90,868	$56,843	$67,562	$77,289	$108,293	$130,110
Between $500 thousand and $1 million							
CEO/Executive Director	26	$174,176	$87,891	$109,608	$150,139	$229,185	$274,076
Between $1 million and $5 million							
CEO/Executive Director	23	$226,568	$124,438	$169,377	$214,969	$249,873	$350,189
Portsmouth-Dover-Rochester, NH-ME							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$90,163			$77,384		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	$97,894			$94,726		
Between $1 million and $5 million							
CEO/Executive Director	8	$162,056			$143,721		
Top Business Position	5	$206,047			$167,268		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	15	$90,489		$64,688	$82,393	$90,865	
Between $1 million and $5 million							
CEO/Executive Director	8	$228,112			$241,455		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	6	$515,319			$385,878		
Raleigh-Durham-Chapel Hill, NC							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	$89,029			$66,150		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	27	$85,214	$33,137	$51,738	$78,063	$113,183	$138,322
Between $500 thousand and $1 million							
CEO/Executive Director	11	$174,449		$127,456	$169,521	$214,634	
Between $1 million and $5 million							
CEO/Executive Director	20	$252,437	$127,145	$154,505	$241,594	$303,505	$454,179
Greater than $5 million							
CEO/Executive Director	8	$358,010			$302,217		
Top Finance Position	5	$218,128			$161,174		
Richmond-Petersburg, VA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	23	$97,486	$52,882	$68,692	$95,022	$114,903	$140,696
Between $500 thousand and $1 million							
CEO/Executive Director	11	$187,749		$143,600	$165,245	$222,156	
Between $1 million and $5 million							
CEO/Executive Director	10	$223,827		$168,498	$194,931	$296,736	
Greater than $5 million							
CEO/Executive Director	5	$417,430			$405,655		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	$307,718			$241,383		
Riverside-San Bernardino-Ontario, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$54,932			$47,070		
Between $500 thousand and $1 million							
CEO/Executive Director	8	$181,462			$167,118		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	8	$346,674			$289,837		
Top Administrative Position	8	$346,674			$289,837		
Top Facilities Position	6	$241,478			$224,385		
Top Finance Position	6	$138,151			$118,621		
Roanoke, VA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	6	$213,374			$163,767		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	$44,221			$25,520		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$68,795		$52,380	$72,180	$89,864	
Between $1 million and $5 million							
CEO/Executive Director	5	$202,992			$211,455		
Rockford, IL							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Business Position	5	$225,761			$217,668		
Top Finance Position	6	$204,670			$210,420		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$77,556			$62,016		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $500 thousand and $1 million							
CEO/Executive Director	5	$155,356			$132,316		
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	9	$190,069			$180,562		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	$82,775		$63,000	$85,000	$96,502	
Between $500 thousand and $1 million							
CEO/Executive Director	26	$157,397	$87,578	$122,234	$151,306	$186,733	$232,291
Between $1 million and $5 million							
CEO/Executive Director	45	$252,894	$146,680	$170,983	$198,260	$308,628	$403,682
Greater than $5 million							
CEO/Executive Director	9	$496,837			$477,860		
Saginaw-Bay City-Midland, MI							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	5	$449,599			$416,016		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salem, OR							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$101,752			$73,748		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$140,070			$146,988		
Between $1 million and $5 million							
CEO/Executive Director	5	$164,031			$153,105		
Salt Lake City-Ogden, UT							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$61,032			$58,950		
Between $1 million and $5 million							
Top Business Position	5	$115,756			$97,278		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	15	$65,144		$38,649	$67,200	$79,399	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$162,864			$164,256		
Between $1 million and $5 million							
CEO/Executive Director	10	$258,440		$197,625	$224,115	$319,555	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$102,675		$77,428	$103,278	$113,356	
San Diego, CA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$146,434			$92,325		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	24	$90,002	$54,852	$61,125	$87,830	$114,453	$129,955
Between $500 thousand and $1 million							
CEO/Executive Director	11	$134,615		$102,266	$126,200	$160,120	
Between $1 million and $5 million							
CEO/Executive Director	8	$231,992			$228,271		
San Francisco-Oakland, CA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	8	$132,140			$133,212		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	11	$152,394		$128,786	$157,359	$204,915	
Top Finance Position	6	$166,204			$152,179		
Greater than $5 million							
CEO/Executive Director	6	$222,286			$210,711		
Top Finance Position	7	$210,492			$224,696		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	$75,332		$41,879	$59,517	$100,000	
Between $1 million and $5 million							
CEO/Executive Director	11	$264,684		$242,209	$263,383	$287,736	
Greater than $5 million							
CEO/Executive Director	5	$781,892			$329,545		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	$400,412			$403,077		
Top Administrative Position	5	$400,412			$403,077		
Top Finance Position	7	$203,904			$206,232		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	$47,314			$41,207		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$94,315		$79,289	$98,979	$111,427	
Between $500 thousand and $1 million							
CEO/Executive Director	5	$129,261			$114,507		
Between $1 million and $5 million							
CEO/Executive Director	6	$279,897			$245,447		
San Luis Obispo-Atascadero-Paso Robles, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$44,540			$45,586		
Santa Barbara-Santa Maria-Lompoc, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$83,526			$78,518		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$102,762			$84,766		
Sarasota-Bradenton, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	$96,956			$99,407		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	$133,132			$147,895		
Top Administrative Position	6	$133,132			$147,895		
Scranton-Wilkes-Barre-Hazleton, PA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$83,178			$80,293		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	14	$107,490		$57,984	$131,338	$158,064	
Between $500 thousand and $1 million							
CEO/Executive Director	6	$174,245			$180,784		
Between $1 million and $5 million							
CEO/Executive Director	10	$151,277		$119,544	$161,914	$208,662	
Top Business Position	6	$206,472			$208,293		
Top Finance Position	9	$162,712			$166,094		
Greater than $5 million							
CEO/Executive Director	11	$215,660		$194,154	$205,410	$229,988	
Top Finance Position	10	$208,983		$161,645	$204,704	$254,640	
Top Legal Position	5	$213,697			$209,126		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	16	$85,491		$51,800	$91,248	$112,343	
Between $500 thousand and $1 million							
CEO/Executive Director	12	$153,720		$103,750	$160,263	$187,199	
Between $1 million and $5 million							
CEO/Executive Director	15	$213,767		$159,376	$203,853	$257,283	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sioux Falls, SD							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$61,009			$60,533		
Springfield, IL							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	$226,600			$234,664		
Top Business Position	6	$209,001			$215,220		
Top Finance Position	7	$226,820			$217,388		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	$119,033			$113,193		
Between $500 thousand and $1 million							
CEO/Executive Director	9	$169,017			$150,061		
Between $1 million and $5 million							
CEO/Executive Director	10	$251,798		$207,377	$265,894	$317,328	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	$71,072			$73,943		
Top Business Position	9	$106,030			$95,930		
Top Finance Position	12	$94,879		$51,646	$86,862	$125,604	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$114,710			$123,424		
Top Business Position	8	$145,779			$153,944		
Top Finance Position	10	$124,776		$118,737	$132,346	$146,898	
Between $1 million and $5 million							
CEO/Executive Director	16	$147,367		$100,577	$141,129	$200,403	
Top Business Position	10	$183,440		$137,387	$192,219	$230,916	
Top Finance Position	15	$135,434		$99,345	$132,103	$155,043	
Greater than $5 million							
Top Finance Position	7	$200,122			$170,054		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	22	$67,243	$24,100	$28,459	$62,950	$95,457	$112,437
Between $500 thousand and $1 million							
CEO/Executive Director	6	$105,818			$97,139		
Between $1 million and $5 million							
CEO/Executive Director	18	$258,750		$195,746	$255,527	$289,653	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	$202,787			$179,399		
Top Administrative Position	5	$191,711			$168,575		
Greater than $5 million							
CEO/Executive Director	7	$288,357			$279,658		
Top Administrative Position	5	$290,713			$279,658		
Top Finance Position	7	$133,272			$139,372		
Stamford, CT							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	9	$320,530			$346,926		
Top Administrative Position	9	$320,530			$346,926		
Top Facilities Position	7	$236,337			$234,728		
Top Finance Position	9	$163,910			$167,168		
Syracuse, NY							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$69,685			$67,630		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$115,018			$130,019		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	$113,863			$115,100		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$94,581			$66,000		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	5	$227,808			$220,427		
Top Administrative Position	5	$227,808			$220,427		
Tallahassee, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	$116,786		$93,350	$111,438	$138,221	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$150,954			$158,167		
Between $1 million and $5 million							
CEO/Executive Director	17	$327,452		$199,190	$276,834	$411,856	
Greater than $5 million							
CEO/Executive Director	5	$337,569			$273,191		
Top Finance Position	5	$228,178			$240,610		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	$114,727			$98,445		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	22	$68,058	$37,093	$49,180	$66,910	$80,277	$98,647
Between $500 thousand and $1 million							
CEO/Executive Director	6	$142,696			$133,903		
Between $1 million and $5 million							
CEO/Executive Director	13	$218,354		$174,131	$206,937	$232,000	
Greater than $5 million							
CEO/Executive Director	5	$772,449			$805,743		
Top Finance Position	5	$311,839			$250,853		
Top Operations Position	5	$302,842			$227,866		
Topeka, KS							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	$89,519		$51,500	$84,000	$105,318	
Between $1 million and $5 million							
CEO/Executive Director	8	$200,007			$203,343		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	9	$211,711			$167,439		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	13	$265,232		$208,962	$244,176	$298,746	
Tucson, AZ							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$62,996			$58,112		
Tulsa, OK							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
Top Business Position	5	$106,070			$74,475		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vallejo-Fairfield-Napa, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	$79,809			$65,100		
Between $500 thousand and $1 million							
CEO/Executive Director	6	$123,510			$119,314		
Ventura, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$88,600			$60,528		
Washington, DC-MD-VA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	13	$122,394		$74,500	$104,906	$155,688	
Between $500 thousand and $1 million							
CEO/Executive Director	9	$193,613			$180,884		
Between $1 million and $5 million							
CEO/Executive Director	17	$295,804		$180,192	$330,000	$414,490	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Greater than $5 million							
CEO/Executive Director	25	$415,102	$84,418	$207,573	$288,440	$450,463	$804,716
Top Administrative Position	5	$216,065			$148,750		
Top Business Position	5	$339,126			$220,335		
Top Development Position	6	$270,579			$198,915		
Top Finance Position	19	$278,355		$142,701	$219,392	$338,397	
Top Legal Position	6	$353,304			$324,725		
Top Operations Position	9	$318,282			$292,719		
Top PR/Communications Position	9	$187,380			$170,221		
Top Technology Position	6	$233,421			$182,128		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	13	$70,150		$37,500	$75,000	$91,340	
Between $500 thousand and $1 million							
CEO/Executive Director	8	$153,329			$134,293		
Between $1 million and $5 million							
CEO/Executive Director	22	$164,309	$73,850	$134,438	$157,560	$203,671	$243,798
Top Business Position	7	$175,866			$176,038		
Top Finance Position	9	$150,575			$164,742		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	25	$521,980	$194,828	$249,213	$351,144	$574,689	$685,966
Top Administrative Position	6	$281,792			$256,862		
Top Business Position	5	$227,796			$231,525		
Top Finance Position	23	$368,389	$205,147	$232,154	$297,666	$465,276	$601,829
Top Legal Position	11	$372,224		$223,722	$268,412	$423,499	
Top PR/Communications Position	7	$263,098			$249,560		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	53	$120,784	$52,972	$66,000	$105,418	$149,331	$206,220
Between $500 thousand and $1 million							
CEO/Executive Director	58	$196,507	$102,223	$129,019	$183,234	$234,848	$341,552
Between $1 million and $5 million							
CEO/Executive Director	172	$335,891	$181,040	$244,778	$308,884	$402,123	$559,246
Top Administrative Position	14	$167,878		$147,357	$165,428	$183,827	
Top Business Position	9	$181,886			$196,499		
Top Education Position	13	$140,914		$126,054	$132,640	$147,524	
Top Finance Position	48	$171,477	$108,344	$132,799	$156,196	$186,975	$296,170
Top Legal Position	8	$242,101			$271,852		
Top Marketing Position	17	$170,031		$136,267	$149,815	$197,461	
Top Operations Position	45	$182,778	$128,011	$146,579	$162,492	$201,742	$244,586
Top PR/Communications Position	31	$165,378	$121,028	$130,960	$147,838	$172,103	$249,155
Top Program Position	11	$155,640		$134,967	$146,792	$179,364	
Top Technology Position	16	$176,469		$132,407	$156,254	$193,288	

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	120	$847,374	$305,894	$377,976	$585,359	$1,080,371	$1,803,728
Top Administrative Position	19	$256,351		$186,315	$249,908	$287,039	
Top Business Position	29	$245,332	$159,761	$183,034	$221,713	$259,488	$307,698
Top Development Position	10	$209,608		$164,039	$211,369	$237,813	
Top Education Position	22	$216,533	$148,976	$160,249	$199,590	$266,739	$299,826
Top Finance Position	80	$278,907	$174,370	$192,029	$225,700	$331,789	$413,111
Top Human Resources Position	18	$216,054		$170,951	$205,345	$271,231	
Top Legal Position	43	$452,914	$206,534	$235,651	$324,992	$646,457	$777,980
Top Marketing Position	31	$235,032	$144,699	$165,479	$222,603	$277,578	$329,816
Top Operations Position	54	$378,997	$171,445	$231,414	$315,854	$460,175	$674,152
Top PR/Communications Position	61	$274,006	$144,699	$188,112	$243,466	$306,579	$466,134
Top Program Position	9	$209,644			$222,419		
Top Technology Position	34	$241,321	$141,589	$165,314	$219,385	$290,693	$340,437
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	15	$340,140		$247,924	$270,810	$410,562	
Top Administrative Position	14	$360,445		$265,827	$322,969	$411,116	
Top Facilities Position	11	$236,441		$161,395	$203,715	$312,787	
Top Finance Position	12	$172,163		$149,046	$167,256	$183,287	
Top Operations Position	5	$308,910			$270,810		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	$87,538			$81,141		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	$179,923			$168,514		
Top Administrative Position	6	$179,923			$168,514		
Greater than $5 million							
CEO/Executive Director	24	$437,225	$237,081	$278,280	$379,604	$552,906	$654,154
Top Administrative Position	25	$424,608	$215,468	$273,003	$378,094	$548,606	$653,515
Top Facilities Position	19	$225,555		$187,265	$210,195	$246,233	
Top Finance Position	25	$188,194	$129,040	$140,955	$171,348	$226,501	$282,893
Top Operations Position	6	$452,495			$488,430		
Wichita, KS							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$56,281			$61,070		

Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	$108,172			$102,858		
Between $500 thousand and $1 million							
CEO/Executive Director	5	$152,041			$155,612		
Between $1 million and $5 million							
CEO/Executive Director	5	$129,634			$118,585		
Youngstown-Warren, OH							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
Top Finance Position	5	$98,608			$94,100		

All organizations incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less							
CEO/Executive Director	6,012	1.7%	-10.0%	-1.1%	0.9%	6.3%	13.7%
Top Administrative Position	169	0.4%	-8.5%	-1.9%	0.0%	3.9%	8.3%
Top Business Position	30	-0.4%	-11.7%	-0.7%	0.3%	3.5%	7.0%
Top Development Position	12	-2.5%		-15.1%	0.0%	6.3%	
Top Education Position	10	3.0%		0.4%	2.2%	6.7%	
Top Facilities Position	7	0.4%			2.9%		
Top Finance Position	309	-0.1%	-11.2%	-2.5%	0.0%	3.7%	10.0%
Top Operations Position	61	3.0%	-4.1%	0.0%	2.4%	6.1%	11.8%
Top PR/Communications Position	5	4.1%			4.5%		
Top Program Position	112	1.3%	-12.4%	-1.6%	1.4%	6.5%	16.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	6,212	2.7%	-7.0%	0.0%	2.2%	6.6%	13.2%
Top Administrative Position	170	1.7%	-6.7%	-1.0%	1.0%	4.6%	9.0%
Top Business Position	74	1.5%	-5.3%	-0.9%	2.3%	4.5%	7.9%
Top Development Position	10	2.6%		0.0%	0.1%	4.2%	
Top Education Position	43	2.7%	-4.4%	0.7%	2.9%	6.4%	9.8%
Top Facilities Position	7	9.1%			8.3%		
Top Finance Position	374	1.7%	-7.6%	-0.5%	1.2%	5.3%	12.5%
Top Legal Position	8	0.7%			1.5%		
Top Operations Position	109	2.4%	-8.1%	0.0%	1.8%	6.4%	16.7%
Top PR/Communications Position	7	7.7%			6.0%		
Top Program Position	84	4.1%	-4.0%	0.0%	3.5%	7.7%	15.4%
Between $500 thousand and $1 million							
CEO/Executive Director	7,586	3.2%	-5.6%	0.0%	2.7%	7.3%	13.5%

All organizations incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million							
Top Administrative Position	225	2.7%	-5.4%	-0.1%	2.0%	6.5%	13.8%
Top Business Position	164	3.3%	-1.5%	1.0%	3.0%	5.9%	9.4%
Top Development Position	28	0.9%	-12.0%	-3.5%	1.0%	8.6%	14.1%
Top Education Position	55	4.1%	0.0%	1.4%	3.9%	6.4%	16.0%
Top Facilities Position	13	3.8%		0.0%	2.1%	4.4%	
Top Finance Position	546	2.7%	-6.9%	0.0%	2.5%	6.6%	13.0%
Top Legal Position	15	3.0%		0.4%	2.0%	6.5%	
Top Marketing Position	6	4.7%			2.8%		
Top Operations Position	179	2.7%	-6.6%	-0.2%	2.8%	7.2%	13.5%
Top PR/Communications Position	15	2.7%		0.0%	2.0%	8.8%	
Top Program Position	73	3.2%	-2.7%	0.0%	3.0%	6.7%	11.2%
Top Technology Position	5	8.1%			6.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	10,089	3.6%	-4.9%	0.0%	3.0%	7.6%	13.5%
Top Administrative Position	440	3.9%	-4.5%	0.0%	3.5%	7.9%	13.6%
Top Business Position	306	3.0%	-4.5%	0.5%	2.9%	5.5%	11.3%
Top Development Position	120	1.7%	-7.0%	-0.7%	2.3%	5.3%	10.2%
Top Education Position	103	2.9%	-5.4%	0.0%	3.2%	5.4%	10.7%
Top Facilities Position	10	1.4%		-0.6%	1.7%	4.6%	
Top Finance Position	1,312	3.4%	-5.1%	0.0%	3.2%	7.2%	12.9%
Top Human Resources Position	32	5.0%	-3.2%	0.6%	4.5%	9.0%	14.2%
Top Legal Position	73	3.0%	-5.3%	0.2%	2.8%	5.4%	11.7%
Top Marketing Position	26	1.2%	-2.0%	-0.2%	1.5%	3.3%	4.8%
Top Operations Position	476	3.4%	-5.4%	-0.4%	3.0%	8.1%	13.5%
Top PR/Communications Position	50	3.8%	-7.5%	1.2%	3.3%	8.8%	13.0%

All organizations incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million							
Top Program Position	139	3.7%	-4.8%	-0.4%	2.9%	8.4%	13.6%
Top Technology Position	61	3.4%	-3.9%	0.0%	2.6%	8.2%	12.8%
Between $2.5 million and $5 million							
CEO/Executive Director	6,391	3.7%	-4.6%	0.0%	3.2%	7.8%	13.5%
Top Administrative Position	505	3.7%	-4.2%	0.1%	3.6%	7.2%	12.7%
Top Business Position	250	4.4%	-2.8%	1.3%	3.7%	7.1%	12.1%
Top Development Position	264	3.3%	-5.3%	0.0%	3.1%	6.6%	14.0%
Top Education Position	112	3.9%	-1.7%	1.2%	3.4%	6.7%	11.7%
Top Facilities Position	67	4.4%	-1.0%	0.4%	3.2%	7.6%	13.0%
Top Finance Position	1,759	3.9%	-4.2%	0.1%	3.6%	7.8%	13.2%
Top Human Resources Position	64	3.1%	-8.7%	-0.6%	3.1%	7.2%	13.0%
Top Legal Position	93	4.6%	-1.1%	1.8%	3.4%	8.7%	13.0%
Top Marketing Position	68	3.4%	-4.8%	0.5%	3.4%	7.7%	13.6%
Top Operations Position	648	4.0%	-4.9%	0.0%	3.5%	8.2%	14.6%
Top PR/Communications Position	109	3.0%	-4.9%	-0.1%	3.7%	6.9%	13.2%
Top Program Position	203	4.0%	-3.1%	0.0%	3.7%	7.9%	13.2%
Top Technology Position	88	3.9%	-0.9%	1.1%	2.8%	6.3%	10.8%
Between $5 million and $10 million							
CEO/Executive Director	5,237	3.8%	-4.9%	0.0%	3.4%	8.0%	14.2%
Top Administrative Position	591	3.9%	-4.0%	0.2%	3.5%	7.5%	13.5%
Top Business Position	286	3.8%	-6.0%	0.2%	3.6%	8.4%	13.7%
Top Development Position	384	3.8%	-4.0%	0.6%	3.6%	7.3%	12.0%
Top Education Position	174	3.6%	-5.8%	0.9%	3.6%	7.2%	11.5%
Top Facilities Position	152	4.0%	-3.1%	0.4%	3.1%	6.4%	12.4%

All organizations incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
Top Finance Position	2,265	4.5%	-3.4%	0.6%	4.1%	8.1%	13.9%
Top Human Resources Position	116	4.1%	-4.1%	0.0%	3.2%	8.9%	14.4%
Top Legal Position	111	4.6%	-1.9%	1.6%	4.4%	7.6%	14.4%
Top Marketing Position	116	4.4%	-4.0%	1.4%	4.7%	8.2%	13.1%
Top Operations Position	859	4.3%	-5.6%	0.1%	4.3%	9.1%	14.3%
Top PR/Communications Position	184	4.6%	-2.5%	1.3%	4.1%	7.8%	14.1%
Top Program Position	238	4.6%	-3.0%	0.2%	4.4%	9.0%	14.6%
Top Technology Position	191	4.0%	-2.6%	0.9%	3.6%	6.6%	12.0%
Between $10 million and $25 million							
CEO/Executive Director	4,416	4.3%	-4.2%	0.1%	3.7%	8.6%	14.7%
Top Administrative Position	580	4.2%	-4.2%	0.3%	4.1%	8.1%	15.2%
Top Business Position	286	3.7%	-4.9%	0.0%	3.7%	7.8%	13.1%
Top Development Position	685	3.9%	-4.2%	0.4%	3.5%	7.7%	12.8%
Top Education Position	314	3.9%	-3.1%	0.3%	3.3%	7.0%	11.7%
Top Facilities Position	148	3.9%	-3.5%	0.6%	3.5%	7.3%	12.9%
Top Finance Position	2,771	4.9%	-2.7%	1.1%	4.4%	8.9%	14.6%
Top Human Resources Position	353	5.7%	-2.8%	1.5%	5.0%	9.3%	16.0%
Top Legal Position	141	4.3%	-1.4%	0.8%	4.3%	7.3%	12.9%
Top Marketing Position	239	3.7%	-5.4%	-0.1%	3.5%	7.7%	14.5%
Top Operations Position	1,220	5.0%	-4.0%	1.1%	4.5%	9.6%	15.1%
Top PR/Communications Position	219	4.8%	-2.1%	0.9%	4.2%	7.9%	15.5%
Top Program Position	315	4.4%	-2.9%	0.7%	4.1%	7.9%	14.0%
Top Technology Position	404	3.6%	-3.3%	0.4%	3.4%	6.4%	11.8%
Between $25 million and $50 million							

All organizations incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $25 million and $50 million							
CEO/Executive Director	1,965	4.3%	-4.8%	0.0%	3.7%	8.8%	15.3%
Top Administrative Position	353	4.0%	-3.9%	0.8%	3.7%	7.4%	11.3%
Top Business Position	138	3.3%	-6.4%	0.1%	3.3%	7.2%	12.7%
Top Development Position	444	3.8%	-3.8%	0.8%	3.6%	7.7%	12.1%
Top Education Position	234	3.0%	-3.8%	0.0%	2.7%	6.0%	10.3%
Top Facilities Position	111	4.3%	-1.2%	0.7%	3.8%	7.9%	12.9%
Top Finance Position	1,510	4.9%	-3.4%	1.1%	4.3%	8.7%	14.6%
Top Human Resources Position	370	4.4%	-4.6%	0.7%	4.3%	8.8%	13.6%
Top Legal Position	115	3.5%	-6.0%	0.0%	3.5%	7.0%	11.7%
Top Marketing Position	186	4.8%	-4.9%	0.4%	4.2%	9.5%	15.8%
Top Operations Position	729	5.0%	-3.9%	1.2%	4.6%	9.4%	14.7%
Top PR/Communications Position	171	4.4%	-2.7%	1.6%	3.8%	7.6%	11.0%
Top Program Position	206	3.7%	-3.3%	0.4%	3.6%	6.6%	11.4%
Top Technology Position	324	4.0%	-3.0%	0.7%	3.5%	7.4%	12.4%
Greater than $50 million							
CEO/Executive Director	1,951	4.0%	-7.4%	-0.3%	3.8%	9.3%	16.3%
Top Administrative Position	561	4.1%	-3.6%	0.4%	3.4%	7.6%	12.2%
Top Business Position	229	4.3%	-3.4%	0.5%	3.5%	7.9%	13.9%
Top Development Position	643	3.8%	-3.2%	0.6%	3.2%	7.6%	12.7%
Top Education Position	451	3.5%	-3.3%	0.4%	2.9%	6.6%	12.0%
Top Facilities Position	150	3.7%	-4.4%	0.3%	3.3%	6.3%	11.3%
Top Finance Position	1,764	5.0%	-3.6%	1.2%	4.3%	9.3%	15.3%
Top Human Resources Position	523	4.8%	-4.8%	1.1%	4.3%	9.1%	15.3%
Top Legal Position	455	4.6%	-3.7%	0.3%	4.2%	9.2%	14.9%
Top Marketing Position	242	4.7%	-3.2%	1.0%	4.2%	8.7%	14.2%

All organizations incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $50 million							
Top Operations Position	894	5.2%	-3.4%	1.2%	4.9%	9.8%	15.2%
Top PR/Communications Position	291	4.5%	-2.3%	1.1%	3.6%	8.3%	13.4%
Top Program Position	202	5.0%	-3.3%	0.4%	4.2%	8.8%	15.0%
Top Technology Position	640	4.3%	-3.4%	0.5%	3.9%	8.0%	13.8%

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less								
CEO/Executive Director								
	F	3,520	2.0%	-9.6%	-0.7%	1.6%	6.6%	13.6%
	M	2,214	1.2%	-10.5%	-2.0%	0.0%	5.7%	13.6%
	U	278	2.2%	-9.2%	0.0%	0.6%	6.6%	15.3%
Top Administrative Position								
	F	95	1.2%	-6.7%	-1.6%	1.4%	5.0%	8.3%
	M	67	-0.5%	-10.2%	-1.5%	0.0%	3.1%	8.0%
	U	7	-2.7%			0.0%		
Top Business Position								
	F	12	-0.2%		-3.2%	0.0%	5.9%	
	M	17	-0.7%		-0.7%	0.7%	2.6%	
Top Development Position								
	F	8	0.9%			1.8%		
Top Education Position								
	F	6	3.9%			5.2%		
Top Facilities Position								
	M	7	0.4%			2.9%		
Top Finance Position								
	F	179	0.0%	-11.2%	-1.8%	0.0%	4.1%	10.7%
	M	118	-0.4%	-11.2%	-3.6%	0.0%	3.0%	8.4%
	U	12	0.4%		-6.0%	0.0%	5.1%	
Top Operations Position								
	F	35	2.6%	-7.0%	0.0%	2.4%	6.2%	11.4%
	M	23	3.5%	-1.0%	0.0%	1.5%	5.5%	12.5%

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$250 thousand or less								
Top PR/Communications Position								
	F	5	4.1%			4.5%		
Top Program Position								
	F	86	1.6%	-12.2%	-1.3%	0.7%	6.4%	17.1%
	M	19	-0.8%		-6.8%	2.2%	5.7%	
	U	7	3.6%			1.8%		
Between $250 thousand and $500 thousand								
CEO/Executive Director								
	F	3,620	2.9%	-6.3%	0.0%	2.6%	6.8%	13.3%
	M	2,290	2.3%	-7.5%	-0.2%	1.6%	6.3%	13.0%
	U	302	2.2%	-8.7%	-0.3%	1.9%	6.3%	15.4%
Top Administrative Position								
	F	100	2.6%	-6.6%	-0.1%	2.2%	5.0%	13.9%
	M	62	0.5%	-7.6%	-1.8%	0.0%	4.0%	7.6%
	U	8	0.3%			0.0%		
Top Business Position								
	F	12	-0.5%		-6.5%	-0.5%	3.0%	
	M	61	1.7%	-4.0%	-0.2%	2.7%	4.1%	7.3%
Top Development Position								
	F	6	3.8%			1.1%		
Top Education Position								
	F	20	1.0%	-5.9%	-3.7%	0.9%	6.3%	8.3%
	M	22	4.3%	0.8%	1.4%	2.9%	6.6%	10.3%

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $250 thousand and $500 thousand								
Top Finance Position								
	F	219	1.8%	-7.9%	-0.5%	0.9%	5.9%	12.8%
	M	137	0.9%	-7.7%	-0.5%	1.5%	4.5%	9.4%
	U	18	5.1%		-0.6%	1.1%	12.6%	
Top Operations Position								
	F	59	0.9%	-8.1%	-0.4%	0.7%	4.1%	10.2%
	M	41	4.2%	-4.6%	0.0%	3.4%	9.9%	18.9%
	U	9	4.1%			3.0%		
Top Program Position								
	F	55	3.2%	-3.9%	0.0%	2.2%	6.6%	10.3%
	M	25	5.1%	-3.4%	0.0%	3.9%	8.8%	19.3%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	4,340	3.5%	-5.1%	0.0%	2.9%	7.6%	13.9%
	M	2,944	2.8%	-6.3%	-0.3%	2.3%	6.8%	12.9%
	U	302	4.1%	-4.1%	0.0%	3.3%	8.8%	15.5%
Top Administrative Position								
	F	118	3.1%	-5.1%	0.0%	2.3%	7.3%	14.0%
	M	97	2.2%	-6.7%	-1.3%	1.8%	5.9%	11.9%
	U	10	2.3%		-1.2%	0.0%	2.1%	
Top Business Position								
	F	20	3.1%	-7.3%	0.2%	2.7%	6.9%	16.6%
	M	140	3.5%	-1.0%	1.1%	3.3%	5.9%	9.4%

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million								
Top Development Position								
	F	22	2.7%	-5.9%	-2.0%	1.0%	9.6%	15.0%
	M	5	-7.4%			-7.5%		
Top Education Position								
	F	14	4.9%		0.0%	6.1%	16.4%	
	M	38	4.0%	0.7%	1.6%	3.7%	5.2%	10.9%
Top Facilities Position								
	F	5	5.7%			4.4%		
	M	6	3.2%			0.1%		
Top Finance Position								
	F	271	2.9%	-7.4%	-0.2%	2.7%	7.7%	13.1%
	M	247	2.4%	-5.5%	0.0%	2.4%	5.3%	12.2%
	U	28	3.6%	-7.5%	0.0%	4.4%	8.3%	15.3%
Top Legal Position								
	M	9	0.4%			0.8%		
Top Marketing Position								
	F	5	5.6%			5.3%		
Top Operations Position								
	F	117	3.5%	-4.9%	-0.2%	2.9%	8.9%	14.4%
	M	54	1.1%	-9.3%	-0.8%	2.0%	5.9%	8.0%
	U	8	2.7%			4.7%		
Top PR/Communications Position								
	F	10	4.3%		0.4%	2.2%	10.2%	
	M	5	-0.5%			1.3%		

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million								
Top Program Position								
	F	47	3.5%	-1.1%	0.2%	2.9%	8.1%	11.9%
	M	19	2.2%		-2.3%	3.1%	6.2%	
	U	7	3.5%			3.0%		
Top Technology Position								
	M	5	8.1%			6.9%		
Between $1 million and $2.5 million								
CEO/Executive Director								
	F	5,348	3.8%	-4.2%	0.0%	3.2%	7.8%	13.8%
	M	4,354	3.3%	-5.7%	0.0%	2.9%	7.4%	12.9%
	U	387	3.3%	-5.4%	0.0%	3.0%	7.1%	13.5%
Top Administrative Position								
	F	213	3.9%	-5.2%	0.1%	3.3%	8.6%	15.0%
	M	207	3.8%	-4.5%	0.0%	3.3%	7.6%	12.6%
	U	20	4.9%	-4.0%	0.8%	4.1%	7.0%	15.5%
Top Business Position								
	F	76	2.4%	-8.7%	-3.1%	1.5%	7.7%	15.2%
	M	222	3.1%	-2.0%	1.0%	3.0%	5.0%	9.9%
	U	8	5.2%			4.7%		
Top Development Position								
	F	73	2.1%	-6.1%	-0.4%	2.6%	4.8%	8.0%
	M	43	1.0%	-12.2%	-1.5%	2.2%	5.5%	12.1%

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million								
Top Education Position								
	F	38	3.5%	-5.9%	0.7%	3.5%	8.3%	11.5%
	M	62	2.8%	-4.1%	0.0%	3.0%	5.0%	10.3%
Top Facilities Position								
	M	10	1.4%		-0.6%	1.7%	4.6%	
Top Finance Position								
	F	697	3.8%	-5.1%	0.0%	3.6%	7.9%	14.1%
	M	561	2.8%	-5.3%	0.0%	2.8%	5.9%	12.2%
	U	54	4.7%	-0.7%	0.3%	2.9%	7.4%	14.2%
Top Human Resources Position								
	F	27	4.8%	-2.9%	0.8%	4.5%	8.2%	13.6%
Top Legal Position								
	F	35	3.9%	-5.1%	1.0%	3.0%	6.3%	12.1%
	M	38	2.3%	-5.0%	0.0%	1.9%	5.3%	10.6%
Top Marketing Position								
	F	15	2.6%		0.6%	1.4%	4.4%	
	M	10	-0.9%		-0.5%	1.4%	2.6%	
Top Operations Position								
	F	268	3.2%	-6.8%	-0.9%	3.0%	8.3%	12.5%
	M	183	3.6%	-3.9%	0.0%	2.9%	7.8%	14.1%
	U	25	4.4%	-3.1%	0.0%	4.3%	6.3%	18.4%
Top PR/Communications Position								
	F	28	4.0%	-2.0%	1.2%	3.1%	7.7%	12.1%
	M	20	3.8%	-7.5%	0.9%	3.9%	10.0%	17.5%

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million								
Top Program Position								
	F	92	3.7%	-3.6%	-0.1%	2.4%	8.4%	12.2%
	M	43	3.9%	-5.6%	-0.6%	3.7%	9.2%	14.7%
Top Technology Position								
	F	7	0.4%			0.1%		
	M	49	4.1%	-3.4%	0.5%	2.8%	8.7%	12.4%
	U	5	1.3%			-1.0%		
Between $2.5 million and $5 million								
CEO/Executive Director								
	F	3,134	4.0%	-4.0%	0.0%	3.6%	8.1%	13.5%
	M	2,992	3.4%	-5.5%	0.0%	2.9%	7.2%	13.3%
	U	265	3.9%	-3.9%	0.0%	3.4%	7.9%	14.4%
Top Administrative Position								
	F	228	3.8%	-4.0%	0.1%	4.2%	7.9%	13.1%
	M	264	3.4%	-4.1%	0.1%	3.3%	6.5%	11.8%
	U	13	5.4%		0.9%	3.0%	11.3%	
Top Business Position								
	F	102	5.1%	-1.7%	1.7%	4.1%	7.8%	13.6%
	M	140	3.9%	-2.8%	1.1%	3.6%	6.3%	11.9%
	U	8	3.0%			3.5%		
Top Development Position								
	F	177	3.3%	-5.6%	0.0%	3.1%	6.6%	11.3%
	M	81	2.9%	-5.4%	-0.7%	2.7%	6.0%	14.5%
	U	6	9.5%			8.9%		

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million								
Top Education Position								
	F	56	4.6%	-0.4%	1.4%	3.5%	7.3%	13.1%
	M	55	3.2%	-4.7%	0.2%	3.3%	6.5%	10.7%
Top Facilities Position								
	F	8	3.8%			4.2%		
	M	57	4.3%	-1.1%	0.3%	3.2%	7.6%	13.0%
Top Finance Position								
	F	948	4.3%	-4.4%	0.4%	3.8%	8.3%	14.4%
	M	736	3.4%	-4.2%	0.0%	3.3%	7.1%	12.3%
	U	75	5.4%	-0.2%	1.1%	3.2%	8.6%	15.4%
Top Human Resources Position								
	F	42	4.1%	-3.5%	-0.5%	4.8%	7.6%	14.7%
	M	18	2.1%		-0.3%	2.6%	5.9%	
Top Legal Position								
	F	47	4.6%	-1.1%	2.1%	3.7%	8.6%	12.9%
	M	43	4.5%	-1.1%	1.7%	3.4%	8.7%	12.5%
Top Marketing Position								
	F	42	4.3%	-3.8%	1.1%	4.0%	8.4%	15.0%
	M	22	1.7%	-8.1%	-2.2%	1.6%	5.5%	13.3%
Top Operations Position								
	F	358	4.2%	-5.1%	0.3%	3.7%	8.5%	15.1%
	M	266	3.5%	-5.0%	-0.7%	3.2%	7.5%	14.4%
	U	24	6.5%	-0.6%	1.5%	6.2%	9.9%	15.4%

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $2.5 million and $5 million								
Top PR/Communications Position								
	F	68	3.8%	-3.2%	1.4%	3.7%	7.3%	13.2%
	M	37	1.0%	-11.2%	-3.8%	1.5%	6.9%	11.0%
Top Program Position								
	F	120	4.3%	-3.0%	0.7%	4.0%	8.0%	12.6%
	M	70	3.1%	-3.8%	-0.2%	2.3%	5.9%	11.2%
	U	13	5.8%		0.0%	4.5%	10.2%	
Top Technology Position								
	F	13	5.6%		2.4%	5.9%	7.5%	
	M	74	3.6%	-1.0%	0.7%	2.6%	5.9%	11.0%
Between $5 million and $10 million								
CEO/Executive Director								
	F	2,283	4.1%	-4.5%	0.0%	3.6%	8.2%	14.3%
	M	2,725	3.5%	-5.3%	0.0%	3.2%	7.7%	13.8%
	U	229	5.0%	-2.9%	0.2%	3.4%	9.6%	17.5%
Top Administrative Position								
	F	248	3.9%	-4.0%	0.1%	3.4%	7.4%	12.9%
	M	324	3.8%	-3.9%	0.3%	3.5%	7.5%	13.1%
	U	19	6.1%		-0.2%	5.5%	13.6%	
Top Business Position								
	F	130	4.2%	-5.4%	0.4%	3.8%	8.8%	14.1%
	M	146	3.6%	-6.5%	0.3%	3.6%	7.5%	13.7%
	U	10	1.4%		-0.4%	0.1%	2.6%	

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million								
Top Development Position								
	F	231	3.8%	-4.4%	0.6%	3.6%	7.3%	12.1%
	M	126	3.6%	-3.5%	0.3%	3.3%	7.1%	10.4%
	U	27	5.5%	-0.9%	3.0%	4.3%	8.5%	13.3%
Top Education Position								
	F	87	3.8%	-5.7%	1.7%	3.6%	7.6%	11.6%
	M	80	3.2%	-6.9%	0.0%	3.2%	7.0%	11.3%
	U	7	5.7%			3.2%		
Top Facilities Position								
	M	144	3.9%	-3.0%	0.3%	3.1%	6.3%	12.7%
Top Finance Position								
	F	1,199	4.6%	-2.9%	0.6%	4.0%	8.5%	14.0%
	M	954	4.2%	-3.9%	0.6%	4.1%	7.7%	12.9%
	U	112	5.6%	-3.2%	1.2%	4.8%	10.6%	16.9%
Top Human Resources Position								
	F	81	3.6%	-6.5%	-0.3%	3.2%	8.4%	14.1%
	M	29	6.1%	-0.7%	1.5%	3.2%	10.8%	16.7%
	U	6	0.7%			3.9%		
Top Legal Position								
	F	49	4.3%	-4.8%	1.6%	4.9%	7.6%	16.1%
	M	55	4.9%	-0.5%	1.5%	3.7%	7.8%	13.1%
	U	7	5.7%			4.4%		

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million								
Top Marketing Position								
	F	69	4.9%	-3.3%	1.5%	5.2%	8.2%	14.6%
	M	40	3.2%	-6.6%	0.6%	3.4%	7.6%	10.5%
	U	7	5.9%			4.7%		
Top Operations Position								
	F	464	4.7%	-5.7%	0.4%	4.5%	10.1%	15.1%
	M	351	3.6%	-5.3%	-0.2%	4.1%	7.6%	13.5%
	U	44	5.1%	-3.2%	0.4%	5.4%	10.9%	14.4%
Top PR/Communications Position								
	F	114	5.0%	-1.7%	1.6%	4.6%	7.7%	14.1%
	M	64	3.5%	-5.6%	0.8%	3.7%	7.8%	11.8%
	U	6	8.7%			8.5%		
Top Program Position								
	F	146	4.9%	-1.3%	0.6%	4.5%	8.6%	14.1%
	M	82	4.0%	-8.8%	-0.3%	4.4%	10.5%	14.6%
	U	10	5.6%		1.0%	3.8%	7.9%	
Top Technology Position								
	F	30	1.8%	-9.5%	-0.7%	2.6%	4.6%	10.7%
	M	153	4.4%	-1.6%	1.2%	3.7%	6.6%	12.9%
	U	8	5.1%			6.2%		

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million								
CEO/Executive Director								
	F	1,756	4.7%	-3.6%	0.5%	4.0%	9.1%	15.4%
	M	2,496	4.0%	-4.7%	0.0%	3.5%	8.3%	14.2%
	U	164	3.2%	-4.3%	0.0%	2.9%	6.6%	11.4%
Top Administrative Position								
	F	260	4.0%	-3.9%	0.3%	3.5%	7.5%	15.2%
	M	294	4.3%	-4.6%	0.2%	4.4%	8.4%	14.8%
	U	26	5.7%	-1.7%	0.1%	5.5%	10.7%	12.9%
Top Business Position								
	F	141	3.8%	-4.9%	0.0%	3.6%	7.7%	14.4%
	M	137	3.5%	-5.3%	0.5%	3.7%	7.9%	11.5%
	U	8	6.6%			6.0%		
Top Development Position								
	F	455	4.0%	-4.0%	0.7%	3.6%	7.7%	12.5%
	M	196	3.4%	-4.7%	-0.2%	3.2%	7.1%	13.4%
	U	34	5.1%	-2.2%	1.4%	3.9%	10.7%	14.9%
Top Education Position								
	F	175	4.3%	-2.4%	0.4%	3.8%	7.3%	12.4%
	M	123	3.2%	-3.5%	0.0%	2.9%	6.2%	10.6%
	U	16	5.6%		1.3%	3.2%	10.9%	
Top Facilities Position								
	F	13	2.7%		1.7%	3.1%	6.1%	
	M	132	3.8%	-3.5%	0.4%	3.5%	7.2%	11.9%

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million								
Top Finance Position								
	F	1,402	5.3%	-2.3%	1.3%	4.7%	9.2%	15.3%
	M	1,237	4.7%	-3.1%	0.9%	4.1%	8.6%	14.0%
	U	132	4.1%	-5.2%	0.7%	4.0%	8.6%	13.0%
Top Human Resources Position								
	F	267	5.5%	-3.3%	1.4%	4.9%	9.1%	15.6%
	M	71	5.5%	-2.2%	1.6%	4.7%	9.2%	13.9%
	U	15	8.9%		5.0%	7.9%	15.3%	
Top Legal Position								
	F	64	5.2%	-0.6%	2.7%	5.2%	7.8%	12.0%
	M	70	3.3%	-4.6%	0.1%	3.1%	7.0%	13.0%
	U	7	5.5%			4.0%		
Top Marketing Position								
	F	156	4.0%	-5.9%	0.1%	3.9%	8.0%	15.4%
	M	73	2.9%	-5.2%	-0.4%	3.3%	7.5%	9.9%
	U	10	4.5%		0.4%	3.4%	8.9%	
Top Operations Position								
	F	582	5.9%	-2.9%	1.7%	5.0%	10.7%	16.8%
	M	588	4.1%	-5.1%	0.7%	4.0%	8.4%	13.2%
	U	50	6.2%	-0.7%	2.1%	5.5%	11.1%	14.3%
Top PR/Communications Position								
	F	129	4.8%	-2.1%	0.9%	4.1%	8.4%	17.5%
	M	76	4.7%	-2.5%	0.8%	4.1%	7.4%	15.0%
	U	14	5.6%		3.2%	5.1%	6.9%	

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $10 million and $25 million								
Top Program Position								
	F	182	5.0%	-2.4%	0.7%	4.5%	8.7%	15.7%
	M	119	3.5%	-5.1%	0.8%	3.7%	6.9%	11.1%
	U	14	4.2%		0.8%	2.3%	6.7%	
Top Technology Position								
	F	70	4.3%	-1.2%	0.2%	3.6%	6.9%	11.8%
	M	317	3.5%	-3.7%	0.6%	3.4%	6.3%	11.7%
	U	17	1.9%		-2.3%	2.4%	6.1%	
Between $25 million and $50 million								
CEO/Executive Director								
	F	680	4.6%	-3.9%	0.4%	4.1%	9.1%	14.8%
	M	1,210	4.1%	-5.3%	0.0%	3.5%	8.7%	15.6%
	U	75	4.2%	-2.8%	0.2%	3.2%	7.1%	14.6%
Top Administrative Position								
	F	157	4.6%	-2.2%	1.7%	4.1%	7.6%	11.5%
	M	179	3.5%	-5.0%	0.3%	3.4%	7.1%	11.7%
	U	17	3.4%		0.8%	4.4%	9.4%	
Top Business Position								
	F	67	4.1%	-4.3%	0.5%	3.7%	7.4%	13.2%
	M	66	2.1%	-6.5%	-1.8%	2.7%	6.5%	9.6%
	U	5	8.0%			12.5%		

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $25 million and $50 million								
Top Development Position								
	F	255	4.3%	-2.1%	1.3%	3.8%	7.7%	12.2%
	M	168	2.9%	-5.9%	0.2%	3.1%	7.0%	11.9%
	U	21	4.9%	-1.2%	1.4%	3.3%	10.0%	12.0%
Top Education Position								
	F	124	3.2%	-4.7%	0.2%	3.0%	6.4%	10.8%
	M	100	2.7%	-3.1%	-0.1%	2.2%	4.7%	9.8%
	U	10	2.8%		-1.2%	1.1%	6.0%	
Top Facilities Position								
	F	20	5.6%	-0.5%	2.0%	4.9%	8.8%	13.1%
	M	87	3.9%	-2.1%	0.5%	3.5%	7.7%	11.7%
Top Finance Position								
	F	642	4.9%	-4.0%	1.0%	4.6%	9.1%	15.1%
	M	805	4.8%	-2.5%	1.4%	4.2%	8.4%	13.9%
	U	63	4.8%	-3.8%	0.1%	3.9%	8.0%	16.0%
Top Human Resources Position								
	F	269	4.4%	-5.1%	0.0%	4.4%	8.9%	13.6%
	M	80	4.3%	-3.5%	1.1%	4.2%	8.1%	14.4%
	U	21	4.6%	-4.3%	2.5%	5.2%	6.4%	11.7%
Top Legal Position								
	F	57	4.2%	-2.7%	1.6%	3.8%	6.6%	11.3%
	M	53	2.7%	-9.3%	-1.7%	2.8%	6.8%	17.0%
	U	5	5.2%			6.6%		

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $25 million and $50 million								
Top Marketing Position								
	F	116	4.8%	-4.9%	0.4%	4.1%	9.6%	15.2%
	M	64	4.9%	-2.5%	0.8%	4.2%	7.9%	15.2%
	U	6	3.9%			8.7%		
Top Operations Position								
	F	330	5.0%	-3.5%	0.8%	4.6%	9.8%	14.9%
	M	374	5.0%	-4.2%	1.3%	4.5%	9.4%	14.5%
	U	25	4.0%	-4.6%	1.3%	5.2%	6.5%	10.5%
Top PR/Communications Position								
	F	97	4.8%	-1.1%	1.9%	3.9%	8.1%	10.9%
	M	65	4.1%	-5.0%	0.3%	3.5%	7.1%	11.9%
	U	9	2.1%			3.1%		
Top Program Position								
	F	111	3.8%	-3.7%	0.5%	3.6%	6.7%	12.8%
	M	85	3.7%	-2.3%	1.2%	3.9%	6.5%	10.7%
	U	10	1.0%		-2.1%	0.3%	5.1%	
Top Technology Position								
	F	62	4.7%	-5.5%	1.4%	3.8%	8.9%	14.2%
	M	243	3.8%	-2.9%	0.7%	3.3%	6.5%	11.7%
	U	19	3.8%		0.4%	3.9%	7.2%	

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $50 million								
CEO/Executive Director								
	F	520	4.4%	-6.7%	0.1%	3.9%	9.6%	16.0%
	M	1,352	3.8%	-7.8%	-0.6%	3.6%	9.2%	16.2%
	U	79	5.1%	-3.4%	1.3%	4.3%	10.1%	17.2%
Top Administrative Position								
	F	223	4.1%	-4.1%	0.1%	3.4%	7.6%	14.3%
	M	316	4.0%	-2.8%	0.6%	3.4%	7.5%	11.7%
	U	22	6.5%	-0.3%	1.6%	4.9%	9.5%	17.2%
Top Business Position								
	F	77	5.1%	-1.3%	1.3%	3.6%	8.4%	14.4%
	M	146	3.9%	-5.3%	0.0%	3.4%	7.8%	13.5%
	U	6	5.3%			4.1%		
Top Development Position								
	F	298	4.6%	-1.7%	0.9%	3.7%	8.1%	13.3%
	M	323	3.1%	-5.2%	0.2%	2.8%	6.7%	12.0%
	U	22	4.7%	-2.2%	1.3%	3.7%	6.7%	14.5%
Top Education Position								
	F	181	3.9%	-2.3%	0.6%	3.1%	8.1%	12.0%
	M	240	3.1%	-3.6%	0.4%	2.7%	6.2%	11.9%
	U	30	4.6%	-1.9%	0.7%	3.0%	8.3%	12.4%
Top Facilities Position								
	F	18	6.3%		2.8%	5.6%	9.2%	
	M	122	3.6%	-3.3%	0.1%	3.2%	6.2%	11.1%
	U	10	0.1%		-4.1%	0.8%	3.1%	

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $50 million								
Top Finance Position								
	F	591	5.5%	-2.3%	1.7%	4.9%	10.0%	15.6%
	M	1,072	4.6%	-3.6%	0.9%	4.0%	8.7%	14.4%
	U	101	6.4%	-3.1%	1.9%	5.8%	12.5%	20.1%
Top Human Resources Position								
	F	332	5.0%	-4.7%	1.5%	4.6%	9.2%	15.2%
	M	165	4.4%	-5.3%	0.7%	3.9%	9.1%	15.5%
	U	26	4.2%	-2.0%	0.8%	3.7%	6.6%	11.2%
Top Legal Position								
	F	198	5.3%	-2.8%	1.4%	4.7%	9.6%	16.3%
	M	230	4.1%	-3.9%	0.0%	3.4%	8.8%	13.7%
	U	27	3.5%	-4.8%	-1.0%	3.1%	8.4%	10.9%
Top Marketing Position								
	F	145	4.9%	-3.2%	0.7%	4.4%	9.7%	14.3%
	M	90	4.6%	-1.6%	1.5%	4.0%	7.9%	13.6%
	U	7	1.5%			2.5%		
Top Operations Position								
	F	344	5.9%	-3.2%	1.6%	5.6%	10.6%	16.2%
	M	504	4.7%	-3.5%	0.7%	4.4%	8.9%	14.3%
	U	46	5.6%	-3.3%	1.4%	5.3%	11.2%	14.8%
Top PR/Communications Position								
	F	149	5.0%	-1.8%	0.8%	3.6%	9.3%	14.3%
	M	131	3.8%	-3.6%	1.0%	3.3%	7.6%	11.4%
	U	11	6.4%		2.2%	4.5%	9.5%	

All organizations incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $50 million								
Top Program Position								
	F	100	5.3%	-3.4%	0.9%	4.6%	8.8%	16.0%
	M	91	4.7%	-2.9%	0.1%	3.7%	8.5%	13.8%
	U	11	5.9%		1.1%	5.0%	11.4%	
Top Technology Position								
	F	107	4.1%	-2.8%	0.9%	3.7%	7.8%	11.6%
	M	490	4.2%	-3.9%	0.4%	4.0%	7.9%	14.2%
	U	43	6.2%	-2.3%	2.3%	4.9%	9.1%	13.6%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related							
$500 thousand or less							
CEO/Executive Director	181	2.4%	-8.3%	-0.7%	1.1%	7.7%	14.5%
Top Finance Position	18	3.6%		0.0%	3.1%	6.2%	
Top Operations Position	6	4.5%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	138	3.4%	-4.8%	0.0%	2.6%	8.3%	14.0%
Top Finance Position	7	3.9%			0.4%		
Top Operations Position	5	10.2%			6.0%		
Between $1 million and $5 million							
CEO/Executive Director	262	4.9%	-3.5%	0.0%	4.1%	9.7%	15.9%
Top Administrative Position	6	6.5%			6.1%		
Top Development Position	5	5.9%			3.9%		
Top Finance Position	32	5.6%	0.0%	2.0%	5.0%	7.3%	14.4%
Top Operations Position	10	5.1%		2.4%	4.8%	8.5%	
Greater than $5 million							
CEO/Executive Director	125	3.8%	-5.4%	-0.1%	3.8%	9.4%	15.5%
Top Administrative Position	11	3.1%		-1.6%	5.3%	10.9%	
Top Development Position	39	1.6%	-9.0%	-0.9%	3.0%	5.5%	7.9%
Top Education Position	7	4.1%			3.7%		
Top Finance Position	78	5.5%	-2.3%	1.7%	4.9%	9.3%	15.2%
Top Human Resources Position	22	4.6%	-3.4%	2.1%	4.9%	9.9%	13.1%
Top Legal Position	7	6.4%			6.1%		
Top Marketing Position	14	1.8%		-0.4%	3.3%	5.3%	
Top Operations Position	45	4.2%	-5.1%	0.5%	5.0%	9.4%	13.9%
Top PR/Communications Position	16	2.9%		0.0%	5.1%	6.6%	
Top Program Position	11	4.9%		-1.8%	5.6%	11.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related							
Greater than $5 million							
Top Technology Position	7	2.4%			2.7%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	1,715	1.4%	-11.1%	-1.2%	0.9%	5.9%	12.6%
Top Administrative Position	43	1.1%	-4.7%	-0.1%	0.8%	4.2%	7.8%
Top Business Position	6	-0.2%			-0.5%		
Top Finance Position	57	0.6%	-10.3%	-3.6%	0.0%	6.7%	10.3%
Top Operations Position	23	3.7%	0.0%	0.0%	2.0%	5.1%	11.8%
Top Program Position	19	5.7%		0.5%	3.0%	8.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	904	3.0%	-6.1%	-0.1%	2.4%	6.7%	13.1%
Top Administrative Position	20	0.4%	-9.7%	-1.4%	1.1%	3.3%	10.0%
Top Development Position	6	-2.1%			1.1%		
Top Finance Position	24	2.9%	-6.3%	0.0%	2.6%	6.5%	12.8%
Top Operations Position	14	3.4%		-1.1%	4.3%	8.7%	
Between $1 million and $5 million							
CEO/Executive Director	1,361	2.6%	-6.6%	-0.6%	2.4%	6.8%	11.8%
Top Administrative Position	45	1.3%	-9.0%	-0.9%	2.6%	5.2%	9.2%
Top Business Position	13	6.9%		1.1%	11.4%	13.5%	
Top Development Position	55	2.0%	-3.8%	-0.3%	1.7%	5.4%	9.2%
Top Education Position	8	7.4%			5.8%		
Top Finance Position	186	2.4%	-4.3%	-0.4%	2.6%	6.0%	11.1%
Top Human Resources Position	5	5.6%			3.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities							
Between $1 million and $5 million							
Top Marketing Position	11	1.3%		-1.4%	0.7%	2.3%	
Top Operations Position	61	2.2%	-6.9%	-1.9%	2.0%	5.8%	11.7%
Top PR/Communications Position	9	-1.2%			0.1%		
Top Program Position	18	3.9%		0.3%	3.3%	9.9%	
Top Technology Position	6	2.0%			3.8%		
Greater than $5 million							
CEO/Executive Director	554	2.6%	-7.3%	-1.1%	2.3%	6.9%	13.8%
Top Administrative Position	104	3.2%	-4.5%	-0.4%	3.2%	7.0%	12.0%
Top Business Position	45	0.0%	-15.0%	-5.7%	3.5%	5.9%	8.6%
Top Development Position	237	3.1%	-5.1%	0.3%	3.1%	6.5%	11.6%
Top Education Position	68	2.3%	-5.4%	-0.4%	3.0%	5.7%	10.1%
Top Facilities Position	25	4.0%	-1.7%	1.2%	3.3%	7.0%	9.6%
Top Finance Position	392	3.3%	-5.3%	0.3%	3.5%	7.1%	11.5%
Top Human Resources Position	47	3.5%	-3.5%	1.7%	3.4%	7.1%	8.8%
Top Legal Position	40	4.5%	-9.2%	-0.8%	3.6%	10.6%	17.6%
Top Marketing Position	111	3.4%	-5.2%	0.0%	3.8%	7.3%	11.0%
Top Operations Position	184	3.5%	-5.9%	0.5%	3.5%	7.4%	12.3%
Top PR/Communications Position	69	4.2%	-2.5%	1.2%	3.4%	6.8%	13.3%
Top Program Position	71	2.8%	-7.2%	-1.4%	3.9%	6.5%	11.3%
Top Technology Position	85	3.3%	-4.0%	-0.4%	3.1%	6.5%	12.0%
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	177	3.0%	-7.1%	0.0%	2.3%	6.5%	15.5%
Top Finance Position	6	6.3%			6.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	116	4.5%	-4.1%	0.0%	3.0%	9.0%	15.2%
Between $1 million and $5 million							
CEO/Executive Director	221	3.6%	-5.0%	-0.7%	3.3%	8.0%	13.3%
Top Administrative Position	6	8.8%			7.3%		
Top Development Position	12	4.9%		2.5%	4.3%	8.4%	
Top Finance Position	19	6.0%		2.9%	6.4%	9.4%	
Top Legal Position	34	3.8%	-3.3%	0.9%	3.8%	8.2%	11.4%
Top Operations Position	17	4.3%		-0.2%	1.8%	5.5%	
Top PR/Communications Position	10	3.5%		-3.4%	5.0%	10.2%	
Top Program Position	8	4.5%			5.6%		
Greater than $5 million							
CEO/Executive Director	103	4.8%	-3.1%	0.7%	3.9%	9.7%	14.4%
Top Administrative Position	10	7.3%		3.5%	5.2%	10.6%	
Top Business Position	5	6.1%			1.6%		
Top Development Position	29	7.1%	0.6%	2.7%	5.8%	10.3%	18.5%
Top Education Position	7	3.7%			3.8%		
Top Finance Position	58	7.4%	-0.5%	1.9%	5.5%	13.0%	19.0%
Top Human Resources Position	7	6.3%			5.5%		
Top Legal Position	31	6.1%	-0.2%	3.7%	5.4%	9.8%	12.4%
Top Marketing Position	5	8.2%			9.5%		
Top Operations Position	27	5.9%	-3.1%	0.4%	4.5%	12.7%	18.6%
Top PR/Communications Position	17	6.9%		2.0%	5.7%	9.4%	
Top Program Position	17	5.1%		0.2%	4.5%	7.8%	
Top Technology Position	7	3.7%			3.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	529	2.9%	-6.5%	-0.2%	1.8%	7.4%	13.5%
Top Administrative Position	6	0.3%			2.6%		
Top Finance Position	9	1.3%			3.9%		
Top Operations Position	10	3.1%		0.0%	0.4%	3.0%	
Top Program Position	10	5.3%		0.0%	2.6%	6.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	308	3.2%	-5.9%	0.0%	2.8%	7.3%	13.7%
Top Administrative Position	5	0.1%			4.4%		
Top Finance Position	15	5.5%		0.7%	6.6%	10.6%	
Between $1 million and $5 million							
CEO/Executive Director	601	4.2%	-4.1%	0.0%	3.5%	8.4%	14.2%
Top Administrative Position	17	5.6%		0.0%	8.4%	12.3%	
Top Business Position	13	3.5%		-0.1%	4.2%	11.5%	
Top Development Position	12	-0.2%		-9.7%	3.6%	5.0%	
Top Finance Position	102	4.9%	-2.1%	0.1%	4.3%	10.5%	15.6%
Top Legal Position	5	3.2%			3.0%		
Top Operations Position	51	6.0%	-0.1%	1.4%	5.4%	10.4%	13.3%
Top Program Position	16	4.3%		-0.2%	4.6%	8.3%	
Greater than $5 million							
CEO/Executive Director	281	3.9%	-4.5%	0.1%	3.6%	7.8%	14.3%
Top Administrative Position	23	2.7%	-1.8%	-0.6%	2.0%	5.9%	11.7%
Top Business Position	23	3.7%	-0.5%	1.7%	4.3%	7.3%	9.2%
Top Development Position	15	8.5%		2.8%	6.3%	16.5%	
Top Education Position	5	2.0%			1.7%		
Top Finance Position	149	5.2%	-3.0%	0.0%	4.6%	9.7%	16.7%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building							
Greater than $5 million							
Top Human Resources Position	21	4.9%	-3.4%	2.3%	6.1%	8.3%	9.3%
Top Legal Position	16	5.3%		0.9%	2.9%	9.0%	
Top Marketing Position	15	3.4%		-1.4%	3.5%	6.6%	
Top Operations Position	62	3.5%	-4.9%	0.7%	4.4%	7.2%	11.2%
Top PR/Communications Position	21	6.3%	0.0%	1.6%	4.8%	7.4%	19.0%
Top Program Position	26	2.2%	-9.1%	0.1%	2.5%	5.5%	10.4%
Top Technology Position	25	3.2%	-1.9%	0.0%	3.4%	5.7%	9.0%
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	258	2.8%	-5.7%	0.0%	2.3%	6.1%	12.5%
Top Finance Position	5	-1.7%			0.0%		
Top Program Position	6	10.3%			8.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	170	3.2%	-3.8%	-0.1%	2.5%	6.5%	12.7%
Top Finance Position	5	1.9%			0.5%		
Top Legal Position	5	8.1%			7.6%		
Between $1 million and $5 million							
CEO/Executive Director	279	3.8%	-3.7%	0.0%	3.3%	7.7%	13.3%
Top Administrative Position	15	4.2%		1.3%	2.7%	5.6%	
Top Development Position	6	6.0%			3.4%		
Top Finance Position	52	1.6%	-9.1%	-0.9%	2.8%	5.5%	10.2%
Top Legal Position	31	4.4%	-2.4%	0.8%	3.7%	8.9%	14.0%
Top Operations Position	19	2.9%		1.0%	4.2%	7.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related							
Between $1 million and $5 million							
Top Program Position	5	3.9%			4.5%		
Greater than $5 million							
CEO/Executive Director	135	4.0%	-4.3%	0.3%	3.8%	8.1%	13.2%
Top Administrative Position	12	0.4%		-3.7%	2.9%	5.5%	
Top Development Position	12	6.6%		0.2%	5.5%	12.0%	
Top Finance Position	64	4.9%	-3.0%	2.0%	4.1%	7.2%	13.7%
Top Human Resources Position	7	5.4%			4.5%		
Top Legal Position	48	3.3%	-0.7%	1.5%	3.1%	6.1%	10.1%
Top Operations Position	28	6.4%	-1.1%	0.9%	5.2%	9.8%	15.3%
Top Program Position	11	3.1%		-0.9%	4.4%	8.0%	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	253	2.3%	-8.4%	-0.5%	1.5%	6.8%	14.4%
Top Administrative Position	6	2.9%			-0.2%		
Top Finance Position	6	-0.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	139	4.3%	-2.9%	0.0%	2.9%	7.9%	14.7%
Top Finance Position	6	0.2%			0.9%		
Between $1 million and $5 million							
CEO/Executive Director	301	4.1%	-4.5%	0.0%	3.8%	7.9%	14.2%
Top Administrative Position	8	3.8%			5.4%		
Top Development Position	16	0.9%		-4.2%	0.7%	5.3%	
Top Finance Position	55	4.4%	-2.7%	0.1%	4.4%	8.6%	12.6%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
Top Operations Position	21	5.1%	-2.4%	-0.6%	3.0%	9.1%	17.5%
Top PR/Communications Position	7	5.2%			3.6%		
Top Program Position	11	3.3%		1.0%	2.8%	5.2%	
Greater than $5 million							
CEO/Executive Director	186	3.9%	-4.5%	0.0%	3.2%	9.0%	15.9%
Top Administrative Position	15	1.4%		-2.6%	3.0%	5.4%	
Top Business Position	15	5.1%		2.5%	5.9%	8.4%	
Top Development Position	42	3.8%	-5.1%	-1.0%	4.2%	8.5%	13.0%
Top Education Position	14	3.3%		2.0%	2.7%	8.1%	
Top Facilities Position	6	6.1%			4.3%		
Top Finance Position	105	4.1%	-4.7%	0.1%	3.4%	8.5%	14.2%
Top Human Resources Position	23	3.9%	-6.3%	-2.4%	5.0%	9.0%	13.1%
Top Legal Position	12	3.2%		1.0%	3.5%	5.7%	
Top Marketing Position	11	3.7%		0.8%	2.3%	8.3%	
Top Operations Position	62	3.7%	-8.7%	-1.3%	4.0%	9.7%	15.5%
Top PR/Communications Position	20	5.3%	-0.5%	2.3%	4.0%	7.2%	11.2%
Top Program Position	30	6.1%	-0.8%	2.6%	6.5%	8.5%	13.1%
Top Technology Position	27	3.7%	-2.5%	0.8%	3.9%	6.8%	10.5%
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	1,170	2.3%	-7.7%	-0.6%	1.9%	6.7%	13.2%
Top Administrative Position	40	1.5%	-8.4%	-1.2%	1.7%	4.1%	7.9%
Top Business Position	8	1.4%			0.3%		
Top Education Position	16	2.8%		-0.4%	1.9%	7.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities							
$500 thousand or less							
Top Finance Position	77	0.2%	-10.3%	-1.2%	0.0%	3.3%	10.0%
Top Operations Position	13	2.0%		-0.7%	1.5%	10.3%	
Top Program Position	24	-0.2%	-14.9%	-4.7%	2.9%	5.6%	9.7%
Between $500 thousand and $1 million							
CEO/Executive Director	835	3.1%	-5.6%	0.0%	2.7%	7.3%	12.7%
Top Administrative Position	48	2.9%	-6.0%	-0.2%	2.4%	6.6%	12.7%
Top Business Position	11	4.7%		-0.9%	1.9%	5.1%	
Top Education Position	16	3.8%		0.5%	5.7%	11.8%	
Top Finance Position	59	0.9%	-14.9%	-3.3%	2.3%	6.4%	13.7%
Top Operations Position	24	0.8%	-4.7%	-1.9%	0.0%	3.6%	5.2%
Top Program Position	11	2.4%		1.4%	2.9%	3.5%	
Between $1 million and $5 million							
CEO/Executive Director	2,633	3.4%	-5.5%	0.0%	2.9%	7.1%	13.2%
Top Administrative Position	174	4.0%	-3.3%	0.0%	3.1%	7.2%	13.6%
Top Business Position	100	3.1%	-5.4%	0.2%	3.1%	7.6%	13.4%
Top Development Position	60	2.1%	-6.7%	-0.5%	3.1%	5.3%	10.4%
Top Education Position	77	3.0%	-5.8%	0.0%	2.9%	8.3%	11.3%
Top Finance Position	392	3.3%	-5.2%	0.0%	3.0%	7.1%	12.4%
Top Human Resources Position	13	4.1%		2.0%	4.4%	6.5%	
Top Legal Position	5	4.6%			4.8%		
Top Marketing Position	7	3.7%			4.9%		
Top Operations Position	157	3.4%	-5.3%	-1.0%	3.2%	7.7%	14.0%
Top PR/Communications Position	16	3.6%		1.2%	2.3%	4.4%	
Top Program Position	56	4.1%	-3.0%	0.0%	3.3%	7.2%	12.8%
Top Technology Position	25	2.1%	-6.0%	-1.0%	1.6%	6.9%	9.4%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	3,246	3.8%	-5.2%	0.0%	3.3%	8.1%	14.5%
Top Administrative Position	700	3.5%	-3.8%	0.3%	3.0%	6.4%	11.4%
Top Business Position	309	4.2%	-2.0%	0.4%	3.3%	7.8%	13.7%
Top Development Position	877	3.4%	-3.2%	0.5%	3.0%	6.4%	11.6%
Top Education Position	835	3.7%	-3.4%	0.2%	2.9%	6.8%	11.8%
Top Facilities Position	156	3.1%	-4.4%	0.3%	3.0%	5.0%	10.2%
Top Finance Position	1,844	4.2%	-2.8%	0.9%	3.6%	7.5%	12.9%
Top Human Resources Position	252	4.3%	-3.3%	0.8%	3.5%	7.5%	13.2%
Top Legal Position	200	3.8%	-3.3%	0.6%	3.2%	7.5%	10.9%
Top Marketing Position	143	4.3%	-2.9%	0.5%	3.1%	8.7%	13.0%
Top Operations Position	669	4.5%	-2.7%	1.2%	4.3%	7.9%	13.4%
Top PR/Communications Position	230	3.7%	-3.5%	0.5%	3.1%	6.6%	11.1%
Top Program Position	167	3.7%	-2.1%	0.5%	3.3%	6.1%	11.9%
Top Technology Position	419	3.4%	-2.6%	0.5%	3.1%	5.8%	10.4%
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	87	2.5%	-10.0%	-0.8%	1.5%	8.6%	14.2%
Top Education Position	10	4.5%		1.4%	2.4%	3.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	86	2.6%	-5.3%	-0.2%	2.9%	6.8%	12.0%
Top Education Position	19	4.1%		2.7%	3.8%	5.1%	
Top Finance Position	7	0.6%			1.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	312	2.8%	-4.8%	-0.1%	2.6%	7.1%	11.5%
Top Administrative Position	20	1.1%	-5.7%	1.5%	2.7%	4.6%	5.9%
Top Education Position	44	3.8%	-3.1%	0.3%	3.3%	6.0%	10.2%
Top Finance Position	73	1.0%	-10.5%	-1.1%	1.2%	4.9%	9.5%
Top Human Resources Position	5	-7.8%			-5.1%		
Top Operations Position	13	4.2%		0.5%	4.8%	7.2%	
Top Program Position	8	3.2%			2.1%		
Greater than $5 million							
CEO/Executive Director	250	4.1%	-5.8%	-0.2%	3.7%	9.0%	15.0%
Top Administrative Position	27	4.6%	0.9%	1.3%	3.4%	6.4%	11.2%
Top Business Position	12	3.7%		-1.7%	5.3%	9.3%	
Top Development Position	10	1.5%		0.7%	2.7%	7.0%	
Top Education Position	19	5.3%		2.8%	3.9%	5.5%	
Top Facilities Position	8	0.2%			-0.9%		
Top Finance Position	139	5.1%	-2.3%	1.3%	4.9%	9.1%	13.1%
Top Human Resources Position	34	5.4%	-2.2%	1.7%	4.3%	7.5%	17.0%
Top Legal Position	5	1.3%			1.3%		
Top Marketing Position	10	-0.6%		-2.7%	1.0%	3.0%	
Top Operations Position	60	6.1%	-0.9%	1.7%	5.9%	10.4%	14.5%
Top PR/Communications Position	10	3.5%		1.1%	2.2%	6.6%	
Top Program Position	17	1.0%		-4.4%	0.8%	4.2%	
Top Technology Position	25	3.5%	-5.0%	0.8%	2.3%	9.0%	11.7%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	408	3.6%	-6.9%	0.0%	3.0%	9.6%	17.0%
Top Finance Position	7	5.8%			4.3%		
Top Operations Position	7	5.8%			6.6%		
Top Program Position	5	1.7%			-0.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	261	3.7%	-4.8%	0.0%	3.5%	6.8%	13.4%
Top Finance Position	11	3.0%		-0.1%	2.8%	6.0%	
Top Operations Position	7	1.2%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	457	3.4%	-4.9%	0.0%	3.2%	7.5%	12.3%
Top Administrative Position	23	2.6%	-2.6%	0.3%	3.3%	6.9%	8.3%
Top Development Position	23	3.0%	-6.3%	0.1%	2.4%	6.8%	11.5%
Top Finance Position	65	4.2%	-3.9%	0.3%	4.6%	8.5%	12.7%
Top Legal Position	8	5.8%			4.0%		
Top Operations Position	30	4.5%	-0.4%	2.0%	3.8%	10.4%	13.2%
Top PR/Communications Position	12	4.8%		3.3%	5.7%	7.4%	
Top Program Position	13	3.6%		0.0%	1.3%	4.5%	
Top Technology Position	7	3.6%			2.6%		
Greater than $5 million							
CEO/Executive Director	142	3.6%	-4.1%	0.0%	3.3%	6.8%	15.2%
Top Administrative Position	10	4.9%		3.2%	5.0%	6.0%	
Top Business Position	8	4.3%			6.7%		
Top Development Position	58	4.9%	-8.2%	1.5%	5.5%	9.7%	14.1%
Top Education Position	5	0.3%			3.4%		
Top Finance Position	80	4.3%	-4.1%	1.2%	4.6%	7.9%	12.3%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification							
Greater than $5 million							
Top Human Resources Position	10	4.6%		4.4%	4.9%	6.2%	
Top Legal Position	24	4.5%	-1.6%	1.6%	3.5%	7.2%	12.0%
Top Marketing Position	18	5.4%		1.0%	7.0%	9.8%	
Top Operations Position	38	4.4%	-2.9%	1.2%	4.6%	8.0%	9.9%
Top PR/Communications Position	25	4.8%	-4.7%	1.6%	4.9%	9.3%	13.7%
Top Program Position	26	4.1%	-3.1%	2.2%	4.8%	6.9%	8.1%
Top Technology Position	13	3.6%		1.6%	4.1%	8.7%	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	143	2.3%	-10.9%	-1.0%	2.3%	7.2%	15.4%
Top Administrative Position	5	-1.4%			0.0%		
Top Finance Position	5	-1.6%			0.0%		
Top Operations Position	5	3.8%			3.8%		
Top Program Position	6	2.2%			2.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	96	5.4%	-5.3%	0.0%	5.3%	10.8%	15.8%
Top Finance Position	8	4.3%			3.5%		
Between $1 million and $5 million							
CEO/Executive Director	181	4.5%	-2.8%	0.0%	3.5%	8.4%	14.4%
Top Administrative Position	5	4.2%			6.1%		
Top Finance Position	12	4.8%		1.1%	6.2%	9.5%	
Top Operations Position	12	3.3%		0.9%	2.1%	7.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	206	5.7%	-1.3%	1.4%	5.0%	9.6%	16.6%
Top Administrative Position	10	7.9%		4.1%	5.8%	10.8%	
Top Business Position	6	-1.4%			-1.1%		
Top Development Position	41	5.9%	-1.9%	2.0%	6.2%	9.0%	17.2%
Top Finance Position	78	5.7%	-1.9%	2.0%	5.6%	8.8%	16.5%
Top Human Resources Position	12	4.1%		0.9%	4.6%	9.4%	
Top Marketing Position	7	5.8%			4.0%		
Top Operations Position	49	5.1%	-4.7%	-0.1%	4.4%	8.1%	18.7%
Top PR/Communications Position	12	4.0%		-0.9%	3.5%	8.5%	
Top Program Position	13	8.2%		4.3%	6.0%	12.4%	
Top Technology Position	7	3.1%			2.0%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	409	2.9%	-7.5%	0.0%	2.3%	7.2%	13.5%
Top Administrative Position	6	4.2%			1.9%		
Top Finance Position	20	1.4%	-10.0%	-0.2%	0.0%	5.8%	11.2%
Top Operations Position	5	2.4%			1.0%		
Top Program Position	7	4.5%			3.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	305	3.2%	-5.9%	-0.1%	2.8%	7.5%	12.2%
Top Administrative Position	7	-2.7%			-0.1%		
Top Finance Position	14	6.5%		0.7%	4.7%	8.9%	
Top Operations Position	21	3.6%	-4.1%	2.0%	3.8%	6.5%	9.2%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	812	3.6%	-4.6%	0.0%	3.3%	7.7%	13.3%
Top Administrative Position	66	4.5%	-4.5%	0.6%	5.2%	9.1%	13.1%
Top Business Position	12	1.9%		-0.3%	2.1%	7.6%	
Top Development Position	31	0.7%	-10.3%	-1.5%	2.1%	4.4%	6.6%
Top Education Position	5	-4.0%			-0.8%		
Top Finance Position	151	4.6%	-6.1%	0.0%	4.2%	10.1%	14.9%
Top Human Resources Position	7	7.0%			7.9%		
Top Marketing Position	5	1.6%			2.1%		
Top Operations Position	88	2.4%	-8.5%	-1.5%	2.6%	7.9%	14.5%
Top PR/Communications Position	5	-2.3%			5.2%		
Top Program Position	27	5.0%	-4.8%	0.1%	4.6%	9.5%	15.4%
Top Technology Position	15	4.4%		1.1%	2.7%	9.4%	
Greater than $5 million							
CEO/Executive Director	1,840	4.3%	-6.8%	0.0%	4.0%	9.7%	16.2%
Top Administrative Position	286	4.2%	-4.6%	0.0%	3.7%	8.6%	14.9%
Top Business Position	111	4.6%	-3.7%	0.0%	4.2%	8.5%	14.3%
Top Development Position	150	3.9%	-5.5%	-0.2%	4.3%	9.4%	13.6%
Top Education Position	41	3.4%	-2.5%	1.5%	4.0%	6.7%	11.6%
Top Facilities Position	51	5.2%	-4.7%	0.4%	4.7%	8.7%	15.6%
Top Finance Position	1,321	5.3%	-3.9%	0.8%	4.9%	10.3%	16.1%
Top Human Resources Position	289	5.0%	-5.6%	0.8%	4.8%	10.2%	15.7%
Top Legal Position	121	4.5%	-7.9%	-0.4%	4.5%	10.5%	17.6%
Top Marketing Position	72	3.6%	-5.0%	-1.1%	4.1%	7.9%	14.3%
Top Operations Position	710	5.7%	-3.3%	1.4%	5.2%	10.5%	15.4%
Top PR/Communications Position	73	4.2%	-3.7%	1.4%	4.5%	7.9%	11.3%
Top Program Position	74	4.2%	-2.4%	0.1%	3.3%	8.8%	13.3%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative							
Greater than $5 million							
Top Technology Position	279	5.0%	-6.7%	-0.3%	4.8%	10.4%	17.8%
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	346	2.4%	-8.7%	0.0%	1.6%	6.7%	14.4%
Top Administrative Position	7	8.2%			5.9%		
Top Finance Position	12	2.4%		-1.3%	2.1%	6.6%	
Top Program Position	5	3.6%			5.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	328	3.3%	-5.4%	0.0%	2.5%	7.2%	15.2%
Top Administrative Position	6	4.4%			4.9%		
Top Finance Position	13	8.8%		5.4%	10.2%	13.0%	
Between $1 million and $5 million							
CEO/Executive Director	784	4.4%	-3.0%	0.1%	3.5%	8.4%	14.3%
Top Administrative Position	39	5.1%	-3.7%	1.2%	5.1%	8.8%	16.3%
Top Business Position	5	4.9%			4.6%		
Top Development Position	15	1.1%		-0.9%	2.7%	4.0%	
Top Finance Position	132	4.9%	-3.2%	0.7%	4.4%	9.4%	14.8%
Top Operations Position	46	3.8%	-9.5%	0.4%	3.5%	8.5%	13.6%
Top Program Position	18	4.2%		2.0%	4.7%	7.2%	
Greater than $5 million							
CEO/Executive Director	404	4.8%	-3.5%	0.4%	4.2%	9.3%	15.6%
Top Administrative Position	50	6.0%	-1.2%	1.8%	5.6%	10.4%	12.9%
Top Business Position	13	2.9%		-2.7%	1.5%	5.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter							
Greater than $5 million							
Top Development Position	45	7.2%	-3.8%	3.1%	6.3%	12.6%	17.7%
Top Education Position	5	-0.1%			2.5%		
Top Facilities Position	23	4.8%	-1.0%	1.7%	5.8%	8.3%	10.6%
Top Finance Position	199	6.0%	-1.3%	2.6%	5.4%	10.2%	14.9%
Top Human Resources Position	35	6.1%	-5.6%	4.5%	6.8%	9.7%	14.4%
Top Legal Position	13	6.0%		1.6%	6.5%	14.1%	
Top Marketing Position	17	7.5%		2.3%	5.4%	10.6%	
Top Operations Position	79	5.8%	-1.2%	0.3%	5.1%	10.6%	16.3%
Top PR/Communications Position	14	4.2%		3.2%	4.4%	7.6%	
Top Program Position	18	6.6%		3.4%	6.2%	12.0%	
Top Technology Position	22	5.8%	0.0%	3.3%	5.0%	7.6%	10.1%
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	1,651	2.7%	-7.3%	0.0%	2.3%	6.8%	13.8%
Top Administrative Position	41	1.6%	-7.6%	-1.9%	2.1%	4.7%	8.5%
Top Finance Position	66	0.4%	-10.4%	-2.2%	0.1%	4.2%	11.4%
Top Operations Position	17	2.4%		0.0%	2.0%	6.7%	
Top Program Position	45	1.7%	-11.8%	-0.5%	0.8%	7.3%	15.3%
Between $500 thousand and $1 million							
CEO/Executive Director	1,249	3.4%	-5.7%	0.0%	3.0%	8.1%	13.9%
Top Administrative Position	23	5.4%	-2.5%	0.0%	4.5%	12.6%	14.6%
Top Finance Position	57	3.1%	-8.2%	-1.3%	3.3%	8.6%	12.4%
Top Operations Position	24	0.8%	-16.5%	0.0%	1.3%	5.5%	13.3%
Top Program Position	17	5.3%		0.7%	4.4%	9.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

Human services—multipurpose & other

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $5 million							
CEO/Executive Director	3,250	4.0%	-4.0%	0.0%	3.3%	8.2%	14.3%
Top Administrative Position	94	2.9%	-4.3%	-0.1%	3.2%	6.3%	10.9%
Top Business Position	30	3.7%	-5.1%	-1.0%	3.7%	7.4%	13.7%
Top Development Position	45	2.7%	-5.2%	0.0%	2.1%	4.2%	15.2%
Top Education Position	8	4.3%			3.9%		
Top Facilities Position	8	5.2%			5.1%		
Top Finance Position	559	4.0%	-5.1%	0.0%	3.6%	8.2%	14.1%
Top Human Resources Position	15	4.4%		0.9%	4.1%	6.2%	
Top Legal Position	9	4.9%			3.0%		
Top Marketing Position	6	3.2%			1.5%		
Top Operations Position	150	4.6%	-4.6%	0.1%	4.0%	9.1%	15.1%
Top Program Position	53	3.6%	-2.0%	0.0%	2.4%	8.6%	13.4%
Top Technology Position	12	3.5%		1.9%	4.9%	6.9%	
Greater than $5 million							
CEO/Executive Director	2,889	4.2%	-4.5%	0.0%	3.7%	8.7%	14.9%
Top Administrative Position	210	3.9%	-6.6%	0.0%	4.0%	8.5%	13.9%
Top Business Position	84	3.1%	-7.1%	-0.8%	2.7%	7.5%	15.4%
Top Development Position	267	4.3%	-3.7%	0.7%	3.6%	8.7%	13.2%
Top Education Position	40	4.6%	-2.8%	1.4%	4.1%	8.4%	11.9%
Top Facilities Position	63	4.8%	-0.1%	0.6%	3.5%	8.2%	13.9%
Top Finance Position	1,690	5.0%	-3.0%	1.0%	4.5%	9.1%	15.3%
Top Human Resources Position	312	4.9%	-4.6%	1.2%	5.0%	9.0%	16.0%
Top Legal Position	57	4.3%	-2.0%	0.0%	3.9%	7.9%	14.6%
Top Marketing Position	122	4.2%	-6.0%	-0.2%	4.2%	8.1%	15.9%
Top Operations Position	684	4.8%	-5.8%	0.8%	4.5%	9.9%	15.6%
Top PR/Communications Position	65	3.7%	-2.5%	0.7%	3.8%	7.5%	10.4%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other							
Greater than $5 million							
Top Program Position	253	4.5%	-3.2%	0.7%	4.2%	8.6%	14.4%
Top Technology Position	207	3.6%	-3.2%	0.5%	3.2%	7.1%	11.3%
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	182	1.4%	-7.7%	-1.7%	0.0%	5.2%	12.5%
Top Operations Position	9	4.9%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	91	3.3%	-5.3%	0.0%	1.8%	9.0%	14.9%
Top Finance Position	6	1.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	151	3.5%	-4.7%	-0.1%	3.0%	8.7%	13.6%
Top Administrative Position	9	4.8%			6.3%		
Top Development Position	10	8.2%		1.5%	7.8%	11.3%	
Top Finance Position	30	4.7%	-5.8%	-0.3%	3.8%	10.3%	19.2%
Top Operations Position	17	4.0%		0.0%	3.4%	4.4%	
Top Program Position	8	3.2%			3.4%		
Greater than $5 million							
CEO/Executive Director	118	2.3%	-9.7%	-0.3%	2.2%	6.1%	11.4%
Top Administrative Position	11	1.8%		-4.2%	-1.4%	6.1%	
Top Business Position	9	2.6%			3.7%		
Top Development Position	33	3.8%	-2.4%	1.5%	3.5%	7.2%	8.9%
Top Education Position	10	0.6%		-1.7%	1.0%	3.6%	
Top Finance Position	73	5.3%	-1.1%	1.9%	4.8%	8.7%	12.4%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security							
Greater than $5 million							
Top Human Resources Position	18	6.8%		2.7%	4.1%	10.1%	
Top Legal Position	14	7.2%		3.4%	6.2%	10.5%	
Top Marketing Position	10	5.7%		1.9%	4.5%	9.0%	
Top Operations Position	40	3.8%	-5.6%	-1.1%	3.1%	8.4%	12.5%
Top PR/Communications Position	15	4.6%		1.1%	1.8%	8.6%	
Top Program Position	34	4.6%	-3.7%	2.2%	4.6%	11.0%	13.6%
Top Technology Position	24	1.2%	-8.6%	-0.7%	2.7%	5.2%	6.4%
Medical research							
$500 thousand or less							
CEO/Executive Director	32	2.6%	-8.0%	0.0%	2.5%	7.4%	13.9%
Between $500 thousand and $1 million							
CEO/Executive Director	35	3.0%	-4.3%	0.0%	3.0%	6.5%	9.9%
Between $1 million and $5 million							
CEO/Executive Director	69	2.9%	-5.9%	-1.8%	2.9%	8.3%	13.2%
Top Development Position	6	6.8%			7.1%		
Top Finance Position	15	4.2%		0.0%	3.7%	8.6%	
Top Operations Position	6	3.3%			2.4%		
Top Program Position	6	4.3%			3.0%		
Greater than $5 million							
CEO/Executive Director	95	4.2%	-4.8%	0.4%	3.7%	7.6%	13.2%
Top Administrative Position	11	3.6%		2.7%	3.7%	6.1%	
Top Business Position	12	11.7%		4.5%	12.9%	16.0%	
Top Development Position	21	5.2%	-1.3%	0.7%	5.3%	10.6%	11.9%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research							
Greater than $5 million							
Top Finance Position	59	5.4%	-0.6%	2.4%	5.2%	8.3%	16.2%
Top Human Resources Position	13	4.5%		4.2%	5.0%	6.9%	
Top Legal Position	12	8.7%		2.7%	5.0%	15.3%	
Top Marketing Position	7	8.5%			6.6%		
Top Operations Position	38	6.0%	-0.5%	0.8%	5.1%	10.3%	16.4%
Top PR/Communications Position	19	6.4%		3.1%	5.6%	8.1%	
Top Program Position	8	3.5%			3.4%		
Top Technology Position	17	1.9%		1.0%	2.4%	3.5%	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	338	2.4%	-6.9%	0.0%	2.0%	6.6%	13.0%
Top Administrative Position	9	0.5%			1.5%		
Top Finance Position	20	1.1%	-13.9%	-3.5%	0.0%	3.8%	16.7%
Top Program Position	7	3.8%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	272	3.8%	-6.8%	0.0%	2.9%	8.3%	14.5%
Top Administrative Position	5	0.9%			0.0%		
Top Finance Position	14	2.7%		-2.1%	0.2%	11.3%	
Top Operations Position	6	4.9%			5.0%		
Between $1 million and $5 million							
CEO/Executive Director	663	3.6%	-6.6%	0.0%	3.1%	7.8%	14.4%
Top Administrative Position	16	9.1%		3.1%	6.9%	11.8%	
Top Business Position	7	2.6%			5.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention							
Between $1 million and $5 million							
Top Development Position	7	2.7%			-0.7%		
Top Finance Position	118	3.6%	-4.5%	0.0%	3.3%	7.0%	12.5%
Top Human Resources Position	6	11.0%			13.3%		
Top Operations Position	50	4.5%	-3.9%	-0.4%	2.8%	9.8%	15.9%
Top Program Position	14	2.2%		-1.8%	3.8%	5.2%	
Greater than $5 million							
CEO/Executive Director	776	4.9%	-3.5%	0.1%	4.1%	9.7%	15.2%
Top Administrative Position	47	6.0%	-4.5%	0.1%	5.8%	13.8%	16.0%
Top Business Position	13	4.2%		1.8%	5.2%	7.1%	
Top Development Position	40	3.5%	-3.8%	0.2%	4.3%	7.2%	12.8%
Top Education Position	18	2.5%		-0.6%	3.3%	6.8%	
Top Facilities Position	7	2.6%			4.1%		
Top Finance Position	468	5.0%	-3.2%	0.7%	4.7%	9.3%	14.6%
Top Human Resources Position	79	4.7%	-4.3%	0.3%	3.4%	8.8%	15.5%
Top Legal Position	13	3.1%		-0.3%	2.1%	6.1%	
Top Marketing Position	14	1.6%		-0.2%	2.1%	6.6%	
Top Operations Position	229	4.9%	-4.7%	-0.1%	4.7%	10.7%	14.6%
Top PR/Communications Position	19	9.3%		2.3%	10.8%	14.4%	
Top Program Position	50	5.2%	-2.3%	1.0%	3.9%	9.2%	16.2%
Top Technology Position	61	4.2%	-2.1%	0.5%	4.2%	7.3%	11.5%
Mutual/membership benefit organizations, other							
$500 thousand or less							
CEO/Executive Director	20	2.9%	-0.7%	0.2%	2.9%	5.7%	8.7%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/membership benefit organizations, other							
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.0%		-2.1%	3.5%	5.2%	
Between $1 million and $5 million							
CEO/Executive Director	27	1.8%	-12.7%	-1.6%	4.5%	8.0%	9.7%
Top Finance Position	6	-3.4%			-2.1%		
Top Operations Position	5	-3.5%			-0.1%		
Greater than $5 million							
CEO/Executive Director	19	2.4%		1.2%	4.5%	7.8%	
Top Finance Position	13	7.6%		3.0%	5.5%	13.9%	
Top Human Resources Position	6	6.7%			5.5%		
Top Operations Position	8	4.5%			6.1%		
Top Technology Position	8	7.2%			6.6%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	259	2.0%	-6.0%	0.0%	1.9%	5.2%	10.0%
Top Finance Position	8	3.0%			3.2%		
Top Operations Position	5	2.3%			2.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	159	3.5%	-3.1%	0.0%	2.4%	6.6%	14.0%
Top Finance Position	8	1.0%			1.6%		
Top Operations Position	5	-3.9%			-1.3%		
Between $1 million and $5 million							
CEO/Executive Director	442	3.6%	-3.7%	0.1%	3.4%	7.0%	12.4%
Top Administrative Position	12	6.2%		2.3%	4.2%	7.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
Top Development Position	10	5.5%		0.5%	3.7%	9.5%	
Top Finance Position	93	3.0%	-4.0%	0.0%	3.3%	7.2%	10.6%
Top Operations Position	31	2.7%	-4.2%	-0.6%	3.1%	8.2%	11.9%
Top Program Position	11	4.9%		0.4%	5.5%	9.5%	
Greater than $5 million							
CEO/Executive Director	325	4.8%	-2.4%	1.3%	4.0%	7.5%	13.0%
Top Administrative Position	23	5.1%	-1.7%	2.3%	4.0%	8.2%	12.6%
Top Business Position	15	4.2%		2.8%	5.9%	7.6%	
Top Development Position	90	4.2%	-1.8%	1.9%	3.7%	7.1%	11.4%
Top Education Position	10	4.6%		1.5%	5.4%	7.1%	
Top Finance Position	203	5.6%	-1.0%	1.7%	4.5%	8.9%	15.7%
Top Human Resources Position	22	3.9%	-3.7%	0.1%	3.6%	7.9%	13.2%
Top Legal Position	15	4.3%		1.4%	4.5%	7.1%	
Top Marketing Position	31	5.5%	-2.9%	1.3%	5.7%	8.0%	13.7%
Top Operations Position	73	5.4%	-1.0%	3.0%	4.6%	9.6%	14.8%
Top PR/Communications Position	30	4.4%	-3.4%	1.5%	5.9%	7.8%	10.6%
Top Program Position	24	7.8%	2.9%	4.3%	5.9%	9.5%	15.4%
Top Technology Position	26	3.4%	-1.9%	0.2%	2.5%	5.9%	8.6%
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	44	2.2%	-11.5%	-1.2%	0.0%	5.5%	17.9%
Between $500 thousand and $1 million							
CEO/Executive Director	33	3.2%	-6.1%	0.0%	3.7%	8.3%	12.9%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief							
Between $500 thousand and $1 million							
Top Finance Position	7	0.1%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	54	4.0%	-2.6%	-0.1%	3.4%	6.9%	13.8%
Top Administrative Position	6	3.3%			3.4%		
Top Finance Position	17	2.8%		-3.1%	2.3%	8.9%	
Top Operations Position	11	6.0%		0.0%	6.1%	9.1%	
Greater than $5 million							
CEO/Executive Director	22	1.7%	-8.0%	-2.2%	3.2%	5.6%	10.8%
Top Development Position	6	2.2%			2.7%		
Top Finance Position	11	4.7%		0.4%	3.7%	9.6%	
Top Human Resources Position	5	4.9%			3.4%		
Top Operations Position	7	10.0%			12.8%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	189	2.5%	-8.8%	0.0%	2.5%	6.6%	15.2%
Top Finance Position	6	4.2%			2.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	128	3.7%	-3.5%	0.0%	3.1%	8.2%	14.2%
Between $1 million and $5 million							
CEO/Executive Director	211	4.5%	-4.0%	0.0%	4.5%	9.6%	15.2%
Top Administrative Position	10	3.2%		2.3%	3.6%	4.2%	
Top Business Position	5	6.0%			2.6%		
Top Development Position	7	6.1%			4.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
Top Finance Position	34	5.4%	-3.5%	-0.7%	4.1%	10.2%	18.5%
Top Operations Position	28	5.7%	-2.0%	1.1%	4.7%	11.0%	16.8%
Top PR/Communications Position	9	6.4%			4.5%		
Top Program Position	9	5.0%			4.3%		
Greater than $5 million							
CEO/Executive Director	163	3.4%	-7.0%	0.0%	3.9%	7.8%	12.9%
Top Administrative Position	15	3.4%		1.7%	4.2%	5.7%	
Top Business Position	16	-0.5%		-1.7%	0.5%	2.3%	
Top Development Position	33	4.1%	-3.4%	0.7%	3.0%	8.6%	14.5%
Top Education Position	14	3.8%		-0.2%	4.3%	6.9%	
Top Finance Position	106	4.5%	-3.7%	1.2%	3.7%	8.1%	14.4%
Top Human Resources Position	18	4.8%		1.9%	4.0%	6.2%	
Top Legal Position	24	3.7%	-2.7%	2.7%	4.8%	6.4%	8.9%
Top Marketing Position	17	5.4%		1.9%	3.8%	9.8%	
Top Operations Position	64	5.2%	-3.4%	1.4%	4.6%	9.0%	14.8%
Top PR/Communications Position	30	7.9%	-1.1%	1.8%	8.0%	13.0%	19.2%
Top Program Position	22	4.5%	-6.8%	0.7%	4.2%	10.0%	17.2%
Top Technology Position	32	3.6%	-5.6%	2.1%	3.8%	5.3%	12.6%
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	346	1.9%	-9.5%	-1.5%	1.1%	7.0%	13.9%
Top Administrative Position	13	0.5%		-1.7%	0.0%	2.7%	
Top Finance Position	25	1.1%	-4.9%	0.0%	0.0%	2.4%	11.7%
Top Operations Position	8	4.2%			2.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics							
$500 thousand or less							
Top Program Position	14	-3.4%		-1.1%	0.0%	3.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	217	2.1%	-6.9%	-0.9%	1.9%	5.8%	11.6%
Top Administrative Position	6	0.9%			1.0%		
Top Finance Position	17	-1.3%		-7.1%	0.0%	2.0%	
Top Program Position	7	3.3%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	384	3.3%	-7.0%	-0.4%	2.8%	7.9%	14.8%
Top Administrative Position	19	3.7%		-0.4%	3.5%	10.5%	
Top Business Position	8	2.1%			2.9%		
Top Development Position	6	4.5%			3.7%		
Top Education Position	5	6.6%			5.3%		
Top Finance Position	63	3.1%	-4.7%	0.0%	3.7%	6.5%	11.3%
Top Operations Position	32	1.2%	-8.0%	-3.5%	1.9%	5.1%	8.2%
Top Program Position	7	2.6%			4.1%		
Top Technology Position	9	5.0%			4.4%		
Greater than $5 million							
CEO/Executive Director	127	1.8%	-11.0%	-2.0%	2.4%	7.3%	13.2%
Top Administrative Position	13	3.8%		1.3%	2.1%	5.9%	
Top Business Position	14	2.8%		-2.4%	3.7%	7.9%	
Top Development Position	15	3.5%		1.0%	3.0%	5.3%	
Top Finance Position	89	3.2%	-9.9%	0.9%	3.6%	7.2%	12.9%
Top Human Resources Position	6	7.1%			5.6%		
Top Legal Position	10	2.6%		-1.1%	2.1%	7.8%	
Top Marketing Position	27	3.1%	-13.7%	-3.1%	3.0%	12.2%	16.9%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics							
Greater than $5 million							
Top Operations Position	36	5.5%	-1.5%	1.9%	4.5%	10.4%	15.2%
Top PR/Communications Position	18	3.1%		0.2%	3.2%	6.4%	
Top Program Position	8	6.3%			6.9%		
Top Technology Position	12	3.7%		1.6%	3.3%	6.6%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	1,068	1.4%	-10.4%	-2.5%	0.0%	6.0%	13.9%
Top Administrative Position	16	2.7%		0.0%	0.0%	0.8%	
Top Finance Position	76	-0.8%	-11.1%	-1.9%	0.0%	2.6%	6.0%
Top Operations Position	19	2.3%		-2.1%	3.4%	5.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	282	2.1%	-7.0%	-1.3%	1.1%	6.0%	12.9%
Top Administrative Position	9	5.2%			6.3%		
Top Finance Position	31	2.4%	-7.7%	0.0%	0.7%	7.2%	13.2%
Top Operations Position	10	3.4%		-0.2%	3.8%	6.6%	
Between $1 million and $5 million							
CEO/Executive Director	363	3.1%	-6.0%	0.0%	2.7%	7.3%	13.1%
Top Administrative Position	21	1.8%	-6.0%	-1.0%	3.3%	5.8%	7.7%
Top Business Position	9	3.0%			1.1%		
Top Development Position	14	5.2%		1.1%	2.9%	9.4%	
Top Finance Position	73	2.9%	-4.5%	0.0%	3.0%	7.1%	12.1%
Top Human Resources Position	5	1.9%			2.6%		
Top Operations Position	28	1.7%	-12.2%	-3.1%	1.5%	7.8%	14.4%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development							
Between $1 million and $5 million							
Top Program Position	5	3.9%			2.3%		
Greater than $5 million							
CEO/Executive Director	149	3.2%	-6.1%	-0.7%	2.9%	8.1%	12.7%
Top Administrative Position	18	2.2%		-1.2%	4.6%	7.4%	
Top Business Position	9	4.9%			7.6%		
Top Development Position	20	3.1%	-2.9%	-1.0%	3.0%	7.2%	10.8%
Top Education Position	5	3.5%			3.6%		
Top Finance Position	94	3.3%	-3.8%	-0.6%	3.3%	6.4%	13.6%
Top Human Resources Position	9	4.1%			-0.7%		
Top Legal Position	8	5.7%			3.1%		
Top Marketing Position	7	8.3%			10.5%		
Top Operations Position	49	3.3%	-5.6%	0.2%	3.5%	8.0%	12.9%
Top PR/Communications Position	7	4.3%			2.6%		
Top Program Position	7	0.3%			0.6%		
Top Technology Position	21	5.1%	-1.2%	0.4%	3.3%	7.5%	14.6%
Science & technology research institutes, services							
$500 thousand or less							
CEO/Executive Director	28	1.3%	-5.5%	0.0%	0.3%	3.0%	9.1%
Between $500 thousand and $1 million							
CEO/Executive Director	31	1.2%	-7.4%	-1.6%	1.8%	4.4%	9.1%
Between $1 million and $5 million							
CEO/Executive Director	87	3.3%	-5.8%	-0.5%	2.3%	8.0%	13.2%
Top Administrative Position	6	6.6%			5.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services							
Between $1 million and $5 million							
Top Finance Position	23	3.3%	-4.3%	0.6%	1.9%	3.9%	12.4%
Top Operations Position	9	4.8%			4.3%		
Top PR/Communications Position	5	10.5%			6.8%		
Top Program Position	7	2.7%			2.6%		
Greater than $5 million							
CEO/Executive Director	79	3.8%	-7.5%	-0.7%	3.0%	8.4%	15.1%
Top Administrative Position	12	4.2%		1.5%	4.6%	6.6%	
Top Business Position	19	1.7%		-4.1%	2.3%	5.4%	
Top Development Position	10	6.2%		2.1%	5.3%	8.5%	
Top Education Position	11	2.9%		1.0%	3.0%	5.2%	
Top Facilities Position	6	0.6%			3.1%		
Top Finance Position	65	5.2%	-3.4%	0.6%	4.5%	7.8%	15.9%
Top Human Resources Position	7	3.7%			2.7%		
Top Legal Position	13	4.6%		1.5%	4.2%	9.4%	
Top Marketing Position	7	6.0%			3.4%		
Top Operations Position	40	3.2%	-3.9%	-0.2%	2.8%	7.9%	12.6%
Top PR/Communications Position	15	3.6%		0.0%	3.5%	6.1%	
Top Program Position	16	3.8%		1.1%	4.8%	8.1%	
Top Technology Position	28	4.4%	-4.2%	1.0%	3.5%	7.5%	13.0%
Social science research institutes, services							
$500 thousand or less							
CEO/Executive Director	23	-1.4%	-11.8%	-8.3%	0.0%	3.5%	9.3%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social science research institutes, services							
Between $500 thousand and $1 million							
CEO/Executive Director	14	5.5%		1.0%	3.3%	8.6%	
Between $1 million and $5 million							
CEO/Executive Director	46	4.8%	-3.7%	0.4%	3.8%	9.8%	14.1%
Top Finance Position	8	5.2%			2.8%		
Top Operations Position	6	13.7%			14.5%		
Top Program Position	5	1.6%			0.5%		
Greater than $5 million							
CEO/Executive Director	31	2.8%	-2.7%	-0.6%	2.1%	5.8%	10.8%
Top Finance Position	16	2.9%		2.4%	3.7%	7.4%	
Top Operations Position	11	7.6%		4.0%	8.8%	12.5%	
Top PR/Communications Position	6	3.2%			3.6%		
Top Program Position	8	6.6%			4.9%		
Top Technology Position	7	1.9%			2.7%		
Unknown							
$500 thousand or less							
CEO/Executive Director	53	3.4%	-5.4%	0.0%	3.9%	7.8%	15.3%
Between $500 thousand and $1 million							
CEO/Executive Director	35	1.8%	-12.1%	-0.7%	2.8%	6.4%	11.6%
Between $1 million and $5 million							
CEO/Executive Director	68	3.4%	-7.3%	-0.3%	2.8%	7.6%	14.1%
Top Finance Position	10	4.4%		1.9%	5.4%	9.1%	
Greater than $5 million							
CEO/Executive Director	24	4.5%	-1.5%	0.1%	2.5%	10.1%	14.3%

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Greater than $5 million							
Top Finance Position	13	5.9%		0.7%	3.8%	6.4%	
Top Operations Position	7	1.9%			2.5%		
Youth development							
$500 thousand or less							
CEO/Executive Director	550	3.0%	-7.6%	-0.7%	1.9%	8.5%	16.1%
Top Administrative Position	8	-2.1%			0.7%		
Top Finance Position	17	2.0%		-0.9%	0.0%	5.8%	
Top Operations Position	8	-3.2%			0.0%		
Top Program Position	21	1.6%	-12.0%	0.0%	1.6%	6.1%	12.6%
Between $500 thousand and $1 million							
CEO/Executive Director	363	3.4%	-5.6%	0.0%	2.5%	8.1%	15.2%
Top Administrative Position	5	-2.6%			0.4%		
Top Finance Position	13	0.1%		-2.2%	0.0%	3.9%	
Top Operations Position	12	1.7%		-1.4%	0.5%	7.0%	
Top Program Position	9	3.7%			1.5%		
Between $1 million and $5 million							
CEO/Executive Director	692	4.0%	-5.0%	0.0%	3.3%	8.6%	15.0%
Top Administrative Position	10	3.7%		1.2%	3.4%	5.0%	
Top Development Position	30	3.7%	-1.1%	0.1%	3.1%	5.8%	8.7%
Top Finance Position	117	4.8%	-3.6%	0.3%	4.1%	8.3%	15.8%
Top Operations Position	60	3.6%	-5.6%	-0.2%	3.0%	7.2%	12.3%
Top PR/Communications Position	5	1.3%			5.6%		
Top Program Position	17	3.1%		-0.6%	1.3%	8.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group & budget size

Youth development

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $5 million							
CEO/Executive Director	237	3.1%	-7.8%	-0.1%	2.9%	7.5%	13.1%
Top Administrative Position	14	4.3%		2.2%	4.1%	8.9%	
Top Business Position	11	1.7%		1.1%	3.5%	4.9%	
Top Development Position	44	4.5%	-3.2%	1.0%	4.6%	8.5%	10.2%
Top Education Position	8	4.3%			3.7%		
Top Finance Position	127	4.9%	-5.2%	0.8%	3.7%	9.8%	16.2%
Top Human Resources Position	20	4.7%	-3.6%	0.4%	3.9%	7.8%	15.2%
Top Marketing Position	19	5.6%		3.0%	6.4%	7.8%	
Top Operations Position	76	5.0%	-5.0%	0.5%	3.3%	10.3%	15.8%
Top PR/Communications Position	11	7.7%		3.8%	7.3%	10.5%	
Top Program Position	29	6.7%	-0.5%	2.0%	4.7%	10.4%	17.0%
Top Technology Position	16	3.4%		-1.0%	4.3%	6.9%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related								
$500 thousand or less								
CEO/Executive Director								
	F	149	2.7%	-8.3%	-0.7%	1.1%	7.9%	15.0%
	M	28	1.3%	-9.1%	-0.6%	0.6%	5.6%	10.1%
Top Finance Position								
	F	11	5.4%		1.5%	4.0%	9.2%	
	M	7	0.7%			0.0%		
Top Operations Position								
	F	6	4.5%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	103	3.6%	-5.8%	-0.1%	3.0%	8.7%	14.3%
	M	31	2.9%	-4.0%	0.0%	0.1%	8.5%	13.1%
Between $1 million and $5 million								
CEO/Executive Director								
	F	187	5.8%	-2.7%	0.0%	4.3%	10.5%	16.4%
	M	66	3.0%	-8.1%	-0.2%	3.2%	7.9%	12.8%
	U	9	1.0%			1.8%		
Top Administrative Position								
	F	6	6.5%			6.1%		
Top Finance Position								
	F	21	7.7%	2.4%	4.3%	6.7%	8.9%	14.8%
	M	9	1.9%			3.6%		
Top Operations Position								
	F	5	5.9%			4.1%		
	M	5	4.3%			5.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related								
Greater than $5 million								
CEO/Executive Director								
	F	50	4.6%	-4.1%	0.0%	4.5%	10.0%	15.7%
	M	71	3.2%	-6.4%	-0.2%	3.5%	8.7%	14.5%
Top Administrative Position								
	F	6	8.1%			7.9%		
	M	5	-2.9%			4.0%		
Top Development Position								
	F	31	1.7%	-5.7%	-0.9%	3.0%	5.5%	7.8%
	M	8	1.3%			2.5%		
Top Finance Position								
	F	41	5.0%	-1.5%	0.3%	5.2%	8.5%	13.4%
	M	36	5.8%	-2.6%	2.5%	4.8%	9.6%	14.2%
Top Human Resources Position								
	F	18	4.6%		2.1%	3.5%	8.0%	
Top Legal Position								
	F	5	6.1%			4.6%		
Top Marketing Position								
	F	9	0.1%			3.1%		
	M	5	4.7%			3.5%		
Top Operations Position								
	F	18	4.7%		3.6%	5.5%	9.0%	
	M	27	3.9%	-4.4%	-0.1%	4.6%	9.6%	13.2%
Top PR/Communications Position								
	F	10	3.4%		3.3%	5.6%	6.3%	
	M	6	1.9%			0.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related								
Greater than $5 million								
Top Program Position								
	F	7	0.6%			-1.3%		
Arts, culture, & humanities								
$500 thousand or less								
CEO/Executive Director								
	F	1,033	1.6%	-9.8%	-0.9%	1.3%	6.1%	12.3%
	M	592	1.0%	-12.8%	-1.7%	0.2%	5.6%	13.0%
	U	90	2.1%	-11.4%	0.0%	1.0%	5.9%	18.8%
Top Administrative Position								
	F	22	2.3%	-2.3%	-0.2%	1.5%	4.2%	10.0%
	M	17	0.3%		0.0%	1.6%	4.3%	
Top Finance Position								
	F	34	-1.3%	-13.2%	-6.1%	0.0%	4.1%	7.9%
	M	18	3.1%		-1.0%	0.0%	9.5%	
	U	5	4.1%			0.1%		
Top Operations Position								
	F	15	2.3%		0.0%	0.0%	4.0%	
	M	7	6.9%			3.8%		
Top Program Position								
	F	8	4.3%			2.0%		
	M	9	6.3%			6.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	488	3.1%	-5.4%	0.0%	2.5%	6.4%	13.1%
	M	379	2.8%	-6.8%	-0.6%	2.3%	6.9%	12.8%
	U	37	3.4%	-5.9%	-0.1%	2.5%	8.0%	14.3%
Top Administrative Position								
	F	7	4.7%			3.2%		
	M	11	-2.0%		-4.6%	0.7%	2.3%	
Top Finance Position								
	F	10	1.3%		-0.8%	1.2%	5.4%	
	M	9	3.1%			4.0%		
	U	5	6.0%			2.7%		
Top Operations Position								
	F	8	4.4%			7.6%		
	M	5	2.8%			3.7%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	640	2.9%	-5.3%	-0.1%	2.6%	7.1%	11.8%
	M	667	2.2%	-7.6%	-1.2%	2.3%	6.5%	11.8%
	U	54	3.5%	-5.1%	-0.5%	3.1%	7.4%	14.2%
Top Administrative Position								
	F	23	0.4%	-14.4%	-1.8%	2.3%	6.1%	9.9%
	M	21	2.4%	-6.6%	0.1%	2.7%	5.0%	7.5%
Top Business Position								
	F	9	8.4%			11.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Between $1 million and $5 million								
Top Development Position								
	F	37	2.2%	-3.4%	-0.4%	1.7%	7.0%	8.9%
	M	15	1.0%		-0.1%	0.5%	3.9%	
Top Finance Position								
	F	92	2.6%	-4.2%	-0.8%	2.7%	6.1%	12.3%
	M	80	1.8%	-7.0%	-0.7%	2.4%	4.9%	8.8%
	U	14	4.1%		2.0%	3.8%	6.2%	
Top Marketing Position								
	F	8	-0.9%			0.4%		
Top Operations Position								
	F	33	1.8%	-6.4%	-1.8%	2.0%	4.6%	7.8%
	M	27	2.5%	-6.7%	-2.2%	0.2%	7.6%	16.2%
Top PR/Communications Position								
	F	8	-2.1%			0.0%		
Top Program Position								
	F	14	3.1%		0.3%	3.3%	7.2%	
Top Technology Position								
	M	6	2.0%			3.8%		
Greater than $5 million								
CEO/Executive Director								
	F	199	2.9%	-7.6%	-1.1%	2.4%	7.6%	13.5%
	M	328	2.5%	-7.2%	-1.1%	2.3%	6.9%	13.7%
	U	27	1.3%	-8.8%	-1.6%	1.8%	4.0%	15.4%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Greater than $5 million								
Top Administrative Position								
	F	56	3.6%	-4.0%	-0.1%	3.2%	7.0%	11.1%
	M	45	2.6%	-6.3%	-1.9%	2.7%	7.2%	13.6%
Top Business Position								
	F	23	-0.7%	-15.4%	-8.7%	2.4%	6.4%	9.8%
	M	21	0.4%	-11.6%	-3.2%	3.6%	5.9%	8.1%
Top Development Position								
	F	159	3.1%	-5.1%	0.2%	3.1%	6.5%	11.2%
	M	65	2.6%	-5.0%	0.3%	3.0%	5.2%	12.9%
	U	13	4.8%		1.1%	3.3%	8.5%	
Top Education Position								
	F	44	2.4%	-5.8%	0.1%	3.1%	5.5%	9.2%
	M	21	0.9%	-5.0%	-0.5%	2.1%	3.2%	6.4%
Top Facilities Position								
	M	20	4.1%	-1.5%	1.6%	3.7%	6.3%	10.3%
Top Finance Position								
	F	202	3.2%	-6.1%	0.1%	3.5%	7.4%	10.9%
	M	171	3.3%	-4.8%	0.1%	3.3%	6.8%	11.8%
	U	19	5.4%		2.6%	4.5%	7.7%	
Top Human Resources Position								
	F	32	3.5%	-1.9%	1.0%	4.1%	6.8%	8.9%
	M	11	3.2%		0.4%	2.9%	7.1%	
Top Legal Position								
	F	25	4.3%	-9.8%	-0.6%	3.7%	9.6%	15.1%
	M	14	5.0%		-1.0%	3.5%	12.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities								
Greater than $5 million								
Top Marketing Position								
	F	67	4.5%	-4.7%	0.8%	4.5%	8.0%	13.3%
	M	38	2.2%	-5.5%	-0.1%	2.4%	5.8%	8.8%
	U	6	-0.9%			3.4%		
Top Operations Position								
	F	67	4.4%	-4.4%	0.9%	4.0%	8.0%	15.7%
	M	108	2.9%	-6.7%	0.2%	3.4%	7.2%	10.9%
	U	9	2.7%			1.6%		
Top PR/Communications Position								
	F	38	5.3%	0.4%	1.7%	4.4%	7.1%	12.9%
	M	25	3.2%	-8.3%	-0.1%	2.5%	6.8%	15.3%
	U	6	1.3%			3.4%		
Top Program Position								
	F	28	3.1%	-7.2%	0.7%	3.9%	6.6%	12.3%
	M	41	2.8%	-8.9%	-1.7%	3.7%	6.5%	11.1%
Top Technology Position								
	F	11	5.1%		-1.9%	4.9%	8.5%	
	M	72	3.1%	-4.8%	0.5%	3.0%	6.2%	12.0%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy								
$500 thousand or less								
CEO/Executive Director								
	F	111	2.5%	-6.6%	-0.9%	1.4%	5.2%	15.2%
	M	54	3.4%	-8.0%	0.0%	4.3%	6.6%	11.8%
	U	12	6.3%		0.4%	2.2%	15.8%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	76	5.0%	-1.8%	0.6%	3.3%	8.8%	14.4%
	M	33	3.9%	-7.4%	-0.4%	1.5%	9.8%	16.6%
	U	7	0.8%			2.0%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	136	3.9%	-4.6%	-0.7%	3.4%	7.6%	13.4%
	M	77	3.4%	-5.9%	0.0%	3.3%	9.3%	13.3%
	U	8	1.0%			1.5%		
Top Development Position								
	F	9	3.6%			3.4%		
Top Finance Position								
	F	14	5.7%		2.6%	5.5%	8.9%	
	M	5	6.7%			7.7%		
Top Legal Position								
	F	18	5.1%		1.3%	4.0%	6.8%	
	M	15	1.4%		-1.1%	1.8%	6.8%	
Top Operations Position								
	F	13	3.9%		-0.2%	1.0%	4.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy								
Between $1 million and $5 million								
Top PR/Communications Position								
	F	7	6.8%			8.1%		
Greater than $5 million								
CEO/Executive Director								
	F	60	4.7%	-3.9%	0.4%	3.9%	9.9%	14.8%
	M	37	5.8%	0.4%	2.4%	5.5%	9.7%	12.8%
	U	6	-0.1%			0.0%		
Top Administrative Position								
	F	7	6.8%			4.6%		
Top Business Position								
	F	5	6.1%			1.6%		
Top Development Position								
	F	19	8.6%		3.6%	6.9%	12.1%	
	M	6	2.9%			1.8%		
Top Finance Position								
	F	27	5.4%	-2.0%	0.7%	4.6%	10.0%	16.2%
	M	26	9.5%	0.5%	3.6%	9.9%	14.6%	20.1%
	U	5	7.8%			8.1%		
Top Legal Position								
	F	10	6.0%		4.2%	5.2%	6.7%	
	M	18	6.9%		3.9%	7.8%	11.4%	
Top Marketing Position								
	F	5	8.2%			9.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy								
Greater than $5 million								
Top Operations Position								
	F	15	4.5%		-1.3%	3.9%	11.4%	
	M	10	7.6%		3.3%	5.0%	10.5%	
Top PR/Communications Position								
	F	13	5.9%		1.6%	5.0%	6.7%	
Top Program Position								
	F	8	3.9%			3.5%		
	M	9	6.2%			6.3%		
Community improvement, capacity building								
$500 thousand or less								
CEO/Executive Director								
	F	325	3.1%	-6.5%	-0.2%	2.0%	7.8%	13.8%
	M	185	2.4%	-6.9%	-0.4%	1.2%	7.0%	12.3%
	U	19	3.7%		0.0%	0.0%	4.0%	
Top Administrative Position								
	F	5	0.3%			3.3%		
Top Finance Position								
	F	6	3.8%			2.5%		
Top Operations Position								
	F	6	5.2%			1.7%		
Top Program Position								
	F	8	3.4%			2.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	169	3.8%	-5.2%	0.0%	3.0%	8.1%	14.3%
	M	128	2.5%	-8.9%	0.0%	2.7%	7.1%	12.7%
	U	11	2.9%		-1.5%	3.0%	6.0%	
Top Finance Position								
	F	9	3.5%			6.6%		
	M	6	8.5%			6.7%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	304	4.5%	-2.3%	0.1%	4.1%	8.3%	13.6%
	M	273	3.8%	-5.8%	0.0%	3.0%	8.3%	14.9%
	U	24	4.7%	-2.5%	0.0%	5.5%	10.1%	13.8%
Top Administrative Position								
	F	10	4.8%		0.7%	6.5%	11.8%	
	M	6	5.9%			6.0%		
Top Business Position								
	F	6	-1.5%			0.1%		
	M	6	7.2%			3.5%		
Top Development Position								
	F	9	2.7%			3.9%		
Top Finance Position								
	F	53	4.9%	-4.2%	0.0%	4.5%	10.6%	15.0%
	M	41	4.6%	-1.0%	1.8%	4.2%	9.7%	16.3%
	U	8	7.1%			5.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building								
Between $1 million and $5 million								
Top Operations Position								
	F	25	6.8%	-0.1%	3.7%	6.1%	9.7%	13.1%
	M	25	5.5%	-0.1%	1.6%	4.8%	11.2%	13.8%
Top Program Position								
	F	10	5.8%		3.9%	5.5%	7.1%	
	M	5	0.0%			-0.7%		
Greater than $5 million								
CEO/Executive Director								
	F	111	4.2%	-4.0%	0.7%	4.0%	7.2%	14.3%
	M	160	3.6%	-5.3%	0.0%	3.3%	8.2%	14.0%
	U	10	6.3%		1.1%	4.5%	9.7%	
Top Administrative Position								
	F	12	2.2%		-0.7%	2.9%	4.7%	
	M	11	3.2%		-0.3%	1.2%	6.6%	
Top Business Position								
	F	8	1.9%			4.6%		
	M	15	4.7%		2.5%	4.3%	7.2%	
Top Development Position								
	F	10	7.6%		1.9%	5.8%	14.5%	
Top Finance Position								
	F	72	4.9%	-3.0%	0.5%	4.1%	9.2%	17.7%
	M	62	5.2%	-2.2%	0.0%	4.6%	9.3%	12.5%
	U	15	7.1%		-1.1%	9.3%	14.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building								
Greater than $5 million								
Top Human Resources Position								
	F	14	5.3%		3.2%	6.2%	8.0%	
	M	5	4.8%			4.0%		
Top Legal Position								
	M	12	4.9%		0.2%	1.4%	7.2%	
Top Marketing Position								
	F	8	5.6%			5.4%		
	M	7	0.8%			2.0%		
Top Operations Position								
	F	33	3.9%	-5.8%	-1.7%	4.9%	8.6%	13.2%
	M	25	3.0%	-2.2%	1.2%	3.6%	6.4%	10.5%
Top PR/Communications Position								
	F	11	4.7%		1.0%	3.9%	5.1%	
	M	9	6.9%			5.2%		
Top Program Position								
	F	15	2.3%		0.2%	2.9%	6.2%	
	M	9	0.1%			2.2%		
Top Technology Position								
	M	21	2.8%	-2.4%	0.1%	3.4%	5.5%	7.6%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related								
$500 thousand or less								
CEO/Executive Director								
	F	193	2.9%	-3.6%	0.0%	2.6%	5.7%	11.6%
	M	57	1.9%	-8.5%	-1.3%	0.9%	6.2%	13.1%
	U	8	7.7%			5.2%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	117	3.7%	-2.8%	0.0%	3.1%	6.5%	12.7%
	M	44	1.3%	-5.4%	-1.0%	1.4%	6.0%	10.0%
	U	9	5.8%			3.5%		
Top Finance Position								
	F	5	1.9%			0.5%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	152	3.4%	-3.7%	0.0%	3.1%	7.5%	12.4%
	M	120	4.1%	-3.8%	0.0%	3.7%	8.0%	14.2%
	U	7	5.6%			4.4%		
Top Administrative Position								
	F	7	8.1%			5.2%		
	M	7	0.7%			1.7%		
Top Finance Position								
	F	29	1.3%	-10.1%	-1.0%	3.2%	6.9%	8.7%
	M	20	1.0%	-9.6%	-1.0%	-0.1%	4.1%	7.4%
Top Legal Position								
	F	14	3.9%		0.4%	3.0%	8.7%	
	M	17	4.9%		0.8%	3.8%	8.7%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related								
Between $1 million and $5 million								
Top Operations Position								
	F	12	1.1%		-2.5%	4.1%	6.8%	
	M	6	6.7%			5.2%		
Greater than $5 million								
CEO/Executive Director								
	F	70	4.9%	-2.4%	1.2%	4.2%	9.2%	11.7%
	M	60	3.4%	-4.8%	0.2%	3.4%	7.0%	14.2%
	U	5	-1.4%			-1.6%		
Top Administrative Position								
	F	6	2.4%			2.9%		
	M	5	1.0%			5.5%		
Top Development Position								
	F	6	7.3%			4.7%		
	M	6	5.9%			5.5%		
Top Finance Position								
	F	37	6.4%	0.1%	3.3%	4.7%	8.5%	16.7%
	M	25	2.8%	-6.4%	0.7%	2.4%	6.8%	10.5%
Top Legal Position								
	F	25	2.3%	-0.6%	0.2%	2.3%	5.3%	7.0%
	M	19	4.4%		1.9%	3.0%	8.3%	
Top Operations Position								
	F	18	5.9%		1.3%	4.8%	8.6%	
	M	10	7.3%		0.5%	6.9%	10.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related								
Greater than $5 million								
Top Program Position								
	F	5	4.8%			4.8%		
	M	6	1.7%			2.4%		
Diseases, disorders, medical disciplines								
$500 thousand or less								
CEO/Executive Director								
	F	177	2.0%	-9.1%	-1.1%	1.4%	6.8%	14.0%
	M	61	3.5%	-5.6%	0.0%	1.8%	7.0%	15.1%
	U	15	1.3%		-0.5%	2.7%	5.7%	
Top Administrative Position								
	F	5	2.9%			-3.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	84	4.5%	-2.2%	0.0%	2.9%	7.9%	15.0%
	M	48	3.6%	-5.0%	0.0%	2.3%	6.9%	14.0%
	U	7	6.0%			6.0%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	182	3.5%	-6.6%	0.0%	3.7%	7.5%	13.8%
	M	106	5.0%	-1.7%	0.2%	3.8%	8.2%	14.7%
	U	13	5.2%		0.0%	3.9%	11.7%	
Top Administrative Position								
	F	5	3.9%			7.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

Diseases, disorders, medical disciplines

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $5 million								
Top Development Position								
	F	10	1.9%		-2.9%	1.4%	5.4%	
	M	6	-0.6%			-1.9%		
Top Finance Position								
	F	33	5.2%	-0.7%	0.7%	5.1%	8.7%	11.0%
	M	18	2.2%		-1.9%	2.0%	4.9%	
Top Operations Position								
	F	16	4.5%		-0.1%	2.8%	7.0%	
Top PR/Communications Position								
	F	5	4.8%			2.3%		
Top Program Position								
	F	10	3.1%		0.8%	2.5%	4.6%	
Greater than $5 million								
CEO/Executive Director								
	F	80	3.5%	-6.9%	0.3%	3.0%	7.4%	12.8%
	M	97	4.5%	-4.3%	-0.8%	3.1%	10.2%	17.1%
	U	9	2.3%			3.9%		
Top Administrative Position								
	F	9	-0.2%			-0.2%		
	M	5	2.5%			3.1%		
Top Business Position								
	F	7	4.4%			3.6%		
	M	8	5.7%			7.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

Diseases, disorders, medical disciplines

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $5 million								
Top Development Position								
	F	26	4.7%	-4.7%	-1.0%	3.9%	10.8%	15.5%
	M	14	4.3%		2.8%	4.6%	7.5%	
Top Education Position								
	F	9	3.1%			2.8%		
	M	5	3.7%			2.1%		
Top Finance Position								
	F	47	4.3%	-2.4%	0.2%	3.7%	8.8%	12.9%
	M	49	4.8%	-3.7%	1.0%	4.1%	9.7%	16.3%
	U	9	-0.4%			0.7%		
Top Human Resources Position								
	F	18	3.8%		-2.6%	4.6%	10.6%	
Top Legal Position								
	F	6	2.9%			3.5%		
Top Marketing Position								
	F	10	4.3%		2.1%	2.9%	8.9%	
Top Operations Position								
	F	37	4.1%	-4.1%	-1.3%	4.0%	9.2%	14.3%
	M	22	3.3%	-11.2%	-3.6%	2.9%	10.9%	19.7%
Top PR/Communications Position								
	F	14	5.9%		2.3%	3.7%	8.4%	
	M	6	3.8%			4.6%		
Top Program Position								
	F	24	7.0%	0.0%	3.3%	7.5%	9.1%	14.7%
	M	6	2.4%			3.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines								
Greater than $5 million								
Top Technology Position								
	M	24	3.0%	-2.6%	0.6%	4.0%	6.7%	9.0%
Educational institutions & related activities								
$500 thousand or less								
CEO/Executive Director								
	F	813	2.4%	-7.7%	-0.4%	2.0%	6.9%	13.3%
	M	299	2.3%	-5.9%	-0.5%	0.7%	6.6%	12.8%
	U	58	0.8%	-13.5%	-0.8%	0.0%	5.7%	13.3%
Top Administrative Position								
	F	34	2.0%	-6.4%	-1.2%	2.1%	4.5%	9.2%
Top Education Position								
	F	14	2.6%		-1.3%	1.9%	6.8%	
Top Finance Position								
	F	60	0.7%	-8.9%	-0.9%	0.0%	4.4%	12.2%
	M	14	-1.4%		-3.1%	0.6%	2.5%	
Top Operations Position								
	F	10	-2.8%		-6.9%	0.3%	1.6%	
Top Program Position								
	F	18	1.1%		-2.2%	3.1%	5.2%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	551	3.2%	-5.4%	0.0%	2.8%	7.5%	13.2%
	M	242	2.7%	-7.1%	0.0%	1.8%	6.1%	12.5%
	U	42	4.6%	-0.5%	1.8%	3.9%	9.8%	12.9%
Top Administrative Position								
	F	28	3.9%	-1.4%	0.0%	2.7%	6.6%	11.1%
	M	19	2.0%		-3.6%	2.1%	7.5%	
Top Business Position								
	F	8	6.8%			3.4%		
Top Education Position								
	F	8	4.5%			8.5%		
	M	8	3.2%			5.2%		
Top Finance Position								
	F	41	1.0%	-14.3%	-4.6%	1.9%	7.5%	14.4%
	M	11	-1.4%		1.0%	1.8%	2.6%	
	U	7	3.9%			6.3%		
Top Operations Position								
	F	16	1.8%		-1.9%	0.1%	3.6%	
	M	7	-2.3%			0.0%		
Top Program Position								
	F	7	2.4%			2.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Between $1 million and $5 million								
CEO/Executive Director								
	F	1,434	3.6%	-5.1%	0.0%	3.2%	7.4%	13.3%
	M	1,075	3.2%	-6.0%	0.0%	2.7%	6.7%	12.8%
	U	124	2.9%	-6.6%	0.0%	2.8%	6.4%	14.7%
Top Administrative Position								
	F	90	4.0%	-3.9%	0.0%	2.7%	7.3%	13.4%
	M	79	3.6%	-1.6%	0.0%	3.0%	7.1%	11.9%
	U	5	10.1%			6.9%		
Top Business Position								
	F	70	3.7%	-4.9%	0.9%	3.2%	7.5%	13.2%
	M	25	1.4%	-10.9%	-2.9%	2.3%	7.7%	13.8%
	U	5	3.3%			2.9%		
Top Development Position								
	F	38	3.2%	-4.0%	0.0%	3.6%	5.1%	10.4%
	M	19	-1.3%		-5.8%	0.0%	4.6%	
Top Education Position								
	F	45	3.6%	-1.2%	1.0%	3.2%	8.8%	11.3%
	M	30	2.5%	-6.7%	-1.8%	1.7%	7.7%	11.5%
Top Finance Position								
	F	227	4.0%	-5.0%	0.9%	3.7%	7.6%	13.3%
	M	147	1.6%	-6.6%	-1.9%	2.3%	4.9%	9.7%
	U	18	7.3%		0.3%	2.7%	14.1%	
Top Human Resources Position								
	F	7	3.1%			4.4%		
	M	5	6.4%			5.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Between $1 million and $5 million								
Top Marketing Position								
	F	5	3.2%			4.9%		
Top Operations Position								
	F	89	4.2%	-4.3%	-0.6%	3.7%	8.3%	15.9%
	M	60	2.2%	-8.5%	-2.2%	2.3%	7.0%	11.7%
	U	8	3.7%			3.7%		
Top PR/Communications Position								
	F	11	4.6%		1.9%	3.1%	4.4%	
	M	5	1.5%			0.7%		
Top Program Position								
	F	38	4.1%	-3.4%	-0.1%	4.1%	6.7%	13.4%
	M	15	3.7%		0.0%	2.2%	7.2%	
Top Technology Position								
	M	22	3.1%	-3.8%	0.0%	2.1%	7.0%	9.6%
Greater than $5 million								
CEO/Executive Director								
	F	1,171	4.4%	-4.9%	0.2%	3.8%	8.9%	15.3%
	M	1,917	3.4%	-5.5%	-0.2%	3.0%	7.5%	13.6%
	U	158	4.7%	-2.7%	0.3%	3.3%	8.7%	16.7%
Top Administrative Position								
	F	305	3.9%	-3.6%	0.3%	3.3%	7.0%	12.6%
	M	366	3.1%	-3.9%	0.4%	2.9%	5.8%	10.7%
	U	29	3.8%	-3.6%	0.1%	2.8%	6.5%	12.2%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Greater than $5 million								
Top Business Position								
	F	139	4.5%	-0.8%	0.6%	3.4%	7.9%	14.0%
	M	152	4.0%	-2.5%	0.4%	3.3%	7.9%	13.3%
	U	18	3.3%		0.0%	2.6%	5.7%	
Top Development Position								
	F	439	3.8%	-1.7%	1.2%	3.3%	6.5%	10.7%
	M	391	2.8%	-5.1%	0.0%	2.5%	6.0%	12.1%
	U	47	4.4%	-1.0%	1.7%	3.2%	7.8%	11.8%
Top Education Position								
	F	376	3.9%	-3.0%	0.2%	3.0%	7.2%	11.9%
	M	407	3.4%	-3.4%	0.3%	2.8%	6.5%	11.4%
	U	52	4.4%	-2.7%	0.0%	2.4%	8.6%	13.9%
Top Facilities Position								
	F	13	3.1%		0.2%	3.3%	5.2%	
	M	138	3.1%	-4.4%	0.3%	2.9%	5.0%	10.1%
	U	5	2.6%			2.9%		
Top Finance Position								
	F	767	4.5%	-2.6%	0.9%	3.9%	8.0%	13.6%
	M	982	4.1%	-2.6%	1.0%	3.5%	7.1%	12.3%
	U	95	3.6%	-6.0%	0.0%	3.5%	7.2%	14.6%
Top Human Resources Position								
	F	163	4.6%	-3.2%	1.0%	3.7%	7.8%	13.1%
	M	79	3.7%	-3.6%	0.4%	3.0%	7.0%	13.8%
	U	10	3.6%		2.6%	4.0%	5.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities								
Greater than $5 million								
Top Legal Position								
	F	88	5.4%	-1.6%	1.7%	4.5%	8.9%	12.1%
	M	101	2.6%	-4.9%	-0.4%	2.1%	6.2%	9.6%
	U	11	1.3%		-2.4%	1.0%	3.8%	
Top Marketing Position								
	F	79	4.9%	-1.7%	0.6%	3.4%	9.5%	13.6%
	M	59	3.6%	-1.9%	0.1%	2.6%	5.9%	12.1%
	U	5	5.2%			3.4%		
Top Operations Position								
	F	297	5.2%	-1.9%	1.3%	4.7%	9.0%	14.6%
	M	338	3.9%	-3.2%	0.9%	3.9%	7.2%	12.0%
	U	34	4.1%	-5.9%	2.3%	4.9%	6.5%	11.7%
Top PR/Communications Position								
	F	116	4.6%	-1.7%	1.4%	3.3%	7.6%	11.4%
	M	102	2.5%	-6.1%	-0.5%	2.6%	5.4%	10.4%
	U	12	5.1%		2.5%	4.3%	7.7%	
Top Program Position								
	F	97	3.9%	-1.1%	0.4%	3.3%	6.6%	11.8%
	M	59	4.2%	-2.1%	1.5%	3.6%	5.9%	13.3%
	U	11	-0.1%		-3.5%	0.8%	3.2%	
Top Technology Position								
	F	74	3.3%	-2.4%	0.4%	3.0%	5.9%	10.3%
	M	322	3.5%	-2.7%	0.7%	3.3%	5.5%	10.5%
	U	23	3.2%	-2.6%	0.0%	2.4%	6.8%	10.5%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related								
$500 thousand or less								
CEO/Executive Director								
	F	53	3.4%	-6.5%	0.0%	3.3%	8.5%	14.3%
	M	30	1.6%	-12.1%	-5.7%	1.0%	8.3%	14.0%
Top Education Position								
	M	10	4.5%		1.4%	2.4%	3.7%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	55	4.4%	-1.6%	0.0%	4.1%	7.7%	12.7%
	M	31	-0.7%	-14.6%	-4.1%	0.0%	5.7%	10.6%
Top Education Position								
	M	18	3.9%		2.7%	3.7%	4.8%	
Top Finance Position								
	M	5	0.2%			2.2%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	172	2.8%	-3.8%	0.0%	2.5%	6.4%	11.5%
	M	129	2.6%	-5.6%	-1.3%	2.6%	7.8%	11.4%
	U	11	4.6%		0.0%	1.1%	9.0%	
Top Administrative Position								
	M	16	3.7%		2.0%	3.1%	4.9%	
Top Education Position								
	M	40	3.5%	-3.2%	0.2%	3.1%	5.6%	10.1%
Top Finance Position								
	F	45	1.9%	-9.6%	-2.0%	1.2%	7.1%	11.2%
	M	24	-1.3%	-14.1%	-0.5%	1.0%	2.9%	5.6%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related								
Between $1 million and $5 million								
Top Operations Position								
	F	8	3.9%			3.4%		
Top Program Position								
	F	6	3.5%			0.3%		
Greater than $5 million								
CEO/Executive Director								
	F	93	3.8%	-7.3%	-0.6%	3.3%	9.1%	15.0%
	M	146	4.3%	-5.1%	-0.1%	3.8%	10.0%	15.2%
	U	11	3.3%		2.3%	3.0%	4.7%	
Top Administrative Position								
	F	9	1.7%			2.4%		
	M	16	5.7%		1.5%	4.6%	7.0%	
Top Business Position								
	M	8	1.3%			3.2%		
Top Development Position								
	F	8	4.1%			2.7%		
Top Education Position								
	M	14	5.1%		2.3%	3.7%	5.5%	
Top Facilities Position								
	M	7	0.4%			-0.8%		
Top Finance Position								
	F	68	5.0%	-1.0%	1.5%	5.1%	9.0%	12.9%
	M	62	4.1%	-3.3%	0.5%	4.5%	7.0%	10.9%
	U	9	12.4%			12.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related								
Greater than $5 million								
Top Human Resources Position								
	F	22	5.4%	-0.6%	1.8%	4.3%	7.5%	17.5%
	M	10	5.4%		1.8%	4.0%	6.5%	
Top Marketing Position								
	F	5	0.1%			0.7%		
	M	5	-1.3%			3.0%		
Top Operations Position								
	F	27	9.2%	1.9%	4.2%	8.9%	13.0%	17.3%
	M	31	4.3%	-4.0%	0.8%	3.1%	8.4%	12.4%
Top PR/Communications Position								
	F	7	3.7%			3.0%		
Top Program Position								
	F	11	3.3%		-3.0%	3.0%	7.9%	
	M	6	-3.0%			-2.8%		
Top Technology Position								
	M	18	4.1%		0.6%	2.3%	9.6%	
Environmental quality, protection, & beautification								
$500 thousand or less								
CEO/Executive Director								
	F	236	3.8%	-6.2%	0.0%	2.9%	9.7%	17.0%
	M	156	3.4%	-6.9%	-0.1%	3.1%	9.6%	17.0%
	U	16	1.7%		0.0%	1.8%	8.6%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification								
$500 thousand or less								
Top Finance Position								
	F	5	4.9%			0.0%		
Top Operations Position								
	M	5	6.9%			7.9%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	135	3.3%	-5.2%	0.0%	3.1%	6.2%	13.1%
	M	118	4.3%	-3.9%	0.0%	4.0%	7.4%	14.0%
	U	8	3.4%			2.5%		
Top Finance Position								
	F	10	3.0%		-0.2%	3.2%	6.1%	
Top Operations Position								
	F	6	4.7%			6.7%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	189	3.8%	-3.9%	0.0%	3.2%	7.6%	12.4%
	M	253	3.2%	-5.8%	-0.2%	3.0%	7.5%	11.5%
	U	15	3.1%		-1.7%	3.2%	8.7%	
Top Administrative Position								
	F	12	3.2%		-0.4%	2.4%	7.9%	
	M	11	1.9%		0.9%	3.6%	5.6%	
Top Development Position								
	F	16	1.5%		0.1%	1.6%	3.8%	
	M	5	4.5%			6.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification								
Between $1 million and $5 million								
Top Finance Position								
	F	39	6.1%	-2.5%	1.3%	5.7%	10.2%	13.5%
	M	25	1.4%	-8.5%	-1.7%	3.0%	6.1%	9.3%
Top Legal Position								
	M	7	6.1%			4.0%		
Top Operations Position								
	F	16	7.0%		3.7%	8.8%	13.0%	
	M	12	1.6%		0.4%	2.7%	4.0%	
Top PR/Communications Position								
	F	6	6.5%			6.7%		
	M	6	3.1%			4.6%		
Top Program Position								
	F	6	0.2%			-0.2%		
	M	7	6.5%			4.5%		
Top Technology Position								
	M	7	3.6%			2.6%		
Greater than $5 million								
CEO/Executive Director								
	F	37	4.1%	-2.2%	0.5%	4.6%	6.8%	10.4%
	M	100	3.2%	-4.4%	-0.1%	2.9%	5.4%	15.6%
	U	5	7.6%			7.1%		
Top Administrative Position								
	M	5	6.5%			6.1%		
Top Business Position								
	M	5	9.5%			10.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification								
Greater than $5 million								
Top Development Position								
	F	39	5.4%	-8.9%	2.5%	5.9%	10.2%	15.4%
	M	16	4.1%		1.0%	5.0%	8.7%	
Top Finance Position								
	F	40	3.6%	-4.5%	-1.1%	4.1%	8.1%	12.3%
	M	34	4.3%	-3.8%	1.7%	4.6%	7.1%	10.9%
	U	6	8.8%			7.0%		
Top Human Resources Position								
	F	7	5.2%			5.2%		
Top Legal Position								
	F	7	6.1%			5.7%		
	M	16	3.3%		0.9%	2.5%	4.0%	
Top Marketing Position								
	F	7	5.3%			7.1%		
	M	10	4.5%		0.0%	2.6%	9.0%	
Top Operations Position								
	F	19	4.5%		3.1%	4.5%	8.5%	
	M	16	4.0%		0.5%	4.2%	5.6%	
Top PR/Communications Position								
	F	15	4.1%		0.9%	4.9%	9.9%	
	M	10	5.8%		2.9%	5.2%	7.5%	
Top Program Position								
	F	8	6.3%			6.2%		
	M	18	3.2%		2.1%	4.1%	5.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification								
Greater than $5 million								
Top Technology Position								
	M	10	4.3%		2.0%	4.1%	8.4%	
Food, agriculture, & nutrition								
$500 thousand or less								
CEO/Executive Director								
	F	92	1.9%	-15.4%	-1.2%	2.3%	6.9%	14.5%
	M	47	3.0%	-9.9%	-0.7%	0.0%	6.4%	18.6%
Top Program Position								
	F	5	2.5%			3.9%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	66	4.4%	-5.6%	-0.5%	4.9%	9.6%	15.0%
	M	24	7.8%	0.1%	0.8%	7.2%	12.2%	16.2%
	U	6	6.1%			8.4%		
Top Finance Position								
	F	6	8.3%			8.1%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	121	4.7%	-2.5%	0.0%	3.3%	8.4%	15.9%
	M	53	4.4%	-7.8%	0.0%	4.9%	8.4%	14.3%
	U	7	3.1%			3.0%		
Top Finance Position								
	F	9	4.3%			6.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition								
Between $1 million and $5 million								
Top Operations Position								
	M	8	2.4%			1.9%		
Greater than $5 million								
CEO/Executive Director								
	F	107	6.7%	0.0%	2.1%	5.9%	10.5%	15.7%
	M	91	4.7%	-2.1%	0.7%	4.3%	7.2%	16.6%
	U	8	4.3%			3.4%		
Top Administrative Position								
	F	6	8.8%			6.0%		
Top Business Position								
	F	5	-0.2%			2.4%		
Top Development Position								
	F	28	4.4%	-3.8%	0.0%	5.8%	8.2%	11.5%
	M	12	9.1%		4.4%	9.3%	13.2%	
Top Finance Position								
	F	40	7.4%	-0.5%	2.8%	5.9%	10.0%	19.3%
	M	35	3.9%	-6.5%	-0.5%	4.9%	8.7%	13.0%
Top Human Resources Position								
	F	8	7.8%			8.0%		
Top Marketing Position								
	F	6	6.2%			3.5%		
Top Operations Position								
	F	23	4.1%	-6.0%	-0.5%	3.8%	7.8%	16.4%
	M	24	5.6%	-2.2%	2.2%	5.1%	9.3%	19.3%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition								
Greater than $5 million								
Top PR/Communications Position								
	F	7	9.3%			3.6%		
	M	5	-3.5%			-2.2%		
Top Program Position								
	F	5	4.2%			5.6%		
	M	6	9.5%			9.8%		
Top Technology Position								
	M	6	4.0%			2.1%		
Health—general & rehabilitative								
$500 thousand or less								
CEO/Executive Director								
	F	298	3.0%	-5.9%	0.0%	2.4%	7.3%	14.3%
	M	90	2.2%	-10.0%	0.0%	2.2%	6.8%	12.6%
	U	21	3.7%	-3.7%	-0.9%	1.9%	7.6%	13.4%
Top Finance Position								
	F	13	1.5%		0.0%	3.1%	8.1%	
	M	7	1.2%			0.0%		
Top Program Position								
	F	6	4.1%			2.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	225	3.0%	-6.5%	-0.1%	2.7%	7.3%	12.1%
	M	72	3.3%	-2.6%	-1.0%	2.0%	7.9%	12.0%
	U	8	8.1%			8.0%		
Top Administrative Position								
	F	6	-2.7%			-0.1%		
Top Finance Position								
	F	10	7.3%		2.8%	4.7%	8.8%	
Top Operations Position								
	F	14	4.3%		2.1%	3.0%	7.3%	
	M	5	1.2%			5.3%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	497	3.6%	-4.9%	0.0%	3.2%	7.8%	13.0%
	M	272	3.7%	-3.2%	-0.2%	3.6%	7.6%	13.4%
	U	43	4.3%	-3.7%	0.1%	4.3%	6.9%	13.6%
Top Administrative Position								
	F	39	5.1%	-4.9%	-0.3%	5.6%	10.2%	13.2%
	M	24	3.6%	-2.3%	1.4%	3.9%	7.0%	11.8%
Top Business Position								
	F	8	2.6%			2.1%		
Top Development Position								
	F	19	-0.7%		-8.2%	1.6%	4.4%	
	M	12	2.8%		0.7%	3.3%	4.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative								
Between $1 million and $5 million								
Top Finance Position								
	F	90	5.5%	-3.7%	0.1%	5.2%	11.3%	16.7%
	M	53	3.4%	-7.2%	-0.2%	3.0%	10.1%	13.0%
	U	8	2.3%			2.9%		
Top Human Resources Position								
	F	5	7.5%			7.9%		
Top Operations Position								
	F	62	2.0%	-9.0%	-2.5%	2.3%	7.2%	14.6%
	M	21	2.2%	-6.7%	-1.8%	1.1%	5.3%	13.0%
	U	5	9.0%			10.4%		
Top Program Position								
	F	17	5.6%		1.4%	4.6%	8.0%	
	M	8	4.1%			3.5%		
Top Technology Position								
	M	13	5.2%		1.7%	2.7%	10.6%	
Greater than $5 million								
CEO/Executive Director								
	F	778	4.5%	-5.5%	0.0%	4.0%	9.6%	15.5%
	M	997	4.1%	-7.6%	-0.1%	3.9%	9.7%	16.5%
	U	65	5.9%	-2.7%	0.4%	4.6%	11.6%	19.4%
Top Administrative Position								
	F	144	4.1%	-4.1%	-0.2%	2.9%	8.2%	15.5%
	M	127	4.3%	-4.5%	0.2%	3.9%	8.8%	12.9%
	U	15	4.4%		-1.5%	5.3%	10.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative								
Greater than $5 million								
Top Business Position								
	F	61	4.8%	-3.4%	0.0%	4.2%	9.3%	14.2%
	M	47	4.0%	-5.8%	-0.3%	3.8%	8.0%	14.4%
Top Development Position								
	F	94	3.8%	-5.3%	-0.3%	4.2%	9.1%	15.7%
	M	50	3.6%	-7.8%	-0.4%	5.1%	9.6%	12.3%
	U	6	8.4%			6.0%		
Top Education Position								
	F	20	3.9%	1.3%	1.6%	3.7%	6.0%	10.6%
	M	18	2.4%		-1.3%	4.6%	6.4%	
Top Facilities Position								
	F	9	6.6%			6.0%		
	M	36	5.2%	-4.4%	-0.2%	4.7%	9.1%	15.4%
	U	6	3.1%			0.0%		
Top Finance Position								
	F	593	5.6%	-2.9%	1.1%	5.1%	10.4%	15.7%
	M	671	5.0%	-4.1%	0.7%	4.6%	10.2%	15.7%
	U	57	5.7%	-5.7%	-1.1%	5.9%	12.8%	18.1%
Top Human Resources Position								
	F	194	5.6%	-4.3%	1.5%	5.3%	10.6%	15.6%
	M	80	3.4%	-9.3%	-1.3%	4.0%	9.4%	14.5%
	U	15	5.3%		0.0%	2.6%	8.8%	
Top Legal Position								
	F	54	5.9%	-3.6%	2.2%	5.7%	10.7%	17.5%
	M	63	3.3%	-8.5%	-3.0%	2.9%	10.7%	17.6%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative								
Greater than $5 million								
Top Marketing Position								
	F	54	3.7%	-5.4%	-2.0%	4.1%	8.0%	14.8%
	M	15	4.2%		3.6%	6.1%	8.8%	
Top Operations Position								
	F	358	6.1%	-3.2%	1.5%	5.7%	11.2%	15.7%
	M	331	5.1%	-3.2%	1.1%	4.7%	9.7%	14.1%
	U	21	8.1%	-3.4%	2.6%	9.9%	13.8%	16.8%
Top PR/Communications Position								
	F	54	4.3%	-3.3%	1.5%	4.5%	7.4%	11.1%
	M	19	4.2%		0.9%	3.7%	10.2%	
Top Program Position								
	F	42	3.8%	-3.7%	-0.4%	3.1%	7.5%	13.6%
	M	27	4.3%	-1.5%	0.3%	2.3%	9.2%	12.6%
	U	5	7.4%			5.0%		
Top Technology Position								
	F	51	3.6%	-8.9%	-0.9%	3.7%	9.9%	14.7%
	M	216	5.1%	-6.1%	-0.2%	5.1%	10.4%	18.2%
	U	12	8.2%		4.2%	6.9%	8.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter								
$500 thousand or less								
CEO/Executive Director								
	F	215	2.7%	-9.5%	0.0%	2.5%	8.0%	14.3%
	M	116	1.8%	-7.2%	-0.3%	0.0%	5.0%	13.8%
	U	15	2.5%		0.6%	2.0%	4.2%	
Top Administrative Position								
	F	5	9.4%			5.9%		
Top Finance Position								
	F	10	1.3%		-3.9%	0.5%	5.4%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	203	3.7%	-5.2%	0.0%	2.8%	7.7%	15.9%
	M	110	2.8%	-4.6%	-0.1%	2.3%	5.9%	13.3%
	U	15	2.4%		0.0%	1.4%	6.9%	
Top Administrative Position								
	F	6	4.4%			4.9%		
Top Finance Position								
	F	11	8.2%		3.8%	10.2%	12.3%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	447	4.6%	-2.8%	0.5%	3.7%	8.5%	14.6%
	M	314	4.3%	-3.7%	0.0%	3.3%	8.3%	14.3%
	U	23	2.8%	-1.2%	0.0%	1.1%	5.4%	11.3%
Top Administrative Position								
	F	25	6.8%	-1.0%	1.5%	6.7%	11.4%	16.8%
	M	14	2.1%		-1.7%	4.1%	5.9%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter								
Between $1 million and $5 million								
Top Business Position								
	F	5	4.9%			4.6%		
Top Development Position								
	F	10	2.3%		-1.0%	1.3%	3.3%	
	M	5	-1.3%			2.7%		
Top Finance Position								
	F	76	5.1%	-5.2%	0.7%	4.3%	10.0%	15.6%
	M	50	5.1%	-2.1%	1.1%	4.6%	9.1%	13.1%
	U	6	2.0%			2.5%		
Top Operations Position								
	F	31	4.8%	-7.5%	1.3%	3.6%	9.1%	16.3%
	M	12	0.6%		-3.7%	0.8%	7.5%	
Top Program Position								
	F	11	5.8%		1.5%	2.9%	10.5%	
	M	6	5.9%			5.8%		
Greater than $5 million								
CEO/Executive Director								
	F	172	4.8%	-3.2%	0.3%	4.1%	9.0%	15.3%
	M	208	5.0%	-4.0%	0.6%	4.6%	9.6%	15.7%
	U	24	3.4%	-1.9%	0.3%	1.9%	5.9%	13.9%
Top Administrative Position								
	F	25	5.7%	-0.2%	1.5%	4.3%	8.5%	12.0%
	M	21	6.6%	0.6%	3.5%	6.0%	10.8%	12.2%
Top Business Position								
	F	10	3.2%		-1.6%	2.4%	5.7%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter								
Greater than $5 million								
Top Development Position								
	F	29	6.9%	-4.0%	3.5%	5.6%	12.6%	17.6%
	M	14	7.6%		1.4%	7.7%	13.2%	
Top Education Position								
	F	5	-0.1%			2.5%		
Top Facilities Position								
	F	9	5.4%			6.1%		
	M	13	3.8%		0.0%	3.5%	6.4%	
Top Finance Position								
	F	95	6.9%	-0.5%	2.9%	6.0%	10.4%	15.3%
	M	95	5.3%	-2.0%	1.9%	5.1%	9.3%	13.2%
	U	9	3.9%			5.4%		
Top Human Resources Position								
	F	32	5.9%	-6.6%	3.6%	6.5%	9.7%	15.7%
Top Legal Position								
	F	5	6.5%			6.8%		
	M	8	5.8%			6.3%		
Top Marketing Position								
	F	12	6.7%		2.2%	6.2%	8.9%	
Top Operations Position								
	F	36	7.1%	-1.0%	0.8%	5.5%	13.7%	18.3%
	M	40	4.6%	-3.0%	-0.4%	4.3%	8.6%	12.4%
Top PR/Communications Position								
	F	9	2.0%			3.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter								
Greater than $5 million								
Top Program Position								
	F	11	6.8%		3.6%	5.2%	13.5%	
	M	5	7.0%			6.3%		
Top Technology Position								
	M	15	5.5%		3.5%	4.4%	6.6%	
Human services—multipurpose & other								
$500 thousand or less								
CEO/Executive Director								
	F	1,168	3.0%	-6.8%	0.0%	2.7%	7.1%	13.9%
	M	400	2.1%	-9.1%	-0.5%	1.1%	5.7%	14.1%
	U	83	1.4%	-8.4%	-1.0%	2.0%	6.2%	9.3%
Top Administrative Position								
	F	31	2.3%	-7.6%	-2.3%	3.0%	5.1%	13.0%
	M	9	0.3%			1.3%		
Top Finance Position								
	F	50	-0.7%	-11.3%	-3.1%	0.0%	2.7%	9.1%
	M	10	2.8%		0.7%	3.3%	7.6%	
	U	6	5.6%			0.9%		
Top Operations Position								
	F	7	4.4%			6.7%		
	M	7	0.5%			0.0%		
Top Program Position								
	F	37	1.7%	-10.8%	-0.2%	0.8%	6.4%	10.2%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	917	3.6%	-4.5%	0.0%	3.0%	8.0%	14.0%
	M	277	2.6%	-7.6%	-1.2%	2.2%	7.8%	13.1%
	U	55	4.7%	-5.7%	0.0%	3.8%	9.5%	17.2%
Top Administrative Position								
	F	18	5.1%		0.0%	3.6%	12.8%	
Top Finance Position								
	F	45	3.4%	-8.2%	-0.2%	3.5%	8.6%	12.6%
	M	9	2.6%			3.3%		
Top Operations Position								
	F	16	2.9%		0.0%	2.8%	6.4%	
	M	7	-0.8%			0.3%		
Top Program Position								
	F	15	4.9%		0.3%	3.6%	10.1%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	2,064	4.2%	-3.9%	0.0%	3.4%	8.3%	14.5%
	M	1,058	3.8%	-4.1%	0.0%	3.0%	8.0%	13.8%
	U	128	3.6%	-4.2%	0.0%	2.9%	7.5%	11.2%
Top Administrative Position								
	F	66	3.4%	-3.3%	0.1%	4.0%	6.5%	11.3%
	M	23	2.2%	-4.5%	-0.5%	1.9%	5.7%	10.0%
	U	5	0.6%			2.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Between $1 million and $5 million								
Top Business Position								
	F	21	3.5%	-8.3%	-1.1%	2.5%	7.1%	15.9%
	M	7	3.7%			4.4%		
Top Development Position								
	F	31	3.0%	-5.1%	0.2%	2.5%	4.3%	12.4%
	M	13	2.1%		-0.9%	0.8%	4.2%	
Top Education Position								
	F	6	4.5%			3.9%		
Top Facilities Position								
	M	7	4.7%			4.7%		
Top Finance Position								
	F	355	4.2%	-5.2%	0.4%	3.9%	8.2%	15.5%
	M	184	3.3%	-5.3%	-0.2%	2.7%	7.7%	12.5%
	U	20	5.4%	-0.3%	1.9%	4.0%	8.6%	14.2%
Top Human Resources Position								
	F	12	3.8%		1.1%	4.0%	5.3%	
Top Legal Position								
	F	7	5.7%			3.0%		
Top Operations Position								
	F	90	3.9%	-5.4%	0.0%	3.5%	8.3%	12.6%
	M	55	5.9%	-1.2%	0.9%	5.9%	11.3%	15.6%
	U	5	2.9%			5.9%		
Top Program Position								
	F	38	2.8%	-7.1%	-0.8%	1.7%	8.2%	12.7%
	M	12	5.3%		0.3%	3.7%	9.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Between $1 million and $5 million								
Top Technology Position								
	F	5	7.5%			5.9%		
	M	7	0.6%			2.3%		
Greater than $5 million								
CEO/Executive Director								
	F	1,326	4.6%	-3.5%	0.2%	4.0%	8.8%	15.1%
	M	1,462	3.8%	-5.8%	-0.1%	3.4%	8.4%	14.8%
	U	101	4.7%	-3.0%	0.4%	3.6%	9.1%	17.4%
Top Administrative Position								
	F	124	3.1%	-8.4%	0.0%	3.7%	7.8%	11.9%
	M	71	4.2%	-2.8%	0.0%	3.8%	8.2%	14.0%
	U	15	9.0%		1.6%	7.7%	17.2%	
Top Business Position								
	F	44	4.7%	-5.3%	1.0%	4.1%	8.6%	15.6%
	M	40	1.4%	-7.6%	-2.4%	1.2%	5.8%	11.4%
Top Development Position								
	F	168	5.1%	-2.8%	1.2%	4.6%	9.2%	13.6%
	M	86	2.7%	-5.7%	-0.5%	2.2%	6.7%	10.8%
	U	13	5.2%		1.9%	4.1%	10.7%	
Top Education Position								
	F	27	5.7%	0.1%	2.2%	5.4%	9.6%	12.0%
	M	12	2.4%		-2.3%	1.6%	7.4%	
Top Facilities Position								
	F	8	8.9%			7.3%		
	M	52	4.4%	-0.1%	0.5%	3.5%	7.9%	11.2%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Greater than $5 million								
Top Finance Position								
	F	893	5.2%	-2.9%	1.0%	4.7%	9.3%	15.5%
	M	722	4.8%	-2.9%	0.9%	4.2%	8.7%	14.4%
	U	75	4.9%	-7.0%	1.1%	5.1%	10.3%	16.1%
Top Human Resources Position								
	F	223	4.5%	-5.8%	0.9%	4.9%	8.9%	14.6%
	M	75	5.4%	-2.5%	1.4%	4.8%	8.7%	16.7%
	U	14	9.3%		3.7%	8.4%	15.3%	
Top Legal Position								
	F	29	4.7%	-1.5%	0.2%	2.5%	6.7%	14.4%
	M	23	4.6%	-1.4%	0.4%	6.7%	8.6%	13.7%
	U	5	0.5%			-0.3%		
Top Marketing Position								
	F	89	4.2%	-6.8%	-0.5%	4.5%	7.6%	16.3%
	M	31	4.8%	-1.7%	0.3%	2.8%	8.8%	10.9%
Top Operations Position								
	F	344	5.4%	-4.6%	1.0%	5.5%	10.8%	16.3%
	M	299	3.9%	-7.3%	0.1%	3.8%	8.9%	14.8%
	U	41	5.4%	-3.1%	1.6%	5.1%	10.7%	14.0%
Top PR/Communications Position								
	F	46	3.3%	-1.5%	0.8%	3.4%	5.8%	10.3%
	M	16	3.5%		-0.4%	3.2%	7.9%	
Top Program Position								
	F	155	5.2%	-3.2%	0.7%	4.4%	10.2%	16.4%
	M	84	3.5%	-4.6%	0.0%	3.9%	7.2%	10.6%
	U	14	3.5%		0.7%	3.5%	7.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other								
Greater than $5 million								
Top Technology Position								
	F	51	5.0%	-2.5%	1.5%	3.8%	8.1%	12.1%
	M	142	3.2%	-3.3%	0.3%	2.8%	6.7%	11.2%
	U	14	2.3%		-3.6%	4.0%	8.1%	
International, foreign affairs, & national security								
$500 thousand or less								
CEO/Executive Director								
	F	71	1.6%	-8.1%	-1.0%	0.0%	5.4%	12.6%
	M	92	0.9%	-8.0%	-2.6%	0.0%	3.7%	11.1%
	U	19	3.3%		0.0%	1.8%	5.1%	
Top Operations Position								
	F	5	8.4%			6.1%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	36	2.9%	-4.9%	0.0%	1.9%	6.9%	12.1%
	M	47	3.3%	-7.9%	-0.2%	1.3%	10.1%	15.3%
	U	8	5.5%			6.8%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	57	3.6%	-4.4%	-1.2%	2.1%	9.0%	14.9%
	M	77	3.6%	-5.4%	0.1%	3.3%	9.1%	13.4%
	U	17	2.6%		-0.2%	3.0%	4.6%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security								
Between $1 million and $5 million								
Top Administrative Position								
	F	5	11.6%			10.3%		
Top Development Position								
	F	8	6.4%			5.1%		
Top Finance Position								
	F	14	6.2%		0.0%	4.1%	14.7%	
	M	14	4.0%		-0.3%	1.9%	9.9%	
Top Operations Position								
	F	8	3.3%			3.7%		
	M	6	-1.1%			-0.2%		
Top Program Position								
	M	6	3.9%			6.1%		
Greater than $5 million								
CEO/Executive Director								
	F	29	2.7%	-10.8%	0.0%	2.5%	6.5%	15.6%
	M	83	2.3%	-6.9%	-0.7%	2.2%	5.8%	10.3%
	U	6	1.3%			1.8%		
Top Administrative Position								
	F	5	1.6%			2.4%		
	M	6	2.0%			-2.4%		
Top Business Position								
	F	5	4.5%			3.6%		
Top Development Position								
	F	21	3.7%	-2.3%	0.1%	3.4%	6.0%	11.1%
	M	11	3.9%		2.5%	7.1%	7.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

International, foreign affairs, & national security

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greater than $5 million								
Top Education Position								
	F	6	2.0%			1.1%		
Top Finance Position								
	F	27	6.8%	2.1%	3.4%	6.6%	10.8%	13.7%
	M	39	4.3%	-2.9%	0.8%	3.5%	8.1%	12.0%
	U	7	4.6%			4.3%		
Top Human Resources Position								
	F	9	5.9%			3.5%		
	M	8	7.1%			4.2%		
Top Legal Position								
	M	10	7.1%		3.7%	6.2%	10.5%	
Top Marketing Position								
	M	5	7.4%			4.5%		
Top Operations Position								
	F	14	8.1%		2.5%	5.3%	12.9%	
	M	23	0.7%	-6.4%	-4.5%	2.1%	6.1%	7.9%
Top PR/Communications Position								
	F	8	4.0%			1.7%		
	M	7	5.3%			7.1%		
Top Program Position								
	F	18	6.0%		3.7%	5.4%	11.0%	
	M	15	3.6%		1.1%	4.1%	10.2%	
Top Technology Position								
	M	19	0.5%		-1.3%	1.7%	5.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research								
$500 thousand or less								
CEO/Executive Director								
	F	23	1.4%	-9.4%	0.0%	1.9%	6.8%	12.5%
	M	6	8.8%			9.7%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	24	3.3%	-3.1%	0.0%	3.1%	6.7%	10.1%
	M	6	1.6%			1.3%		
	U	5	3.3%			3.0%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	30	5.6%	-1.2%	0.5%	4.5%	10.4%	15.6%
	M	37	0.8%	-11.1%	-3.1%	0.0%	5.7%	12.7%
Top Finance Position								
	F	9	4.5%			5.1%		
	M	5	4.6%			3.7%		
Top Program Position								
	F	5	4.9%			4.7%		
Greater than $5 million								
CEO/Executive Director								
	F	45	3.8%	-6.7%	0.0%	3.2%	8.5%	12.8%
	M	47	4.6%	-2.3%	0.4%	3.9%	6.8%	13.6%
Top Administrative Position								
	F	8	1.4%			4.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research								
Greater than $5 million								
Top Business Position								
	F	5	10.2%			8.4%		
	M	6	11.8%			12.9%		
Top Development Position								
	F	12	4.5%		0.4%	3.5%	8.2%	
	M	8	7.1%			8.1%		
Top Finance Position								
	F	30	6.3%	-0.5%	2.8%	5.7%	9.2%	17.2%
	M	28	4.6%	-0.6%	2.0%	4.6%	6.6%	10.5%
Top Human Resources Position								
	F	9	3.5%			4.5%		
Top Legal Position								
	F	8	10.5%			7.5%		
Top Operations Position								
	F	23	5.5%	-4.4%	0.4%	3.4%	11.2%	19.8%
	M	15	6.6%		1.2%	7.2%	9.6%	
Top PR/Communications Position								
	F	11	7.0%		3.2%	5.6%	11.1%	
	M	8	5.6%			4.7%		
Top Technology Position								
	M	12	0.4%		0.3%	2.2%	3.6%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention								
$500 thousand or less								
CEO/Executive Director								
	F	222	2.9%	-6.7%	0.0%	2.5%	6.8%	13.1%
	M	101	0.8%	-7.4%	-0.4%	0.4%	4.1%	9.3%
	U	15	6.1%		-1.4%	6.1%	13.7%	
Top Administrative Position								
	F	6	3.7%			2.6%		
Top Finance Position								
	F	11	0.1%		-6.9%	2.1%	4.4%	
	M	9	2.4%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	174	4.6%	-5.3%	0.0%	3.5%	9.7%	16.9%
	M	89	2.4%	-7.9%	0.0%	1.9%	6.9%	11.5%
	U	9	2.0%			0.0%		
Top Finance Position								
	F	10	3.5%		-1.9%	0.2%	11.3%	
Top Operations Position								
	F	5	5.4%			5.5%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	380	4.2%	-4.9%	0.2%	3.6%	8.1%	14.2%
	M	259	2.6%	-8.0%	-0.7%	2.1%	6.6%	14.5%
	U	24	3.5%	-4.8%	-1.5%	4.2%	6.5%	14.3%
Top Administrative Position								
	F	10	11.5%		4.0%	11.7%	17.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention								
Between $1 million and $5 million								
Top Business Position								
	F	5	1.2%			3.5%		
Top Development Position								
	F	6	3.2%			0.9%		
Top Finance Position								
	F	72	3.9%	-4.4%	-0.3%	3.2%	7.8%	13.1%
	M	39	2.9%	-4.9%	0.0%	3.3%	6.0%	11.3%
	U	7	5.0%			3.3%		
Top Human Resources Position								
	F	5	10.4%			12.3%		
Top Operations Position								
	F	26	3.0%	-4.9%	-1.5%	1.7%	5.8%	14.4%
	M	22	6.5%	-0.6%	0.0%	4.4%	12.2%	18.6%
Top Program Position								
	F	10	2.6%		2.3%	3.8%	4.5%	
Greater than $5 million								
CEO/Executive Director								
	F	327	4.7%	-3.5%	0.4%	3.9%	8.6%	14.5%
	M	426	5.1%	-3.5%	0.0%	4.5%	10.5%	15.9%
	U	23	3.5%	-2.7%	0.0%	3.2%	6.1%	11.7%
Top Administrative Position								
	F	26	6.7%	-5.6%	0.1%	5.5%	15.7%	19.1%
	M	18	4.2%		0.2%	2.4%	8.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention								
Greater than $5 million								
Top Business Position								
	F	6	5.4%			7.5%		
	M	7	3.1%			2.5%		
Top Development Position								
	F	26	4.6%	-0.5%	0.8%	4.6%	7.2%	11.4%
	M	12	-0.6%		-3.9%	0.8%	2.8%	
Top Education Position								
	F	13	5.2%		0.7%	6.6%	7.4%	
	M	5	-4.6%			-0.6%		
Top Facilities Position								
	M	5	2.1%			4.1%		
Top Finance Position								
	F	210	5.0%	-2.1%	0.8%	4.6%	9.0%	14.0%
	M	227	5.0%	-4.4%	0.8%	4.8%	9.6%	15.3%
	U	31	4.7%	-1.2%	0.1%	4.1%	8.9%	14.3%
Top Human Resources Position								
	F	56	4.3%	-5.3%	-0.2%	3.4%	7.5%	14.8%
	M	20	5.2%	-3.3%	1.7%	3.7%	11.0%	15.5%
Top Legal Position								
	F	6	-1.4%			-0.9%		
	M	7	7.0%			5.8%		
Top Marketing Position								
	F	9	3.0%			3.9%		
	M	5	-1.0%			0.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention								
Greater than $5 million								
Top Operations Position								
	F	122	5.0%	-4.0%	0.5%	4.7%	10.4%	14.5%
	M	96	4.6%	-6.5%	-1.7%	4.3%	10.6%	14.7%
	U	11	7.2%		1.8%	8.8%	11.7%	
Top PR/Communications Position								
	F	12	10.3%		3.3%	12.1%	15.5%	
Top Program Position								
	F	28	4.4%	-1.7%	1.4%	3.2%	6.7%	11.1%
	M	20	6.5%	-2.6%	2.1%	7.1%	10.4%	17.6%
Top Technology Position								
	F	12	3.2%		0.9%	3.4%	5.8%	
	M	46	4.0%	-2.7%	0.2%	4.3%	7.3%	11.0%
Mutual/membership benefit organizations, other								
$500 thousand or less								
CEO/Executive Director								
	F	12	3.0%		0.2%	3.0%	4.9%	
	M	7	3.2%			3.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	6	3.3%			3.7%		
	M	7	0.8%			2.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mutual/membership benefit organizations, other								
Between $1 million and $5 million								
CEO/Executive Director								
	F	12	0.2%		-4.7%	0.9%	8.1%	
	M	15	3.2%		1.0%	5.1%	8.0%	
Top Finance Position								
	M	5	0.1%			0.0%		
Greater than $5 million								
CEO/Executive Director								
	F	6	2.7%			5.9%		
	M	12	2.3%		1.1%	4.0%	7.6%	
Top Finance Position								
	F	5	1.1%			2.2%		
	M	7	11.4%			10.8%		
Top Human Resources Position								
	F	5	6.8%			4.7%		
Top Technology Position								
	M	5	8.1%			8.2%		
Philanthropy, voluntarism, & grantmaking foundations								
$500 thousand or less								
CEO/Executive Director								
	F	170	1.8%	-6.1%	0.0%	2.2%	4.4%	9.6%
	M	68	2.8%	-5.9%	0.0%	2.1%	7.1%	10.2%
	U	21	1.5%	-5.2%	-1.1%	0.0%	5.3%	8.2%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations								
$500 thousand or less								
Top Finance Position								
	F	6	2.9%			2.1%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	109	3.4%	-4.7%	0.0%	2.4%	7.2%	13.9%
	M	44	3.2%	-3.0%	0.1%	2.6%	5.0%	12.6%
	U	6	7.7%			2.1%		
Top Finance Position								
	F	5	-1.4%			1.4%		
Top Operations Position								
	F	5	-3.9%			-1.3%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	256	3.6%	-4.2%	0.0%	3.8%	6.9%	12.3%
	M	168	3.3%	-3.4%	0.6%	3.1%	7.3%	12.4%
	U	18	5.8%		0.9%	3.4%	7.9%	
Top Administrative Position								
	F	8	6.3%			4.1%		
Top Development Position								
	F	7	7.6%			7.9%		
Top Finance Position								
	F	60	2.7%	-4.4%	0.6%	3.5%	6.9%	10.8%
	M	32	3.2%	-1.6%	0.0%	2.7%	6.8%	10.3%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations								
Between $1 million and $5 million								
Top Operations Position								
	F	19	3.9%		2.0%	5.7%	10.6%	
	M	12	0.9%		-1.3%	0.0%	3.4%	
Top Program Position								
	F	5	3.6%			5.5%		
	M	5	5.1%			3.8%		
Greater than $5 million								
CEO/Executive Director								
	F	142	5.5%	-1.2%	1.7%	4.3%	9.1%	13.0%
	M	169	4.1%	-3.5%	1.2%	3.5%	6.5%	13.0%
	U	14	7.2%		4.9%	6.7%	8.9%	
Top Administrative Position								
	F	15	6.0%		3.4%	4.0%	9.9%	
	M	8	3.6%			4.1%		
Top Business Position								
	F	6	6.8%			5.6%		
	M	8	4.0%			6.5%		
Top Development Position								
	F	52	4.1%	-3.3%	1.9%	3.7%	7.2%	11.6%
	M	36	3.9%	0.1%	2.3%	3.6%	6.4%	7.6%
Top Education Position								
	F	5	5.4%			6.8%		
	M	5	3.7%			5.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations								
Greater than $5 million								
Top Finance Position								
	F	109	5.4%	-1.6%	1.4%	4.3%	8.9%	14.0%
	M	81	5.8%	-0.9%	2.0%	5.2%	8.9%	15.9%
	U	13	6.4%		2.2%	4.8%	7.1%	
Top Human Resources Position								
	F	16	2.8%		-0.8%	1.7%	7.8%	
Top Legal Position								
	F	7	6.7%			4.5%		
	M	8	2.2%			3.2%		
Top Marketing Position								
	F	20	5.0%	-2.9%	0.3%	3.9%	7.9%	17.1%
	M	9	6.2%			6.9%		
Top Operations Position								
	F	43	5.4%	1.5%	3.1%	4.9%	9.0%	12.0%
	M	24	4.9%	-1.4%	0.0%	3.9%	9.1%	16.1%
	U	6	7.9%			6.4%		
Top PR/Communications Position								
	F	19	2.7%		-0.6%	3.5%	6.3%	
	M	10	7.4%		4.3%	7.3%	8.7%	
Top Program Position								
	F	16	8.4%		3.8%	5.8%	10.7%	
	M	7	6.9%			6.8%		
Top Technology Position								
	M	22	3.1%	-2.6%	0.5%	2.5%	5.8%	8.4%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief								
$500 thousand or less								
CEO/Executive Director								
	F	14	5.3%		0.0%	2.8%	9.1%	
	M	28	0.5%	-13.4%	-2.9%	0.0%	3.7%	17.6%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	15	2.0%		-2.7%	2.9%	7.2%	
	M	18	4.1%		0.0%	3.8%	8.1%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	18	3.7%		-0.1%	2.3%	8.6%	
	M	35	4.1%	-2.5%	-0.2%	3.8%	6.6%	12.2%
Top Finance Position								
	F	11	4.4%		-2.1%	2.3%	9.5%	
	M	6	-0.2%			1.0%		
Top Operations Position								
	M	8	4.9%			3.6%		
Greater than $5 million								
CEO/Executive Director								
	F	8	-0.5%			1.0%		
	M	14	2.9%		2.0%	3.5%	9.2%	
Top Finance Position								
	M	9	6.3%			6.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other								
$500 thousand or less								
CEO/Executive Director								
	F	106	2.9%	-7.9%	0.0%	2.9%	6.6%	12.4%
	M	71	1.9%	-13.9%	-0.3%	1.2%	7.2%	16.3%
	U	12	2.5%		-0.1%	1.1%	3.7%	
Top Finance Position								
	M	5	3.9%			1.5%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	64	2.9%	-2.9%	-0.7%	2.5%	6.1%	13.0%
	M	58	4.7%	-4.1%	0.6%	3.3%	10.7%	14.2%
	U	6	2.8%			4.3%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	92	4.6%	-3.6%	0.0%	3.9%	10.4%	14.6%
	M	100	4.5%	-4.1%	0.1%	4.8%	8.7%	15.3%
	U	19	4.5%		0.7%	5.8%	10.1%	
Top Administrative Position								
	F	6	3.5%			3.6%		
Top Development Position								
	F	5	2.8%			1.9%		
Top Finance Position								
	F	21	6.9%	-1.0%	1.5%	8.0%	12.3%	15.4%
	M	12	3.4%		-2.2%	1.4%	5.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other								
Between $1 million and $5 million								
Top Operations Position								
	F	16	4.2%		0.1%	3.5%	10.7%	
	M	11	6.5%		2.6%	5.2%	10.0%	
Top PR/Communications Position								
	M	5	4.6%			1.3%		
Top Program Position								
	F	7	5.8%			5.8%		
Greater than $5 million								
CEO/Executive Director								
	F	61	2.4%	-8.7%	0.3%	4.0%	7.6%	11.1%
	M	99	4.1%	-3.7%	0.0%	3.7%	8.4%	13.6%
Top Administrative Position								
	F	8	4.2%			3.4%		
	M	7	2.5%			5.3%		
Top Business Position								
	F	10	1.3%		-0.1%	1.2%	2.8%	
	M	6	-3.6%			-1.0%		
Top Development Position								
	F	17	3.8%		1.7%	3.0%	6.2%	
	M	15	4.7%		0.1%	3.8%	9.0%	
Top Education Position								
	F	10	5.9%		3.9%	4.3%	11.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other								
Greater than $5 million								
Top Finance Position								
	F	50	3.2%	-4.8%	0.5%	3.5%	6.4%	12.6%
	M	49	4.7%	-2.7%	1.3%	2.9%	8.5%	14.7%
	U	7	11.7%			11.8%		
Top Human Resources Position								
	F	15	4.4%		1.4%	3.5%	5.2%	
Top Legal Position								
	F	12	4.6%		4.4%	5.2%	7.3%	
	M	11	2.5%		1.4%	4.3%	5.2%	
Top Marketing Position								
	F	7	3.4%			2.8%		
	M	10	6.8%		2.6%	7.5%	10.1%	
Top Operations Position								
	F	30	3.0%	-3.6%	0.1%	2.6%	5.5%	8.8%
	M	30	6.8%	-0.1%	3.1%	7.7%	11.5%	15.0%
Top PR/Communications Position								
	F	13	7.9%		0.0%	8.7%	10.4%	
	M	16	7.4%		2.6%	5.7%	12.6%	
Top Program Position								
	F	12	5.2%		1.4%	3.5%	11.0%	
	M	10	3.7%		-2.6%	4.3%	7.8%	
Top Technology Position								
	F	5	1.8%			2.9%		
	M	27	3.9%	-3.3%	2.7%	3.9%	5.4%	13.4%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics								
$500 thousand or less								
CEO/Executive Director								
	F	124	1.4%	-14.8%	-3.0%	1.2%	8.5%	15.6%
	M	207	2.2%	-8.1%	0.0%	1.1%	6.7%	12.7%
	U	15	1.5%		-1.7%	0.5%	5.5%	
Top Administrative Position								
	F	9	-0.1%			0.0%		
Top Finance Position								
	F	19	1.8%		0.0%	0.0%	1.2%	
	M	6	-1.0%			-2.2%		
Top Operations Position								
	M	6	6.7%			5.0%		
Top Program Position								
	F	8	-5.4%			-0.1%		
	M	6	-0.7%			2.8%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	65	2.7%	-7.4%	-0.8%	2.2%	6.3%	14.1%
	M	148	1.7%	-6.7%	-1.0%	1.6%	5.4%	10.0%
Top Finance Position								
	F	7	3.6%			6.2%		
	M	8	-2.3%			0.0%		
Top Program Position								
	M	6	3.8%			5.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics								
Between $1 million and $5 million								
CEO/Executive Director								
	F	107	3.4%	-6.9%	-0.2%	3.2%	7.8%	12.9%
	M	268	3.3%	-6.9%	-0.4%	2.6%	8.0%	14.8%
	U	9	2.1%			3.8%		
Top Administrative Position								
	F	8	-4.9%			-0.4%		
	M	8	11.7%			10.5%		
Top Business Position								
	F	6	2.2%			2.9%		
Top Education Position								
	F	5	6.6%			5.3%		
Top Finance Position								
	F	34	1.8%	-5.1%	-0.6%	2.3%	6.0%	7.5%
	M	26	4.5%	-1.7%	1.4%	4.3%	6.8%	16.4%
Top Operations Position								
	F	13	1.1%		-1.5%	2.6%	3.5%	
	M	19	1.3%		-4.0%	1.7%	5.9%	
Top Program Position								
	M	6	0.2%			2.1%		
Top Technology Position								
	M	9	5.0%			4.4%		
Greater than $5 million								
CEO/Executive Director								
	F	22	0.0%	-10.5%	-2.8%	-0.3%	3.4%	7.7%
	M	101	2.1%	-14.0%	-1.3%	2.9%	7.4%	13.2%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics								
Greater than $5 million								
Top Administrative Position								
	M	10	2.0%		1.0%	1.6%	2.1%	
Top Business Position								
	F	6	0.8%			3.9%		
	M	8	4.3%			3.7%		
Top Development Position								
	F	9	3.3%			3.3%		
	M	6	3.9%			2.5%		
Top Finance Position								
	F	38	5.2%	-3.4%	2.6%	3.8%	9.0%	17.8%
	M	47	1.5%	-11.7%	-0.2%	3.3%	6.0%	9.8%
Top Legal Position								
	M	7	0.8%			0.0%		
Top Marketing Position								
	F	18	3.2%		-0.1%	2.9%	9.5%	
	M	9	3.0%			3.3%		
Top Operations Position								
	F	13	8.5%		2.0%	8.5%	14.3%	
	M	22	4.1%	0.3%	2.5%	4.0%	6.7%	10.9%
Top PR/Communications Position								
	F	8	1.5%			4.2%		
	M	9	4.8%			3.2%		
Top Program Position								
	M	5	4.7%			1.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics								
Greater than $5 million								
Top Technology Position								
	M	10	3.8%		1.5%	3.3%	6.8%	
Religion-related, spiritual development								
$500 thousand or less								
CEO/Executive Director								
	F	219	2.2%	-7.9%	-0.5%	1.9%	6.6%	13.8%
	M	800	1.1%	-10.7%	-2.9%	0.0%	5.9%	14.1%
	U	49	1.7%	-11.5%	0.0%	0.2%	8.5%	12.0%
Top Administrative Position								
	F	11	3.4%		-0.8%	0.0%	1.1%	
Top Finance Position								
	F	45	-2.9%	-17.2%	-3.0%	0.0%	1.6%	4.4%
	M	26	2.2%	-5.8%	0.0%	1.4%	4.6%	10.1%
	U	5	3.4%			0.0%		
Top Operations Position								
	F	5	-3.0%			-4.1%		
	M	12	2.9%		2.2%	5.0%	6.0%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	54	2.3%	-5.3%	-0.4%	1.8%	6.5%	10.5%
	M	220	2.2%	-7.3%	-1.6%	1.1%	6.0%	14.7%
	U	8	-0.7%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development								
Between $500 thousand and $1 million								
Top Administrative Position								
	F	6	3.5%			4.5%		
Top Finance Position								
	F	14	3.2%		0.0%	0.3%	7.6%	
	M	16	1.7%		-5.6%	1.6%	8.2%	
Top Operations Position								
	M	7	0.5%			2.1%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	72	4.5%	-1.6%	0.2%	3.1%	8.5%	14.5%
	M	274	2.7%	-8.2%	-0.8%	2.6%	7.1%	12.5%
	U	17	3.8%		0.0%	1.6%	7.3%	
Top Administrative Position								
	F	8	-0.8%			1.3%		
	M	13	3.5%		1.5%	4.9%	7.0%	
Top Business Position								
	M	6	0.9%			0.8%		
Top Development Position								
	F	5	7.6%			9.1%		
	M	9	3.9%			2.3%		
Top Finance Position								
	F	34	2.5%	-4.5%	0.0%	3.0%	5.7%	10.9%
	M	39	3.3%	-3.1%	0.0%	3.0%	7.2%	12.2%
Top Operations Position								
	M	23	0.3%	-14.2%	-3.5%	0.0%	6.5%	13.0%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development								
Greater than $5 million								
CEO/Executive Director								
	F	24	4.0%	-3.9%	0.8%	3.8%	7.6%	11.0%
	M	120	3.1%	-6.2%	-1.4%	2.8%	8.1%	12.7%
	U	5	2.9%			0.2%		
Top Administrative Position								
	F	6	7.8%			6.8%		
	M	12	-0.6%		-2.1%	0.6%	6.5%	
Top Business Position								
	M	6	3.5%			5.7%		
Top Development Position								
	M	13	1.5%		-1.4%	3.1%	7.2%	
Top Finance Position								
	F	29	4.9%	-4.0%	0.0%	5.9%	8.5%	15.9%
	M	64	2.6%	-3.8%	-0.7%	2.2%	4.8%	9.6%
Top Human Resources Position								
	F	7	3.0%			-0.7%		
Top Legal Position								
	M	6	5.4%			3.1%		
Top Operations Position								
	F	15	4.6%		-1.4%	8.0%	10.8%	
	M	34	2.7%	-6.5%	0.4%	3.5%	5.6%	9.6%
Top Technology Position								
	M	19	5.5%		0.2%	3.6%	9.2%	

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services								
$500 thousand or less								
CEO/Executive Director								
	F	14	2.5%		-0.1%	0.3%	6.9%	
	M	11	0.8%		0.0%	0.0%	2.5%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	16	-0.4%		-6.2%	0.0%	3.3%	
	M	13	3.2%		0.0%	2.6%	7.4%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	33	4.0%	-5.2%	-0.3%	3.0%	8.1%	12.6%
	M	49	3.0%	-6.2%	-0.6%	1.7%	8.3%	13.8%
	U	5	0.9%			0.4%		
Top Finance Position								
	F	17	3.0%		0.0%	1.0%	3.5%	
	M	6	3.9%			3.3%		
Top Operations Position								
	M	5	2.9%			2.8%		
Greater than $5 million								
CEO/Executive Director								
	F	16	3.9%		-1.7%	3.7%	7.9%	
	M	61	3.7%	-7.4%	0.0%	2.9%	8.1%	14.6%
Top Administrative Position								
	M	8	4.0%			3.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services								
Greater than $5 million								
Top Business Position								
	F	7	1.4%			2.2%		
	M	11	0.8%		-4.1%	2.3%	5.4%	
Top Development Position								
	F	5	5.8%			3.8%		
	M	5	6.7%			6.2%		
Top Education Position								
	F	6	3.4%			3.0%		
	M	5	2.3%			2.7%		
Top Facilities Position								
	M	5	0.1%			2.9%		
Top Finance Position								
	F	30	6.0%	-4.0%	2.1%	6.2%	8.3%	19.8%
	M	33	4.6%	-2.9%	0.0%	3.6%	7.5%	15.2%
Top Human Resources Position								
	F	5	2.6%			0.8%		
Top Legal Position								
	F	6	0.7%			3.9%		
	M	5	5.6%			4.2%		
Top Operations Position								
	F	11	1.8%		-3.6%	2.4%	8.6%	
	M	27	3.6%	-2.1%	0.5%	2.9%	5.5%	13.6%
Top PR/Communications Position								
	F	9	3.5%			3.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services								
Greater than $5 million								
Top Program Position								
	F	6	4.4%			5.1%		
	M	10	3.4%		1.9%	4.8%	7.8%	
Top Technology Position								
	M	26	3.5%	-4.4%	1.0%	3.2%	5.5%	11.2%
Social science research institutes, services								
$500 thousand or less								
CEO/Executive Director								
	F	9	-5.1%			-5.5%		
	M	14	0.9%		-1.1%	1.8%	5.9%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	6	6.5%			5.6%		
	M	7	2.7%			3.0%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	18	4.3%		0.0%	3.0%	9.2%	
	M	24	6.3%	-2.1%	1.3%	4.1%	10.4%	17.3%
Greater than $5 million								
CEO/Executive Director								
	F	7	0.9%			1.2%		
	M	20	3.5%	-3.0%	-0.8%	2.3%	8.3%	14.1%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social science research institutes, services								
Greater than $5 million								
Top Finance Position								
	F	5	1.4%			3.0%		
	M	9	3.0%			3.4%		
Top Operations Position								
	F	6	9.9%			11.6%		
	M	5	4.9%			4.1%		
Top Program Position								
	M	5	6.7%			4.6%		
Top Technology Position								
	M	7	1.9%			2.7%		
Unknown								
$500 thousand or less								
CEO/Executive Director								
	F	33	4.1%	-2.8%	0.5%	4.1%	7.8%	16.5%
	M	19	2.0%		0.0%	2.5%	7.7%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	20	4.2%	0.0%	1.8%	3.4%	8.7%	11.3%
	M	14	-1.4%		-7.1%	-0.5%	4.0%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	42	4.7%	-1.8%	0.6%	3.0%	7.9%	16.8%
	M	24	1.4%	-9.3%	-4.7%	2.0%	5.5%	11.7%

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown								
Between $1 million and $5 million								
Top Finance Position								
	F	6	3.5%			5.4%		
Greater than $5 million								
CEO/Executive Director								
	F	9	5.8%			2.3%		
	M	15	3.7%		-0.7%	2.6%	9.3%	
Top Finance Position								
	F	8	5.8%			4.3%		
	M	5	6.2%			0.7%		
Top Operations Position								
	F	6	2.0%			5.1%		
Youth development								
$500 thousand or less								
CEO/Executive Director								
	F	304	3.5%	-6.3%	0.0%	2.6%	8.6%	16.6%
	M	223	2.5%	-9.4%	-1.7%	1.1%	8.5%	15.4%
	U	23	2.4%	-5.9%	0.0%	0.8%	6.6%	16.5%
Top Administrative Position								
	F	5	-5.2%			0.0%		
Top Finance Position								
	F	10	2.0%		-0.4%	0.0%	4.1%	
Top Operations Position								
	F	5	-2.4%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

Youth development

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
$500 thousand or less								
Top Program Position								
	F	17	1.6%		0.0%	1.6%	6.1%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	194	4.0%	-5.7%	0.0%	3.4%	8.6%	15.5%
	M	153	2.7%	-5.6%	-0.5%	1.7%	7.0%	13.2%
	U	16	3.4%		0.3%	2.8%	10.6%	
Top Finance Position								
	F	8	-0.6%			0.1%		
	M	5	1.2%			0.0%		
Top Operations Position								
	F	12	1.7%		-1.4%	0.5%	7.0%	
Top Program Position								
	F	5	5.0%			1.5%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	331	4.2%	-4.2%	0.0%	3.4%	8.8%	13.4%
	M	337	3.7%	-8.0%	0.0%	3.3%	8.1%	15.6%
	U	24	4.3%	-4.6%	0.4%	3.4%	7.0%	15.5%
Top Administrative Position								
	F	6	2.2%			2.3%		
Top Development Position								
	F	20	2.5%	-0.7%	1.0%	2.8%	4.6%	6.1%
	M	9	7.7%			5.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development								
Between $1 million and $5 million								
Top Finance Position								
	F	69	4.7%	-2.9%	-0.3%	3.8%	8.3%	13.9%
	M	42	4.5%	-6.3%	0.6%	3.8%	8.6%	18.4%
	U	6	8.8%			7.3%		
Top Operations Position								
	F	30	3.0%	-6.8%	-0.8%	3.2%	6.8%	10.9%
	M	28	4.5%	-4.1%	0.6%	4.0%	9.8%	14.8%
Top Program Position								
	F	12	3.9%		0.2%	4.0%	8.6%	
	M	5	1.2%			0.7%		
Greater than $5 million								
CEO/Executive Director								
	F	109	4.0%	-2.2%	0.3%	3.2%	7.2%	13.4%
	M	112	1.9%	-10.8%	-2.1%	2.2%	6.1%	12.2%
	U	16	6.0%		1.0%	7.0%	9.8%	
Top Administrative Position								
	F	10	3.4%		1.9%	3.6%	8.1%	
Top Business Position								
	F	7	2.1%			3.5%		
Top Development Position								
	F	25	4.8%	-2.1%	1.0%	5.0%	9.1%	10.2%
	M	19	4.1%		1.5%	4.6%	6.2%	
Top Education Position								
	F	6	5.0%			4.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development								
Greater than $5 million								
Top Finance Position								
	F	68	5.7%	-1.5%	1.8%	4.0%	9.9%	17.8%
	M	55	3.5%	-5.6%	0.0%	3.2%	7.6%	13.4%
Top Human Resources Position								
	F	16	4.6%		1.1%	3.9%	6.4%	
Top Marketing Position								
	F	12	5.6%		3.1%	6.3%	7.5%	
	M	6	4.7%			5.5%		
Top Operations Position								
	F	49	4.9%	-5.2%	1.1%	3.2%	10.2%	14.3%
	M	25	5.0%	-4.3%	0.5%	3.7%	9.2%	18.1%
Top PR/Communications Position								
	F	8	10.2%			8.7%		
Top Program Position								
	F	20	6.0%	-0.7%	0.0%	3.6%	9.6%	16.8%
	M	7	7.0%			4.8%		
Top Technology Position								
	M	12	3.9%		-1.1%	6.5%	8.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: animal protection & welfare							
$250 thousand or less							
CEO/Executive Director	50	1.7%	-8.7%	-0.8%	0.0%	7.8%	13.2%
Top Finance Position	7	7.3%			4.1%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	61	3.9%	-5.2%	0.0%	3.7%	7.6%	17.1%
Top Finance Position	7	3.4%			4.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	84	3.1%	-4.9%	-0.1%	2.5%	7.3%	14.2%
Top Finance Position	6	4.6%			2.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	109	4.8%	-3.6%	0.0%	3.3%	9.9%	15.8%
Top Finance Position	7	2.7%			3.6%		
Between $2.5 million and $5 million							
CEO/Executive Director	53	5.9%	-2.5%	0.7%	6.1%	9.3%	14.5%
Top Finance Position	11	7.9%		5.2%	6.7%	7.9%	
Between $5 million and $10 million							
CEO/Executive Director	33	5.5%	-1.5%	2.0%	4.4%	9.9%	14.4%
Top Development Position	6	3.2%			3.6%		
Top Finance Position	16	9.3%		4.9%	7.9%	12.2%	
Top Operations Position	11	4.6%		-0.5%	5.7%	11.4%	
Between $10 million and $25 million							
CEO/Executive Director	18	3.1%		1.3%	5.0%	9.2%	
Top Development Position	5	4.2%			5.4%		
Top Finance Position	13	4.6%		2.6%	4.8%	6.8%	
Top Operations Position	9	4.6%			4.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: animal-related N.E.C.							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	-6.6%			-7.3%		
Animal-related: protection of endangered species							
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.0%			7.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	10.4%			9.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	-2.7%			-4.6%		
Animal-related: veterinary services							
Between $1 million and $2.5 million							
CEO/Executive Director	6	13.2%			15.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	6.0%			4.8%		
Animal-related: wildlife preservation & protection							
$250 thousand or less							
CEO/Executive Director	9	3.2%			1.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	3.0%			0.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: wildlife preservation & protection							
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.8%		-0.6%	3.7%	9.0%	
Between $1 million and $2.5 million							
CEO/Executive Director	16	3.9%		0.1%	2.3%	6.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	7	4.5%			7.2%		
Animal-related: wildlife sanctuaries							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	10.4%			10.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.4%			0.7%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	6.9%			5.9%		
Animal-related: zoos & aquariums							
Between $1 million and $2.5 million							
CEO/Executive Director	5	3.7%			3.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	9	1.5%			4.5%		
Between $5 million and $10 million							
CEO/Executive Director	8	5.4%			3.6%		
Top Finance Position	6	1.2%			1.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-related: zoos & aquariums							
Between $10 million and $25 million							
CEO/Executive Director	14	2.2%		-2.9%	0.4%	10.3%	
Top Development Position	9	0.5%			2.1%		
Top Finance Position	11	3.8%		-0.7%	2.3%	9.8%	
Top Human Resources Position	6	5.4%			5.6%		
Top Operations Position	7	6.6%			9.7%		
Between $25 million and $50 million							
CEO/Executive Director	10	6.6%		-0.1%	4.4%	13.7%	
Top Finance Position	9	7.0%			6.7%		
Top Human Resources Position	5	2.2%			6.2%		
Arts, culture, & humanities: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	9	3.7%			0.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	3.9%			1.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	14	1.8%		0.0%	3.9%	6.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	7	5.3%			7.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	-0.2%			4.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: art museums							
$250 thousand or less							
CEO/Executive Director	9	4.0%			3.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	3.4%		0.0%	1.5%	3.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	27	3.6%	-2.0%	0.0%	0.7%	7.6%	11.0%
Between $1 million and $2.5 million							
CEO/Executive Director	23	1.0%	-8.9%	-5.0%	1.4%	7.5%	10.8%
Top Finance Position	5	2.7%			2.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	20	0.8%	-12.5%	-0.9%	2.0%	5.8%	8.9%
Top Finance Position	9	1.3%			1.6%		
Between $5 million and $10 million							
CEO/Executive Director	13	0.7%		-1.7%	0.5%	4.7%	
Top Development Position	7	4.8%			3.0%		
Top Finance Position	12	2.5%		-0.2%	0.7%	6.8%	
Top Operations Position	8	3.8%			4.3%		
Between $10 million and $25 million							
CEO/Executive Director	12	3.1%		-0.5%	1.2%	7.1%	
Top Development Position	10	5.5%		-0.1%	4.5%	15.0%	
Top Finance Position	14	7.8%		3.7%	9.8%	14.6%	
Top Operations Position	9	7.8%			10.5%		
Between $25 million and $50 million							
Top Development Position	7	1.1%			0.3%		
Top Finance Position	7	8.8%			6.7%		
Top PR/Communications Position	5	2.5%			2.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: art museums							
Greater than $50 million							
Top Finance Position	6	2.4%			3.2%		
Top Legal Position	5	-0.1%			-1.8%		
Arts, culture, & humanities: arts & culture							
$250 thousand or less							
CEO/Executive Director	72	1.2%	-13.7%	-2.0%	0.7%	5.2%	13.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	93	1.5%	-9.1%	-0.6%	1.4%	6.3%	12.3%
Top Finance Position	5	7.5%			8.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	100	4.4%	-4.0%	0.0%	3.4%	10.0%	16.3%
Between $1 million and $2.5 million							
CEO/Executive Director	92	2.6%	-8.2%	-0.9%	2.8%	6.3%	11.5%
Top Finance Position	11	4.1%		0.5%	3.9%	6.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	30	4.6%	-2.2%	0.6%	3.3%	8.0%	10.8%
Top Finance Position	5	1.1%			3.4%		
Between $5 million and $10 million							
CEO/Executive Director	19	-1.4%		-5.4%	-0.9%	3.1%	
Top Development Position	5	-3.3%			-1.2%		
Top Finance Position	15	2.2%		-2.5%	3.4%	5.5%	
Top Operations Position	10	2.7%		-0.7%	1.1%	6.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: arts & culture							
Between $10 million and $25 million							
CEO/Executive Director	16	1.6%		0.4%	3.1%	8.0%	
Top Development Position	10	2.0%		-4.5%	3.2%	10.5%	
Top Finance Position	13	4.9%		2.2%	4.3%	8.3%	
Top Operations Position	11	3.8%		4.1%	4.9%	8.9%	
Arts, culture, & humanities: arts & humanities councils & agencies							
$250 thousand or less							
CEO/Executive Director	46	1.3%	-6.9%	0.0%	1.2%	4.1%	8.3%
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	2.9%	-7.0%	-0.8%	2.6%	7.2%	14.2%
Between $500 thousand and $1 million							
CEO/Executive Director	30	3.8%	-3.0%	0.0%	2.8%	6.5%	14.7%
Between $1 million and $2.5 million							
CEO/Executive Director	31	2.5%	-3.0%	0.0%	1.4%	4.1%	9.4%
Between $2.5 million and $5 million							
CEO/Executive Director	7	4.1%			2.1%		
Arts, culture, & humanities: arts education							
$250 thousand or less							
CEO/Executive Director	63	1.4%	-15.9%	-3.9%	1.0%	9.6%	14.7%
Between $250 thousand and $500 thousand							
CEO/Executive Director	53	3.5%	-7.2%	0.0%	1.5%	10.0%	15.2%
Top Finance Position	5	-0.1%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: arts education							
Between $500 thousand and $1 million							
CEO/Executive Director	65	4.1%	-2.6%	0.0%	2.8%	8.8%	13.9%
Between $1 million and $2.5 million							
CEO/Executive Director	79	4.5%	-6.8%	0.0%	3.4%	9.9%	15.1%
Top Finance Position	5	3.5%			3.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	27	3.5%	-1.7%	-0.4%	2.2%	6.2%	11.2%
Between $5 million and $10 million							
CEO/Executive Director	20	0.3%	-15.0%	-3.5%	0.2%	5.3%	12.4%
Top Administrative Position	5	2.0%			0.4%		
Top Finance Position	9	-1.2%			-1.1%		
Arts, culture, & humanities: arts services							
$250 thousand or less							
CEO/Executive Director	8	7.5%			7.4%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	1.5%		-0.9%	1.8%	5.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	5.8%		3.7%	5.5%	9.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	19	4.6%		1.0%	3.6%	8.7%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	5.3%			6.0%		
Between $5 million and $10 million							
CEO/Executive Director	5	0.5%			-0.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
$250 thousand or less							
CEO/Executive Director	22	2.2%	-0.8%	0.0%	0.7%	6.2%	10.9%
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	0.7%	-17.8%	-0.3%	1.4%	6.0%	13.8%
Between $500 thousand and $1 million							
CEO/Executive Director	17	3.4%		0.0%	4.1%	5.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	16	5.0%		-0.4%	3.3%	7.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	11	2.0%		-0.8%	1.7%	5.3%	
Top Finance Position	5	2.5%			3.0%		
Between $5 million and $10 million							
CEO/Executive Director	7	7.3%			8.6%		
Arts, culture, & humanities: ballet							
$250 thousand or less							
CEO/Executive Director	9	-3.9%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	-2.7%		-7.4%	0.0%	3.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	1.7%			1.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	9	0.4%			0.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	5.6%			7.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: ballet							
Between $5 million and $10 million							
CEO/Executive Director	9	3.1%			1.1%		
Between $10 million and $25 million							
CEO/Executive Director	5	0.7%			2.9%		
Arts, culture, & humanities: bands & ensembles							
$250 thousand or less							
CEO/Executive Director	14	-3.2%		-7.6%	0.0%	0.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.0%			2.7%		
Arts, culture, & humanities: children's museums							
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	-1.5%		-4.5%	-0.1%	1.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	-0.5%		-8.2%	0.7%	5.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	22	0.0%	-14.2%	-0.4%	0.3%	3.8%	5.1%
Between $2.5 million and $5 million							
CEO/Executive Director	14	2.1%		-1.2%	0.5%	7.4%	
Between $5 million and $10 million							
CEO/Executive Director	13	2.6%		0.0%	1.7%	4.9%	
Top Finance Position	7	1.3%			3.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: cultural & ethnic awareness							
$250 thousand or less							
CEO/Executive Director	33	1.0%	-9.8%	0.0%	1.4%	6.0%	11.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	3.4%	-1.4%	0.0%	3.6%	7.1%	10.2%
Between $500 thousand and $1 million							
CEO/Executive Director	22	2.7%	-11.7%	0.0%	4.0%	8.4%	12.8%
Between $1 million and $2.5 million							
CEO/Executive Director	22	3.1%	-6.0%	0.0%	2.2%	6.4%	12.4%
Between $2.5 million and $5 million							
CEO/Executive Director	5	6.0%			4.0%		
Between $5 million and $10 million							
CEO/Executive Director	6	9.7%			8.6%		
Arts, culture, & humanities: dance							
$250 thousand or less							
CEO/Executive Director	37	-2.5%	-17.3%	-10.3%	0.0%	3.6%	12.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	1.0%	-8.5%	-4.3%	0.8%	6.5%	11.6%
Between $500 thousand and $1 million							
CEO/Executive Director	32	1.9%	-7.7%	-2.0%	0.5%	5.2%	9.7%
Between $1 million and $2.5 million							
CEO/Executive Director	24	1.1%	-6.8%	-2.3%	0.9%	4.1%	9.8%
Between $2.5 million and $5 million							
CEO/Executive Director	7	5.7%			4.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: dance							
Between $5 million and $10 million							
CEO/Executive Director	9	3.4%			3.1%		
Arts, culture, & humanities: film & video							
$250 thousand or less							
CEO/Executive Director	17	3.9%		0.0%	2.8%	10.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	4.7%	-13.6%	1.6%	5.9%	12.1%	17.8%
Between $500 thousand and $1 million							
CEO/Executive Director	20	5.5%	-1.5%	0.0%	2.4%	11.8%	18.3%
Between $1 million and $2.5 million							
CEO/Executive Director	17	0.4%		-2.7%	0.0%	4.6%	
Between $2.5 million and $5 million							
CEO/Executive Director	14	1.5%		-1.1%	3.1%	7.8%	
Arts, culture, & humanities: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	6	-2.8%			1.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	4.2%			3.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	1.5%		0.0%	2.6%	4.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	5.5%			6.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: historical organizations							
$250 thousand or less							
CEO/Executive Director	43	2.8%	-7.4%	0.0%	1.7%	7.3%	10.9%
Between $250 thousand and $500 thousand							
CEO/Executive Director	38	2.0%	-5.3%	0.0%	1.0%	3.0%	5.9%
Between $500 thousand and $1 million							
CEO/Executive Director	30	5.3%	0.4%	1.8%	3.6%	7.6%	14.0%
Between $1 million and $2.5 million							
CEO/Executive Director	27	3.5%	-2.2%	-0.6%	3.0%	5.8%	16.2%
Between $2.5 million and $5 million							
CEO/Executive Director	11	5.8%		2.5%	4.9%	7.3%	
Top Finance Position	5	4.7%			1.6%		
Between $5 million and $10 million							
CEO/Executive Director	8	3.1%			3.4%		
Top Finance Position	5	4.3%			3.3%		
Between $10 million and $25 million							
CEO/Executive Director	7	5.9%			4.5%		
Top Development Position	5	10.0%			7.3%		
Top Finance Position	6	9.2%			9.5%		
Arts, culture, & humanities: historical societies & historic preservation							
$250 thousand or less							
CEO/Executive Director	51	0.7%	-9.0%	0.0%	0.0%	4.5%	8.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	33	2.8%	-1.8%	0.0%	3.0%	5.4%	8.6%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: historical societies & historic preservation							
Between $500 thousand and $1 million							
CEO/Executive Director	16	-1.2%		-3.1%	0.0%	3.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	17	0.9%		-2.5%	0.3%	3.5%	
Arts, culture, & humanities: history museums							
$250 thousand or less							
CEO/Executive Director	41	1.7%	-10.0%	-1.2%	0.7%	4.6%	11.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	2.6%	-5.1%	-0.6%	3.0%	6.9%	11.5%
Between $500 thousand and $1 million							
CEO/Executive Director	38	2.7%	-3.7%	0.0%	2.9%	5.7%	9.5%
Between $1 million and $2.5 million							
CEO/Executive Director	34	0.6%	-8.6%	-2.9%	1.8%	4.7%	8.4%
Between $2.5 million and $5 million							
CEO/Executive Director	23	3.1%	-4.5%	-2.8%	1.5%	7.6%	13.0%
Between $5 million and $10 million							
CEO/Executive Director	15	-0.1%		-0.3%	1.8%	4.1%	
Top Finance Position	10	3.1%		0.3%	3.1%	5.6%	
Between $10 million and $25 million							
CEO/Executive Director	6	-4.7%			-2.4%		
Top Development Position	5	1.4%			2.8%		
Top Finance Position	8	0.9%			3.0%		
Top Operations Position	5	0.0%			2.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: humanities							
$250 thousand or less							
CEO/Executive Director	13	-3.1%		-5.9%	-2.8%	4.2%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	1.5%			1.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	8.8%			7.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	24	2.6%	-4.3%	-0.2%	2.6%	4.0%	10.3%
Between $2.5 million and $5 million							
CEO/Executive Director	9	5.0%			3.9%		
Arts, culture, & humanities: media & communications							
$250 thousand or less							
CEO/Executive Director	5	-4.1%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	2.9%		1.8%	3.5%	5.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	21	1.8%	-9.2%	0.0%	2.3%	4.6%	10.6%
Between $1 million and $2.5 million							
CEO/Executive Director	26	5.2%	-4.5%	0.3%	4.5%	10.4%	14.3%
Between $2.5 million and $5 million							
CEO/Executive Director	14	1.5%		0.0%	1.6%	3.9%	
Between $5 million and $10 million							
CEO/Executive Director	7	3.3%			1.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: media & communications							
Between $10 million and $25 million							
CEO/Executive Director	8	2.2%			4.7%		
Top Finance Position	7	4.6%			4.3%		
Greater than $50 million							
Top Finance Position	5	2.8%			2.5%		
Top Legal Position	5	7.0%			5.0%		
Arts, culture, & humanities: museums							
$250 thousand or less							
CEO/Executive Director	32	1.2%	-8.9%	-1.3%	0.0%	5.5%	13.3%
Between $250 thousand and $500 thousand							
CEO/Executive Director	33	0.5%	-6.9%	-2.5%	0.8%	3.4%	8.7%
Between $500 thousand and $1 million							
CEO/Executive Director	47	2.3%	-10.1%	-0.3%	2.1%	8.0%	12.6%
Between $1 million and $2.5 million							
CEO/Executive Director	41	2.0%	-5.6%	-1.2%	2.9%	6.6%	9.6%
Top Finance Position	5	4.9%			3.5%		
Between $2.5 million and $5 million							
CEO/Executive Director	33	2.0%	-5.0%	-0.1%	0.9%	6.1%	9.2%
Top Finance Position	6	1.2%			1.2%		
Between $5 million and $10 million							
CEO/Executive Director	18	2.0%		-0.9%	0.5%	5.4%	
Top Development Position	5	10.0%			8.5%		
Top Finance Position	7	5.1%			4.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: museums							
Between $10 million and $25 million							
CEO/Executive Director	14	-1.9%		-5.9%	-1.8%	2.8%	
Top Development Position	10	0.9%		-1.2%	2.1%	4.1%	
Top Education Position	5	1.1%			-2.7%		
Top Finance Position	13	-0.1%		-2.8%	-1.5%	5.2%	
Top Operations Position	7	3.8%			3.9%		
Between $25 million and $50 million							
CEO/Executive Director	7	3.1%			6.7%		
Top Finance Position	7	1.2%			2.2%		
Top Operations Position	6	-1.4%			1.2%		
Arts, culture, & humanities: music							
$250 thousand or less							
CEO/Executive Director	46	0.6%	-13.1%	-6.2%	0.0%	8.2%	13.7%
Between $250 thousand and $500 thousand							
CEO/Executive Director	51	2.4%	-2.1%	0.0%	1.7%	5.0%	11.1%
Between $500 thousand and $1 million							
CEO/Executive Director	47	1.5%	-5.9%	-2.0%	0.7%	3.6%	10.8%
Between $1 million and $2.5 million							
CEO/Executive Director	38	0.9%	-8.6%	-2.6%	0.8%	6.4%	8.9%
Between $2.5 million and $5 million							
CEO/Executive Director	12	4.5%		0.2%	1.2%	10.0%	
Top Finance Position	5	-7.5%			-4.2%		
Between $10 million and $25 million							
CEO/Executive Director	5	4.3%			6.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: opera							
$250 thousand or less							
CEO/Executive Director	7	-2.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.3%			3.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	5.4%			6.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	4.0%			0.8%		
Between $5 million and $10 million							
CEO/Executive Director	9	4.3%			7.2%		
Top Finance Position	8	6.8%			4.5%		
Arts, culture, & humanities: performing arts							
$250 thousand or less							
CEO/Executive Director	41	1.1%	-12.8%	-1.2%	0.0%	5.3%	15.6%
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	0.6%	-9.4%	-2.0%	0.0%	3.9%	11.0%
Between $500 thousand and $1 million							
CEO/Executive Director	38	3.5%	-5.5%	-0.7%	2.0%	9.2%	16.3%
Between $1 million and $2.5 million							
CEO/Executive Director	35	2.6%	-4.4%	1.0%	3.7%	6.4%	10.4%
Between $2.5 million and $5 million							
CEO/Executive Director	16	3.9%		0.0%	3.3%	7.2%	
Between $5 million and $10 million							
CEO/Executive Director	5	-3.3%			1.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: performing arts							
Between $10 million and $25 million							
CEO/Executive Director	5	1.8%			-0.4%		
Arts, culture, & humanities: performing arts centers							
$250 thousand or less							
CEO/Executive Director	18	-1.6%		-3.8%	0.0%	2.9%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	1.5%		-1.1%	2.3%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	19	-0.4%		-2.6%	0.0%	4.6%	
Between $1 million and $2.5 million							
CEO/Executive Director	41	3.7%	-3.9%	0.0%	3.1%	7.8%	11.1%
Between $2.5 million and $5 million							
CEO/Executive Director	21	1.8%	-2.3%	-0.6%	1.2%	5.2%	10.2%
Top Finance Position	7	5.1%			4.8%		
Between $5 million and $10 million							
CEO/Executive Director	17	6.2%		0.7%	6.5%	15.3%	
Top Finance Position	7	10.0%			9.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: performing arts centers							
Between $10 million and $25 million							
CEO/Executive Director	15	4.1%		1.3%	4.0%	7.5%	
Top Development Position	13	-1.2%		-3.3%	2.9%	4.9%	
Top Education Position	5	1.5%			2.3%		
Top Finance Position	15	3.7%		-2.3%	3.9%	8.4%	
Top Marketing Position	5	3.5%			3.4%		
Top Operations Position	7	5.1%			6.6%		
Top Program Position	7	3.7%			5.7%		
Top Technology Position	5	2.6%			1.9%		
Between $25 million and $50 million							
CEO/Executive Director	7	5.0%			3.6%		
Top Development Position	6	3.4%			3.0%		
Top Finance Position	9	1.9%			2.5%		
Top Marketing Position	7	7.6%			5.0%		
Top Operations Position	5	0.8%			1.6%		
Top Program Position	5	0.2%			5.8%		
Greater than $50 million							
CEO/Executive Director	5	13.3%			12.3%		
Top Finance Position	6	8.8%			6.6%		
Arts, culture, & humanities: performing arts schools							
$250 thousand or less							
CEO/Executive Director	14	1.8%		0.0%	0.6%	8.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	-1.2%		-7.6%	0.0%	4.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: performing arts schools							
Between $500 thousand and $1 million							
CEO/Executive Director	11	5.2%		2.6%	4.5%	8.9%	
Between $1 million and $2.5 million							
CEO/Executive Director	10	-0.4%		-5.7%	2.7%	5.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	1.6%			1.8%		
Arts, culture, & humanities: printing & publishing							
$250 thousand or less							
CEO/Executive Director	18	0.9%		-5.9%	0.4%	6.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	3.5%		0.0%	2.9%	5.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	2.3%		-0.5%	0.8%	5.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	17	1.6%		-1.9%	1.3%	4.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	2.8%			3.6%		
Arts, culture, & humanities: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	5	-0.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	0.3%		-0.7%	0.6%	2.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: professional societies & associations							
Between $1 million and $2.5 million							
CEO/Executive Director	19	2.9%		-0.4%	4.3%	8.3%	
Arts, culture, & humanities: radio							
$250 thousand or less							
CEO/Executive Director	6	7.6%			4.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	3.7%		0.1%	0.8%	5.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	-3.3%			-0.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	0.2%		-3.3%	2.9%	4.7%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	0.9%			1.3%		
Between $5 million and $10 million							
CEO/Executive Director	9	-0.4%			1.4%		
Arts, culture, & humanities: research institutes & public policy analysis							
Between $2.5 million and $5 million							
CEO/Executive Director	5	6.2%			5.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: science & technology museums							
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.4%			3.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	10	0.6%		-3.3%	0.9%	5.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	6	0.1%			0.6%		
Between $5 million and $10 million							
CEO/Executive Director	7	0.9%			1.3%		
Between $10 million and $25 million							
CEO/Executive Director	10	1.0%		-3.9%	0.4%	3.7%	
Top Development Position	6	6.9%			6.0%		
Top Finance Position	8	-3.1%			-0.3%		
Top Technology Position	5	0.4%			1.3%		
Arts, culture, & humanities: singing & choral groups							
$250 thousand or less							
CEO/Executive Director	30	0.2%	-13.1%	-7.0%	0.0%	4.2%	13.4%
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	2.4%	-2.9%	0.0%	0.5%	7.7%	10.1%
Between $500 thousand and $1 million							
CEO/Executive Director	20	5.8%	-0.8%	0.5%	3.3%	8.2%	19.8%
Between $1 million and $2.5 million							
CEO/Executive Director	12	-0.1%		-0.6%	1.5%	2.9%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: single organization support							
$250 thousand or less							
CEO/Executive Director	6	-0.1%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	3.2%			2.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	6.8%			8.3%		
Arts, culture, & humanities: symphony orchestras							
$250 thousand or less							
CEO/Executive Director	26	1.1%	-9.6%	0.0%	0.9%	2.7%	10.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	24	1.2%	-5.6%	-0.7%	0.0%	4.1%	12.1%
Between $500 thousand and $1 million							
CEO/Executive Director	27	3.5%	-0.9%	1.1%	3.2%	5.4%	8.6%
Between $1 million and $2.5 million							
CEO/Executive Director	40	3.1%	-3.7%	-0.7%	1.1%	6.9%	13.7%
Between $2.5 million and $5 million							
CEO/Executive Director	16	3.6%		1.6%	3.1%	4.7%	
Between $5 million and $10 million							
CEO/Executive Director	10	5.1%		-0.8%	1.4%	8.9%	
Between $10 million and $25 million							
CEO/Executive Director	9	3.5%			3.1%		
Top Development Position	5	4.4%			4.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: television							
$250 thousand or less							
CEO/Executive Director	10	4.8%		0.2%	3.3%	8.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	4.3%		2.1%	3.9%	6.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	20	4.4%	-4.8%	1.6%	4.0%	8.2%	10.6%
Between $1 million and $2.5 million							
CEO/Executive Director	19	0.0%		-1.2%	1.2%	4.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	11	5.5%		1.6%	7.5%	9.7%	
Top Finance Position	6	1.6%			1.3%		
Between $5 million and $10 million							
CEO/Executive Director	7	0.5%			2.2%		
Between $10 million and $25 million							
CEO/Executive Director	6	0.7%			2.7%		
Arts, culture, & humanities: theater							
$250 thousand or less							
CEO/Executive Director	62	1.3%	-12.5%	-5.5%	0.0%	7.7%	17.2%
Between $250 thousand and $500 thousand							
CEO/Executive Director	85	0.9%	-13.7%	-5.4%	0.0%	7.4%	14.8%
Top Finance Position	5	-4.0%			-7.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	104	1.9%	-7.3%	-1.3%	1.4%	5.4%	10.3%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: theater							
Between $1 million and $2.5 million							
CEO/Executive Director	99	2.6%	-9.4%	-3.6%	2.4%	7.8%	14.2%
Between $2.5 million and $5 million							
CEO/Executive Director	36	1.3%	-7.0%	-1.8%	0.8%	6.9%	10.9%
Top Finance Position	7	0.7%			0.3%		
Between $5 million and $10 million							
CEO/Executive Director	36	2.6%	-7.1%	-1.7%	2.2%	7.1%	12.4%
Top Administrative Position	5	6.9%			1.9%		
Top Development Position	10	2.5%		1.8%	2.2%	3.0%	
Top Finance Position	14	4.1%		0.1%	2.0%	5.4%	
Top Marketing Position	5	-1.1%			1.9%		
Between $10 million and $25 million							
CEO/Executive Director	21	2.2%	-10.0%	-5.6%	4.6%	7.6%	12.7%
Top Administrative Position	8	5.4%			5.7%		
Top Development Position	11	2.8%		0.7%	1.8%	5.7%	
Top Finance Position	9	6.1%			2.3%		
Top Marketing Position	5	4.0%			2.9%		
Between $25 million and $50 million							
Top Finance Position	6	1.9%			0.1%		
Arts, culture, & humanities: visual arts							
$250 thousand or less							
CEO/Executive Director	21	1.1%	-2.1%	0.0%	0.9%	4.3%	9.7%
Between $250 thousand and $500 thousand							
CEO/Executive Director	48	2.6%	-9.1%	-2.3%	2.1%	6.7%	14.9%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arts, culture, & humanities: visual arts							
Between $500 thousand and $1 million							
CEO/Executive Director	26	1.9%	-9.1%	-1.2%	3.0%	5.1%	10.6%
Between $1 million and $2.5 million							
CEO/Executive Director	32	2.9%	-4.5%	-0.2%	1.8%	5.4%	13.8%
Between $2.5 million and $5 million							
CEO/Executive Director	9	0.5%			1.4%		
Civil rights, social action, advocacy: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	11	3.5%		0.0%	3.8%	10.2%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	4.2%		-0.8%	2.4%	5.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	8.6%		2.2%	8.1%	14.9%	
Between $1 million and $2.5 million							
CEO/Executive Director	18	4.9%		-1.6%	5.4%	11.8%	
Between $2.5 million and $5 million							
CEO/Executive Director	12	7.6%		0.0%	4.4%	15.6%	
Civil rights, social action, advocacy: children's rights							
$250 thousand or less							
CEO/Executive Director	12	5.2%		-0.3%	0.9%	7.3%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	4.2%			2.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: children's rights							
Between $500 thousand and $1 million							
CEO/Executive Director	10	3.3%		0.7%	2.8%	5.5%	
Civil rights, social action, advocacy: civil liberties							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	-1.1%			1.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.8%			2.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	1.9%		-2.4%	2.9%	5.9%	
Top Legal Position	7	4.2%			5.0%		
Civil rights, social action, advocacy: civil rights							
$250 thousand or less							
CEO/Executive Director	22	1.0%	-7.4%	-1.2%	2.2%	4.9%	7.4%
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	5.3%	-2.6%	0.0%	1.6%	10.1%	20.6%
Between $500 thousand and $1 million							
CEO/Executive Director	22	4.7%	-0.6%	0.2%	3.1%	6.9%	15.2%
Between $1 million and $2.5 million							
CEO/Executive Director	26	4.1%	-5.3%	-0.6%	4.1%	9.9%	14.5%
Between $2.5 million and $5 million							
CEO/Executive Director	15	0.0%		-2.9%	0.0%	3.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: civil rights							
Between $5 million and $10 million							
CEO/Executive Director	9	7.3%			8.5%		
Top Legal Position	5	10.5%			11.2%		
Between $10 million and $25 million							
CEO/Executive Director	8	5.1%			3.9%		
Top Finance Position	5	2.5%			0.6%		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
$250 thousand or less							
CEO/Executive Director	8	3.9%			3.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	1.7%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	2.9%		0.1%	1.3%	6.5%	
Between $1 million and $2.5 million							
CEO/Executive Director	18	2.8%		-1.2%	4.6%	6.9%	
Between $2.5 million and $5 million							
CEO/Executive Director	19	1.7%		-1.6%	2.6%	6.4%	
Top Finance Position	6	2.2%			3.5%		
Between $5 million and $10 million							
CEO/Executive Director	8	5.6%			3.9%		
Between $10 million and $25 million							
CEO/Executive Director	5	3.0%			1.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: disabled persons' rights							
Between $500 thousand and $1 million							
CEO/Executive Director	11	3.4%		0.7%	3.0%	7.6%	
Between $1 million and $2.5 million							
CEO/Executive Director	14	2.1%		0.3%	4.1%	5.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	8	7.5%			5.0%		
Between $5 million and $10 million							
CEO/Executive Director	9	6.2%			3.3%		
Top Finance Position	6	3.5%			2.6%		
Civil rights, social action, advocacy: intergroup & race relations							
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.3%			1.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	4.5%			5.4%		
Civil rights, social action, advocacy: lesbian & gay rights							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	-1.1%			1.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.6%			1.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	-2.2%			-1.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Civil rights, social action, advocacy: minority rights							
Between $2.5 million and $5 million							
CEO/Executive Director	5	9.7%			10.0%		
Civil rights, social action, advocacy: right to life							
$250 thousand or less							
CEO/Executive Director	7	5.1%			3.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	3.4%		0.7%	3.1%	6.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.4%			1.5%		
Civil rights, social action, advocacy: women's rights							
$250 thousand or less							
CEO/Executive Director	6	-1.7%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	12	3.3%		-0.1%	1.7%	4.2%	
Between $2.5 million and $5 million							
CEO/Executive Director	6	6.6%			8.0%		
Community improvement, capacity building: alliances & advocacy							
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	5.2%			6.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: alliances & advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	13	3.8%		0.0%	1.6%	5.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	16	6.1%		2.1%	5.6%	9.0%	
Between $2.5 million and $5 million							
Top Finance Position	5	7.1%			10.6%		
Community improvement, capacity building: business & industry							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	1.9%			1.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-3.2%			-0.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	9	4.8%			2.8%		
Top Operations Position	5	7.6%			7.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	6.0%			4.9%		
Community improvement, capacity building: chambers of commerce & business leagues							
$250 thousand or less							
CEO/Executive Director	8	3.2%			0.9%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	8.0%			10.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: chambers of commerce & business leagues							
Between $500 thousand and $1 million							
CEO/Executive Director	13	6.6%		-2.1%	7.2%	14.9%	
Between $1 million and $2.5 million							
CEO/Executive Director	7	5.6%			6.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	8	1.6%			2.1%		
Between $5 million and $10 million							
CEO/Executive Director	7	4.0%			6.1%		
Community improvement, capacity building: community & neighborhood development							
$250 thousand or less							
CEO/Executive Director	96	3.1%	-7.9%	0.0%	2.4%	7.3%	17.2%
Between $250 thousand and $500 thousand							
CEO/Executive Director	79	3.6%	-7.1%	-0.4%	3.0%	8.3%	14.3%
Between $500 thousand and $1 million							
CEO/Executive Director	88	2.1%	-5.0%	-0.1%	1.9%	6.6%	11.1%
Between $1 million and $2.5 million							
CEO/Executive Director	123	3.7%	-4.7%	0.0%	3.2%	8.2%	12.7%
Top Finance Position	11	5.4%		1.4%	4.0%	10.8%	
Between $2.5 million and $5 million							
CEO/Executive Director	77	6.0%	-2.0%	1.0%	5.5%	10.6%	17.8%
Top Finance Position	25	3.5%	-3.0%	0.1%	3.1%	7.8%	12.8%
Top Operations Position	5	3.9%			2.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: community & neighborhood development							
Between $5 million and $10 million							
CEO/Executive Director	55	3.4%	-6.0%	0.0%	3.4%	6.5%	14.2%
Top Finance Position	22	3.9%	-2.9%	-0.1%	2.5%	7.5%	16.2%
Top Operations Position	8	1.4%			3.3%		
Between $10 million and $25 million							
CEO/Executive Director	40	5.1%	-3.6%	1.3%	4.4%	9.2%	14.4%
Top Finance Position	21	8.2%	0.0%	3.1%	6.6%	11.8%	20.0%
Top Operations Position	6	1.6%			0.8%		
Top Program Position	5	-0.8%			2.2%		
Between $25 million and $50 million							
CEO/Executive Director	6	5.1%			4.5%		
Top Finance Position	7	11.2%			9.7%		
Greater than $50 million							
Top Finance Position	6	5.6%			6.3%		
Community improvement, capacity building: community coalitions							
$250 thousand or less							
CEO/Executive Director	16	3.1%		0.9%	3.9%	4.7%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	3.9%		0.6%	3.2%	7.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	4.4%		1.0%	3.5%	9.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	14	4.7%		1.8%	2.8%	8.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: community coalitions							
Between $2.5 million and $5 million							
CEO/Executive Director	6	3.7%			0.3%		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
$250 thousand or less							
CEO/Executive Director	6	-4.9%			-1.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	1.3%		-4.0%	0.3%	5.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	28	2.7%	-6.4%	0.0%	1.7%	4.6%	11.2%
Between $1 million and $2.5 million							
CEO/Executive Director	25	4.3%	-4.0%	1.4%	4.2%	8.8%	13.7%
Between $2.5 million and $5 million							
CEO/Executive Director	13	6.9%		4.1%	5.5%	10.2%	
Between $5 million and $10 million							
CEO/Executive Director	8	3.9%			3.7%		
Between $10 million and $25 million							
CEO/Executive Director	10	1.1%		-1.5%	2.2%	6.9%	
Community improvement, capacity building: community service clubs							
$250 thousand or less							
CEO/Executive Director	10	5.0%		0.3%	3.1%	9.2%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	3.2%		-1.7%	0.8%	6.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: community service clubs							
Between $500 thousand and $1 million							
CEO/Executive Director	18	4.9%		1.6%	3.9%	7.6%	
Between $1 million and $2.5 million							
CEO/Executive Director	18	2.5%		-0.3%	2.8%	4.3%	
Top Finance Position	5	2.8%			1.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	10	4.6%		0.9%	5.0%	7.9%	
Between $10 million and $25 million							
CEO/Executive Director	5	2.8%			0.3%		
Community improvement, capacity building: economic development							
$250 thousand or less							
CEO/Executive Director	44	2.2%	-7.1%	0.0%	1.1%	6.7%	11.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	48	2.9%	-5.6%	-0.1%	0.6%	5.2%	14.9%
Between $500 thousand and $1 million							
CEO/Executive Director	49	2.6%	-7.9%	-1.8%	0.8%	8.2%	15.3%
Between $1 million and $2.5 million							
CEO/Executive Director	66	4.2%	-2.1%	0.0%	3.7%	8.3%	13.1%
Top Finance Position	7	7.1%			2.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	44	3.4%	-6.7%	-0.8%	3.1%	7.5%	16.1%
Top Finance Position	5	3.9%			2.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: economic development							
Between $5 million and $10 million							
CEO/Executive Director	22	4.8%	-2.4%	0.1%	3.1%	6.6%	19.8%
Top Finance Position	8	8.4%			7.6%		
Top Operations Position	6	1.0%			3.9%		
Between $10 million and $25 million							
CEO/Executive Director	11	6.3%		2.3%	5.9%	11.4%	
Top Finance Position	5	3.9%			5.0%		
Community improvement, capacity building: fund raising & fund distribution							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	0.0%			0.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	9	4.6%			3.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	8.2%			7.7%		
Community improvement, capacity building: management & technical assistance							
$250 thousand or less							
CEO/Executive Director	6	2.0%			1.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	2.2%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.0%			7.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: management & technical assistance							
Between $1 million and $2.5 million							
CEO/Executive Director	11	9.5%		1.9%	9.0%	13.9%	
Between $2.5 million and $5 million							
CEO/Executive Director	9	4.5%			6.0%		
Between $5 million and $10 million							
CEO/Executive Director	7	0.0%			1.2%		
Community improvement, capacity building: neighborhood & block associations							
$250 thousand or less							
CEO/Executive Director	7	-0.3%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	1.8%		-1.1%	0.0%	7.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	4.3%			4.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	5.1%			2.9%		
Community improvement, capacity building: nonprofit management							
$250 thousand or less							
CEO/Executive Director	8	1.0%			2.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	5.3%		0.0%	3.3%	7.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	2.5%		0.6%	3.3%	6.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: nonprofit management							
Between $1 million and $2.5 million							
CEO/Executive Director	23	1.9%	-3.5%	-0.2%	1.9%	5.0%	6.3%
Top Operations Position	5	2.8%			1.6%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	3.5%			5.1%		
Between $5 million and $10 million							
CEO/Executive Director	5	4.8%			5.6%		
Between $10 million and $25 million							
CEO/Executive Director	6	3.4%			5.2%		
Top Finance Position	5	-2.4%			-2.2%		
Community improvement, capacity building: research institutes & public policy analysis							
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.3%			3.1%		
Between $5 million and $10 million							
CEO/Executive Director	5	6.6%			3.1%		
Community improvement, capacity building: rural economic development							
$250 thousand or less							
CEO/Executive Director	5	5.4%			5.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	2.5%			3.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.4%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: rural economic development							
Between $1 million and $2.5 million							
CEO/Executive Director	7	3.0%			3.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	6.5%			6.8%		
Community improvement, capacity building: small business development							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	-4.6%			-3.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	12	1.7%		-0.4%	3.0%	5.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	11	4.9%		1.2%	3.1%	10.6%	
Top Finance Position	5	2.4%			3.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	12	2.2%		-1.0%	1.7%	5.3%	
Between $5 million and $10 million							
CEO/Executive Director	8	4.3%			4.5%		
Community improvement, capacity building: urban & community economic development							
$250 thousand or less							
CEO/Executive Director	19	-0.3%		-1.0%	0.0%	2.5%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	5.2%		-0.4%	3.6%	12.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Community improvement, capacity building: urban & community economic development							
Between $500 thousand and $1 million							
CEO/Executive Director	18	6.1%		1.3%	5.4%	9.0%	
Between $1 million and $2.5 million							
CEO/Executive Director	20	3.0%	-7.7%	1.1%	3.4%	5.7%	8.7%
Between $2.5 million and $5 million							
CEO/Executive Director	11	0.4%		-1.9%	3.2%	5.3%	
Between $5 million and $10 million							
CEO/Executive Director	8	1.9%			2.5%		
Top Finance Position	5	0.4%			4.3%		
Crime, legal-related: administration of justice							
Between $1 million and $2.5 million							
CEO/Executive Director	5	2.5%			2.8%		
Crime, legal-related: alliances & advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	5	8.3%			9.1%		
Crime, legal-related: child abuse prevention							
$250 thousand or less							
CEO/Executive Director	18	3.5%		-2.6%	3.7%	6.2%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	32	1.5%	-7.6%	0.0%	1.6%	4.0%	8.6%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: child abuse prevention							
Between $500 thousand and $1 million							
CEO/Executive Director	32	3.1%	-2.0%	0.0%	1.8%	6.0%	10.0%
Between $1 million and $2.5 million							
CEO/Executive Director	25	3.5%	-3.2%	-0.6%	2.5%	7.8%	10.2%
Between $2.5 million and $5 million							
CEO/Executive Director	12	2.3%		-0.7%	1.8%	4.6%	
Crime, legal-related: crime prevention							
$250 thousand or less							
CEO/Executive Director	7	-1.3%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	2.2%			2.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	3.5%		-0.4%	3.2%	6.8%	
Between $1 million and $2.5 million							
CEO/Executive Director	8	5.9%			6.7%		
Crime, legal-related: dispute resolution & mediation							
$250 thousand or less							
CEO/Executive Director	17	7.4%		1.7%	5.7%	11.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	4.9%			5.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	2.3%		-0.5%	1.1%	3.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: dispute resolution & mediation							
Between $1 million and $2.5 million							
CEO/Executive Director	6	7.7%			8.2%		
Crime, legal-related: inmate support							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	0.4%			1.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.9%			1.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	4.5%			6.0%		
Crime, legal-related: law enforcement							
Between $1 million and $2.5 million							
CEO/Executive Director	8	8.6%			5.5%		
Crime, legal-related: legal services							
$250 thousand or less							
CEO/Executive Director	21	2.5%	-7.7%	-0.4%	4.5%	5.6%	9.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	24	2.4%	-1.8%	0.0%	2.0%	4.4%	7.8%
Between $500 thousand and $1 million							
CEO/Executive Director	46	3.4%	-4.6%	-0.5%	2.5%	7.4%	13.5%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: legal services							
Between $1 million and $2.5 million							
CEO/Executive Director	44	3.2%	-3.7%	0.0%	3.5%	6.8%	11.5%
Top Finance Position	10	6.3%		-0.2%	4.8%	9.6%	
Top Legal Position	11	4.2%		0.7%	3.8%	8.7%	
Between $2.5 million and $5 million							
CEO/Executive Director	33	5.2%	-1.3%	1.9%	4.3%	8.6%	13.2%
Top Finance Position	8	0.8%			-0.4%		
Top Legal Position	12	5.3%		1.4%	4.5%	10.1%	
Between $5 million and $10 million							
CEO/Executive Director	38	4.4%	-1.8%	0.2%	4.0%	8.0%	10.6%
Top Finance Position	14	3.7%		-1.2%	4.0%	6.9%	
Top Legal Position	19	2.2%		1.6%	2.5%	5.7%	
Between $10 million and $25 million							
CEO/Executive Director	26	3.1%	-4.6%	-0.9%	3.3%	7.2%	10.5%
Top Finance Position	12	6.0%		1.6%	5.1%	7.9%	
Top Legal Position	13	4.8%		2.3%	5.1%	7.0%	
Between $25 million and $50 million							
CEO/Executive Director	8	5.2%			2.9%		
Top Finance Position	5	5.3%			5.6%		
Crime, legal-related: prison alternatives							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	2.7%			1.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	5	4.3%			1.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: prison alternatives							
Between $10 million and $25 million							
CEO/Executive Director	5	3.2%			5.5%		
Crime, legal-related: protection against abuse							
$250 thousand or less							
CEO/Executive Director	8	1.3%			2.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	5.4%			2.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.0%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	2.7%		0.0%	1.2%	5.6%	
Crime, legal-related: public interest law							
Between $500 thousand and $1 million							
CEO/Executive Director	13	3.3%		0.0%	4.3%	6.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	9	3.7%			1.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	3.0%			3.3%		
Between $10 million and $25 million							
Top Legal Position	5	5.9%			4.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: rehabilitation services for offenders							
$250 thousand or less							
CEO/Executive Director	11	2.9%		-1.5%	3.8%	7.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	4.7%			1.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	13	2.2%		-1.9%	0.0%	3.6%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	3.1%			3.9%		
Crime, legal-related: research institutes & public policy analysis							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	6.3%			6.0%		
Crime, legal-related: sexual abuse prevention							
$250 thousand or less							
CEO/Executive Director	7	-0.7%			0.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.7%			3.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	1.4%			1.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Crime, legal-related: spouse abuse prevention							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	1.9%			2.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	7.2%			6.4%		
Crime, legal-related: youth violence prevention							
$250 thousand or less							
CEO/Executive Director	8	5.5%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.1%			2.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	-0.4%			0.0%		
Diseases, disorders, medical disciplines: AIDS							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	8.0%			6.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	9.2%		1.6%	10.2%	16.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	24	5.0%	-3.6%	0.5%	3.8%	7.5%	16.9%
Top Finance Position	5	7.4%			5.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	13	4.4%		2.1%	4.7%	8.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: AIDS							
Between $5 million and $10 million							
CEO/Executive Director	12	6.7%		3.0%	5.6%	11.9%	
Between $10 million and $25 million							
CEO/Executive Director	10	3.9%		0.7%	3.5%	5.1%	
Top Finance Position	5	-0.4%			0.4%		
Between $25 million and $50 million							
CEO/Executive Director	7	1.9%			0.0%		
Top Finance Position	5	0.5%			-0.1%		
Diseases, disorders, medical disciplines: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	5	1.8%			1.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	10	4.9%		1.4%	3.8%	11.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	7.6%			6.1%		
Diseases, disorders, medical disciplines: Alzheimer's disease							
Between $1 million and $2.5 million							
CEO/Executive Director	5	4.5%			3.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: autism							
$250 thousand or less							
CEO/Executive Director	5	-1.1%			0.2%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	5.2%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.8%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	15	3.4%		-0.4%	3.0%	5.6%	
Between $2.5 million and $5 million							
CEO/Executive Director	14	1.1%		-0.3%	2.9%	5.4%	
Top Finance Position	5	3.3%			0.7%		
Between $10 million and $25 million							
CEO/Executive Director	11	1.1%		-5.0%	1.5%	5.2%	
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
$250 thousand or less							
CEO/Executive Director	7	6.4%			5.1%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	6.2%			4.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.8%			-0.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	9	4.5%			4.7%		
Between $2.5 million and $5 million							
CEO/Executive Director	8	0.8%			1.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
Between $5 million and $10 million							
CEO/Executive Director	9	1.0%			0.9%		
Between $10 million and $25 million							
CEO/Executive Director	8	-0.1%			0.3%		
Top Finance Position	5	2.0%			2.8%		
Top Operations Position	5	8.4%			7.8%		
Diseases, disorders, medical disciplines: brain disorders							
$250 thousand or less							
CEO/Executive Director	6	3.6%			3.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	3.8%			0.7%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	0.7%			1.9%		
Diseases, disorders, medical disciplines: cancer							
$250 thousand or less							
CEO/Executive Director	19	3.4%		-1.2%	4.2%	9.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	2.5%	-6.4%	-0.9%	3.1%	7.7%	13.1%
Between $500 thousand and $1 million							
CEO/Executive Director	27	3.9%	-0.3%	0.3%	2.5%	6.4%	10.0%
Between $1 million and $2.5 million							
CEO/Executive Director	33	2.1%	-11.3%	-3.2%	2.1%	6.3%	13.6%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: cancer							
Between $2.5 million and $5 million							
CEO/Executive Director	12	7.2%		1.8%	5.6%	12.8%	
Between $10 million and $25 million							
CEO/Executive Director	7	8.0%			10.0%		
Top Finance Position	5	7.1%			4.5%		
Between $25 million and $50 million							
CEO/Executive Director	6	2.8%			1.5%		
Diseases, disorders, medical disciplines: eye diseases, blindness, & vision impairments							
$250 thousand or less							
CEO/Executive Director	10	4.3%		0.0%	1.4%	9.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	0.3%			0.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	3.2%		0.6%	2.0%	5.4%	
Between $1 million and $2.5 million							
CEO/Executive Director	14	2.1%		0.0%	1.2%	5.8%	
Between $2.5 million and $5 million							
CEO/Executive Director	9	5.7%			1.6%		
Diseases, disorders, medical disciplines: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	5	3.9%			4.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: heart & circulatory system diseases & disorders							
$250 thousand or less							
CEO/Executive Director	11	3.6%		-3.2%	2.4%	10.1%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	5.6%			2.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	8.6%			5.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	3.2%			2.3%		
Diseases, disorders, medical disciplines: medical disciplines							
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.2%			2.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	5	6.6%			8.5%		
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.9%			1.5%		
Diseases, disorders, medical disciplines: neurology & neuroscience							
Between $1 million and $2.5 million							
CEO/Executive Director	5	1.4%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: pediatrics							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	-3.9%			-1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.4%			4.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	6.1%			5.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	9.6%			8.9%		
Diseases, disorders, medical disciplines: specifically named diseases							
$250 thousand or less							
CEO/Executive Director	13	5.9%		1.4%	3.2%	7.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	0.3%		-0.3%	0.0%	3.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	1.7%		-2.0%	1.9%	8.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	9	3.2%			4.7%		
Between $5 million and $10 million							
CEO/Executive Director	5	9.8%			9.8%		
Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.							
Between $500 thousand and $1 million							
CEO/Executive Director	6	8.3%			9.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	9	-0.6%			0.3%		
Educational institutions & related activities: adult education							
$250 thousand or less							
CEO/Executive Director	38	1.5%	-7.0%	-3.4%	0.4%	8.2%	12.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	34	3.9%	-3.6%	0.0%	3.7%	6.5%	11.7%
Between $500 thousand and $1 million							
CEO/Executive Director	42	4.2%	-6.7%	0.0%	3.0%	11.4%	18.0%
Between $1 million and $2.5 million							
CEO/Executive Director	34	3.4%	-6.3%	-0.1%	4.0%	8.3%	11.4%
Between $2.5 million and $5 million							
CEO/Executive Director	12	2.7%		0.0%	1.9%	5.2%	
Between $5 million and $10 million							
CEO/Executive Director	8	1.1%			1.3%		
Between $10 million and $25 million							
CEO/Executive Director	5	2.9%			2.6%		
Educational institutions & related activities: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	30	3.4%	-1.9%	0.0%	1.9%	5.4%	15.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	34	2.4%	-3.2%	0.0%	2.7%	6.8%	10.1%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: alliances & advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	41	0.8%	-7.0%	-4.1%	2.3%	5.3%	8.3%
Between $1 million and $2.5 million							
CEO/Executive Director	49	2.2%	-9.1%	-0.8%	2.0%	8.1%	11.4%
Between $2.5 million and $5 million							
CEO/Executive Director	21	4.2%	-6.7%	1.1%	3.5%	8.2%	16.9%
Between $5 million and $10 million							
CEO/Executive Director	18	2.6%		-0.5%	2.7%	5.0%	
Top Finance Position	8	8.2%			9.3%		
Between $10 million and $25 million							
CEO/Executive Director	8	3.8%			4.2%		
Educational institutions & related activities: alumni associations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	6.7%			7.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	2.6%			2.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	9	2.8%			3.7%		
Top Finance Position	7	5.5%			1.4%		
Between $5 million and $10 million							
CEO/Executive Director	6	4.5%			4.1%		
Between $10 million and $25 million							
CEO/Executive Director	6	1.6%			2.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: charter schools							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	7.3%			4.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	10.9%		4.7%	11.8%	15.9%	
Between $1 million and $2.5 million							
CEO/Executive Director	90	4.1%	-7.1%	-0.4%	4.2%	9.2%	14.8%
Top Administrative Position	9	4.5%			3.5%		
Top Finance Position	8	4.9%			4.7%		
Between $2.5 million and $5 million							
CEO/Executive Director	154	4.5%	-5.2%	0.8%	4.2%	8.8%	15.7%
Top Administrative Position	17	6.4%		2.9%	4.3%	8.5%	
Top Business Position	7	-0.8%			1.1%		
Top Education Position	9	2.1%			2.4%		
Top Finance Position	15	3.6%		0.0%	4.2%	8.0%	
Top Operations Position	8	1.3%			1.3%		
Between $5 million and $10 million							
CEO/Executive Director	223	4.5%	-5.2%	-0.3%	4.9%	9.8%	16.4%
Top Administrative Position	21	3.8%	-6.1%	2.0%	5.3%	9.9%	12.1%
Top Business Position	14	3.8%		0.5%	4.8%	9.1%	
Top Education Position	15	3.4%		0.8%	3.3%	5.8%	
Top Finance Position	28	2.1%	-6.7%	-3.1%	-0.1%	8.2%	13.5%
Top Operations Position	22	3.8%	-3.6%	0.3%	5.6%	9.2%	11.2%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: charter schools							
Between $10 million and $25 million							
CEO/Executive Director	133	4.2%	-4.1%	0.4%	3.5%	8.4%	13.2%
Top Administrative Position	25	5.2%	-0.1%	2.0%	5.3%	8.8%	12.6%
Top Business Position	10	4.6%		0.6%	4.7%	8.4%	
Top Development Position	6	3.5%			0.9%		
Top Education Position	12	6.7%		0.6%	7.1%	12.3%	
Top Finance Position	27	8.1%	-0.6%	2.2%	7.3%	13.7%	18.6%
Top Operations Position	16	5.2%		2.5%	4.5%	10.2%	
Top Technology Position	5	-0.2%			0.1%		
Between $25 million and $50 million							
CEO/Executive Director	36	4.2%	-4.3%	-0.1%	4.9%	10.4%	13.4%
Top Administrative Position	9	6.5%			7.7%		
Top Education Position	11	6.6%		3.4%	4.3%	11.4%	
Top Finance Position	15	4.1%		0.4%	3.7%	6.5%	
Top Operations Position	10	5.8%		0.6%	6.3%	10.6%	
Greater than $50 million							
CEO/Executive Director	15	3.5%		-0.2%	3.1%	6.7%	
Top Administrative Position	7	-0.1%			0.3%		
Top Finance Position	8	3.5%			3.3%		
Top Operations Position	6	3.0%			4.3%		
Educational institutions & related activities: education N.E.C.							
$250 thousand or less							
CEO/Executive Director	54	1.9%	-8.7%	0.0%	1.1%	7.2%	13.7%
Between $250 thousand and $500 thousand							
CEO/Executive Director	63	0.2%	-11.2%	-1.8%	0.0%	4.8%	9.8%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

Educational institutions & related activities: education N.E.C.

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $500 thousand and $1 million							
CEO/Executive Director	59	2.1%	-6.8%	-0.6%	1.4%	5.9%	13.4%
Top Administrative Position	10	3.7%		0.0%	2.8%	8.9%	
Between $1 million and $2.5 million							
CEO/Executive Director	89	2.4%	-7.4%	-0.4%	2.8%	5.6%	12.0%
Top Finance Position	8	6.4%			6.6%		
Top Operations Position	6	13.5%			14.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	58	3.6%	-1.8%	0.0%	3.6%	6.5%	13.0%
Top Business Position	5	7.3%			7.7%		
Top Finance Position	18	6.0%		0.9%	4.6%	11.7%	
Top Operations Position	8	3.6%			3.7%		
Between $5 million and $10 million							
CEO/Executive Director	49	3.4%	-6.5%	-1.1%	3.4%	8.6%	14.6%
Top Business Position	7	2.8%			2.6%		
Top Education Position	6	6.4%			3.1%		
Top Finance Position	19	1.6%		-1.3%	0.0%	5.5%	
Top Operations Position	7	4.1%			4.1%		
Between $10 million and $25 million							
CEO/Executive Director	29	5.1%	-8.9%	1.8%	4.9%	11.1%	17.7%
Top Administrative Position	5	1.9%			2.1%		
Top Business Position	5	3.3%			4.2%		
Top Development Position	8	0.5%			2.0%		
Top Finance Position	13	1.2%		-1.6%	3.5%	7.1%	
Top Operations Position	5	-0.1%			3.5%		
Top Technology Position	8	3.4%			2.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: education N.E.C.							
Between $25 million and $50 million							
Top Finance Position	7	3.3%			1.0%		
Greater than $50 million							
CEO/Executive Director	10	3.2%		-2.3%	3.0%	9.7%	
Top Finance Position	6	9.5%			6.9%		
Top Technology Position	5	4.9%			4.7%		
Educational institutions & related activities: educational services							
$250 thousand or less							
CEO/Executive Director	83	2.6%	-8.6%	-0.8%	0.0%	10.2%	16.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	88	2.0%	-7.2%	-1.0%	1.6%	6.2%	11.1%
Top Finance Position	6	-7.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	89	3.9%	-3.3%	0.0%	3.1%	6.7%	12.2%
Between $1 million and $2.5 million							
CEO/Executive Director	131	2.6%	-6.2%	-0.5%	2.1%	6.7%	12.5%
Top Finance Position	13	2.5%		0.1%	2.8%	4.5%	
Top Operations Position	12	-0.6%		-3.7%	-1.7%	2.3%	
Top Program Position	7	2.1%			1.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: educational services							
Between $2.5 million and $5 million							
CEO/Executive Director	86	3.4%	-3.2%	-0.1%	2.4%	6.4%	12.5%
Top Administrative Position	5	3.4%			0.0%		
Top Development Position	8	3.2%			4.4%		
Top Finance Position	23	3.1%	-4.9%	-2.4%	2.3%	8.9%	11.1%
Top Operations Position	11	4.2%		0.1%	5.6%	8.9%	
Top Program Position	5	3.7%			5.3%		
Between $5 million and $10 million							
CEO/Executive Director	45	2.8%	-9.0%	0.0%	3.8%	8.2%	12.1%
Top Administrative Position	6	4.3%			5.2%		
Top Education Position	6	8.5%			6.7%		
Top Finance Position	14	7.2%		2.8%	5.5%	12.2%	
Top Human Resources Position	5	5.3%			1.8%		
Top Operations Position	9	6.0%			6.4%		
Top PR/Communications Position	5	8.0%			4.2%		
Top Program Position	7	5.5%			3.5%		
Between $10 million and $25 million							
CEO/Executive Director	36	5.5%	-1.7%	0.9%	4.9%	9.4%	15.3%
Top Administrative Position	5	8.3%			3.8%		
Top Business Position	6	3.1%			3.2%		
Top Development Position	5	5.5%			4.0%		
Top Education Position	10	5.1%		1.9%	4.1%	6.4%	
Top Finance Position	22	5.7%	-1.3%	0.2%	3.9%	11.2%	13.8%
Top Human Resources Position	5	7.9%			8.6%		
Top Operations Position	14	6.9%		2.2%	6.0%	11.4%	
Top Program Position	8	4.4%			3.0%		
Top Technology Position	9	2.4%			0.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: educational services							
Between $25 million and $50 million							
CEO/Executive Director	13	5.2%		-2.8%	4.4%	13.8%	
Top Finance Position	8	6.0%			4.2%		
Top Operations Position	5	4.1%			4.4%		
Greater than $50 million							
CEO/Executive Director	13	3.8%		-1.5%	2.2%	11.3%	
Top Finance Position	14	7.5%		2.8%	6.0%	10.1%	
Top Operations Position	5	6.4%			5.2%		
Top Technology Position	7	7.1%			4.3%		
Educational institutions & related activities: elementary & secondary schools							
$250 thousand or less							
CEO/Executive Director	47	0.5%	-6.0%	-0.4%	0.7%	3.6%	8.1%
Top Finance Position	6	1.0%			0.7%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	85	3.3%	-6.3%	-0.2%	2.5%	9.2%	13.8%
Top Finance Position	9	-1.5%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	103	3.5%	-6.9%	0.0%	3.0%	7.4%	14.6%
Top Administrative Position	11	5.2%		1.1%	4.8%	6.0%	
Top Finance Position	11	2.9%		-1.5%	2.8%	8.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: elementary & secondary schools							
Between $1 million and $2.5 million							
CEO/Executive Director	234	3.7%	-4.4%	0.0%	3.1%	7.4%	13.9%
Top Administrative Position	28	6.0%	0.0%	1.3%	4.8%	9.6%	15.4%
Top Business Position	6	2.3%			1.2%		
Top Education Position	5	3.2%			3.1%		
Top Finance Position	32	4.8%	-3.1%	1.7%	4.6%	7.0%	14.8%
Top Operations Position	9	1.6%			1.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	205	2.9%	-5.4%	0.0%	2.6%	6.3%	12.3%
Top Administrative Position	19	3.2%		0.0%	0.9%	4.3%	
Top Business Position	14	5.7%		2.3%	3.4%	8.7%	
Top Development Position	9	1.3%			0.7%		
Top Education Position	8	5.9%			6.4%		
Top Finance Position	41	3.8%	-2.4%	0.0%	3.2%	7.3%	11.3%
Top Operations Position	10	5.6%		2.0%	7.5%	9.9%	
Between $5 million and $10 million							
CEO/Executive Director	205	3.3%	-6.5%	-1.1%	2.7%	8.0%	16.3%
Top Administrative Position	23	2.3%	-10.1%	-2.8%	2.0%	5.6%	13.6%
Top Business Position	17	4.0%		0.5%	2.9%	7.9%	
Top Development Position	9	7.2%			7.4%		
Top Education Position	8	3.4%			3.8%		
Top Finance Position	66	3.2%	-2.1%	1.2%	3.3%	6.3%	9.6%
Top Operations Position	20	6.0%	1.1%	2.5%	5.9%	8.3%	12.4%
Top Program Position	6	2.6%			3.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: elementary & secondary schools							
Between $10 million and $25 million							
CEO/Executive Director	202	3.9%	-4.3%	0.0%	3.1%	7.8%	13.0%
Top Administrative Position	16	5.1%		1.0%	4.0%	7.8%	
Top Business Position	16	4.7%		1.1%	3.2%	6.8%	
Top Development Position	47	3.4%	-2.4%	1.8%	3.2%	6.0%	9.2%
Top Education Position	25	4.1%	-2.0%	0.6%	2.9%	7.0%	15.0%
Top Facilities Position	9	6.8%			4.7%		
Top Finance Position	117	4.5%	-4.3%	0.8%	3.8%	7.9%	15.7%
Top Human Resources Position	5	5.8%			3.3%		
Top Operations Position	51	4.9%	-1.2%	1.1%	4.6%	8.8%	11.8%
Top PR/Communications Position	7	2.2%			2.8%		
Top Technology Position	17	3.0%		1.5%	2.9%	3.4%	
Between $25 million and $50 million							
CEO/Executive Director	92	5.0%	-2.0%	1.7%	3.8%	7.9%	13.8%
Top Administrative Position	13	5.0%		2.5%	3.8%	6.5%	
Top Development Position	56	3.4%	-4.7%	1.2%	4.1%	6.4%	12.1%
Top Education Position	20	2.7%	-3.5%	-0.3%	3.2%	5.1%	9.0%
Top Facilities Position	13	2.9%		1.8%	3.0%	4.0%	
Top Finance Position	93	5.7%	0.2%	2.5%	4.9%	7.7%	13.2%
Top Human Resources Position	7	1.5%			1.2%		
Top Operations Position	35	4.9%	-0.1%	1.7%	4.3%	6.6%	11.2%
Top PR/Communications Position	6	2.5%			3.5%		
Top Program Position	7	1.4%			2.0%		
Top Technology Position	14	0.5%		0.6%	2.1%	3.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: elementary & secondary schools							
Greater than $50 million							
CEO/Executive Director	41	7.0%	-6.6%	0.5%	6.2%	16.6%	20.7%
Top Administrative Position	6	2.9%			3.6%		
Top Development Position	23	4.6%	-0.2%	2.5%	3.9%	8.0%	10.4%
Top Education Position	11	6.0%		1.5%	4.0%	10.0%	
Top Facilities Position	8	2.8%			3.6%		
Top Finance Position	33	4.7%	-3.9%	1.5%	4.0%	8.1%	14.1%
Top Human Resources Position	12	6.0%		3.0%	4.7%	9.2%	
Top Operations Position	14	4.8%		3.0%	4.3%	5.8%	
Top PR/Communications Position	5	0.3%			2.3%		
Top Technology Position	11	2.6%		0.2%	2.5%	6.4%	
Educational institutions & related activities: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	17	1.0%		-0.6%	1.5%	4.0%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	-0.9%		-0.6%	0.0%	3.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	20	3.8%	-0.4%	0.0%	3.4%	7.5%	11.0%
Between $1 million and $2.5 million							
CEO/Executive Director	32	3.1%	-9.8%	1.0%	3.7%	7.1%	12.8%
Between $2.5 million and $5 million							
CEO/Executive Director	24	5.7%	0.4%	2.7%	4.9%	7.1%	12.9%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: fund raising & fund distribution							
Between $5 million and $10 million							
CEO/Executive Director	15	2.7%		0.2%	2.2%	6.6%	
Top Finance Position	6	4.6%			3.1%		
Between $10 million and $25 million							
CEO/Executive Director	8	0.9%			0.2%		
Greater than $50 million							
Top Finance Position	5	1.4%			0.9%		
Educational institutions & related activities: graduate & professional schools							
$250 thousand or less							
CEO/Executive Director	7	4.6%			2.4%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	-2.6%		-14.1%	-3.4%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	5.7%			3.7%		
Between $1 million and $2.5 million							
CEO/Executive Director	18	-2.0%		-6.7%	-1.1%	1.8%	
Top Finance Position	6	-0.6%			-2.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	18	4.0%		0.0%	1.5%	3.9%	
Top Education Position	5	5.0%			1.3%		
Top Finance Position	6	4.3%			4.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

Educational institutions & related activities: graduate & professional schools

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	15	6.4%		0.5%	3.7%	15.6%	
Top Administrative Position	5	0.3%			1.6%		
Top Development Position	5	1.3%			3.7%		
Top Education Position	7	5.6%			3.6%		
Top Finance Position	8	-1.2%			2.4%		
Between $10 million and $25 million							
CEO/Executive Director	14	0.9%		-1.0%	1.7%	5.2%	
Top Education Position	10	4.2%		-2.0%	1.5%	6.8%	
Top Finance Position	9	3.1%			2.1%		
Between $25 million and $50 million							
CEO/Executive Director	19	1.6%		-2.2%	3.0%	7.7%	
Top Administrative Position	5	2.8%			2.5%		
Top Development Position	6	5.4%			2.7%		
Top Education Position	10	1.5%		-0.7%	2.8%	3.3%	
Top Finance Position	20	2.9%	-0.4%	0.7%	2.4%	5.1%	7.6%
Top Operations Position	7	4.1%			3.6%		
Greater than $50 million							
CEO/Executive Director	21	4.4%	-8.5%	-2.4%	3.8%	12.3%	15.5%
Top Administrative Position	8	9.0%			5.1%		
Top Development Position	14	3.3%		0.3%	2.0%	6.9%	
Top Education Position	13	3.8%		-3.3%	4.1%	8.4%	
Top Finance Position	22	5.6%	-7.2%	2.4%	6.3%	8.8%	13.6%
Top Legal Position	12	1.3%		-0.6%	1.2%	4.8%	
Top Operations Position	8	5.0%			5.9%		
Top PR/Communications Position	5	1.1%			0.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: higher education							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	1.5%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	9.6%		3.9%	10.3%	12.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	17	3.5%		-0.7%	4.6%	6.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	16	4.1%		0.0%	4.2%	8.0%	
Top Finance Position	6	3.4%			1.6%		
Between $5 million and $10 million							
CEO/Executive Director	16	1.8%		-1.3%	0.8%	7.6%	
Top Finance Position	9	4.5%			3.9%		
Between $10 million and $25 million							
CEO/Executive Director	28	1.0%	-7.7%	-0.9%	1.7%	4.1%	8.7%
Top Administrative Position	6	-0.2%			-0.7%		
Top Development Position	5	1.6%			1.6%		
Top Education Position	13	3.7%		0.8%	2.3%	4.5%	
Top Finance Position	17	4.5%		1.6%	3.9%	7.1%	
Between $25 million and $50 million							
CEO/Executive Director	22	3.0%	-1.7%	-0.2%	1.7%	6.7%	9.2%
Top Administrative Position	12	1.9%		0.5%	1.8%	3.9%	
Top Development Position	12	2.9%		-1.5%	1.1%	4.0%	
Top Education Position	15	4.6%		0.2%	2.0%	3.0%	
Top Finance Position	18	2.3%		0.1%	2.7%	6.6%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: higher education							
Greater than $50 million							
CEO/Executive Director	75	2.2%	-8.5%	-0.7%	2.0%	5.6%	10.7%
Top Administrative Position	54	3.6%	-2.0%	0.5%	2.5%	5.4%	9.8%
Top Business Position	15	0.3%		-0.4%	1.3%	3.8%	
Top Development Position	56	2.9%	-0.5%	0.6%	2.3%	4.0%	11.3%
Top Education Position	63	3.9%	-1.6%	0.8%	2.9%	5.9%	12.3%
Top Facilities Position	10	0.7%		-1.4%	0.5%	1.6%	
Top Finance Position	81	2.9%	-1.9%	1.0%	2.7%	5.3%	8.2%
Top Human Resources Position	16	4.6%		1.9%	3.3%	6.5%	
Top Legal Position	36	4.5%	-1.3%	1.6%	2.7%	6.7%	10.7%
Top Marketing Position	12	3.9%		-0.1%	1.9%	7.0%	
Top Operations Position	21	1.6%	-7.2%	-3.4%	2.3%	4.8%	10.5%
Top PR/Communications Position	22	3.0%	-5.9%	0.4%	2.7%	5.9%	10.3%
Top Program Position	7	4.9%			3.3%		
Top Technology Position	23	3.7%	-3.4%	-0.5%	3.9%	4.5%	13.2%
Educational institutions & related activities: libraries							
$250 thousand or less							
CEO/Executive Director	22	2.0%	-6.0%	-0.7%	2.1%	6.3%	8.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	3.3%	-2.4%	0.0%	3.8%	6.6%	11.9%
Between $500 thousand and $1 million							
CEO/Executive Director	44	2.0%	-6.9%	-0.4%	2.3%	6.3%	10.8%
Between $1 million and $2.5 million							
CEO/Executive Director	52	3.2%	-0.8%	1.1%	3.6%	5.3%	8.0%
Top Finance Position	5	4.0%			5.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: libraries							
Between $2.5 million and $5 million							
CEO/Executive Director	24	3.1%	-1.2%	0.6%	2.4%	4.4%	9.0%
Top Finance Position	5	0.4%			4.1%		
Between $5 million and $10 million							
CEO/Executive Director	15	2.8%		-1.0%	2.4%	4.9%	
Top Finance Position	10	0.3%		-0.1%	1.3%	2.7%	
Top Technology Position	5	2.5%			3.3%		
Between $10 million and $25 million							
CEO/Executive Director	8	3.1%			3.0%		
Top Finance Position	7	3.9%			4.5%		
Between $25 million and $50 million							
Top Finance Position	5	3.9%			3.5%		
Greater than $50 million							
Top Finance Position	5	2.2%			2.4%		
Educational institutions & related activities: management & technical assistance							
$250 thousand or less							
CEO/Executive Director	6	0.7%			0.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.5%			0.6%		
Between $1 million and $2.5 million							
CEO/Executive Director	14	4.3%		0.2%	3.6%	9.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	9	4.6%			5.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: management & technical assistance							
Between $5 million and $10 million							
CEO/Executive Director	6	4.0%			0.9%		
Between $10 million and $25 million							
CEO/Executive Director	9	4.7%			3.5%		
Educational institutions & related activities: parent & teacher groups							
Between $1 million and $2.5 million							
CEO/Executive Director	6	2.7%			0.3%		
Educational institutions & related activities: preschools							
$250 thousand or less							
CEO/Executive Director	62	3.8%	-5.8%	0.0%	3.1%	7.3%	17.4%
Top Administrative Position	7	2.8%			2.3%		
Top Finance Position	8	3.0%			0.7%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	89	2.4%	-5.8%	-0.8%	2.0%	6.5%	10.5%
Top Finance Position	13	-1.1%		-4.1%	0.0%	1.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	108	2.3%	-7.1%	-2.0%	2.7%	7.9%	11.2%
Top Administrative Position	7	1.4%			0.5%		
Top Finance Position	12	1.4%		-6.3%	4.2%	10.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: preschools							
Between $1 million and $2.5 million							
CEO/Executive Director	135	3.3%	-6.8%	-0.4%	2.8%	6.8%	14.4%
Top Administrative Position	7	0.9%			0.5%		
Top Finance Position	7	3.5%			0.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	113	3.6%	-6.1%	-0.9%	3.2%	8.3%	12.6%
Top Business Position	5	-1.2%			-4.3%		
Top Finance Position	20	3.3%	-4.9%	-2.7%	2.8%	8.1%	12.1%
Top Operations Position	5	8.9%			6.5%		
Between $5 million and $10 million							
CEO/Executive Director	62	5.8%	-0.4%	2.0%	3.3%	11.3%	17.5%
Top Finance Position	24	5.7%	0.5%	2.2%	5.1%	7.6%	16.0%
Top Operations Position	8	10.6%			9.6%		
Between $10 million and $25 million							
CEO/Executive Director	57	4.9%	-2.6%	1.1%	5.0%	8.5%	14.4%
Top Development Position	10	2.7%		1.7%	3.3%	6.1%	
Top Education Position	9	7.0%			3.0%		
Top Finance Position	34	3.9%	-3.1%	0.2%	3.5%	6.7%	11.6%
Top Human Resources Position	6	6.4%			4.1%		
Top Operations Position	11	7.4%		6.3%	7.1%	8.7%	
Between $25 million and $50 million							
CEO/Executive Director	17	5.9%		-1.9%	6.2%	11.6%	
Top Finance Position	14	3.2%		-0.1%	2.8%	6.0%	
Top Operations Position	6	4.7%			4.6%		
Greater than $50 million							
CEO/Executive Director	6	0.2%			1.8%		
Top Finance Position	5	7.7%			8.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: primary & elementary schools							
$250 thousand or less							
CEO/Executive Director	12	2.0%		-1.0%	2.1%	7.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	27	0.9%	-9.7%	0.0%	2.3%	4.5%	9.9%
Top Administrative Position	8	7.0%			2.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	51	1.5%	-9.5%	-0.1%	2.1%	6.2%	8.4%
Top Administrative Position	9	-4.2%			-0.8%		
Top Finance Position	7	1.4%			1.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	125	2.8%	-8.3%	0.0%	3.6%	7.9%	13.4%
Top Administrative Position	16	3.3%		-0.1%	3.5%	8.3%	
Top Business Position	7	2.8%			1.2%		
Top Education Position	5	3.0%			4.1%		
Top Finance Position	16	-1.0%		-3.6%	-0.1%	4.6%	
Top Operations Position	6	1.5%			2.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	137	3.1%	-4.8%	-0.2%	2.4%	6.5%	12.9%
Top Administrative Position	13	5.7%		1.3%	4.7%	9.4%	
Top Business Position	13	3.1%		2.4%	3.5%	5.6%	
Top Finance Position	35	3.3%	-4.3%	-0.2%	3.0%	5.6%	13.6%
Top Operations Position	11	2.6%		1.0%	3.0%	3.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

Educational institutions & related activities: primary & elementary schools

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	157	2.6%	-9.3%	-0.6%	2.3%	7.2%	14.8%
Top Administrative Position	17	1.4%		0.5%	2.5%	3.4%	
Top Business Position	16	6.3%		0.3%	3.6%	10.8%	
Top Development Position	17	5.1%		3.1%	4.1%	8.8%	
Top Education Position	8	2.6%			0.8%		
Top Finance Position	53	1.5%	-8.2%	-0.9%	2.8%	4.9%	9.8%
Top Operations Position	17	0.5%		-0.9%	1.8%	6.3%	
Between $10 million and $25 million							
CEO/Executive Director	107	5.1%	-2.2%	1.3%	4.3%	9.5%	14.3%
Top Administrative Position	16	6.6%		-0.3%	6.0%	13.5%	
Top Business Position	10	2.3%		0.5%	2.7%	6.2%	
Top Development Position	43	3.4%	-2.3%	0.1%	3.7%	6.2%	10.3%
Top Education Position	20	3.7%	-7.3%	1.0%	4.8%	8.1%	9.7%
Top Facilities Position	6	-0.5%			-1.1%		
Top Finance Position	84	5.2%	-2.3%	2.2%	4.6%	9.5%	14.8%
Top Operations Position	39	4.2%	-5.1%	2.6%	4.5%	7.2%	10.2%
Top PR/Communications Position	6	3.1%			3.2%		
Top Technology Position	22	5.8%	0.8%	3.5%	5.5%	6.7%	12.0%
Between $25 million and $50 million							
CEO/Executive Director	19	3.1%		-4.3%	3.0%	8.2%	
Top Development Position	7	8.5%			9.0%		
Top Education Position	5	8.7%			10.4%		
Top Finance Position	15	5.6%		1.7%	3.1%	8.6%	
Top Operations Position	13	5.7%		2.4%	7.1%	8.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: primary & elementary schools							
Greater than $50 million							
CEO/Executive Director	9	2.8%			3.8%		
Top Finance Position	8	8.0%			6.4%		
Educational institutions & related activities: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	19	3.6%		0.0%	0.7%	4.1%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	27	0.4%	-10.0%	-0.6%	1.9%	4.0%	8.7%
Between $500 thousand and $1 million							
CEO/Executive Director	31	2.5%	-5.6%	0.7%	2.1%	6.5%	12.6%
Between $1 million and $2.5 million							
CEO/Executive Director	41	2.5%	-5.7%	0.0%	3.2%	5.8%	9.7%
Between $2.5 million and $5 million							
CEO/Executive Director	22	3.6%	-0.1%	1.4%	2.6%	6.3%	9.1%
Top Finance Position	5	1.9%			4.3%		
Between $5 million and $10 million							
CEO/Executive Director	28	4.7%	-1.3%	2.2%	4.1%	8.8%	10.0%
Top Business Position	7	2.7%			3.1%		
Top Finance Position	11	6.1%		2.9%	6.0%	9.8%	
Top Operations Position	8	0.4%			-3.1%		
Top PR/Communications Position	5	1.9%			1.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: professional societies & associations							
Between $10 million and $25 million							
CEO/Executive Director	13	5.2%		1.5%	3.3%	7.4%	
Top Finance Position	8	5.1%			4.1%		
Top Operations Position	5	8.2%			6.5%		
Greater than $50 million							
Top Legal Position	5	6.8%			2.9%		
Educational institutions & related activities: remedial reading & encouragement							
$250 thousand or less							
CEO/Executive Director	13	4.6%		-0.4%	0.5%	14.0%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	3.5%		-0.3%	3.2%	6.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	15	6.1%		0.6%	4.0%	12.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	14	5.3%		2.9%	4.8%	6.7%	
Educational institutions & related activities: research institutes & public policy analysis							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	4.9%			4.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	16	5.0%		-0.1%	3.3%	8.2%	
Between $2.5 million and $5 million							
CEO/Executive Director	9	4.9%			4.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: research institutes & public policy analysis							
Between $10 million and $25 million							
CEO/Executive Director	5	8.7%			7.1%		
Educational institutions & related activities: scholarships & student financial aid							
$250 thousand or less							
CEO/Executive Director	19	3.2%		0.0%	3.0%	7.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	1.5%		0.0%	0.5%	2.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	32	3.8%	-7.2%	0.0%	3.7%	7.6%	11.7%
Between $1 million and $2.5 million							
CEO/Executive Director	46	2.7%	-6.0%	-0.3%	2.3%	6.6%	14.6%
Between $2.5 million and $5 million							
CEO/Executive Director	23	6.8%	0.3%	2.0%	4.7%	10.6%	20.0%
Between $5 million and $10 million							
CEO/Executive Director	18	7.7%		1.6%	7.8%	12.4%	
Between $10 million and $25 million							
CEO/Executive Director	15	8.6%		2.8%	6.2%	14.8%	
Top Finance Position	5	0.5%			0.1%		
Top Operations Position	8	8.6%			8.1%		
Between $25 million and $50 million							
CEO/Executive Director	9	3.4%			2.9%		
Top Finance Position	6	-1.0%			0.1%		
Greater than $50 million							
CEO/Executive Director	5	8.4%			6.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: secondary & high schools							
$250 thousand or less							
CEO/Executive Director	12	-0.1%		-3.4%	0.0%	1.4%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	6.7%	-1.9%	0.0%	8.7%	11.6%	17.8%
Between $500 thousand and $1 million							
CEO/Executive Director	36	4.1%	-1.1%	0.0%	3.2%	8.2%	9.6%
Between $1 million and $2.5 million							
CEO/Executive Director	61	4.1%	-2.9%	0.3%	3.4%	8.6%	12.1%
Top Administrative Position	7	6.7%			3.9%		
Top Finance Position	5	-2.8%			-0.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	86	3.1%	-4.5%	0.0%	3.8%	6.2%	11.2%
Top Administrative Position	6	5.3%			5.3%		
Top Education Position	5	-0.7%			2.3%		
Top Finance Position	20	3.9%	-1.5%	2.7%	5.3%	7.5%	11.4%
Top Operations Position	7	6.5%			5.0%		
Between $5 million and $10 million							
CEO/Executive Director	90	2.5%	-4.5%	-0.1%	3.3%	6.4%	9.7%
Top Administrative Position	10	0.1%		-3.5%	-0.9%	4.4%	
Top Business Position	5	3.9%			2.0%		
Top Development Position	6	-1.8%			2.3%		
Top Education Position	7	5.2%			5.0%		
Top Finance Position	25	3.8%	-2.8%	-1.7%	1.8%	8.1%	14.8%
Top Operations Position	15	5.2%		0.7%	3.4%	9.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: secondary & high schools							
Between $10 million and $25 million							
CEO/Executive Director	123	4.3%	-3.7%	0.3%	4.5%	8.1%	11.0%
Top Administrative Position	13	0.8%		-1.3%	2.9%	4.9%	
Top Business Position	16	5.2%		2.1%	5.8%	10.8%	
Top Development Position	40	2.9%	-2.2%	0.7%	2.9%	4.6%	10.6%
Top Education Position	22	4.0%	0.4%	2.0%	3.8%	5.9%	9.9%
Top Facilities Position	8	3.0%			3.0%		
Top Finance Position	68	3.9%	-3.8%	1.2%	3.4%	7.7%	11.5%
Top Operations Position	26	5.2%	-7.0%	1.4%	3.7%	9.0%	18.7%
Top Program Position	6	3.1%			2.8%		
Top Technology Position	12	4.0%		0.6%	2.9%	4.5%	
Between $25 million and $50 million							
CEO/Executive Director	71	4.3%	-6.7%	0.3%	4.8%	8.8%	15.4%
Top Administrative Position	13	0.8%		-0.8%	1.5%	4.9%	
Top Business Position	7	-0.2%			3.2%		
Top Development Position	45	3.2%	-5.8%	2.0%	3.3%	8.3%	11.2%
Top Education Position	22	0.3%	-9.2%	-3.5%	1.8%	3.9%	8.2%
Top Facilities Position	14	1.3%		-0.1%	2.4%	4.3%	
Top Finance Position	55	3.6%	-2.1%	2.4%	4.1%	6.6%	9.1%
Top Human Resources Position	5	0.5%			3.0%		
Top Operations Position	27	3.5%	-7.5%	1.1%	4.5%	7.5%	12.5%
Top PR/Communications Position	9	5.6%			3.4%		
Top Technology Position	9	1.7%			3.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: secondary & high schools							
Greater than $50 million							
CEO/Executive Director	11	3.9%		1.8%	2.9%	8.8%	
Top Development Position	10	0.7%		-5.6%	2.0%	10.0%	
Top Education Position	7	0.9%			2.4%		
Top Finance Position	11	6.5%		2.6%	8.4%	14.2%	
Top Operations Position	5	-3.3%			2.2%		
Educational institutions & related activities: single organization support							
$250 thousand or less							
CEO/Executive Director	29	3.6%	-5.8%	0.0%	2.6%	6.8%	11.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	22	1.9%	-3.6%	-1.8%	0.9%	7.8%	11.5%
Between $500 thousand and $1 million							
CEO/Executive Director	39	2.9%	-3.7%	-0.3%	1.1%	7.7%	13.7%
Between $1 million and $2.5 million							
CEO/Executive Director	39	2.4%	-7.0%	-0.8%	1.9%	7.2%	11.2%
Top Finance Position	5	-1.3%			2.5%		
Between $2.5 million and $5 million							
CEO/Executive Director	37	4.3%	-3.8%	0.5%	2.9%	8.3%	13.6%
Top Finance Position	12	3.7%		-0.6%	4.0%	11.3%	
Between $5 million and $10 million							
CEO/Executive Director	31	3.7%	-1.5%	0.3%	1.7%	6.2%	11.5%
Top Administrative Position	5	6.5%			2.4%		
Top Finance Position	15	6.4%		0.6%	4.9%	10.9%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: single organization support							
Between $10 million and $25 million							
CEO/Executive Director	30	2.1%	-3.1%	0.0%	2.6%	5.5%	9.3%
Top Development Position	11	2.7%		1.1%	1.7%	4.5%	
Top Education Position	5	8.2%			7.9%		
Top Finance Position	19	4.6%		1.3%	3.1%	8.5%	
Top Operations Position	9	6.1%			4.7%		
Top Technology Position	5	2.6%			3.3%		
Between $25 million and $50 million							
CEO/Executive Director	21	1.9%	-0.8%	1.1%	2.0%	3.4%	5.5%
Top Development Position	11	3.4%		1.5%	2.4%	3.8%	
Top Finance Position	17	5.3%		3.4%	4.3%	6.3%	
Top Operations Position	8	3.7%			3.1%		
Greater than $50 million							
CEO/Executive Director	22	5.3%	-0.1%	1.7%	4.3%	6.6%	13.2%
Top Development Position	10	4.5%		2.3%	4.2%	6.9%	
Top Finance Position	23	5.2%	0.2%	2.2%	4.6%	8.0%	11.4%
Top Legal Position	5	2.9%			2.7%		
Top Operations Position	9	4.1%			1.6%		
Top Technology Position	10	7.5%		3.8%	5.8%	7.7%	
Educational institutions & related activities: special education							
$250 thousand or less							
CEO/Executive Director	11	3.9%		-2.9%	4.8%	10.0%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	1.7%		0.0%	2.1%	5.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: special education							
Between $500 thousand and $1 million							
CEO/Executive Director	30	1.8%	-3.3%	0.0%	0.3%	3.3%	5.1%
Top Finance Position	5	3.8%			4.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	78	3.6%	-6.8%	0.0%	3.0%	7.9%	12.7%
Top Finance Position	7	3.7%			2.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	88	4.3%	-2.8%	0.0%	3.8%	8.4%	12.2%
Top Business Position	5	7.1%			4.2%		
Top Education Position	5	3.3%			3.5%		
Top Finance Position	10	5.1%		1.4%	2.9%	7.6%	
Between $5 million and $10 million							
CEO/Executive Director	83	4.7%	-2.6%	0.5%	3.4%	8.4%	15.4%
Top Administrative Position	5	4.0%			3.0%		
Top Business Position	11	9.6%		4.8%	7.2%	15.9%	
Top Education Position	9	3.7%			3.2%		
Top Finance Position	24	3.5%	-1.0%	0.0%	2.6%	4.4%	8.3%
Top Operations Position	9	2.9%			1.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: special education							
Between $10 million and $25 million							
CEO/Executive Director	69	3.9%	-1.8%	0.2%	2.9%	6.8%	11.0%
Top Administrative Position	12	4.9%		0.6%	3.8%	9.6%	
Top Business Position	8	4.4%			3.4%		
Top Development Position	20	2.8%	-2.0%	0.6%	3.2%	6.5%	7.7%
Top Education Position	9	1.3%			2.1%		
Top Finance Position	39	3.1%	-3.8%	0.5%	3.1%	6.7%	9.3%
Top Human Resources Position	6	3.8%			3.9%		
Top Operations Position	14	6.7%		2.2%	7.3%	11.8%	
Top Program Position	7	2.9%			3.0%		
Top Technology Position	5	2.5%			2.4%		
Between $25 million and $50 million							
CEO/Executive Director	26	4.0%	-3.8%	-0.2%	3.9%	7.7%	15.3%
Top Development Position	5	7.0%			6.5%		
Top Education Position	5	-1.0%			0.8%		
Top Finance Position	19	4.3%		1.5%	3.6%	6.7%	
Top Operations Position	12	7.0%		2.9%	6.4%	10.2%	
Top Program Position	7	5.1%			3.6%		
Educational institutions & related activities: student services							
$250 thousand or less							
CEO/Executive Director	11	-0.6%		-9.9%	0.0%	9.4%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	3.7%		0.0%	4.6%	11.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	16	3.8%		-0.1%	3.9%	7.6%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: student services							
Between $1 million and $2.5 million							
CEO/Executive Director	30	2.9%	-4.8%	-1.3%	1.9%	7.0%	15.6%
Between $2.5 million and $5 million							
CEO/Executive Director	22	1.7%	-6.1%	-2.4%	2.2%	3.3%	13.4%
Top Finance Position	5	8.5%			8.6%		
Between $5 million and $10 million							
CEO/Executive Director	11	8.2%		2.7%	9.6%	15.9%	
Between $10 million and $25 million							
CEO/Executive Director	12	4.1%		2.6%	3.9%	4.5%	
Top Finance Position	6	1.9%			3.3%		
Educational institutions & related activities: support N.E.C.							
$250 thousand or less							
CEO/Executive Director	8	5.0%			1.1%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	1.8%		-2.7%	2.6%	3.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	-0.3%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	10	5.3%		0.2%	1.6%	13.5%	
Between $5 million and $10 million							
CEO/Executive Director	8	6.0%			8.1%		
Between $10 million and $25 million							
CEO/Executive Director	5	4.9%			2.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: two-year colleges							
Between $1 million and $2.5 million							
CEO/Executive Director	13	2.7%		0.0%	1.7%	4.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	6.1%			3.9%		
Between $5 million and $10 million							
CEO/Executive Director	5	10.7%			10.5%		
Top Finance Position	5	9.2%			7.3%		
Between $10 million and $25 million							
CEO/Executive Director	15	3.8%		-0.8%	3.9%	5.0%	
Top Finance Position	9	2.0%			3.4%		
Educational institutions & related activities: undergraduate colleges							
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.1%			-3.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	-0.5%			0.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	13	2.0%		-0.6%	1.7%	4.7%	
Between $5 million and $10 million							
CEO/Executive Director	20	1.1%	-5.5%	0.0%	1.6%	3.8%	7.8%
Top Education Position	6	5.6%			4.5%		
Top Finance Position	8	-1.3%			-0.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: undergraduate colleges							
Between $10 million and $25 million							
CEO/Executive Director	34	4.1%	-2.3%	-0.1%	1.4%	6.9%	16.8%
Top Administrative Position	11	3.9%		0.2%	2.6%	4.9%	
Top Development Position	12	-1.1%		-2.8%	0.4%	3.3%	
Top Education Position	26	2.8%	-0.8%	0.0%	3.1%	4.3%	7.1%
Top Finance Position	21	4.6%	0.7%	1.6%	4.0%	4.8%	12.9%
Between $25 million and $50 million							
CEO/Executive Director	63	3.1%	-3.4%	0.0%	2.1%	6.3%	8.8%
Top Administrative Position	24	4.0%	-0.6%	0.4%	3.2%	5.8%	9.3%
Top Development Position	27	4.4%	-1.1%	0.2%	1.9%	6.8%	12.8%
Top Education Position	36	3.1%	-0.4%	0.4%	1.5%	5.4%	8.2%
Top Finance Position	35	4.7%	-0.8%	1.0%	3.3%	7.0%	12.6%
Top Human Resources Position	5	3.2%			2.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: undergraduate colleges							
Greater than $50 million							
CEO/Executive Director	130	2.5%	-6.4%	-0.7%	2.4%	5.7%	11.5%
Top Administrative Position	78	3.5%	-1.2%	1.0%	3.1%	6.2%	9.8%
Top Business Position	19	3.9%		0.7%	1.9%	5.5%	
Top Development Position	88	3.2%	-1.7%	0.7%	2.6%	4.6%	9.5%
Top Education Position	97	3.0%	-2.5%	-0.5%	2.5%	4.9%	11.9%
Top Facilities Position	8	3.5%			2.9%		
Top Finance Position	106	4.6%	-1.2%	1.0%	3.7%	8.1%	12.2%
Top Human Resources Position	19	0.3%		-4.2%	1.1%	3.0%	
Top Legal Position	19	2.9%		-0.3%	3.6%	6.5%	
Top Marketing Position	24	4.8%	0.0%	0.8%	3.6%	6.4%	12.3%
Top Operations Position	12	4.0%		0.0%	2.3%	6.5%	
Top PR/Communications Position	31	3.5%	-2.3%	0.4%	2.8%	4.8%	8.3%
Top Program Position	5	4.6%			2.3%		
Top Technology Position	51	2.5%	-1.7%	0.2%	2.2%	4.9%	7.4%
Educational institutions & related activities: universities							
Between $1 million and $2.5 million							
CEO/Executive Director	13	2.5%		0.0%	0.0%	6.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	6	2.0%			0.3%		
Between $5 million and $10 million							
CEO/Executive Director	9	2.8%			2.6%		
Top Finance Position	6	6.0%			5.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: universities							
Between $10 million and $25 million							
CEO/Executive Director	20	1.5%	-6.1%	-0.9%	1.7%	3.9%	5.3%
Top Administrative Position	5	2.6%			3.8%		
Top Education Position	8	0.9%			1.0%		
Top Finance Position	14	5.8%		-0.2%	3.3%	9.8%	
Between $25 million and $50 million							
CEO/Executive Director	47	1.0%	-12.9%	-4.7%	1.7%	6.2%	15.0%
Top Administrative Position	15	-1.5%		-4.3%	1.4%	3.1%	
Top Business Position	7	0.6%			0.6%		
Top Development Position	16	-1.5%		-5.7%	1.4%	3.1%	
Top Education Position	30	1.9%	-3.7%	-1.1%	1.8%	3.6%	8.8%
Top Finance Position	31	2.1%	-8.1%	-0.9%	2.0%	7.0%	11.9%
Top Operations Position	7	7.7%			6.9%		
Top PR/Communications Position	6	-6.2%			-7.5%		
Top Program Position	6	2.4%			0.6%		
Top Technology Position	5	4.5%			1.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: universities							
Greater than $50 million							
CEO/Executive Director	211	3.6%	-6.2%	-0.5%	2.8%	9.2%	14.6%
Top Administrative Position	152	3.6%	-3.9%	0.1%	2.7%	6.2%	14.6%
Top Business Position	34	3.2%	-2.8%	0.4%	2.8%	5.1%	11.4%
Top Development Position	142	3.7%	-2.7%	0.5%	3.1%	7.4%	11.3%
Top Education Position	178	3.6%	-2.5%	0.5%	2.9%	6.6%	12.0%
Top Facilities Position	30	3.7%	-0.4%	1.3%	3.3%	5.1%	7.5%
Top Finance Position	206	4.0%	-2.6%	0.9%	3.2%	7.0%	12.7%
Top Human Resources Position	48	4.8%	-4.6%	1.6%	4.4%	7.4%	13.9%
Top Legal Position	74	4.6%	-4.6%	0.8%	4.5%	8.1%	13.5%
Top Marketing Position	30	5.7%	-0.3%	0.8%	3.4%	9.4%	15.9%
Top Operations Position	44	2.5%	-1.7%	0.4%	2.2%	4.9%	7.6%
Top PR/Communications Position	47	3.1%	-1.4%	0.1%	2.8%	6.0%	9.8%
Top Program Position	12	2.6%		0.2%	2.9%	5.8%	
Top Technology Position	81	2.6%	-2.8%	-0.9%	2.8%	5.3%	9.5%
Educational institutions & related activities: vocational & technical schools							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	4.0%			3.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.7%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	13	3.3%		0.0%	2.8%	7.2%	
Between $2.5 million and $5 million							
CEO/Executive Director	6	4.2%			0.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Educational institutions & related activities: vocational & technical schools							
Between $5 million and $10 million							
CEO/Executive Director	5	1.1%			1.3%		
Between $10 million and $25 million							
CEO/Executive Director	6	3.7%			0.5%		
Employment, job-related: alliances & advocacy							
Between $1 million and $2.5 million							
CEO/Executive Director	5	5.0%			5.1%		
Employment, job-related: employment N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	7	3.5%			0.9%		
Employment, job-related: employment preparation & procurement							
$250 thousand or less							
CEO/Executive Director	15	-0.7%		-5.0%	0.0%	4.7%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	4.6%		-1.1%	6.6%	10.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	23	2.0%	-4.8%	-0.7%	4.1%	6.5%	10.8%
Between $1 million and $2.5 million							
CEO/Executive Director	34	1.8%	-10.7%	-0.5%	2.4%	6.4%	10.2%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: employment preparation & procurement							
Between $2.5 million and $5 million							
CEO/Executive Director	47	2.8%	-7.3%	-0.2%	3.2%	8.4%	12.8%
Top Finance Position	27	2.0%	-6.2%	-1.1%	2.0%	4.7%	10.3%
Top Operations Position	5	5.9%			7.2%		
Between $5 million and $10 million							
CEO/Executive Director	29	4.0%	-5.3%	1.0%	3.9%	7.7%	12.4%
Top Finance Position	13	7.0%		3.9%	4.5%	8.4%	
Top Operations Position	6	8.6%			8.0%		
Between $10 million and $25 million							
CEO/Executive Director	20	0.8%	-6.4%	-0.9%	1.2%	3.8%	5.9%
Top Finance Position	16	3.7%		1.2%	3.0%	5.8%	
Top Human Resources Position	5	6.2%			6.7%		
Top Operations Position	10	2.3%		0.2%	1.9%	7.7%	
Between $25 million and $50 million							
CEO/Executive Director	6	8.5%			5.9%		
Greater than $50 million							
Top Finance Position	6	2.8%			4.3%		
Top Technology Position	5	2.3%			1.7%		
Employment, job-related: goodwill industries							
Between $10 million and $25 million							
CEO/Executive Director	10	3.7%		2.0%	3.4%	7.6%	
Top Finance Position	7	1.8%			1.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: job training							
$250 thousand or less							
CEO/Executive Director	6	1.8%			2.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	2.3%		-0.9%	3.1%	8.6%	
Top Education Position	10	4.5%		1.4%	2.4%	3.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	2.0%		0.0%	2.1%	5.6%	
Top Education Position	19	4.1%		2.7%	3.8%	5.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	32	2.7%	-4.7%	-0.2%	1.5%	6.9%	10.8%
Top Education Position	26	3.8%	-3.8%	1.0%	3.6%	6.1%	10.2%
Top Finance Position	10	1.0%		-0.2%	0.4%	5.2%	
Between $2.5 million and $5 million							
CEO/Executive Director	30	3.2%	-3.5%	1.2%	3.7%	7.0%	9.9%
Top Administrative Position	7	4.1%			4.4%		
Top Education Position	13	4.6%		2.2%	3.3%	5.4%	
Top Finance Position	7	2.0%			1.9%		
Between $5 million and $10 million							
CEO/Executive Director	27	2.7%	-9.0%	-2.5%	3.7%	6.7%	13.7%
Top Education Position	9	5.7%			3.9%		
Top Finance Position	13	2.5%		0.9%	3.5%	5.6%	
Top Operations Position	5	8.6%			10.2%		
Between $10 million and $25 million							
CEO/Executive Director	21	5.1%	-0.9%	0.7%	3.9%	7.3%	15.2%
Top Education Position	5	2.9%			2.9%		
Top Finance Position	10	5.8%		3.6%	6.4%	8.1%	
Top Operations Position	5	2.3%			3.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: labor unions							
Between $500 thousand and $1 million							
CEO/Executive Director	8	-1.9%			1.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	1.8%			1.9%		
Employment, job-related: sheltered employment							
Between $500 thousand and $1 million							
CEO/Executive Director	12	3.2%		-1.2%	3.9%	5.5%	
Between $1 million and $2.5 million							
CEO/Executive Director	20	2.4%	-14.8%	-1.9%	1.5%	8.2%	14.7%
Between $2.5 million and $5 million							
CEO/Executive Director	27	2.3%	-4.1%	0.0%	2.3%	5.9%	9.0%
Top Finance Position	7	1.9%			1.2%		
Between $5 million and $10 million							
CEO/Executive Director	14	2.6%		-0.6%	0.5%	8.5%	
Between $10 million and $25 million							
CEO/Executive Director	10	7.6%		2.0%	6.5%	10.9%	
Between $25 million and $50 million							
CEO/Executive Director	7	6.3%			5.6%		
Top Finance Position	7	9.2%			7.8%		
Employment, job-related: vocational rehabilitation							
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	1.3%		-0.8%	0.0%	5.7%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Employment, job-related: vocational rehabilitation							
Between $500 thousand and $1 million							
CEO/Executive Director	15	4.0%		0.0%	1.0%	10.5%	
Between $1 million and $2.5 million							
CEO/Executive Director	45	3.0%	-1.8%	0.0%	3.0%	5.8%	8.6%
Top Finance Position	6	1.1%			0.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	32	3.1%	-3.0%	-1.6%	3.1%	6.6%	11.0%
Between $5 million and $10 million							
CEO/Executive Director	35	4.6%	-3.5%	0.1%	4.2%	9.6%	14.8%
Top Finance Position	12	4.0%		0.2%	5.7%	9.2%	
Between $10 million and $25 million							
CEO/Executive Director	21	2.1%	-9.0%	-2.7%	2.2%	6.3%	9.3%
Top Finance Position	15	2.1%		1.3%	4.5%	6.9%	
Top Operations Position	8	4.9%			4.2%		
Greater than $50 million							
CEO/Executive Director	5	10.3%			14.0%		
Environmental quality, protection, & beautification: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	16	-2.0%		-8.9%	1.6%	3.7%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	4.5%	0.0%	2.3%	4.2%	7.8%	12.1%
Between $500 thousand and $1 million							
CEO/Executive Director	24	4.8%	-1.1%	0.0%	3.7%	5.4%	16.5%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: alliances & advocacy							
Between $1 million and $2.5 million							
CEO/Executive Director	29	3.8%	-3.1%	0.0%	3.7%	7.8%	11.5%
Between $2.5 million and $5 million							
CEO/Executive Director	15	5.3%		2.3%	5.2%	6.7%	
Between $10 million and $25 million							
CEO/Executive Director	6	0.6%			3.4%		
Environmental quality, protection, & beautification: botanical gardens & arboreta							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	1.5%			0.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	14	7.0%		2.4%	7.4%	9.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	8	-0.8%			1.6%		
Between $5 million and $10 million							
CEO/Executive Director	8	1.0%			4.5%		
Environmental quality, protection, & beautification: energy resources conservation & development							
Between $500 thousand and $1 million							
CEO/Executive Director	9	5.0%			8.6%		
Between $1 million and $2.5 million							
CEO/Executive Director	12	-0.2%		-4.4%	-0.5%	4.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	11	7.8%		3.9%	5.6%	8.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: environment N.E.C.							
$250 thousand or less							
CEO/Executive Director	12	0.2%		-4.6%	1.4%	5.1%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	0.7%	-5.9%	-1.1%	0.4%	4.7%	12.0%
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.6%		1.5%	2.7%	5.0%	
Between $1 million and $2.5 million							
CEO/Executive Director	18	3.3%		0.6%	1.7%	4.7%	
Between $2.5 million and $5 million							
CEO/Executive Director	10	3.3%		-0.1%	2.2%	3.9%	
Between $5 million and $10 million							
CEO/Executive Director	7	1.6%			2.0%		
Environmental quality, protection, & beautification: environmental beautification							
$250 thousand or less							
CEO/Executive Director	16	5.2%		0.5%	2.4%	10.9%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	6.4%		0.3%	3.5%	9.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.6%			2.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	2.2%			2.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: environmental education							
$250 thousand or less							
CEO/Executive Director	20	2.1%	-14.6%	-3.1%	2.7%	9.6%	17.4%
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	1.1%	-17.1%	0.0%	3.1%	7.0%	12.6%
Between $500 thousand and $1 million							
CEO/Executive Director	30	1.7%	-7.8%	-1.2%	2.1%	5.2%	10.8%
Between $1 million and $2.5 million							
CEO/Executive Director	30	3.5%	-8.8%	0.7%	2.5%	8.8%	12.6%
Top Finance Position	5	5.4%			5.7%		
Between $2.5 million and $5 million							
CEO/Executive Director	19	0.0%		-4.5%	0.0%	2.6%	
Environmental quality, protection, & beautification: forest conservation							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	8.2%			6.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	5	1.9%			4.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	3.0%			2.6%		
Environmental quality, protection, & beautification: land resources conservation							
$250 thousand or less							
CEO/Executive Director	15	7.3%		0.1%	7.1%	15.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: land resources conservation							
Between $250 thousand and $500 thousand							
CEO/Executive Director	33	4.2%	-4.2%	0.0%	4.0%	9.8%	16.8%
Between $500 thousand and $1 million							
CEO/Executive Director	31	5.3%	-0.9%	0.8%	4.5%	7.4%	13.9%
Between $1 million and $2.5 million							
CEO/Executive Director	34	3.3%	-5.9%	1.4%	4.3%	7.6%	10.4%
Between $2.5 million and $5 million							
CEO/Executive Director	20	4.9%	-0.9%	1.0%	2.1%	9.5%	15.4%
Top Finance Position	6	4.1%			5.8%		
Between $5 million and $10 million							
CEO/Executive Director	7	2.7%			2.7%		
Between $10 million and $25 million							
CEO/Executive Director	6	3.5%			2.2%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
$250 thousand or less							
CEO/Executive Director	35	1.6%	-11.7%	-2.3%	0.6%	7.6%	13.3%
Between $250 thousand and $500 thousand							
CEO/Executive Director	58	7.6%	-2.1%	0.8%	6.0%	13.5%	21.5%
Between $500 thousand and $1 million							
CEO/Executive Director	69	3.9%	-2.5%	0.2%	4.0%	7.2%	12.6%
Between $1 million and $2.5 million							
CEO/Executive Director	82	3.2%	-6.0%	0.1%	3.2%	7.5%	12.3%
Top Finance Position	7	2.9%			1.2%		
Top Operations Position	6	9.3%			13.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: natural resources conservation & protection							
Between $2.5 million and $5 million							
CEO/Executive Director	41	5.4%	-4.1%	1.9%	4.0%	8.0%	17.3%
Top Finance Position	12	3.6%		-1.4%	5.0%	8.8%	
Top Operations Position	5	1.9%			3.0%		
Between $5 million and $10 million							
CEO/Executive Director	21	4.4%	-1.9%	1.7%	3.9%	7.7%	12.5%
Top Finance Position	11	5.9%		2.9%	4.5%	8.4%	
Between $10 million and $25 million							
CEO/Executive Director	11	2.6%		1.3%	2.7%	5.3%	
Top Development Position	8	5.1%			4.4%		
Top Finance Position	9	5.5%			4.7%		
Top Operations Position	6	1.9%			4.5%		
Between $25 million and $50 million							
CEO/Executive Director	6	8.4%			6.6%		
Top Development Position	7	4.0%			7.3%		
Greater than $50 million							
CEO/Executive Director	5	13.3%			16.3%		
Top Development Position	6	8.7%			5.2%		
Top Finance Position	5	6.5%			5.7%		
Top Legal Position	6	7.4%			4.1%		
Environmental quality, protection, & beautification: pollution abatement & control							
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.2%			1.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: pollution abatement & control							
Between $1 million and $2.5 million							
CEO/Executive Director	6	3.5%			3.1%		
Environmental quality, protection, & beautification: professional societies & associations							
$250 thousand or less							
CEO/Executive Director	6	2.8%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	6.4%			4.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	9	4.6%			6.3%		
Environmental quality, protection, & beautification: recycling							
$250 thousand or less							
CEO/Executive Director	9	3.0%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	7.0%		0.8%	4.5%	11.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.2%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	3.1%			0.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Environmental quality, protection, & beautification: research institutes & public policy analysis							
$250 thousand or less							
CEO/Executive Director	5	0.4%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	4.1%			3.6%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	-2.6%			1.8%		
Environmental quality, protection, & beautification: water resources, wetlands conservation & management							
$250 thousand or less							
CEO/Executive Director	26	4.4%	-7.0%	0.0%	2.9%	10.8%	17.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	3.8%		0.0%	3.2%	5.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	32	3.0%	-4.9%	0.2%	3.8%	7.4%	10.1%
Between $1 million and $2.5 million							
CEO/Executive Director	24	2.1%	-5.7%	-1.7%	1.3%	4.4%	10.7%
Between $2.5 million and $5 million							
CEO/Executive Director	14	2.5%		-1.0%	2.2%	5.2%	
Between $5 million and $10 million							
CEO/Executive Director	7	1.3%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: agricultural programs							
$250 thousand or less							
CEO/Executive Director	8	-4.6%			-0.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	-0.6%		-12.5%	1.7%	9.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	4.0%		-2.7%	3.5%	10.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	12	4.0%		-1.5%	3.6%	7.5%	
Food, agriculture, & nutrition: congregate meals							
Between $500 thousand and $1 million							
CEO/Executive Director	9	1.9%			0.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	3.9%			5.5%		
Food, agriculture, & nutrition: farmland preservation							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	9.6%			4.0%		
Food, agriculture, & nutrition: food banks & pantries							
$250 thousand or less							
CEO/Executive Director	22	0.2%	-10.0%	-0.6%	0.0%	3.7%	6.7%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: food banks & pantries							
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	7.0%		1.7%	5.1%	12.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	7.7%		0.9%	8.9%	13.0%	
Between $1 million and $2.5 million							
CEO/Executive Director	23	4.5%	-1.2%	1.7%	3.0%	8.1%	13.1%
Between $2.5 million and $5 million							
CEO/Executive Director	25	2.6%	-7.5%	-0.6%	3.3%	7.1%	13.4%
Between $5 million and $10 million							
CEO/Executive Director	19	6.3%		3.1%	6.4%	10.1%	
Between $10 million and $25 million							
CEO/Executive Director	31	5.1%	0.7%	1.4%	4.1%	7.2%	16.3%
Between $25 million and $50 million							
CEO/Executive Director	19	6.6%		4.0%	6.4%	10.5%	
Top Finance Position	8	6.9%			6.5%		
Greater than $50 million							
CEO/Executive Director	31	5.9%	-4.3%	0.6%	5.2%	12.1%	17.2%
Top Development Position	18	4.4%		0.3%	4.5%	8.9%	
Top Finance Position	20	7.6%	-0.4%	2.7%	6.8%	10.9%	19.4%
Top Human Resources Position	5	4.5%			4.7%		
Top Operations Position	20	6.7%	-0.4%	2.2%	6.8%	9.4%	18.8%
Top Program Position	7	10.1%			12.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: food programs							
$250 thousand or less							
CEO/Executive Director	15	5.4%		0.0%	4.9%	11.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	1.8%		-2.9%	2.3%	4.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	15	7.8%		3.5%	7.1%	13.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	22	4.0%	-4.7%	-0.3%	2.6%	9.0%	11.7%
Between $2.5 million and $5 million							
CEO/Executive Director	13	5.1%		0.3%	2.0%	9.1%	
Between $5 million and $10 million							
CEO/Executive Director	19	9.7%		5.4%	7.5%	10.7%	
Between $10 million and $25 million							
CEO/Executive Director	16	4.6%		0.6%	3.7%	6.5%	
Between $25 million and $50 million							
CEO/Executive Director	10	4.6%		0.8%	3.6%	5.1%	
Top Finance Position	6	7.7%			7.1%		
Greater than $50 million							
CEO/Executive Director	14	5.5%		1.2%	6.9%	10.3%	
Top Development Position	5	4.5%			6.4%		
Top Finance Position	8	2.5%			3.4%		
Top Operations Position	9	4.9%			4.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	7.0%			4.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	7.5%			3.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	10	0.6%		-2.4%	-1.2%	4.1%	
Food, agriculture, & nutrition: meals on wheels							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	5.4%			4.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	21	6.8%	-2.2%	4.4%	6.0%	10.0%	13.1%
Between $1 million and $2.5 million							
CEO/Executive Director	13	9.9%		5.1%	9.9%	14.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	3.7%			5.8%		
Food, agriculture, & nutrition: nutrition							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	-4.0%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	-0.5%		-6.1%	-0.7%	4.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	13	2.8%		1.3%	3.9%	6.7%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Food, agriculture, & nutrition: nutrition							
Between $2.5 million and $5 million							
CEO/Executive Director	7	3.8%			1.9%		
Between $5 million and $10 million							
CEO/Executive Director	7	1.8%			0.0%		
Health—general & rehabilitative: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	16	2.2%		-0.4%	3.0%	6.9%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	0.1%		-0.9%	0.1%	1.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	16	4.4%		1.6%	3.4%	8.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	19	3.0%		0.2%	2.2%	6.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	7	-0.1%			-0.1%		
Between $5 million and $10 million							
CEO/Executive Director	10	2.6%		-1.0%	4.1%	5.7%	
Health—general & rehabilitative: ambulatory & primary health care							
$250 thousand or less							
CEO/Executive Director	10	5.0%		0.0%	2.4%	9.4%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	0.6%		-0.5%	0.9%	5.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: ambulatory & primary health care							
Between $500 thousand and $1 million							
CEO/Executive Director	14	2.3%		-2.1%	0.0%	7.4%	
Between $1 million and $2.5 million							
CEO/Executive Director	35	3.8%	-2.6%	-0.1%	4.1%	6.9%	11.6%
Between $2.5 million and $5 million							
CEO/Executive Director	33	3.2%	-4.2%	-0.3%	1.8%	7.6%	12.4%
Top Finance Position	11	5.4%		1.1%	3.7%	13.5%	
Top Operations Position	6	3.2%			3.5%		
Between $5 million and $10 million							
CEO/Executive Director	39	5.8%	-0.8%	0.7%	4.3%	9.7%	14.1%
Top Finance Position	26	5.3%	-3.5%	2.8%	5.3%	9.8%	13.1%
Top Operations Position	12	6.7%		1.5%	2.9%	8.4%	
Between $10 million and $25 million							
CEO/Executive Director	74	5.2%	-2.6%	1.7%	4.5%	9.0%	14.4%
Top Finance Position	49	6.3%	-2.2%	1.7%	4.8%	11.7%	19.8%
Top Operations Position	29	7.1%	0.6%	4.3%	7.3%	10.5%	14.8%
Between $25 million and $50 million							
CEO/Executive Director	37	7.3%	0.6%	2.4%	5.5%	11.9%	19.0%
Top Finance Position	23	6.3%	-2.9%	2.4%	4.4%	11.2%	18.5%
Top Human Resources Position	5	10.6%			13.5%		
Top Operations Position	11	6.5%		1.5%	3.7%	11.7%	
Greater than $50 million							
CEO/Executive Director	20	3.6%	-8.6%	-1.0%	5.3%	9.6%	13.8%
Top Finance Position	22	5.2%	-1.0%	1.4%	4.5%	7.2%	12.3%
Top Operations Position	12	8.3%		2.1%	6.5%	13.6%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: blood banks							
Between $10 million and $25 million							
CEO/Executive Director	10	5.4%		0.0%	6.4%	10.5%	
Top Finance Position	6	8.5%			9.2%		
Greater than $50 million							
Top Finance Position	5	5.1%			5.6%		
Health—general & rehabilitative: community clinics							
$250 thousand or less							
CEO/Executive Director	12	1.0%		0.0%	0.9%	4.3%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	4.2%		0.0%	3.5%	8.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	24	4.9%	-5.8%	-0.4%	6.5%	9.7%	12.2%
Between $1 million and $2.5 million							
CEO/Executive Director	34	4.5%	-0.1%	0.7%	4.1%	8.1%	16.3%
Between $2.5 million and $5 million							
CEO/Executive Director	40	3.4%	-6.8%	-1.2%	3.3%	7.9%	13.6%
Top Finance Position	12	4.7%		1.9%	4.0%	7.8%	
Top Operations Position	8	6.4%			5.2%		
Between $5 million and $10 million							
CEO/Executive Director	69	4.0%	-4.8%	0.4%	4.2%	8.3%	13.7%
Top Finance Position	37	7.9%	-0.7%	3.4%	7.8%	13.0%	17.2%
Top Operations Position	15	7.5%		3.3%	4.9%	11.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: community clinics							
Between $10 million and $25 million							
CEO/Executive Director	100	5.6%	-2.7%	0.5%	5.1%	9.4%	17.0%
Top Development Position	6	3.2%			1.9%		
Top Finance Position	72	4.1%	-4.8%	-0.2%	3.3%	8.6%	14.5%
Top Operations Position	28	6.0%	-4.3%	1.4%	4.3%	11.3%	15.9%
Between $25 million and $50 million							
CEO/Executive Director	61	3.3%	-8.8%	-0.8%	4.0%	9.5%	13.6%
Top Finance Position	44	4.1%	-4.4%	0.1%	3.0%	9.5%	13.7%
Top Human Resources Position	5	-3.9%			-0.2%		
Top Operations Position	25	6.3%	-3.4%	3.7%	4.5%	8.8%	20.3%
Top Technology Position	9	3.1%			0.9%		
Greater than $50 million							
CEO/Executive Director	41	2.5%	-11.9%	-2.9%	3.3%	8.7%	16.0%
Top Finance Position	34	5.0%	-2.0%	1.8%	4.9%	10.3%	13.9%
Top Operations Position	23	5.7%	-0.8%	1.9%	5.6%	8.9%	11.2%
Top Technology Position	8	3.2%			4.6%		
Health—general & rehabilitative: community health systems							
$250 thousand or less							
CEO/Executive Director	5	1.3%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	5.1%		0.7%	4.5%	11.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	15	3.4%		-0.7%	0.0%	9.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: community health systems							
Between $1 million and $2.5 million							
CEO/Executive Director	28	4.8%	-2.3%	0.9%	5.0%	8.4%	10.9%
Between $2.5 million and $5 million							
CEO/Executive Director	29	3.2%	-3.2%	-0.3%	4.1%	6.8%	9.8%
Top Finance Position	13	3.8%		-0.8%	1.2%	6.8%	
Between $5 million and $10 million							
CEO/Executive Director	31	5.3%	-2.2%	1.0%	4.2%	7.1%	18.8%
Top Finance Position	12	4.1%		1.1%	2.5%	5.7%	
Top Operations Position	6	6.5%			6.6%		
Between $10 million and $25 million							
CEO/Executive Director	60	4.5%	-7.8%	-0.1%	3.7%	9.7%	17.8%
Top Business Position	5	0.8%			1.1%		
Top Development Position	6	7.3%			5.7%		
Top Finance Position	38	4.8%	-1.0%	1.3%	4.5%	10.3%	12.5%
Top Human Resources Position	9	4.2%			4.6%		
Top Legal Position	5	6.3%			9.6%		
Top Operations Position	20	6.8%	-1.3%	0.7%	4.6%	11.8%	19.5%
Top Technology Position	5	-0.4%			0.6%		
Between $25 million and $50 million							
CEO/Executive Director	33	5.9%	-7.0%	0.4%	7.0%	12.0%	16.8%
Top Finance Position	26	6.6%	-0.5%	5.0%	7.3%	10.8%	13.8%
Top Operations Position	12	8.0%		4.3%	8.2%	11.0%	
Top Technology Position	5	4.3%			4.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: community health systems							
Greater than $50 million							
CEO/Executive Director	84	6.6%	-3.3%	1.2%	7.0%	14.2%	21.0%
Top Administrative Position	10	6.9%		0.9%	6.7%	8.8%	
Top Business Position	7	9.6%			7.9%		
Top Facilities Position	6	5.4%			5.8%		
Top Finance Position	71	5.3%	-6.7%	0.0%	6.7%	10.2%	17.4%
Top Human Resources Position	35	4.5%	-6.3%	-1.7%	5.2%	11.9%	14.8%
Top Legal Position	27	4.7%	-5.8%	1.1%	5.0%	10.5%	15.7%
Top Marketing Position	6	7.8%			6.5%		
Top Operations Position	40	4.5%	-2.4%	0.9%	4.9%	10.7%	13.7%
Top PR/Communications Position	8	7.4%			7.0%		
Top Technology Position	34	6.5%	-4.4%	1.5%	6.3%	12.8%	19.7%
Health—general & rehabilitative: emergency medical services & transport							
$250 thousand or less							
CEO/Executive Director	6	2.2%			-0.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	3.9%			5.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	0.4%		-6.2%	1.4%	11.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	25	5.1%	-0.4%	2.3%	4.8%	7.4%	12.9%
Top Finance Position	6	3.1%			4.9%		
Top Operations Position	5	4.6%			5.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: emergency medical services & transport							
Between $2.5 million and $5 million							
CEO/Executive Director	20	4.4%	-1.8%	0.3%	2.8%	6.7%	14.0%
Top Operations Position	5	1.7%			-0.8%		
Between $5 million and $10 million							
CEO/Executive Director	12	5.2%		0.1%	4.9%	10.0%	
Between $10 million and $25 million							
CEO/Executive Director	6	5.8%			7.3%		
Top Finance Position	5	4.8%			6.4%		
Between $25 million and $50 million							
CEO/Executive Director	5	-0.4%			-0.1%		
Health—general & rehabilitative: family planning							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	4.3%			4.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	7.8%			8.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	2.2%			-0.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	6.4%			6.0%		
Between $5 million and $10 million							
CEO/Executive Director	9	4.2%			4.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: family planning							
Between $10 million and $25 million							
CEO/Executive Director	12	4.3%		-0.5%	2.1%	8.1%	
Top Development Position	6	8.8%			7.8%		
Top Finance Position	7	8.1%			9.0%		
Top Operations Position	6	6.9%			7.0%		
Between $25 million and $50 million							
CEO/Executive Director	7	2.7%			2.9%		
Health—general & rehabilitative: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	5	5.3%			3.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	-1.4%			-0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	1.0%		-0.1%	1.3%	3.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	10	5.9%		2.6%	6.1%	7.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	13	2.5%		-1.7%	3.2%	8.4%	
Between $5 million and $10 million							
CEO/Executive Director	5	2.7%			3.3%		
Between $10 million and $25 million							
CEO/Executive Director	6	10.6%			9.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

Health—general & rehabilitative: general hospitals

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $1 million and $2.5 million							
CEO/Executive Director	7	3.8%			4.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	8	0.2%			2.1%		
Top Finance Position	5	13.2%			14.9%		
Between $5 million and $10 million							
CEO/Executive Director	15	1.5%		-3.2%	2.1%	6.1%	
Top Administrative Position	6	4.0%			0.2%		
Top Finance Position	12	2.2%		0.5%	1.9%	6.3%	
Between $10 million and $25 million							
CEO/Executive Director	57	3.1%	-4.2%	-1.2%	2.8%	7.2%	15.2%
Top Administrative Position	11	6.3%		-0.1%	5.3%	13.3%	
Top Finance Position	50	4.0%	-2.1%	0.0%	3.7%	9.3%	12.6%
Top Operations Position	9	5.7%			5.2%		
Between $25 million and $50 million							
CEO/Executive Director	51	3.6%	-2.7%	0.0%	3.0%	7.2%	11.5%
Top Administrative Position	9	4.9%			4.9%		
Top Finance Position	59	3.8%	-3.3%	0.9%	3.3%	7.3%	11.6%
Top Operations Position	22	3.0%	-5.0%	0.4%	3.9%	5.6%	11.8%
Top Technology Position	7	8.8%			8.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: general hospitals							
Greater than $50 million							
CEO/Executive Director	227	2.9%	-12.2%	-2.4%	3.7%	9.7%	16.3%
Top Administrative Position	29	6.4%	-0.4%	1.6%	4.7%	10.8%	13.0%
Top Business Position	16	6.3%		0.8%	4.9%	11.7%	
Top Development Position	19	-1.4%		-8.2%	-0.3%	4.0%	
Top Education Position	7	-0.3%			1.7%		
Top Facilities Position	15	5.9%		3.4%	6.0%	9.0%	
Top Finance Position	222	4.3%	-6.7%	-0.9%	4.1%	10.3%	16.4%
Top Human Resources Position	69	4.7%	-6.5%	0.8%	5.2%	10.0%	16.3%
Top Legal Position	23	6.0%	-10.3%	-1.0%	9.8%	15.9%	19.8%
Top Marketing Position	14	2.6%		-2.8%	2.5%	6.7%	
Top Operations Position	149	6.6%	-3.5%	1.6%	6.3%	12.4%	16.9%
Top PR/Communications Position	11	1.2%		-1.3%	2.1%	7.0%	
Top Program Position	10	4.4%		0.6%	3.3%	8.8%	
Top Technology Position	54	6.5%	-5.7%	2.0%	6.7%	13.1%	17.8%
Health—general & rehabilitative: group health practices							
Between $10 million and $25 million							
CEO/Executive Director	8	2.4%			1.5%		
Top Finance Position	6	6.5%			6.3%		
Between $25 million and $50 million							
CEO/Executive Director	10	2.4%		-0.8%	2.7%	7.4%	
Top Finance Position	6	1.3%			3.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: group health practices							
Greater than $50 million							
CEO/Executive Director	28	6.3%	-7.9%	-2.0%	8.2%	16.2%	20.0%
Top Finance Position	21	4.1%	-6.8%	0.1%	4.1%	8.6%	18.3%
Top Human Resources Position	5	1.2%			2.9%		
Top Operations Position	15	6.0%		1.7%	5.6%	9.5%	
Top Technology Position	5	-2.7%			-2.8%		
Health—general & rehabilitative: health (general & financing)							
$250 thousand or less							
CEO/Executive Director	6	0.1%			-0.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	8.8%			5.7%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	2.9%			6.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	8	1.7%			4.0%		
Between $5 million and $10 million							
CEO/Executive Director	11	2.2%		-0.1%	0.9%	4.7%	
Top Operations Position	5	3.2%			6.1%		
Between $10 million and $25 million							
CEO/Executive Director	7	0.8%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: health care N.E.C.							
$250 thousand or less							
CEO/Executive Director	13	0.3%		0.0%	1.9%	3.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	3.4%			2.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	23	1.6%	-4.5%	-1.3%	2.3%	6.2%	7.5%
Between $1 million and $2.5 million							
CEO/Executive Director	27	1.6%	-6.1%	-2.2%	1.9%	5.2%	10.0%
Between $2.5 million and $5 million							
CEO/Executive Director	21	4.5%	0.0%	1.9%	3.3%	7.8%	11.8%
Top Finance Position	6	1.0%			2.0%		
Top Operations Position	8	3.1%			3.2%		
Between $5 million and $10 million							
CEO/Executive Director	16	4.8%		-0.4%	2.8%	11.3%	
Top Finance Position	7	7.4%			6.9%		
Between $10 million and $25 million							
CEO/Executive Director	8	2.7%			2.5%		
Between $25 million and $50 million							
CEO/Executive Director	7	2.7%			0.0%		
Top Finance Position	7	6.8%			6.9%		
Greater than $50 million							
CEO/Executive Director	9	8.8%			8.2%		
Top Finance Position	12	7.2%		1.9%	6.7%	9.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: health support							
$250 thousand or less							
CEO/Executive Director	15	5.9%		0.0%	0.7%	12.0%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	2.6%	-3.5%	-0.2%	1.8%	6.1%	13.0%
Between $500 thousand and $1 million							
CEO/Executive Director	34	3.1%	-3.6%	0.0%	2.7%	6.0%	11.6%
Between $1 million and $2.5 million							
CEO/Executive Director	31	6.1%	0.0%	2.1%	4.6%	9.3%	13.8%
Between $2.5 million and $5 million							
CEO/Executive Director	28	-0.5%	-9.8%	-5.2%	1.1%	4.2%	7.9%
Between $5 million and $10 million							
CEO/Executive Director	15	3.5%		-1.9%	4.1%	8.0%	
Top Finance Position	9	4.9%			6.0%		
Between $10 million and $25 million							
CEO/Executive Director	14	5.0%		0.0%	3.6%	9.1%	
Top Finance Position	6	5.9%			3.7%		
Between $25 million and $50 million							
CEO/Executive Director	8	-2.9%			-2.6%		
Greater than $50 million							
CEO/Executive Director	11	1.6%		-2.1%	3.0%	4.3%	
Top Finance Position	10	2.9%		1.8%	3.3%	5.8%	
Top Operations Position	5	0.6%			2.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: home health care							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-5.0%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	16	6.8%		-0.1%	2.6%	11.4%	
Top Administrative Position	6	4.4%			8.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	23	4.0%	-4.4%	0.7%	4.1%	8.4%	12.6%
Top Finance Position	6	7.3%			7.2%		
Between $5 million and $10 million							
CEO/Executive Director	22	7.8%	0.3%	3.0%	6.2%	11.6%	20.5%
Top Finance Position	13	7.8%		4.3%	5.9%	11.0%	
Top Operations Position	5	10.6%			6.2%		
Between $10 million and $25 million							
CEO/Executive Director	26	5.8%	-0.8%	2.5%	7.1%	9.6%	13.9%
Top Administrative Position	5	3.7%			2.3%		
Top Business Position	5	3.8%			4.0%		
Top Finance Position	14	6.9%		4.7%	7.0%	9.5%	
Top Operations Position	6	9.0%			9.5%		
Top Technology Position	5	2.6%			4.9%		
Between $25 million and $50 million							
CEO/Executive Director	14	4.6%		2.9%	3.6%	8.1%	
Top Finance Position	15	6.8%		3.5%	5.7%	10.0%	
Top Human Resources Position	7	-0.6%			-2.9%		
Top Operations Position	11	6.2%		1.0%	8.5%	11.2%	
Greater than $50 million							
CEO/Executive Director	7	2.0%			5.9%		
Top Operations Position	6	3.7%			2.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: hospitals							
$250 thousand or less							
CEO/Executive Director	5	5.5%			2.2%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	6.3%			5.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.2%			1.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	14	1.5%		-2.1%	2.3%	5.2%	
Between $2.5 million and $5 million							
CEO/Executive Director	12	2.9%		1.5%	3.3%	8.2%	
Between $5 million and $10 million							
CEO/Executive Director	18	2.6%		-2.3%	3.5%	6.1%	
Top Administrative Position	6	2.1%			4.0%		
Top Finance Position	5	3.6%			0.3%		
Top Operations Position	6	-1.3%			0.2%		
Between $10 million and $25 million							
CEO/Executive Director	29	2.9%	-5.6%	-3.1%	3.4%	7.3%	10.4%
Top Administrative Position	6	6.7%			6.3%		
Top Finance Position	22	5.7%	-3.0%	0.8%	5.4%	10.8%	11.4%
Top Operations Position	6	1.8%			1.1%		
Between $25 million and $50 million							
CEO/Executive Director	19	8.4%		2.7%	8.3%	13.5%	
Top Administrative Position	8	3.1%			4.1%		
Top Finance Position	8	7.7%			6.6%		
Top Operations Position	8	7.3%			6.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: hospitals							
Greater than $50 million							
CEO/Executive Director	37	3.7%	-4.7%	0.1%	2.4%	7.4%	16.5%
Top Administrative Position	9	1.5%			2.3%		
Top Development Position	5	3.5%			4.3%		
Top Facilities Position	7	5.7%			5.3%		
Top Finance Position	34	7.2%	-1.5%	0.4%	6.1%	14.1%	17.6%
Top Human Resources Position	13	7.1%		4.1%	7.4%	10.2%	
Top Legal Position	7	6.0%			8.4%		
Top Operations Position	24	6.6%	-2.4%	0.5%	7.0%	10.4%	14.7%
Top Technology Position	13	1.3%		-6.8%	-0.8%	4.7%	
Health—general & rehabilitative: management & technical assistance							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	1.5%			0.6%		
Between $1 million and $2.5 million							
CEO/Executive Director	13	7.0%		3.4%	6.2%	9.0%	
Health—general & rehabilitative: nursing facilities							
Between $1 million and $2.5 million							
Top Administrative Position	5	5.2%			0.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	15	3.3%		-0.2%	0.5%	5.5%	
Top Administrative Position	19	5.9%		0.2%	5.5%	9.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

Health—general & rehabilitative: nursing facilities

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Between $5 million and $10 million							
CEO/Executive Director	33	1.8%	-6.6%	-0.8%	2.0%	6.3%	11.1%
Top Administrative Position	49	1.9%	-6.1%	-0.8%	2.0%	6.0%	10.1%
Top Business Position	5	0.9%			2.6%		
Top Finance Position	16	7.1%		2.9%	5.1%	10.0%	
Top Operations Position	5	-0.3%			-0.9%		
Between $10 million and $25 million							
CEO/Executive Director	78	6.3%	-3.7%	0.9%	6.0%	11.3%	18.2%
Top Administrative Position	45	3.8%	-6.4%	-0.7%	3.0%	8.9%	13.7%
Top Finance Position	55	7.1%	-0.4%	3.3%	6.3%	11.5%	15.6%
Top Human Resources Position	7	11.3%			12.2%		
Top Operations Position	15	8.3%		4.2%	7.3%	11.4%	
Between $25 million and $50 million							
CEO/Executive Director	21	6.8%	0.3%	3.0%	5.8%	13.7%	16.2%
Top Administrative Position	14	2.6%		0.2%	5.0%	6.7%	
Top Finance Position	20	4.6%	-7.7%	1.4%	5.6%	8.4%	13.5%
Top Human Resources Position	8	5.4%			4.7%		
Top Operations Position	9	5.8%			5.7%		
Top Technology Position	6	3.8%			4.8%		
Greater than $50 million							
CEO/Executive Director	12	6.8%		-0.5%	6.1%	15.4%	
Top Administrative Position	7	2.9%			3.9%		
Top Finance Position	9	8.5%			8.8%		
Top Operations Position	5	1.8%			5.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: organ & tissue banks							
Between $1 million and $2.5 million							
CEO/Executive Director	7	4.1%			4.0%		
Between $10 million and $25 million							
CEO/Executive Director	6	4.3%			2.3%		
Between $25 million and $50 million							
CEO/Executive Director	8	4.7%			3.7%		
Top Operations Position	5	1.1%			4.8%		
Greater than $50 million							
CEO/Executive Director	5	4.0%			8.2%		
Top Finance Position	5	10.2%			8.4%		
Top Technology Position	5	10.1%			5.2%		
Health—general & rehabilitative: patient & family support							
$250 thousand or less							
CEO/Executive Director	12	0.3%		-8.9%	2.2%	7.2%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	2.0%		0.2%	3.6%	7.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	22	3.7%	-6.1%	0.0%	3.9%	9.8%	11.5%
Between $1 million and $2.5 million							
CEO/Executive Director	17	4.4%		0.7%	4.6%	9.7%	
Between $2.5 million and $5 million							
CEO/Executive Director	7	2.5%			1.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: professional societies & associations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	8.9%			9.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.9%			2.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	9	3.6%			1.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	11	5.7%		1.4%	2.9%	11.0%	
Between $5 million and $10 million							
CEO/Executive Director	8	4.2%			4.4%		
Between $10 million and $25 million							
Top Technology Position	5	3.5%			3.7%		
Between $25 million and $50 million							
CEO/Executive Director	5	4.1%			5.7%		
Greater than $50 million							
CEO/Executive Director	5	5.1%			5.0%		
Top Finance Position	5	8.4%			5.9%		
Health—general & rehabilitative: public health							
$250 thousand or less							
CEO/Executive Director	25	-2.2%	-11.3%	-3.2%	0.0%	3.0%	5.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	3.4%	-9.1%	-0.8%	4.3%	7.1%	20.1%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: public health							
Between $500 thousand and $1 million							
CEO/Executive Director	33	5.1%	-2.3%	1.5%	3.2%	9.5%	18.9%
Top Operations Position	5	1.0%			4.7%		
Between $1 million and $2.5 million							
CEO/Executive Director	56	4.7%	-4.4%	0.0%	3.6%	9.6%	15.5%
Between $2.5 million and $5 million							
CEO/Executive Director	25	2.5%	-14.6%	-1.0%	0.5%	9.1%	19.5%
Top Finance Position	8	-1.2%			1.0%		
Top Operations Position	12	-0.1%		-4.5%	-0.1%	2.1%	
Between $5 million and $10 million							
CEO/Executive Director	20	3.6%	-6.8%	-0.9%	1.7%	8.6%	15.6%
Top Finance Position	11	6.1%		1.2%	5.1%	7.8%	
Between $10 million and $25 million							
CEO/Executive Director	19	6.9%		2.6%	3.9%	12.1%	
Top Finance Position	10	8.1%		4.1%	7.2%	10.3%	
Top Operations Position	7	5.0%			3.8%		
Between $25 million and $50 million							
CEO/Executive Director	7	5.8%			5.0%		
Top Finance Position	7	5.0%			5.8%		
Greater than $50 million							
CEO/Executive Director	9	1.0%			4.7%		
Top Finance Position	5	8.0%			9.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: rehabilitative care							
$250 thousand or less							
CEO/Executive Director	9	5.8%			1.2%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	1.7%		-1.2%	3.2%	4.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	2.9%		-0.2%	2.5%	10.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	43	3.5%	-4.2%	-0.2%	3.6%	7.3%	12.2%
Between $2.5 million and $5 million							
CEO/Executive Director	16	1.3%		-2.7%	-0.2%	5.6%	
Top Finance Position	5	1.9%			3.0%		
Between $5 million and $10 million							
CEO/Executive Director	19	1.4%		0.0%	2.5%	4.6%	
Between $10 million and $25 million							
CEO/Executive Director	12	3.8%		0.8%	1.9%	8.0%	
Between $25 million and $50 million							
CEO/Executive Director	7	2.1%			2.8%		
Health—general & rehabilitative: reproductive health care							
$250 thousand or less							
CEO/Executive Director	16	7.5%		3.2%	7.5%	11.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	8.2%		3.4%	9.4%	13.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	22	3.5%	-1.8%	-0.6%	2.5%	8.1%	13.7%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: reproductive health care							
Between $1 million and $2.5 million							
CEO/Executive Director	14	2.4%		-1.2%	2.8%	6.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	6	-2.4%			-0.3%		
Between $10 million and $25 million							
CEO/Executive Director	9	7.6%			5.4%		
Top Finance Position	5	7.7%			5.4%		
Health—general & rehabilitative: research institutes & public policy analysis							
Between $1 million and $2.5 million							
CEO/Executive Director	7	-2.0%			-1.3%		
Health—general & rehabilitative: single organization support							
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	-1.8%		-13.2%	0.0%	8.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	3.0%		-0.3%	1.3%	4.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	15	6.0%		2.2%	6.1%	8.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	8	5.9%			6.2%		
Between $5 million and $10 million							
CEO/Executive Director	12	4.2%		-0.8%	2.7%	3.9%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Health—general & rehabilitative: single organization support							
Between $10 million and $25 million							
CEO/Executive Director	5	11.0%			13.0%		
Greater than $50 million							
CEO/Executive Director	6	4.8%			8.5%		
Top Finance Position	5	2.6%			2.7%		
Health—general & rehabilitative: specialty hospitals							
Greater than $50 million							
CEO/Executive Director	24	0.3%	-15.7%	-9.1%	1.2%	6.6%	14.2%
Top Development Position	7	3.7%			2.9%		
Top Facilities Position	6	2.5%			2.0%		
Top Finance Position	22	6.7%	-0.3%	2.2%	4.6%	12.5%	18.1%
Top Human Resources Position	15	8.0%		1.0%	6.1%	18.6%	
Top Legal Position	11	1.3%		-7.0%	3.1%	11.9%	
Top Operations Position	13	5.7%		-3.6%	7.7%	12.4%	
Top Technology Position	13	9.5%		7.1%	10.7%	13.1%	
Health—general & rehabilitative: support N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	6	2.6%			2.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: alliances & advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	11	5.5%		1.3%	5.3%	8.9%	
Between $1 million and $2.5 million							
CEO/Executive Director	13	5.6%		0.0%	4.2%	13.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	8	2.9%			2.6%		
Between $10 million and $25 million							
CEO/Executive Director	5	-0.8%			-1.4%		
Housing, shelter: home improvement & repairs							
$250 thousand or less							
CEO/Executive Director	7	-0.1%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	0.8%		-7.2%	-1.8%	7.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	12	2.2%		-0.6%	0.0%	3.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	5.0%			4.7%		
Housing, shelter: homeless shelters							
$250 thousand or less							
CEO/Executive Director	23	5.5%	0.0%	0.2%	2.5%	13.9%	17.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	51	5.5%	-0.7%	1.4%	4.2%	8.8%	18.6%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: homeless shelters							
Between $500 thousand and $1 million							
CEO/Executive Director	50	5.7%	-2.6%	0.0%	4.2%	9.0%	20.0%
Top Finance Position	5	6.0%			5.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	65	4.5%	-2.8%	0.4%	3.1%	8.8%	14.0%
Between $2.5 million and $5 million							
CEO/Executive Director	69	5.3%	-1.4%	1.2%	4.8%	9.7%	15.7%
Top Finance Position	16	3.0%		0.3%	2.5%	7.0%	
Top Operations Position	5	12.7%			9.8%		
Between $5 million and $10 million							
CEO/Executive Director	38	5.8%	-3.9%	0.6%	4.9%	14.3%	16.7%
Top Finance Position	10	8.0%		4.1%	7.7%	13.3%	
Between $10 million and $25 million							
CEO/Executive Director	16	4.4%		0.4%	1.7%	9.3%	
Top Finance Position	8	8.0%			8.8%		
Top Operations Position	5	9.1%			9.1%		
Between $25 million and $50 million							
CEO/Executive Director	9	5.0%			3.1%		
Top Finance Position	7	3.4%			5.3%		
Housing, shelter: homeowners & tenants associations							
$250 thousand or less							
CEO/Executive Director	7	-0.9%			-1.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	3.7%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: homeowners & tenants associations							
Between $1 million and $2.5 million							
CEO/Executive Director	6	3.3%			2.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	1.2%			1.9%		
Between $5 million and $10 million							
CEO/Executive Director	5	0.4%			0.0%		
Housing, shelter: housing & shelter N.E.C.							
$250 thousand or less							
CEO/Executive Director	8	1.4%			2.9%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	1.0%		-1.4%	0.7%	5.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	31	2.6%	-6.9%	-1.0%	1.6%	6.8%	14.9%
Between $1 million and $2.5 million							
CEO/Executive Director	34	6.8%	-1.2%	2.1%	4.4%	10.0%	22.2%
Between $2.5 million and $5 million							
CEO/Executive Director	23	2.6%	-6.7%	-2.9%	2.9%	5.1%	11.6%
Top Finance Position	8	10.2%			6.6%		
Between $5 million and $10 million							
CEO/Executive Director	12	3.8%		2.1%	4.3%	7.5%	
Between $10 million and $25 million							
CEO/Executive Director	7	2.3%			4.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: housing development, construction, & management							
$250 thousand or less							
CEO/Executive Director	63	0.3%	-12.9%	-0.9%	0.0%	2.8%	13.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	63	3.0%	-4.9%	0.0%	2.2%	7.3%	11.7%
Between $500 thousand and $1 million							
CEO/Executive Director	123	2.4%	-5.2%	0.0%	2.0%	5.8%	11.6%
Between $1 million and $2.5 million							
CEO/Executive Director	182	4.1%	-2.7%	0.2%	3.6%	7.2%	13.9%
Top Finance Position	18	4.6%		1.2%	3.6%	6.8%	
Between $2.5 million and $5 million							
CEO/Executive Director	104	3.4%	-3.8%	-0.1%	2.9%	8.2%	12.6%
Top Finance Position	25	6.4%	0.1%	2.7%	5.5%	12.5%	14.0%
Top Operations Position	12	4.0%		0.2%	4.7%	8.4%	
Between $5 million and $10 million							
CEO/Executive Director	75	3.7%	-2.1%	0.2%	2.6%	6.4%	12.0%
Top Administrative Position	7	3.3%			4.3%		
Top Development Position	9	5.2%			5.1%		
Top Finance Position	34	6.1%	0.3%	2.9%	5.1%	10.7%	13.8%
Top Operations Position	10	3.6%		-0.7%	1.6%	8.9%	
Between $10 million and $25 million							
CEO/Executive Director	32	3.0%	-9.8%	-0.6%	4.2%	7.7%	11.8%
Top Development Position	6	5.6%			7.4%		
Top Finance Position	19	5.2%		1.3%	5.1%	8.8%	
Top Human Resources Position	5	6.7%			5.3%		
Top Operations Position	7	3.5%			4.2%		
Between $25 million and $50 million							
Top Finance Position	6	6.5%			5.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: housing development, construction, & management							
Greater than $50 million							
CEO/Executive Director	6	6.2%			5.6%		
Housing, shelter: housing expense reduction support							
Between $500 thousand and $1 million							
CEO/Executive Director	5	9.5%			4.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	6.9%			5.2%		
Between $10 million and $25 million							
CEO/Executive Director	5	3.1%			6.0%		
Housing, shelter: housing rehabilitation							
$250 thousand or less							
CEO/Executive Director	6	-3.9%			-2.3%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	1.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	-0.2%		-2.1%	0.9%	3.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	20	3.3%	-2.3%	-0.6%	2.7%	7.3%	9.3%
Between $2.5 million and $5 million							
CEO/Executive Director	5	4.9%			3.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: housing search assistance							
Between $2.5 million and $5 million							
CEO/Executive Director	7	10.2%			13.4%		
Housing, shelter: housing support							
$250 thousand or less							
CEO/Executive Director	5	-0.2%			-3.7%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	4.1%	-5.5%	-2.3%	2.6%	10.9%	18.4%
Between $500 thousand and $1 million							
CEO/Executive Director	34	3.6%	-3.4%	0.0%	3.0%	8.0%	13.3%
Between $1 million and $2.5 million							
CEO/Executive Director	40	4.2%	-1.3%	0.1%	3.1%	8.7%	11.5%
Top Finance Position	7	5.5%			5.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	26	6.2%	0.0%	2.1%	4.6%	9.5%	14.9%
Top Finance Position	8	4.4%			3.5%		
Between $5 million and $10 million							
CEO/Executive Director	16	4.0%		0.1%	1.5%	9.1%	
Top Finance Position	8	3.2%			4.3%		
Between $10 million and $25 million							
CEO/Executive Director	9	5.1%			4.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: low income & subsidized rental housing							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	5.4%			5.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.9%		1.7%	3.2%	12.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	25	5.3%	-3.9%	0.1%	4.8%	8.4%	15.4%
Top Finance Position	5	6.0%			8.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	11	7.0%		1.9%	5.9%	15.1%	
Between $5 million and $10 million							
CEO/Executive Director	10	3.8%		1.0%	4.9%	6.9%	
Housing, shelter: senior citizens housing & retirement communities							
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	1.3%		-0.8%	1.5%	2.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.3%			3.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	37	4.9%	-2.1%	1.3%	3.7%	9.1%	13.6%
Top Administrative Position	8	7.5%			6.3%		
Top Finance Position	5	5.8%			7.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	28	2.9%	-12.5%	1.1%	2.8%	5.9%	13.7%
Top Administrative Position	8	3.4%			2.4%		
Top Finance Position	8	2.5%			2.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: senior citizens housing & retirement communities							
Between $5 million and $10 million							
CEO/Executive Director	25	5.6%	-1.0%	2.0%	4.5%	7.8%	15.2%
Top Administrative Position	7	5.5%			3.1%		
Top Finance Position	8	4.2%			3.4%		
Top Operations Position	6	9.6%			9.4%		
Between $10 million and $25 million							
CEO/Executive Director	35	6.8%	-0.5%	1.5%	6.8%	12.0%	18.5%
Top Administrative Position	16	7.2%		1.3%	4.8%	11.3%	
Top Finance Position	17	5.6%		1.9%	6.0%	9.0%	
Top Marketing Position	9	4.3%			2.3%		
Top Operations Position	7	5.3%			1.9%		
Between $25 million and $50 million							
CEO/Executive Director	20	7.7%	-1.9%	2.9%	7.4%	12.6%	18.5%
Top Finance Position	14	7.8%		2.7%	8.2%	14.4%	
Top Human Resources Position	8	8.4%			6.5%		
Top Operations Position	5	4.5%			3.3%		
Housing, shelter: single organization support							
Between $1 million and $2.5 million							
CEO/Executive Director	5	-1.8%			-2.3%		
Housing, shelter: temporary housing							
$250 thousand or less							
CEO/Executive Director	9	4.2%			2.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Housing, shelter: temporary housing							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	4.1%			4.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	3.8%		0.0%	1.1%	4.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	11	6.9%		2.2%	5.8%	9.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	10	1.1%		-1.3%	4.0%	5.2%	
Human services—multipurpose & other: adoption							
$250 thousand or less							
CEO/Executive Director	9	7.4%			3.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	18	1.6%		-0.9%	0.6%	5.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	19	1.5%		-2.5%	1.3%	6.8%	
Between $1 million and $2.5 million							
CEO/Executive Director	24	3.7%	-4.3%	1.8%	4.2%	7.5%	10.4%
Between $2.5 million and $5 million							
CEO/Executive Director	6	3.4%			5.4%		
Human services—multipurpose & other: adult day care							
$250 thousand or less							
CEO/Executive Director	6	3.3%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: adult day care							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	-3.9%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-0.1%			0.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	2.3%			2.2%		
Human services—multipurpose & other: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	9	7.0%			6.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	4.6%		0.0%	2.7%	6.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	5.0%		2.2%	3.5%	8.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	35	5.7%	-0.3%	0.7%	3.3%	9.6%	14.2%
Between $2.5 million and $5 million							
CEO/Executive Director	7	5.8%			3.8%		
Between $5 million and $10 million							
CEO/Executive Director	6	7.2%			3.3%		
Between $10 million and $25 million							
CEO/Executive Director	5	8.7%			6.9%		
Between $25 million and $50 million							
CEO/Executive Director	5	-3.8%			-2.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: blind & visually impaired centers							
$250 thousand or less							
CEO/Executive Director	6	-4.5%			-1.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	4.7%			4.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	1.3%		-4.1%	0.6%	5.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	9	2.5%			1.0%		
Between $5 million and $10 million							
CEO/Executive Director	6	1.1%			0.5%		
Between $10 million and $25 million							
CEO/Executive Director	6	6.0%			3.0%		
Top Finance Position	6	6.4%			5.9%		
Between $25 million and $50 million							
CEO/Executive Director	5	9.6%			9.6%		
Top Finance Position	6	3.6%			2.6%		
Human services—multipurpose & other: centers to support the independence of specific populations							
$250 thousand or less							
CEO/Executive Director	49	3.6%	-5.9%	-3.3%	0.7%	9.1%	15.4%
Between $250 thousand and $500 thousand							
CEO/Executive Director	51	1.7%	-4.4%	0.0%	1.6%	3.4%	6.0%
Between $500 thousand and $1 million							
CEO/Executive Director	74	3.6%	-5.8%	0.0%	4.1%	7.6%	11.2%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: centers to support the independence of specific populations							
Between $1 million and $2.5 million							
CEO/Executive Director	113	3.2%	-6.4%	-0.1%	2.9%	8.5%	13.0%
Top Finance Position	19	3.7%		-0.2%	1.6%	5.9%	
Top Operations Position	5	1.7%			3.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	75	4.9%	-0.8%	0.9%	3.7%	8.4%	15.0%
Top Finance Position	10	4.6%		0.4%	3.6%	7.1%	
Between $5 million and $10 million							
CEO/Executive Director	55	4.1%	-2.6%	0.0%	3.8%	8.5%	14.1%
Top Finance Position	18	0.8%		-1.0%	1.9%	5.2%	
Top Operations Position	5	0.8%			1.4%		
Between $10 million and $25 million							
CEO/Executive Director	44	3.0%	-8.4%	-0.4%	3.4%	6.3%	12.7%
Top Finance Position	25	8.5%	-0.3%	2.1%	7.7%	12.5%	20.0%
Top Human Resources Position	8	4.4%			2.2%		
Top Operations Position	6	0.9%			2.5%		
Between $25 million and $50 million							
CEO/Executive Director	15	6.9%		2.4%	7.4%	10.3%	
Top Finance Position	13	2.4%		0.1%	5.7%	7.4%	
Top Operations Position	6	2.0%			4.5%		
Greater than $50 million							
CEO/Executive Director	10	2.4%		0.6%	2.5%	4.3%	
Top Finance Position	8	3.9%			3.2%		
Top Technology Position	5	5.2%			3.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: child day care							
$250 thousand or less							
CEO/Executive Director	37	0.3%	-15.0%	-2.5%	0.3%	6.5%	10.2%
Top Finance Position	5	0.1%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	81	0.6%	-13.8%	-5.4%	0.5%	5.7%	16.9%
Top Administrative Position	5	5.2%			8.2%		
Top Finance Position	6	-1.5%			-2.6%		
Top Program Position	7	7.5%			7.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	140	1.3%	-9.6%	-2.5%	2.0%	5.9%	11.8%
Top Finance Position	8	-1.4%			-0.2%		
Top Program Position	6	3.2%			2.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	149	4.7%	-3.9%	0.8%	3.8%	8.0%	15.5%
Top Administrative Position	5	7.5%			4.4%		
Top Finance Position	17	3.7%		1.9%	4.0%	5.3%	
Between $2.5 million and $5 million							
CEO/Executive Director	80	4.0%	-5.5%	-1.0%	2.6%	10.6%	16.5%
Top Finance Position	14	6.3%		0.9%	7.8%	12.3%	
Between $5 million and $10 million							
CEO/Executive Director	35	5.9%	-1.3%	0.8%	4.8%	11.6%	16.4%
Top Finance Position	20	6.2%	1.4%	3.2%	5.3%	10.9%	12.7%
Top Program Position	5	-2.2%			0.0%		
Between $10 million and $25 million							
CEO/Executive Director	24	4.1%	-1.4%	2.2%	3.6%	6.4%	10.2%
Top Finance Position	13	2.8%		1.5%	3.1%	5.2%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: child day care							
Between $25 million and $50 million							
CEO/Executive Director	11	4.9%		1.0%	6.4%	11.9%	
Top Finance Position	7	3.6%			5.9%		
Human services—multipurpose & other: children & youth services							
$250 thousand or less							
CEO/Executive Director	53	2.0%	-5.7%	0.0%	1.5%	6.1%	14.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	68	3.8%	-2.4%	0.0%	2.7%	6.6%	11.1%
Between $500 thousand and $1 million							
CEO/Executive Director	105	3.5%	-7.5%	-0.6%	2.6%	8.9%	15.0%
Top Finance Position	7	0.2%			-1.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	162	4.6%	-2.9%	0.0%	3.4%	7.8%	14.4%
Top Finance Position	12	1.2%		-5.4%	0.2%	4.3%	
Top Operations Position	9	3.8%			3.7%		
Between $2.5 million and $5 million							
CEO/Executive Director	111	3.5%	-3.7%	-0.1%	2.8%	7.5%	14.4%
Top Development Position	9	3.3%			2.1%		
Top Finance Position	30	4.3%	-2.8%	1.2%	4.9%	8.4%	12.4%
Top Operations Position	12	1.8%		-1.4%	0.9%	7.7%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: children & youth services							
Between $5 million and $10 million							
CEO/Executive Director	104	4.6%	-3.7%	0.5%	3.9%	9.3%	13.2%
Top Development Position	15	4.6%		1.2%	4.4%	5.9%	
Top Finance Position	46	3.9%	-4.0%	0.8%	3.6%	6.6%	13.1%
Top Operations Position	22	4.5%	-3.5%	-1.1%	3.2%	9.6%	10.9%
Top Program Position	10	7.1%		4.7%	7.1%	10.5%	
Between $10 million and $25 million							
CEO/Executive Director	90	4.1%	-2.8%	0.4%	4.0%	7.8%	12.9%
Top Development Position	14	5.2%		0.5%	3.6%	12.5%	
Top Finance Position	55	5.8%	-1.9%	2.0%	4.5%	9.6%	17.4%
Top Human Resources Position	6	11.7%			11.7%		
Top Operations Position	23	2.9%	-5.5%	-0.4%	3.8%	7.9%	11.2%
Top Program Position	15	2.4%		0.8%	2.1%	3.8%	
Between $25 million and $50 million							
CEO/Executive Director	49	3.8%	-2.5%	0.1%	3.4%	5.9%	12.5%
Top Administrative Position	7	4.2%			5.6%		
Top Development Position	7	6.4%			8.5%		
Top Finance Position	34	6.0%	0.0%	3.0%	4.6%	9.9%	15.5%
Top Human Resources Position	11	0.7%		-3.2%	0.0%	3.2%	
Top Operations Position	28	5.9%	0.4%	1.7%	5.4%	9.2%	13.7%
Top Program Position	9	3.0%			5.4%		
Top Technology Position	11	4.9%		0.3%	5.3%	9.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: children & youth services							
Greater than $50 million							
CEO/Executive Director	31	5.3%	-4.7%	1.3%	5.3%	10.2%	14.8%
Top Development Position	7	4.9%			3.0%		
Top Finance Position	21	3.9%	-8.1%	0.3%	4.6%	9.6%	12.5%
Top Human Resources Position	9	2.9%			1.6%		
Top Legal Position	5	0.4%			-0.3%		
Top Operations Position	15	3.5%		0.7%	4.9%	7.1%	
Top Program Position	8	3.0%			2.2%		
Top Technology Position	13	6.9%		2.7%	6.3%	11.2%	
Human services—multipurpose & other: deaf & hearing impaired centers							
Between $1 million and $2.5 million							
CEO/Executive Director	7	1.4%			0.4%		
Human services—multipurpose & other: developmentally disabled centers							
$250 thousand or less							
CEO/Executive Director	31	1.6%	-3.0%	-0.5%	2.0%	4.1%	14.6%
Between $250 thousand and $500 thousand							
CEO/Executive Director	47	2.7%	-4.6%	-1.8%	0.3%	6.1%	12.8%
Between $500 thousand and $1 million							
CEO/Executive Director	58	3.8%	-4.3%	-0.1%	3.0%	9.1%	14.8%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: developmentally disabled centers							
Between $1 million and $2.5 million							
CEO/Executive Director	136	3.3%	-5.4%	0.0%	2.5%	7.6%	14.0%
Top Finance Position	18	1.6%		-0.8%	3.0%	5.0%	
Top Operations Position	7	-0.5%			1.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	114	4.6%	-3.3%	0.0%	3.7%	8.6%	13.4%
Top Finance Position	20	6.4%	0.3%	3.5%	5.7%	8.6%	12.7%
Top Operations Position	7	2.9%			3.6%		
Between $5 million and $10 million							
CEO/Executive Director	174	3.9%	-3.8%	-0.3%	3.1%	8.7%	13.7%
Top Finance Position	61	2.7%	-1.8%	-0.2%	2.4%	6.2%	9.5%
Top Operations Position	11	8.1%		4.1%	8.5%	12.1%	
Top Program Position	6	5.4%			4.5%		
Between $10 million and $25 million							
CEO/Executive Director	175	4.3%	-3.6%	0.7%	4.2%	8.8%	13.1%
Top Administrative Position	7	0.2%			3.0%		
Top Development Position	5	3.4%			1.7%		
Top Finance Position	113	6.2%	-1.0%	0.6%	4.9%	10.6%	15.1%
Top Human Resources Position	11	3.7%		-3.9%	2.0%	11.8%	
Top Operations Position	34	5.9%	-3.3%	2.6%	6.3%	10.2%	15.1%
Top Program Position	10	8.0%		2.0%	7.8%	11.0%	
Top Technology Position	8	3.3%			1.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: developmentally disabled centers							
Between $25 million and $50 million							
CEO/Executive Director	69	4.2%	-2.9%	0.0%	2.7%	8.5%	15.1%
Top Administrative Position	7	6.4%			7.3%		
Top Development Position	10	-0.1%		-1.7%	-0.2%	3.2%	
Top Finance Position	54	5.9%	-1.4%	0.9%	4.6%	9.0%	16.3%
Top Human Resources Position	15	4.2%		1.6%	3.1%	6.1%	
Top Operations Position	20	2.8%	-6.3%	-2.6%	2.1%	7.1%	12.3%
Top Program Position	15	3.3%		1.3%	3.0%	6.6%	
Top Technology Position	10	2.9%		-0.3%	2.0%	3.4%	
Greater than $50 million							
CEO/Executive Director	59	3.6%	-5.4%	-0.7%	4.1%	7.4%	15.5%
Top Administrative Position	8	2.6%			0.3%		
Top Development Position	10	4.4%		-0.3%	2.4%	6.9%	
Top Finance Position	48	4.3%	-3.7%	1.0%	4.0%	9.2%	12.9%
Top Human Resources Position	24	2.3%	-7.9%	-1.3%	2.4%	6.2%	8.0%
Top Legal Position	6	4.6%			2.4%		
Top Operations Position	22	3.5%	-9.3%	1.2%	4.5%	8.0%	15.5%
Top PR/Communications Position	5	2.0%			0.2%		
Top Program Position	9	1.6%			0.0%		
Top Technology Position	12	5.2%		1.6%	2.6%	5.4%	
Human services—multipurpose & other: emergency assistance							
$250 thousand or less							
CEO/Executive Director	20	5.9%	0.0%	0.0%	4.2%	11.6%	19.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	2.8%	-8.7%	-1.9%	2.9%	9.6%	14.1%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: emergency assistance							
Between $500 thousand and $1 million							
CEO/Executive Director	32	3.8%	-0.5%	0.0%	2.2%	6.5%	9.9%
Between $1 million and $2.5 million							
CEO/Executive Director	55	5.5%	-2.9%	0.0%	4.2%	10.7%	19.8%
Top Finance Position	6	4.9%			2.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	38	3.1%	-2.9%	0.0%	3.3%	5.6%	11.2%
Top Finance Position	6	-1.4%			-2.3%		
Between $5 million and $10 million							
CEO/Executive Director	22	8.0%	-0.4%	3.5%	6.2%	11.7%	19.9%
Top Finance Position	7	2.6%			1.9%		
Between $10 million and $25 million							
CEO/Executive Director	21	3.7%	-3.4%	-1.2%	3.0%	8.1%	12.5%
Top Finance Position	10	2.9%		0.7%	5.5%	9.4%	
Between $25 million and $50 million							
CEO/Executive Director	7	4.7%			4.2%		
Top Finance Position	7	5.0%			3.3%		
Greater than $50 million							
CEO/Executive Director	6	1.7%			4.7%		
Top Finance Position	5	-4.0%			-0.1%		
Human services—multipurpose & other: ethnic & immigrant centers							
$250 thousand or less							
CEO/Executive Director	12	3.9%		0.0%	2.9%	9.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: ethnic & immigrant centers							
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	0.7%		0.0%	0.0%	2.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	39	2.5%	-8.1%	-0.2%	2.6%	6.3%	12.1%
Between $1 million and $2.5 million							
CEO/Executive Director	27	4.5%	-2.6%	0.0%	3.3%	10.3%	12.6%
Between $2.5 million and $5 million							
CEO/Executive Director	21	4.2%	-5.5%	0.9%	5.0%	10.4%	11.1%
Between $5 million and $10 million							
CEO/Executive Director	11	3.5%		0.8%	4.2%	8.0%	
Between $10 million and $25 million							
CEO/Executive Director	8	6.7%			3.7%		
Human services—multipurpose & other: family counseling							
$250 thousand or less							
CEO/Executive Director	22	1.1%	-11.3%	-0.3%	1.6%	4.2%	10.6%
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	3.7%		1.5%	3.0%	5.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	21	3.0%	-6.9%	-2.6%	0.3%	11.6%	14.1%
Between $1 million and $2.5 million							
CEO/Executive Director	22	1.2%	-5.9%	-1.3%	0.9%	4.3%	10.2%
Between $5 million and $10 million							
CEO/Executive Director	7	3.7%			3.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: family services							
$250 thousand or less							
CEO/Executive Director	46	2.6%	-8.6%	-2.0%	0.3%	10.4%	13.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	57	1.3%	-10.9%	-1.1%	2.4%	5.4%	9.2%
Between $500 thousand and $1 million							
CEO/Executive Director	53	4.6%	-7.0%	0.1%	3.7%	10.2%	16.3%
Between $1 million and $2.5 million							
CEO/Executive Director	102	4.7%	-1.8%	0.6%	4.6%	8.8%	12.7%
Top Finance Position	12	2.9%		-1.5%	3.1%	6.9%	
Top Operations Position	5	7.4%			4.7%		
Between $2.5 million and $5 million							
CEO/Executive Director	68	3.5%	-5.2%	-0.1%	2.6%	7.9%	12.7%
Top Finance Position	14	4.4%		2.6%	4.4%	6.5%	
Between $5 million and $10 million							
CEO/Executive Director	43	4.6%	-3.6%	-0.2%	1.7%	9.1%	13.8%
Top Finance Position	18	4.9%		1.2%	5.3%	8.8%	
Top Operations Position	7	2.9%			0.4%		
Between $10 million and $25 million							
CEO/Executive Director	39	5.2%	-1.5%	0.0%	3.3%	7.2%	15.6%
Top Administrative Position	5	2.8%			5.3%		
Top Development Position	6	5.5%			3.5%		
Top Finance Position	36	5.2%	-0.2%	1.4%	4.0%	7.3%	13.1%
Top Operations Position	10	2.1%		-4.3%	2.3%	8.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: family services							
Between $25 million and $50 million							
CEO/Executive Director	19	4.4%		1.0%	4.0%	6.4%	
Top Development Position	6	6.4%			5.5%		
Top Finance Position	11	2.4%		0.4%	1.2%	3.0%	
Top Human Resources Position	6	1.5%			4.3%		
Top Operations Position	7	6.5%			4.1%		
Top Program Position	5	2.2%			3.1%		
Top Technology Position	5	2.5%			0.1%		
Greater than $50 million							
CEO/Executive Director	8	5.6%			4.9%		
Top Technology Position	5	2.9%			3.8%		
Human services—multipurpose & other: family services for adolescent parents							
$250 thousand or less							
CEO/Executive Director	5	-4.5%			2.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	9.4%		4.3%	6.3%	12.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	11	4.9%		0.9%	5.2%	10.2%	
Human services—multipurpose & other: family violence shelters							
$250 thousand or less							
CEO/Executive Director	10	4.4%		-2.1%	1.5%	6.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: family violence shelters							
Between $250 thousand and $500 thousand							
CEO/Executive Director	33	4.2%	-8.8%	0.3%	3.2%	11.2%	15.0%
Between $500 thousand and $1 million							
CEO/Executive Director	69	4.1%	-3.7%	0.0%	3.9%	9.2%	16.1%
Between $1 million and $2.5 million							
CEO/Executive Director	136	4.6%	-2.2%	0.0%	3.3%	8.2%	15.9%
Top Finance Position	19	0.9%		-1.7%	2.3%	4.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	69	3.9%	-2.6%	0.0%	2.9%	6.7%	15.0%
Top Finance Position	22	5.6%	-2.7%	0.7%	6.2%	13.0%	14.7%
Between $5 million and $10 million							
CEO/Executive Director	28	4.6%	-10.7%	1.7%	3.5%	10.9%	16.3%
Top Finance Position	11	3.7%		3.1%	4.7%	6.6%	
Top Operations Position	7	-1.6%			2.8%		
Human services—multipurpose & other: financial counseling							
$250 thousand or less							
CEO/Executive Director	13	5.3%		-3.7%	3.3%	14.0%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	4.9%		0.5%	3.7%	8.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.6%		0.7%	6.1%	10.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	12	1.4%		-0.8%	2.4%	3.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: financial counseling							
Between $2.5 million and $5 million							
CEO/Executive Director	8	6.4%			2.3%		
Between $5 million and $10 million							
CEO/Executive Director	7	2.3%			0.0%		
Top Finance Position	6	5.7%			6.3%		
Human services—multipurpose & other: foster care							
$250 thousand or less							
CEO/Executive Director	11	2.1%		-0.8%	0.0%	4.1%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	5.6%		1.4%	3.8%	10.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	18	1.4%		-2.4%	1.1%	3.8%	
Between $1 million and $2.5 million							
CEO/Executive Director	40	3.2%	-2.5%	-0.1%	2.8%	7.4%	11.8%
Between $2.5 million and $5 million							
CEO/Executive Director	36	4.5%	-2.6%	0.0%	2.0%	8.4%	17.6%
Top Finance Position	9	1.3%			3.4%		
Between $5 million and $10 million							
CEO/Executive Director	21	6.9%	-4.6%	0.8%	7.0%	13.8%	18.8%
Top Finance Position	9	10.2%			6.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: foster care							
Between $10 million and $25 million							
CEO/Executive Director	20	5.0%	-2.2%	-0.2%	2.8%	10.2%	17.5%
Top Finance Position	16	7.7%		1.7%	5.8%	13.8%	
Top Human Resources Position	5	5.2%			3.9%		
Top Operations Position	8	8.0%			8.5%		
Between $25 million and $50 million							
CEO/Executive Director	7	5.2%			3.6%		
Top Operations Position	5	4.0%			2.6%		
Greater than $50 million							
CEO/Executive Director	6	4.1%			4.8%		
Human services—multipurpose & other: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	5	1.3%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	3.6%		1.2%	2.9%	4.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	-0.7%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	15	5.7%		-0.3%	3.0%	11.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	10	7.5%		5.6%	7.1%	9.3%	
Top Finance Position	5	9.1%			3.9%		
Between $5 million and $10 million							
CEO/Executive Director	6	0.6%			1.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: fund raising & fund distribution							
Between $10 million and $25 million							
CEO/Executive Director	6	0.9%			0.2%		
Human services—multipurpose & other: gift distribution							
$250 thousand or less							
CEO/Executive Director	5	0.5%			1.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.7%			0.0%		
Human services—multipurpose & other: group homes							
$250 thousand or less							
CEO/Executive Director	7	3.3%			1.1%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	1.8%			1.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	20	5.2%	-4.6%	0.2%	5.5%	11.0%	13.3%
Between $1 million and $2.5 million							
CEO/Executive Director	56	3.7%	-3.6%	-0.4%	2.5%	8.1%	15.3%
Top Administrative Position	6	6.5%			7.4%		
Top Finance Position	7	1.7%			0.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	42	2.9%	-4.0%	-0.8%	1.9%	7.6%	11.5%
Top Finance Position	13	5.7%		1.1%	2.3%	9.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: group homes							
Between $5 million and $10 million							
CEO/Executive Director	39	2.8%	-6.2%	-0.9%	2.1%	7.9%	12.9%
Top Finance Position	16	4.3%		-0.7%	4.4%	7.8%	
Between $10 million and $25 million							
CEO/Executive Director	41	5.5%	-4.9%	1.0%	6.3%	12.8%	16.9%
Top Finance Position	28	6.4%	-0.4%	1.7%	6.0%	9.7%	14.9%
Top Operations Position	6	11.9%			13.7%		
Between $25 million and $50 million							
Top Finance Position	5	5.5%			3.5%		
Greater than $50 million							
Top Finance Position	6	8.5%			5.1%		
Human services—multipurpose & other: half-way house (short-term residential care)							
Between $1 million and $2.5 million							
CEO/Executive Director	5	4.4%			2.0%		
Human services—multipurpose & other: homeless centers							
$250 thousand or less							
CEO/Executive Director	10	0.2%		-3.4%	1.6%	5.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	12	5.6%		1.1%	6.0%	9.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	23	4.5%	-3.6%	1.6%	6.1%	9.3%	12.0%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: homeless centers							
Between $1 million and $2.5 million							
CEO/Executive Director	59	5.4%	-6.0%	0.1%	4.2%	10.2%	17.8%
Top Operations Position	6	2.0%			2.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	33	1.7%	-9.5%	-0.1%	1.7%	6.9%	11.3%
Top Finance Position	10	3.7%		-1.7%	5.5%	8.3%	
Between $5 million and $10 million							
CEO/Executive Director	38	6.9%	0.0%	2.2%	5.1%	12.2%	19.1%
Top Development Position	5	9.4%			9.0%		
Top Finance Position	13	7.0%		3.3%	6.8%	9.2%	
Top Operations Position	6	8.6%			7.7%		
Between $10 million and $25 million							
CEO/Executive Director	35	5.1%	-2.9%	-0.4%	4.4%	10.5%	15.3%
Top Development Position	8	5.9%			4.8%		
Top Finance Position	22	5.1%	-0.8%	0.7%	3.9%	6.4%	13.6%
Top Operations Position	11	7.4%		3.4%	5.5%	12.3%	
Between $25 million and $50 million							
CEO/Executive Director	8	-1.3%			-1.1%		
Top Finance Position	5	6.0%			3.9%		
Greater than $50 million							
CEO/Executive Director	6	5.6%			4.5%		
Top Finance Position	7	9.3%			5.5%		
Top Operations Position	5	7.9%			6.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: hospices							
$250 thousand or less							
CEO/Executive Director	5	-2.4%			2.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	5.6%		0.8%	4.6%	10.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	1.6%			4.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	20	1.8%	-5.6%	-0.6%	1.4%	4.4%	11.2%
Between $2.5 million and $5 million							
CEO/Executive Director	19	6.1%		2.8%	5.1%	9.9%	
Top Finance Position	5	8.9%			5.8%		
Between $5 million and $10 million							
CEO/Executive Director	25	4.8%	-2.5%	-0.2%	4.2%	7.7%	13.9%
Top Finance Position	5	5.1%			5.3%		
Between $10 million and $25 million							
CEO/Executive Director	26	8.0%	-4.4%	1.7%	7.8%	16.4%	20.1%
Top Administrative Position	6	6.5%			4.3%		
Top Finance Position	17	6.7%		2.5%	7.4%	9.8%	
Top Human Resources Position	5	13.2%			14.2%		
Top Operations Position	8	3.4%			1.4%		
Between $25 million and $50 million							
CEO/Executive Director	10	6.6%		3.8%	5.7%	9.7%	
Top Finance Position	9	7.2%			7.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: hospices							
Greater than $50 million							
CEO/Executive Director	8	1.9%			3.1%		
Top Finance Position	6	3.4%			6.5%		
Top Operations Position	5	8.8%			6.2%		
Human services—multipurpose & other: human service organizations							
$250 thousand or less							
CEO/Executive Director	139	3.6%	-8.5%	0.0%	2.5%	8.3%	15.3%
Top Administrative Position	5	-0.7%			-1.9%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	128	2.2%	-9.5%	-2.3%	3.3%	7.0%	14.6%
Top Program Position	5	2.2%			-0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	149	3.0%	-5.5%	0.0%	3.0%	7.4%	12.2%
Between $1 million and $2.5 million							
CEO/Executive Director	234	4.4%	-2.9%	0.0%	3.8%	8.4%	14.1%
Top Administrative Position	5	7.0%			4.5%		
Top Finance Position	27	3.7%	-4.2%	0.2%	4.0%	8.4%	11.3%
Top Operations Position	8	5.4%			6.6%		
Between $2.5 million and $5 million							
CEO/Executive Director	171	4.1%	-3.7%	0.0%	3.1%	8.3%	14.4%
Top Development Position	9	1.5%			0.3%		
Top Finance Position	49	4.6%	-1.7%	0.0%	2.7%	8.8%	16.1%
Top Operations Position	13	3.9%		-0.5%	2.8%	3.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: human service organizations							
Between $5 million and $10 million							
CEO/Executive Director	198	4.0%	-3.7%	0.3%	3.2%	8.0%	14.0%
Top Administrative Position	7	1.8%			2.7%		
Top Development Position	9	2.7%			2.0%		
Top Finance Position	90	4.3%	-2.6%	1.3%	4.5%	7.6%	12.5%
Top Human Resources Position	7	5.1%			4.3%		
Top Operations Position	23	5.1%	0.0%	2.1%	4.2%	9.0%	10.9%
Top Program Position	14	4.0%		0.5%	1.9%	7.9%	
Between $10 million and $25 million							
CEO/Executive Director	171	4.7%	-1.4%	0.7%	3.6%	8.6%	12.5%
Top Administrative Position	7	0.7%			0.7%		
Top Business Position	5	-4.2%			1.6%		
Top Development Position	20	4.8%	-3.4%	1.2%	5.4%	9.4%	12.6%
Top Finance Position	125	4.5%	-4.1%	1.3%	4.0%	7.3%	14.6%
Top Human Resources Position	11	8.2%		5.5%	7.8%	9.6%	
Top Marketing Position	6	2.2%			5.3%		
Top Operations Position	48	3.0%	-5.7%	0.0%	3.6%	6.5%	13.1%
Top Program Position	21	4.9%	-2.0%	0.0%	3.1%	11.0%	13.9%
Top Technology Position	8	2.1%			1.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: human service organizations							
Between $25 million and $50 million							
CEO/Executive Director	87	4.0%	-4.3%	0.4%	4.2%	7.8%	14.4%
Top Administrative Position	7	-0.5%			1.1%		
Top Development Position	7	6.4%			4.4%		
Top Education Position	5	4.5%			3.5%		
Top Finance Position	52	3.9%	-11.5%	-3.9%	3.3%	9.4%	19.9%
Top Human Resources Position	13	5.4%		2.6%	5.9%	9.9%	
Top Operations Position	32	8.6%	1.1%	2.5%	7.3%	13.5%	19.7%
Top Program Position	6	2.8%			0.5%		
Greater than $50 million							
CEO/Executive Director	26	5.2%	-5.6%	-2.8%	4.7%	11.4%	18.2%
Top Development Position	7	4.5%			4.1%		
Top Finance Position	21	4.5%	-8.9%	1.0%	4.5%	10.8%	13.0%
Top Human Resources Position	12	6.3%		2.4%	7.1%	9.1%	
Top Legal Position	5	-2.1%			-0.6%		
Top Operations Position	12	2.0%		-2.9%	1.7%	9.8%	
Top Program Position	5	5.2%			4.9%		
Top Technology Position	9	3.8%			3.2%		
Human services—multipurpose & other: human services N.E.C.							
$250 thousand or less							
CEO/Executive Director	43	2.8%	-10.2%	0.0%	3.8%	7.7%	15.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	49	3.3%	-7.4%	0.0%	3.8%	7.3%	14.1%
Between $500 thousand and $1 million							
CEO/Executive Director	49	4.4%	-7.2%	0.0%	3.1%	9.4%	17.2%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: human services N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	77	4.2%	-3.1%	0.0%	3.7%	8.0%	13.2%
Top Finance Position	11	4.2%		1.8%	4.0%	7.6%	
Between $2.5 million and $5 million							
CEO/Executive Director	48	5.3%	-5.9%	0.0%	5.6%	10.8%	15.9%
Top Finance Position	10	3.5%		1.0%	4.6%	7.8%	
Top Operations Position	5	9.2%			8.0%		
Between $5 million and $10 million							
CEO/Executive Director	51	3.9%	-5.7%	-0.6%	3.9%	8.5%	15.3%
Top Finance Position	23	4.5%	-4.0%	-1.1%	5.6%	8.4%	16.5%
Between $10 million and $25 million							
CEO/Executive Director	41	3.2%	-7.3%	-0.1%	3.2%	6.7%	15.2%
Top Development Position	5	10.7%			10.8%		
Top Finance Position	28	5.4%	-3.0%	-0.1%	4.3%	9.0%	18.8%
Top Operations Position	14	2.5%		-0.4%	2.4%	8.3%	
Between $25 million and $50 million							
CEO/Executive Director	17	3.5%		0.0%	3.2%	6.7%	
Top Finance Position	11	5.0%		0.9%	2.1%	8.6%	
Top Human Resources Position	5	1.5%			1.7%		
Top Operations Position	8	5.4%			1.6%		
Top Program Position	6	2.8%			1.1%		
Greater than $50 million							
CEO/Executive Director	22	2.5%	-9.5%	-0.2%	3.6%	5.9%	11.8%
Top Finance Position	22	7.5%	2.0%	4.0%	6.3%	10.6%	18.8%
Top Operations Position	9	4.5%			2.8%		
Top Technology Position	8	4.3%			5.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: in-home assistance							
Between $1 million and $2.5 million							
CEO/Executive Director	8	7.4%			2.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	4.2%			6.5%		
Between $5 million and $10 million							
CEO/Executive Director	7	4.6%			5.7%		
Top Finance Position	5	6.2%			8.0%		
Between $25 million and $50 million							
CEO/Executive Director	5	5.1%			3.2%		
Human services—multipurpose & other: management & technical assistance							
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.2%			2.7%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	4.7%			2.0%		
Between $10 million and $25 million							
CEO/Executive Director	5	4.1%			3.0%		
Human services—multipurpose & other: neighborhood centers							
$250 thousand or less							
CEO/Executive Director	25	0.6%	-9.8%	-2.0%	2.1%	4.9%	8.3%
Between $250 thousand and $500 thousand							
CEO/Executive Director	30	0.3%	-8.8%	0.0%	1.3%	3.1%	6.0%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: neighborhood centers							
Between $500 thousand and $1 million							
CEO/Executive Director	26	4.9%	-0.5%	0.2%	3.4%	6.1%	13.2%
Between $1 million and $2.5 million							
CEO/Executive Director	33	4.5%	-1.3%	0.7%	4.7%	9.2%	12.1%
Top Finance Position	5	-0.8%			1.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	21	5.5%	-1.7%	1.7%	5.6%	8.6%	14.4%
Top Finance Position	9	6.4%			6.3%		
Between $5 million and $10 million							
CEO/Executive Director	20	2.8%	-5.7%	-2.1%	3.5%	10.2%	11.8%
Top Finance Position	7	3.4%			4.5%		
Between $10 million and $25 million							
CEO/Executive Director	14	6.6%		2.1%	5.3%	11.3%	
Top Finance Position	9	8.1%			7.1%		
Between $25 million and $50 million							
CEO/Executive Director	5	2.8%			2.0%		
Human services—multipurpose & other: personal social services							
$250 thousand or less							
CEO/Executive Director	13	-3.5%		-2.4%	0.0%	0.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	5.1%		-0.9%	3.6%	8.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	19	3.2%		-0.6%	1.4%	7.0%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: personal social services							
Between $1 million and $2.5 million							
CEO/Executive Director	16	2.6%		0.5%	2.8%	6.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	13	4.8%		-1.2%	3.9%	8.2%	
Top Finance Position	9	4.3%			2.0%		
Between $5 million and $10 million							
CEO/Executive Director	5	2.3%			0.1%		
Between $10 million and $25 million							
CEO/Executive Director	6	7.5%			7.4%		
Human services—multipurpose & other: pregnancy centers							
$250 thousand or less							
CEO/Executive Director	33	4.1%	-2.2%	1.1%	3.4%	6.0%	13.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	3.4%	-2.5%	0.5%	3.0%	6.8%	9.4%
Between $500 thousand and $1 million							
CEO/Executive Director	17	4.9%		0.1%	3.0%	6.4%	
Between $1 million and $2.5 million							
CEO/Executive Director	6	9.3%			7.3%		
Human services—multipurpose & other: professional societies & associations							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.2%			2.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: residential care & adult day programs							
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	2.5%			2.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	20	4.0%	-6.9%	-0.6%	2.8%	12.4%	16.2%
Between $1 million and $2.5 million							
CEO/Executive Director	41	0.0%	-13.4%	-2.3%	1.0%	4.9%	9.3%
Between $2.5 million and $5 million							
CEO/Executive Director	30	2.7%	-4.3%	-0.1%	1.4%	6.3%	11.5%
Between $5 million and $10 million							
CEO/Executive Director	33	4.4%	-1.6%	0.0%	2.9%	5.8%	14.6%
Top Administrative Position	5	4.0%			6.1%		
Top Finance Position	8	4.2%			4.2%		
Between $10 million and $25 million							
CEO/Executive Director	31	5.0%	0.0%	0.6%	3.4%	9.4%	11.2%
Top Finance Position	12	3.2%		0.0%	3.1%	5.1%	
Top Operations Position	6	4.2%			3.1%		
Between $25 million and $50 million							
CEO/Executive Director	13	6.5%		2.0%	3.4%	13.2%	
Top Finance Position	14	7.3%		2.6%	7.0%	9.4%	
Top Operations Position	5	4.3%			5.8%		
Greater than $50 million							
CEO/Executive Director	6	6.4%			4.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: senior centers							
$250 thousand or less							
CEO/Executive Director	53	2.2%	-2.5%	0.0%	0.4%	4.2%	11.9%
Between $250 thousand and $500 thousand							
CEO/Executive Director	74	3.8%	-1.4%	0.0%	3.0%	6.2%	10.5%
Between $500 thousand and $1 million							
CEO/Executive Director	103	3.8%	-1.5%	0.0%	3.1%	7.5%	12.4%
Between $1 million and $2.5 million							
CEO/Executive Director	118	3.8%	-0.8%	0.1%	3.1%	6.6%	10.2%
Top Finance Position	9	1.5%			3.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	64	4.8%	-8.1%	0.0%	3.8%	10.8%	15.7%
Top Finance Position	22	3.2%	-2.6%	0.0%	3.0%	3.9%	9.0%
Between $5 million and $10 million							
CEO/Executive Director	58	3.5%	-2.0%	0.0%	3.0%	7.0%	12.0%
Top Administrative Position	5	4.0%			5.0%		
Top Finance Position	21	5.4%	1.4%	2.1%	5.7%	7.5%	10.0%
Top Operations Position	6	3.9%			5.5%		
Between $10 million and $25 million							
CEO/Executive Director	26	4.9%	-1.3%	0.8%	4.0%	8.2%	14.2%
Top Finance Position	16	4.1%		1.3%	5.1%	10.3%	
Between $25 million and $50 million							
CEO/Executive Director	17	5.6%		-0.2%	4.0%	11.8%	
Top Finance Position	13	8.7%		3.1%	5.5%	14.2%	
Greater than $50 million							
CEO/Executive Director	8	-1.1%			2.5%		
Top Finance Position	7	12.7%			14.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: single organization support							
Between $1 million and $2.5 million							
CEO/Executive Director	5	5.4%			5.4%		
Human services—multipurpose & other: single parent agencies							
$250 thousand or less							
CEO/Executive Director	5	4.9%			7.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	3.0%			1.4%		
Human services—multipurpose & other: support N.E.C.							
Between $500 thousand and $1 million							
CEO/Executive Director	9	6.6%			4.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	0.1%			1.0%		
Human services—multipurpose & other: supportive housing for older adults							
$250 thousand or less							
CEO/Executive Director	9	1.9%			2.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.1%			8.1%		
Top Administrative Position	5	8.3%			12.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: supportive housing for older adults							
Between $1 million and $2.5 million							
CEO/Executive Director	22	4.7%	-0.6%	0.0%	5.1%	7.9%	10.6%
Top Administrative Position	5	5.1%			6.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	13	4.0%		1.1%	2.2%	6.2%	
Top Administrative Position	8	0.5%			0.0%		
Between $5 million and $10 million							
CEO/Executive Director	32	4.4%	-1.2%	0.2%	4.1%	8.2%	11.5%
Top Administrative Position	12	3.5%		0.3%	4.3%	7.9%	
Top Finance Position	11	4.8%		1.1%	6.3%	9.2%	
Top Operations Position	5	2.8%			3.8%		
Between $10 million and $25 million							
CEO/Executive Director	91	3.9%	-8.7%	0.5%	3.6%	9.3%	15.2%
Top Administrative Position	17	1.5%		-0.4%	3.1%	5.0%	
Top Business Position	5	10.1%			7.6%		
Top Finance Position	59	6.9%	-1.2%	2.3%	5.3%	9.7%	18.3%
Top Human Resources Position	10	9.3%		5.4%	7.1%	11.1%	
Top Marketing Position	8	10.1%			9.8%		
Top Operations Position	20	4.2%	-6.7%	2.6%	5.4%	7.1%	12.0%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: supportive housing for older adults							
Between $25 million and $50 million							
CEO/Executive Director	70	5.8%	-5.6%	0.0%	6.7%	12.0%	20.6%
Top Administrative Position	13	3.9%		-0.5%	4.1%	9.7%	
Top Business Position	10	-0.4%		-6.2%	1.3%	3.7%	
Top Development Position	8	2.3%			3.1%		
Top Facilities Position	17	6.2%		2.0%	6.0%	8.8%	
Top Finance Position	60	5.1%	-4.2%	1.4%	5.6%	8.8%	14.5%
Top Human Resources Position	28	5.4%	-4.0%	2.3%	4.5%	11.5%	15.5%
Top Marketing Position	35	3.3%	-9.2%	-1.8%	3.5%	8.7%	18.6%
Top Operations Position	27	7.3%	1.7%	3.7%	7.2%	11.6%	15.5%
Top Technology Position	10	6.9%		3.1%	4.6%	9.5%	
Greater than $50 million							
CEO/Executive Director	26	3.7%	-8.0%	-0.1%	3.7%	8.1%	14.7%
Top Administrative Position	10	5.0%		-0.9%	3.7%	9.9%	
Top Business Position	5	5.8%			2.0%		
Top Finance Position	17	8.6%		6.5%	8.2%	12.5%	
Top Human Resources Position	10	9.8%		5.2%	7.3%	12.0%	
Top Marketing Position	7	6.4%			3.6%		
Top Operations Position	8	10.1%			7.9%		
Human services—multipurpose & other: thrift shops							
$250 thousand or less							
CEO/Executive Director	8	3.3%			4.9%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	6.0%			5.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: thrift shops							
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.7%			7.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	9	-0.6%			-0.4%		
Human services—multipurpose & other: transportation assistance							
$250 thousand or less							
CEO/Executive Director	6	2.7%			2.4%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	3.0%			4.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	8.6%			10.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	18	3.0%		-1.0%	1.6%	7.6%	
Between $2.5 million and $5 million							
CEO/Executive Director	7	6.2%			2.2%		
Between $10 million and $25 million							
CEO/Executive Director	5	2.2%			2.8%		
Top Finance Position	5	4.3%			4.0%		
Human services—multipurpose & other: Urban League							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-0.8%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: Urban League							
Between $1 million and $2.5 million							
CEO/Executive Director	8	6.4%			5.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	7	6.0%			4.0%		
Between $5 million and $10 million							
CEO/Executive Director	8	8.1%			6.2%		
Human services—multipurpose & other: victims services							
$250 thousand or less							
CEO/Executive Director	10	0.3%		-0.2%	0.0%	6.5%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	1.8%		0.3%	1.2%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	29	5.1%	-0.6%	1.3%	4.2%	8.3%	16.1%
Between $1 million and $2.5 million							
CEO/Executive Director	32	8.3%	1.1%	4.0%	8.4%	13.2%	15.6%
Between $2.5 million and $5 million							
CEO/Executive Director	21	8.0%	0.2%	4.1%	6.9%	11.9%	15.5%
Between $5 million and $10 million							
CEO/Executive Director	8	3.9%			4.4%		
Human services—multipurpose & other: women's centers							
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.2%			3.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: young men's or women's associations							
$250 thousand or less							
CEO/Executive Director	5	0.0%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	7.2%		1.5%	5.9%	9.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	33	1.4%	-6.7%	-0.2%	2.1%	4.1%	6.5%
Between $1 million and $2.5 million							
CEO/Executive Director	109	3.1%	-6.1%	0.0%	2.4%	7.2%	12.3%
Top Finance Position	15	3.4%		-2.7%	5.5%	7.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	104	1.7%	-8.7%	-1.8%	2.2%	6.4%	11.5%
Top Finance Position	38	4.4%	-3.5%	1.3%	4.8%	8.2%	10.4%
Top Operations Position	8	10.0%			8.1%		
Between $5 million and $10 million							
CEO/Executive Director	75	0.3%	-11.0%	-3.8%	0.9%	5.1%	7.4%
Top Finance Position	36	4.2%	-2.2%	-0.2%	2.7%	5.7%	15.2%
Top Operations Position	16	2.1%		-3.6%	1.2%	5.4%	
Between $10 million and $25 million							
CEO/Executive Director	47	1.3%	-9.6%	-3.0%	2.7%	6.1%	11.6%
Top Development Position	9	6.6%			4.4%		
Top Finance Position	43	3.2%	-3.9%	0.2%	2.4%	6.7%	10.8%
Top Human Resources Position	5	3.8%			-1.9%		
Top Operations Position	24	2.9%	-8.1%	-4.4%	2.9%	8.9%	12.3%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Human services—multipurpose & other: young men's or women's associations							
Between $25 million and $50 million							
CEO/Executive Director	18	-0.1%		-6.2%	0.5%	3.9%	
Top Development Position	5	0.3%			4.9%		
Top Finance Position	15	-0.2%		-6.0%	2.0%	5.8%	
Top Human Resources Position	13	0.9%		-5.7%	-4.3%	7.1%	
Top Marketing Position	5	3.6%			5.9%		
Top Operations Position	12	-2.0%		-7.9%	-1.5%	4.1%	
Greater than $50 million							
CEO/Executive Director	12	-5.8%		-12.6%	-5.5%	1.5%	
Top Development Position	6	-1.6%			-0.2%		
Top Finance Position	14	-3.0%		-8.8%	-2.6%	2.1%	
Top Human Resources Position	9	-0.6%			0.4%		
Top Operations Position	10	0.3%		-2.6%	1.3%	2.8%	
Top Technology Position	8	-2.4%			0.3%		
International, foreign affairs, & national security: international academic exchange							
Between $1 million and $2.5 million							
CEO/Executive Director	5	2.1%			0.1%		
International, foreign affairs, & national security: international cultural exchange							
Between $500 thousand and $1 million							
CEO/Executive Director	5	8.0%			9.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	5.3%			5.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international development							
$250 thousand or less							
CEO/Executive Director	27	-0.6%	-6.8%	-1.6%	0.0%	2.7%	3.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	20	2.9%	-1.4%	0.0%	0.5%	7.2%	10.0%
Between $500 thousand and $1 million							
CEO/Executive Director	20	2.5%	-9.1%	-4.4%	0.9%	10.5%	12.9%
Between $1 million and $2.5 million							
CEO/Executive Director	19	6.4%		0.0%	3.5%	8.9%	
Between $2.5 million and $5 million							
CEO/Executive Director	12	2.1%		0.0%	1.3%	5.3%	
Top Finance Position	6	5.4%			1.9%		
Between $5 million and $10 million							
CEO/Executive Director	11	0.3%		-5.6%	1.0%	7.1%	
Top Finance Position	8	6.8%			7.1%		
Between $10 million and $25 million							
CEO/Executive Director	6	2.7%			3.0%		
Top Finance Position	5	2.7%			3.5%		
Between $25 million and $50 million							
CEO/Executive Director	5	-4.7%			-3.0%		
Greater than $50 million							
CEO/Executive Director	7	7.2%			6.0%		
Top Development Position	5	3.0%			3.5%		
Top Finance Position	11	6.4%		2.4%	5.9%	12.1%	
Top Human Resources Position	6	4.8%			4.1%		
Top Program Position	8	8.5%			10.3%		
Top Technology Position	6	-0.7%			1.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international economic development							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	0.8%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	3.4%		0.1%	3.8%	6.4%	
Between $5 million and $10 million							
CEO/Executive Director	6	1.3%			3.0%		
International, foreign affairs, & national security: international exchange N.E.C.							
$250 thousand or less							
CEO/Executive Director	5	1.5%			-0.7%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	1.8%			4.0%		
International, foreign affairs, & national security: international human rights							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	3.1%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.4%			1.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	6.5%			5.0%		
Between $5 million and $10 million							
CEO/Executive Director	5	4.9%			5.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: international peace & security							
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.4%			0.4%		
International, foreign affairs, & national security: international relief							
$250 thousand or less							
CEO/Executive Director	32	0.0%	-6.3%	-2.2%	0.0%	0.0%	7.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	23	5.6%	-1.7%	0.0%	1.6%	14.0%	18.5%
Between $500 thousand and $1 million							
CEO/Executive Director	15	6.3%		0.0%	2.0%	14.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	8	5.9%			3.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	9	5.1%			3.3%		
Greater than $50 million							
CEO/Executive Director	5	3.2%			2.5%		
International, foreign affairs, & national security: promotion of international understanding							
$250 thousand or less							
CEO/Executive Director	5	-2.1%			0.3%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	-1.9%			0.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.1%			2.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
International, foreign affairs, & national security: promotion of international understanding							
Between $1 million and $2.5 million							
CEO/Executive Director	7	1.9%			1.9%		
Between $5 million and $10 million							
CEO/Executive Director	6	0.4%			1.8%		
International, foreign affairs, & national security: research institutes & public policy analysis							
Between $1 million and $2.5 million							
CEO/Executive Director	5	-6.7%			-2.8%		
Medical research: cancer research							
Between $500 thousand and $1 million							
CEO/Executive Director	8	5.9%			5.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	10	1.5%		-1.8%	2.2%	4.9%	
Between $2.5 million and $5 million							
CEO/Executive Director	5	1.3%			2.4%		
Greater than $50 million							
CEO/Executive Director	8	4.8%			4.3%		
Top Operations Position	5	7.0%			7.1%		
Medical research: medical disciplines research							
Between $10 million and $25 million							
CEO/Executive Director	5	5.0%			3.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Medical research: medical research N.E.C.							
Between $500 thousand and $1 million							
CEO/Executive Director	8	0.2%			1.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	4.1%			3.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	2.1%			1.1%		
Between $5 million and $10 million							
CEO/Executive Director	5	3.6%			2.2%		
Medical research: research institutes & public policy analysis							
Between $10 million and $25 million							
CEO/Executive Director	6	5.7%			9.3%		
Top Finance Position	6	6.9%			5.9%		
Mental health, crisis intervention: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	10	2.3%		-5.8%	4.3%	6.9%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	-0.3%			0.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	16	2.7%		0.1%	3.6%	5.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	11	2.9%		0.3%	2.6%	4.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: alliances & advocacy							
Between $5 million and $10 million							
CEO/Executive Director	5	7.7%			4.5%		
Mental health, crisis intervention: community mental health centers							
$250 thousand or less							
CEO/Executive Director	12	6.4%		-0.5%	1.6%	14.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	5.4%		0.4%	2.8%	8.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	24	3.8%	-6.1%	0.0%	3.1%	9.1%	13.6%
Between $1 million and $2.5 million							
CEO/Executive Director	45	2.9%	-7.9%	-1.4%	2.5%	6.7%	12.1%
Top Finance Position	5	-0.4%			0.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	42	0.5%	-12.3%	-1.5%	2.8%	6.0%	8.6%
Top Finance Position	14	5.9%		3.6%	6.6%	7.8%	
Top Program Position	5	3.2%			4.3%		
Between $5 million and $10 million							
CEO/Executive Director	65	4.6%	-2.4%	0.7%	3.8%	8.5%	11.3%
Top Finance Position	35	3.8%	-2.2%	0.1%	3.6%	8.2%	10.3%
Top Human Resources Position	5	4.2%			7.2%		
Top Operations Position	7	5.6%			5.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: community mental health centers							
Between $10 million and $25 million							
CEO/Executive Director	72	4.4%	-1.4%	0.0%	2.3%	7.8%	15.0%
Top Administrative Position	5	7.3%			13.6%		
Top Finance Position	45	4.7%	-2.0%	2.0%	3.3%	8.4%	12.5%
Top Operations Position	31	4.8%	-2.5%	0.5%	3.5%	9.9%	13.8%
Top Technology Position	6	2.3%			1.1%		
Between $25 million and $50 million							
CEO/Executive Director	32	5.9%	-4.5%	0.0%	5.2%	12.9%	15.0%
Top Finance Position	27	2.9%	-4.4%	-0.9%	1.8%	6.0%	13.1%
Top Human Resources Position	5	9.5%			13.6%		
Top Operations Position	17	4.8%		0.0%	3.8%	9.2%	
Greater than $50 million							
CEO/Executive Director	15	6.6%		1.0%	4.1%	12.2%	
Top Finance Position	12	6.7%		2.1%	5.3%	10.2%	
Top Operations Position	10	2.4%		-1.4%	1.8%	9.9%	
Mental health, crisis intervention: counseling							
$250 thousand or less							
CEO/Executive Director	30	-1.5%	-14.6%	-6.5%	0.8%	4.3%	7.6%
Between $250 thousand and $500 thousand							
CEO/Executive Director	19	3.9%		0.0%	3.6%	7.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	30	5.3%	-6.8%	0.0%	3.7%	10.3%	19.6%
Between $1 million and $2.5 million							
CEO/Executive Director	17	5.7%		1.6%	5.9%	10.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: counseling							
Between $2.5 million and $5 million							
CEO/Executive Director	9	1.4%			2.1%		
Between $5 million and $10 million							
CEO/Executive Director	6	6.4%			4.2%		
Mental health, crisis intervention: hot lines & crisis intervention							
$250 thousand or less							
CEO/Executive Director	10	5.1%		0.4%	3.3%	10.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	6.0%		1.8%	3.3%	7.0%	
Between $1 million and $2.5 million							
CEO/Executive Director	17	3.7%		0.0%	2.2%	7.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	11	9.3%		5.5%	8.3%	14.0%	
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
$250 thousand or less							
CEO/Executive Director	8	2.6%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	5.5%			6.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	12	5.2%		2.5%	3.3%	11.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	17	4.5%		-3.3%	3.6%	13.2%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
Between $2.5 million and $5 million							
CEO/Executive Director	13	3.5%		-1.4%	0.7%	5.3%	
Between $5 million and $10 million							
CEO/Executive Director	12	3.7%		0.4%	4.0%	6.8%	
Top Finance Position	7	0.9%			0.4%		
Between $10 million and $25 million							
CEO/Executive Director	8	5.1%			4.7%		
Between $25 million and $50 million							
CEO/Executive Director	8	4.3%			2.6%		
Top Finance Position	7	2.0%			1.6%		
Mental health, crisis intervention: mental health associations							
$250 thousand or less							
CEO/Executive Director	8	0.7%			2.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	3.6%		0.7%	3.6%	6.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	30	5.2%	-0.3%	1.3%	4.8%	10.3%	13.2%
Between $1 million and $2.5 million							
CEO/Executive Director	22	3.2%	-10.8%	-0.8%	3.4%	11.9%	16.9%
Between $2.5 million and $5 million							
CEO/Executive Director	15	4.8%		0.6%	3.7%	9.6%	
Top Finance Position	5	9.2%			10.7%		
Between $5 million and $10 million							
CEO/Executive Director	13	1.4%		-6.7%	1.0%	6.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: mental health associations							
Between $10 million and $25 million							
CEO/Executive Director	13	4.4%		2.4%	3.9%	7.4%	
Top Finance Position	9	1.7%			1.5%		
Between $25 million and $50 million							
Top Finance Position	6	5.7%			5.1%		
Mental health, crisis intervention: mental health disorders							
Between $2.5 million and $5 million							
CEO/Executive Director	5	-3.9%			0.0%		
Between $10 million and $25 million							
CEO/Executive Director	6	6.6%			6.3%		
Mental health, crisis intervention: mental health treatment							
$250 thousand or less							
CEO/Executive Director	13	2.9%		0.0%	0.2%	3.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	5.0%		0.0%	1.6%	5.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	37	1.1%	-6.4%	-0.6%	0.0%	5.9%	8.6%
Top Finance Position	5	2.9%			0.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	44	4.3%	-3.8%	-0.2%	3.0%	8.1%	15.7%
Top Finance Position	8	4.6%			0.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: mental health treatment							
Between $2.5 million and $5 million							
CEO/Executive Director	43	4.0%	-3.5%	0.0%	3.0%	7.6%	14.0%
Top Finance Position	9	4.0%			2.7%		
Top Operations Position	8	4.7%			1.8%		
Between $5 million and $10 million							
CEO/Executive Director	51	3.9%	-6.2%	0.1%	4.5%	7.9%	12.9%
Top Finance Position	28	3.0%	-7.6%	0.9%	3.9%	8.6%	10.3%
Between $10 million and $25 million							
CEO/Executive Director	74	4.6%	-3.3%	0.4%	4.8%	8.2%	15.1%
Top Finance Position	41	4.4%	-5.4%	1.8%	5.1%	7.3%	12.3%
Top Human Resources Position	7	6.5%			5.1%		
Top Operations Position	24	7.0%	-3.1%	0.8%	6.2%	11.2%	17.4%
Top Program Position	6	5.3%			4.7%		
Between $25 million and $50 million							
CEO/Executive Director	38	4.2%	-2.6%	-0.1%	3.9%	6.2%	13.5%
Top Administrative Position	6	3.2%			2.2%		
Top Finance Position	31	6.8%	-3.0%	1.0%	6.0%	10.8%	15.7%
Top Human Resources Position	9	4.1%			1.9%		
Top Operations Position	11	7.9%		3.2%	7.9%	9.5%	
Top Technology Position	7	4.0%			3.9%		
Greater than $50 million							
CEO/Executive Director	28	4.8%	-6.9%	1.2%	5.0%	7.9%	15.4%
Top Finance Position	24	6.5%	-6.0%	3.6%	5.7%	11.2%	18.1%
Top Human Resources Position	5	6.9%			7.2%		
Top Operations Position	18	5.9%		-0.8%	4.7%	14.4%	
Top Technology Position	9	4.0%			3.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: psychiatric hospitals							
Between $10 million and $25 million							
CEO/Executive Director	8	2.8%			0.4%		
Top Finance Position	8	4.0%			2.2%		
Mental health, crisis intervention: residential mental health treatment							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	-3.6%			0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	12	1.7%		-0.1%	3.1%	5.4%	
Between $1 million and $2.5 million							
CEO/Executive Director	20	4.7%	-0.9%	0.2%	3.3%	7.2%	15.5%
Between $2.5 million and $5 million							
CEO/Executive Director	23	2.2%	-5.1%	-0.3%	3.3%	5.4%	9.0%
Top Finance Position	5	2.1%			0.0%		
Between $5 million and $10 million							
CEO/Executive Director	38	3.7%	-2.3%	0.0%	2.4%	6.8%	12.3%
Top Finance Position	12	0.6%		-0.4%	1.8%	4.6%	
Between $10 million and $25 million							
CEO/Executive Director	27	4.7%	-1.8%	0.8%	4.9%	8.5%	13.9%
Top Finance Position	16	4.8%		0.8%	4.7%	7.3%	
Top Operations Position	6	6.7%			7.4%		
Top Program Position	5	4.0%			3.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: residential mental health treatment							
Between $25 million and $50 million							
CEO/Executive Director	10	3.1%		-4.5%	2.3%	12.0%	
Top Finance Position	10	5.0%		-0.3%	4.0%	9.0%	
Top Operations Position	7	4.1%			-0.2%		
Greater than $50 million							
CEO/Executive Director	7	5.5%			6.0%		
Top Finance Position	8	4.7%			4.8%		
Top Operations Position	7	5.1%			2.0%		
Mental health, crisis intervention: sexual assault services							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	1.5%			1.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	12	3.4%		-0.3%	3.4%	7.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	32	5.4%	-1.6%	0.4%	4.9%	7.7%	15.3%
Between $2.5 million and $5 million							
CEO/Executive Director	6	6.8%			4.9%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
$250 thousand or less							
CEO/Executive Director	23	1.9%	-9.7%	-0.5%	0.4%	9.2%	17.4%
Between $250 thousand and $500 thousand							
CEO/Executive Director	23	5.2%	-1.0%	0.4%	4.1%	8.9%	15.0%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
Between $500 thousand and $1 million							
CEO/Executive Director	30	3.8%	-10.5%	-0.3%	3.2%	8.7%	17.4%
Between $1 million and $2.5 million							
CEO/Executive Director	62	5.0%	-8.9%	0.0%	4.2%	10.3%	14.8%
Top Finance Position	7	-3.7%			-0.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	50	5.1%	-1.6%	0.3%	4.7%	8.6%	14.6%
Top Finance Position	13	4.9%		0.0%	5.9%	6.5%	
Between $5 million and $10 million							
CEO/Executive Director	48	6.0%	-0.5%	2.8%	5.6%	10.6%	16.5%
Top Finance Position	23	8.1%	0.5%	3.1%	6.6%	12.8%	18.8%
Top Operations Position	8	4.7%			5.6%		
Between $10 million and $25 million							
CEO/Executive Director	37	5.3%	-1.9%	-0.4%	2.0%	12.2%	15.4%
Top Finance Position	15	6.1%		1.3%	5.5%	8.3%	
Top Operations Position	17	3.8%		-0.4%	4.0%	10.3%	
Between $25 million and $50 million							
CEO/Executive Director	12	4.3%		-1.5%	3.8%	8.0%	
Top Finance Position	8	5.4%			5.9%		
Greater than $50 million							
CEO/Executive Director	6	6.2%			3.6%		
Top Finance Position	6	10.8%			10.1%		
Top Operations Position	5	6.5%			4.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: substance abuse prevention							
$250 thousand or less							
CEO/Executive Director	19	1.6%		0.0%	0.0%	5.1%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	2.3%		0.4%	2.6%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	18	4.4%		0.0%	2.6%	12.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	16	3.2%		1.2%	4.4%	5.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	8	4.5%			4.5%		
Between $5 million and $10 million							
CEO/Executive Director	6	2.6%			1.1%		
Mental health, crisis intervention: substance abuse treatment							
$250 thousand or less							
CEO/Executive Director	20	-0.1%	-8.7%	-1.0%	0.0%	3.3%	8.9%
Between $250 thousand and $500 thousand							
CEO/Executive Director	14	1.8%		0.0%	1.4%	3.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	27	2.9%	-7.9%	-1.8%	2.6%	8.4%	11.9%
Between $1 million and $2.5 million							
CEO/Executive Director	55	1.7%	-8.8%	-3.9%	1.3%	6.4%	12.6%
Top Finance Position	6	2.0%			3.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mental health, crisis intervention: substance abuse treatment							
Between $2.5 million and $5 million							
CEO/Executive Director	44	2.0%	-6.6%	-1.1%	1.9%	6.1%	12.7%
Top Finance Position	15	0.8%		-1.3%	1.9%	3.8%	
Top Operations Position	7	2.3%			1.4%		
Between $5 million and $10 million							
CEO/Executive Director	38	5.1%	-3.7%	-1.9%	4.0%	11.4%	17.2%
Top Finance Position	16	8.2%		1.9%	8.0%	15.0%	
Top Operations Position	5	10.2%			13.3%		
Between $10 million and $25 million							
CEO/Executive Director	31	7.0%	-1.5%	1.5%	7.6%	10.9%	13.1%
Top Finance Position	24	3.7%	-3.1%	-0.7%	4.6%	10.5%	12.7%
Top Human Resources Position	5	-0.5%			0.8%		
Top Operations Position	7	0.9%			-1.9%		
Between $25 million and $50 million							
CEO/Executive Director	8	2.7%			2.6%		
Mutual/membership benefit organizations, other: professional societies & associations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	5.7%			5.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	4.3%			3.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	2.8%			6.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: community foundations							
$250 thousand or less							
CEO/Executive Director	6	-2.0%			-4.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	10	1.3%		-1.0%	1.5%	4.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	27	6.1%	-0.4%	2.9%	4.3%	10.9%	15.5%
Between $1 million and $2.5 million							
CEO/Executive Director	69	4.0%	-2.4%	1.0%	4.2%	6.9%	11.1%
Top Finance Position	7	5.8%			4.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	53	4.1%	-1.7%	1.4%	4.0%	6.3%	8.8%
Top Finance Position	9	4.5%			4.0%		
Between $5 million and $10 million							
CEO/Executive Director	58	5.7%	0.5%	3.0%	4.3%	8.1%	13.3%
Top Finance Position	30	6.6%	0.5%	1.7%	4.1%	11.4%	19.1%
Top Operations Position	5	4.7%			5.7%		
Between $10 million and $25 million							
CEO/Executive Director	52	6.5%	0.1%	2.5%	3.9%	10.5%	15.6%
Top Development Position	11	7.2%		4.1%	5.2%	7.5%	
Top Finance Position	31	7.4%	0.2%	3.3%	7.0%	10.6%	15.9%
Top Operations Position	8	5.9%			4.7%		
Between $25 million and $50 million							
CEO/Executive Director	20	5.2%	0.8%	2.6%	4.1%	6.7%	11.8%
Top Development Position	9	6.2%			6.8%		
Top Finance Position	17	7.3%		3.5%	5.7%	10.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: community foundations							
Greater than $50 million							
CEO/Executive Director	23	5.2%	-0.1%	1.8%	5.8%	9.0%	12.9%
Top Development Position	14	2.7%		2.5%	3.2%	4.0%	
Top Finance Position	21	4.9%	-2.3%	2.4%	4.2%	7.1%	14.2%
Top Operations Position	8	5.7%			5.0%		
Top PR/Communications Position	6	6.8%			7.6%		
Top Technology Position	6	2.8%			2.4%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
$250 thousand or less							
CEO/Executive Director	31	1.7%	-6.1%	0.0%	0.0%	3.4%	6.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	52	2.5%	0.0%	0.0%	1.6%	3.5%	5.3%
Between $500 thousand and $1 million							
CEO/Executive Director	40	4.3%	-0.6%	0.0%	2.2%	6.7%	16.1%
Between $1 million and $2.5 million							
CEO/Executive Director	68	1.9%	-8.0%	-0.5%	3.0%	5.7%	10.3%
Top Finance Position	17	4.4%		1.7%	3.3%	6.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	46	3.6%	-4.5%	1.2%	3.2%	6.9%	12.7%
Top Finance Position	18	1.9%		1.5%	2.7%	7.1%	
Top Operations Position	5	2.7%			2.2%		
Between $5 million and $10 million							
CEO/Executive Director	24	3.1%	-3.1%	-0.1%	4.1%	5.4%	6.6%
Top Finance Position	11	4.3%		-0.8%	3.8%	6.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
Between $10 million and $25 million							
CEO/Executive Director	21	4.1%	-3.9%	0.7%	3.7%	6.5%	10.3%
Top Development Position	5	1.9%			3.6%		
Top Finance Position	14	2.5%		-2.2%	3.0%	7.7%	
Top Operations Position	5	7.0%			3.2%		
Between $25 million and $50 million							
CEO/Executive Director	9	2.3%			2.3%		
Top Development Position	6	5.0%			4.7%		
Top Finance Position	10	5.0%		1.4%	4.4%	8.2%	
Greater than $50 million							
Top Development Position	5	2.5%			2.0%		
Top Finance Position	7	4.7%			5.6%		
Top Technology Position	6	2.4%			3.0%		
Philanthropy, voluntarism, & grantmaking foundations: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	12	-0.8%		-3.7%	0.6%	4.7%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	16	5.1%		0.5%	3.6%	7.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	19	-0.1%		-1.2%	0.2%	2.8%	
Between $1 million and $2.5 million							
CEO/Executive Director	24	2.9%	-5.0%	-0.6%	1.8%	6.8%	12.6%

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: fund raising & fund distribution							
Between $2.5 million and $5 million							
CEO/Executive Director	14	5.3%		2.6%	4.2%	5.9%	
Top Finance Position	6	3.3%			3.3%		
Between $5 million and $10 million							
CEO/Executive Director	5	-0.8%			2.7%		
Between $10 million and $25 million							
CEO/Executive Director	6	7.5%			7.3%		
Greater than $50 million							
Top Finance Position	5	5.9%			5.1%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
$250 thousand or less							
CEO/Executive Director	11	0.6%		-1.2%	1.4%	5.0%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	3.0%		0.3%	4.4%	6.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	4.7%		0.0%	0.2%	9.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	17	3.8%		-2.8%	2.2%	9.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	14	2.9%		0.4%	2.8%	6.2%	
Between $5 million and $10 million							
CEO/Executive Director	15	3.6%		0.2%	2.5%	7.0%	
Between $25 million and $50 million							
CEO/Executive Director	5	3.5%			4.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
$250 thousand or less							
CEO/Executive Director	7	3.1%			4.1%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	7.9%			7.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	13	4.3%		-1.0%	5.1%	10.3%	
Between $2.5 million and $5 million							
CEO/Executive Director	14	-0.2%		-1.6%	0.8%	3.9%	
Between $5 million and $10 million							
CEO/Executive Director	6	4.1%			3.5%		
Greater than $50 million							
Top Development Position	5	2.4%			3.1%		
Top Finance Position	5	7.0%			9.5%		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
$250 thousand or less							
CEO/Executive Director	7	2.2%			4.1%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	-3.7%			-3.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.3%		1.6%	6.8%	7.8%	
Between $1 million and $2.5 million							
CEO/Executive Director	8	5.6%			5.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: private independent foundations							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	-2.2%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.1%			0.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	3.6%			6.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	1.9%			-0.6%		
Philanthropy, voluntarism, & grantmaking foundations: professional societies & associations							
Between $1 million and $2.5 million							
CEO/Executive Director	5	7.3%			6.1%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
$250 thousand or less							
CEO/Executive Director	15	2.7%		-2.3%	2.8%	8.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	23	1.9%	-8.1%	-0.6%	2.5%	4.8%	9.8%
Between $500 thousand and $1 million							
CEO/Executive Director	21	5.0%	-4.1%	-1.0%	2.8%	14.0%	19.7%
Between $1 million and $2.5 million							
CEO/Executive Director	24	6.7%	-2.1%	1.6%	6.7%	12.7%	17.2%
Between $2.5 million and $5 million							
CEO/Executive Director	19	4.3%		0.0%	3.0%	6.7%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
Between $5 million and $10 million							
CEO/Executive Director	17	4.3%		-0.2%	3.7%	5.8%	
Top Finance Position	8	3.4%			1.8%		
Between $10 million and $25 million							
CEO/Executive Director	7	4.0%			3.8%		
Top Finance Position	5	0.5%			1.8%		
Greater than $50 million							
CEO/Executive Director	5	5.9%			5.3%		
Top Finance Position	5	7.5%			5.5%		
Philanthropy, voluntarism, & grantmaking foundations: single organization support							
Between $500 thousand and $1 million							
CEO/Executive Director	7	3.1%			1.8%		
Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion							
$250 thousand or less							
CEO/Executive Director	12	3.5%		2.3%	3.9%	5.1%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	1.4%			0.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-2.7%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	7.7%			3.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion							
Between $2.5 million and $5 million							
CEO/Executive Director	6	1.9%			2.8%		
Public safety, disaster preparedness, & relief: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	5	3.5%			3.5%		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
$250 thousand or less							
CEO/Executive Director	5	9.9%			9.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	7.6%			4.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	2.7%			3.3%		
Public safety, disaster preparedness, & relief: fire prevention							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	11.9%			18.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-4.1%			0.0%		
Top Finance Position	5	1.7%			2.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public safety, disaster preparedness, & relief: fire prevention							
Between $1 million and $2.5 million							
CEO/Executive Director	6	5.4%			5.3%		
Top Finance Position	5	4.6%			2.4%		
Public safety, disaster preparedness, & relief: public safety, disaster preparedness, & relief N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	7	-0.7%			-0.1%		
Public safety, disaster preparedness, & relief: safety education							
$250 thousand or less							
CEO/Executive Director	6	-2.7%			-2.4%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	0.3%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	1.2%			2.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	5.9%			5.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	7	2.5%			0.7%		
Public, society benefit—multipurpose & other: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	8	3.4%			1.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: alliances & advocacy							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	4.3%			4.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	13	6.6%		3.2%	7.0%	12.6%	
Between $1 million and $2.5 million							
CEO/Executive Director	11	0.7%		-1.6%	0.1%	3.4%	
Between $5 million and $10 million							
CEO/Executive Director	6	5.0%			3.9%		
Public, society benefit—multipurpose & other: citizen participation							
Between $500 thousand and $1 million							
CEO/Executive Director	7	3.7%			3.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	1.3%			2.6%		
Public, society benefit—multipurpose & other: financial institutions							
Between $1 million and $2.5 million							
CEO/Executive Director	9	5.2%			5.1%		
Between $25 million and $50 million							
CEO/Executive Director	6	-1.5%			-0.2%		
Top Finance Position	5	-0.2%			0.4%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: fund raising & fund distribution							
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.4%			6.7%		
Between $1 million and $2.5 million							
CEO/Executive Director	5	8.4%			7.7%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	5.7%			4.1%		
Public, society benefit—multipurpose & other: government & public administration							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	3.3%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.9%			3.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	4.6%		0.1%	2.2%	8.5%	
Between $5 million and $10 million							
CEO/Executive Director	8	1.1%			3.3%		
Public, society benefit—multipurpose & other: leadership development							
$250 thousand or less							
CEO/Executive Director	29	4.1%	-11.6%	-0.2%	3.7%	11.8%	18.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	2.8%	-2.1%	0.3%	3.2%	4.6%	9.6%
Between $500 thousand and $1 million							
CEO/Executive Director	14	4.2%		0.5%	3.6%	8.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: leadership development							
Between $1 million and $2.5 million							
CEO/Executive Director	25	4.3%	-5.0%	1.3%	4.7%	9.6%	13.5%
Top Operations Position	6	9.7%			8.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	12	7.0%		0.4%	7.8%	13.8%	
Between $10 million and $25 million							
CEO/Executive Director	6	4.4%			6.1%		
Public, society benefit—multipurpose & other: military & veterans organizations							
$250 thousand or less							
CEO/Executive Director	13	1.1%		0.0%	0.0%	3.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	2.6%		-1.6%	1.3%	7.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	20	3.6%	-4.1%	-0.1%	3.5%	7.5%	12.3%
Between $1 million and $2.5 million							
CEO/Executive Director	16	5.0%		-0.1%	2.5%	6.9%	
Between $2.5 million and $5 million							
CEO/Executive Director	9	3.1%			4.4%		
Between $5 million and $10 million							
CEO/Executive Director	6	1.2%			2.8%		
Between $25 million and $50 million							
CEO/Executive Director	6	0.8%			1.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: professional societies & associations							
Between $1 million and $2.5 million							
CEO/Executive Director	9	3.6%			2.2%		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
$250 thousand or less							
CEO/Executive Director	17	6.9%		0.3%	5.7%	12.9%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	22	1.6%	-3.3%	0.0%	2.3%	4.2%	6.5%
Between $500 thousand and $1 million							
CEO/Executive Director	23	3.8%	-2.3%	-0.6%	1.5%	8.8%	13.3%
Between $1 million and $2.5 million							
CEO/Executive Director	17	3.4%		-1.3%	4.2%	11.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	20	5.5%	-1.6%	0.0%	5.4%	11.7%	15.9%
Between $5 million and $10 million							
CEO/Executive Director	15	3.8%		-0.3%	5.5%	7.4%	
Top Finance Position	5	1.7%			2.7%		
Between $10 million and $25 million							
CEO/Executive Director	15	0.9%		-2.8%	2.0%	4.3%	
Top Development Position	5	5.2%			1.9%		
Top Finance Position	9	-0.3%			1.2%		
Top Operations Position	5	1.2%			-0.6%		
Between $25 million and $50 million							
Top Finance Position	5	0.1%			-2.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Public, society benefit—multipurpose & other: public transportation systems							
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.4%			0.5%		
Between $5 million and $10 million							
CEO/Executive Director	6	5.4%			4.2%		
Public, society benefit—multipurpose & other: public utilities							
Between $500 thousand and $1 million							
CEO/Executive Director	7	6.7%			5.7%		
Public, society benefit—multipurpose & other: research institutes & public policy analysis							
Between $500 thousand and $1 million							
CEO/Executive Director	10	2.2%		1.7%	2.7%	4.0%	
Between $1 million and $2.5 million							
CEO/Executive Director	9	4.4%			3.4%		
Between $10 million and $25 million							
CEO/Executive Director	5	7.4%			6.4%		
Recreation, sports, leisure, athletics: alliances & advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.1%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: amateur sports							
$250 thousand or less							
CEO/Executive Director	27	0.3%	-14.8%	-6.4%	0.0%	8.3%	16.9%
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	2.4%	-9.7%	0.0%	1.1%	9.5%	15.5%
Top Finance Position	5	-3.4%			-4.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	34	3.5%	-7.5%	-0.7%	3.6%	7.7%	15.9%
Between $1 million and $2.5 million							
CEO/Executive Director	30	2.3%	-4.6%	-0.6%	2.8%	6.8%	10.5%
Top Finance Position	8	1.9%			1.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	10	7.0%		1.6%	5.9%	11.4%	
Between $5 million and $10 million							
CEO/Executive Director	7	2.2%			1.9%		
Between $10 million and $25 million							
CEO/Executive Director	5	2.4%			0.4%		
Recreation, sports, leisure, athletics: amateur sports competitions							
$250 thousand or less							
CEO/Executive Director	7	2.6%			3.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	-3.7%			-1.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	13	1.1%		-0.9%	3.1%	4.4%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: amateur sports competitions							
Between $1 million and $2.5 million							
CEO/Executive Director	9	2.7%			3.8%		
Between $5 million and $10 million							
CEO/Executive Director	7	0.6%			4.5%		
Recreation, sports, leisure, athletics: baseball & softball							
$250 thousand or less							
CEO/Executive Director	6	-4.5%			-5.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	-1.6%			0.9%		
Recreation, sports, leisure, athletics: camps							
$250 thousand or less							
CEO/Executive Director	21	3.3%	-4.3%	0.0%	0.5%	10.8%	11.3%
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	1.0%	-8.1%	-0.7%	1.8%	4.2%	8.4%
Between $500 thousand and $1 million							
CEO/Executive Director	32	2.4%	-4.9%	0.5%	2.9%	5.2%	9.4%
Between $1 million and $2.5 million							
CEO/Executive Director	36	3.1%	-4.0%	-1.4%	2.0%	6.3%	11.5%
Between $2.5 million and $5 million							
CEO/Executive Director	12	1.9%		-2.0%	1.6%	6.2%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: camps							
Between $5 million and $10 million							
CEO/Executive Director	7	6.0%			7.8%		
Top Finance Position	5	1.6%			0.0%		
Recreation, sports, leisure, athletics: community recreational centers							
Between $500 thousand and $1 million							
CEO/Executive Director	8	9.7%			8.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	6	6.1%			3.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	10	3.6%		0.8%	1.6%	8.3%	
Between $10 million and $25 million							
CEO/Executive Director	6	4.8%			5.0%		
Top Finance Position	7	5.7%			3.0%		
Recreation, sports, leisure, athletics: equestrian							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	3.6%			2.6%		
Recreation, sports, leisure, athletics: fairs							
$250 thousand or less							
CEO/Executive Director	7	0.7%			0.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: fairs							
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	-2.5%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	-1.5%		-7.0%	0.0%	1.6%	
Recreation, sports, leisure, athletics: fund raising & fund distribution							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-0.6%			1.1%		
Recreation, sports, leisure, athletics: golf							
$250 thousand or less							
CEO/Executive Director	5	5.9%			6.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	6.0%			4.1%		
Recreation, sports, leisure, athletics: parks & playgrounds							
$250 thousand or less							
CEO/Executive Director	7	2.5%			2.4%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	1.3%			3.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.8%			0.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: parks & playgrounds							
Between $1 million and $2.5 million							
CEO/Executive Director	8	3.3%			1.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	6	5.6%			7.4%		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	10.3%			8.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-0.5%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	10	-1.2%		-7.4%	0.9%	3.6%	
Between $2.5 million and $5 million							
CEO/Executive Director	9	1.2%			5.6%		
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
$250 thousand or less							
CEO/Executive Director	15	-1.4%		-7.0%	0.2%	3.1%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	-2.0%			-1.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-0.1%			0.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	19	4.9%		0.8%	5.7%	8.3%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: recreational clubs							
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.6%			3.6%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	3.2%			7.2%		
Recreation, sports, leisure, athletics: soccer							
$250 thousand or less							
CEO/Executive Director	16	5.1%		0.0%	0.5%	14.7%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	0.4%		-3.5%	0.0%	2.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	25	0.7%	-7.1%	-1.5%	1.4%	3.6%	7.9%
Between $1 million and $2.5 million							
CEO/Executive Director	42	2.4%	-10.8%	-2.7%	1.3%	10.2%	18.9%
Top Finance Position	5	-2.6%			0.0%		
Top Operations Position	5	2.8%			2.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	24	6.6%	-4.3%	0.5%	6.2%	12.9%	20.1%
Between $5 million and $10 million							
CEO/Executive Director	5	1.8%			3.7%		
Recreation, sports, leisure, athletics: Special Olympics							
Between $1 million and $2.5 million							
CEO/Executive Director	10	7.5%		2.3%	5.5%	10.6%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: Special Olympics							
Between $2.5 million and $5 million							
CEO/Executive Director	8	5.4%			6.8%		
Recreation, sports, leisure, athletics: sports associations & training facilities							
$250 thousand or less							
CEO/Executive Director	9	1.3%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	3.8%		1.9%	4.0%	6.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.4%		1.4%	5.5%	7.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	15	4.4%		0.0%	3.6%	8.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	11	2.9%		0.5%	2.8%	5.5%	
Recreation, sports, leisure, athletics: swimming & other water recreation							
$250 thousand or less							
CEO/Executive Director	15	0.2%		-4.0%	0.2%	5.2%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	2.1%		-1.5%	0.0%	3.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	18	-0.5%		-2.5%	-0.1%	1.4%	
Between $1 million and $2.5 million							
CEO/Executive Director	17	1.3%		-3.4%	0.0%	2.9%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Recreation, sports, leisure, athletics: winter sports							
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.0%			1.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	0.2%		-3.8%	2.9%	5.2%	
Religion-related, spiritual development: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	10	2.1%		-4.2%	3.6%	9.4%	
Religion-related, spiritual development: Christianity							
$250 thousand or less							
CEO/Executive Director	440	0.9%	-11.1%	-3.1%	0.0%	5.3%	13.8%
Top Finance Position	24	-2.8%	-15.9%	-7.5%	0.0%	2.8%	5.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	167	2.1%	-8.4%	-0.7%	1.0%	6.2%	14.9%
Top Administrative Position	5	10.1%			1.8%		
Top Finance Position	9	0.3%			0.0%		
Top Operations Position	8	3.4%			5.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	152	2.5%	-6.0%	-1.2%	1.7%	6.3%	14.9%
Top Administrative Position	6	5.5%			8.3%		
Top Finance Position	17	3.4%		0.0%	3.1%	8.1%	
Top Operations Position	6	1.2%			1.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: Christianity							
Between $1 million and $2.5 million							
CEO/Executive Director	123	2.8%	-8.9%	0.0%	2.6%	7.2%	14.0%
Top Finance Position	18	2.9%		0.2%	2.5%	7.1%	
Top Operations Position	7	-1.7%			-2.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	52	3.7%	-2.1%	0.4%	3.2%	5.7%	13.5%
Top Development Position	6	2.9%			2.3%		
Top Finance Position	16	2.6%		1.5%	4.0%	4.8%	
Between $5 million and $10 million							
CEO/Executive Director	27	3.7%	-3.6%	-1.1%	2.9%	8.5%	12.5%
Top Finance Position	14	1.2%		-3.4%	1.3%	6.0%	
Top Operations Position	6	-0.4%			-0.3%		
Between $10 million and $25 million							
CEO/Executive Director	23	5.5%	-0.4%	0.9%	3.1%	10.0%	16.5%
Top Finance Position	19	2.5%		-0.5%	3.0%	4.3%	
Top Operations Position	12	4.4%		-0.2%	3.1%	5.5%	
Between $25 million and $50 million							
CEO/Executive Director	5	4.0%			2.7%		
Religion-related, spiritual development: fund raising & fund distribution							
$250 thousand or less							
CEO/Executive Director	7	-5.5%			-3.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-4.5%			-1.1%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: fund raising & fund distribution							
Between $1 million and $2.5 million							
CEO/Executive Director	5	4.8%			5.6%		
Religion-related, spiritual development: interfaith coalitions							
$250 thousand or less							
CEO/Executive Director	12	5.5%		2.1%	5.2%	11.8%	
Between $1 million and $2.5 million							
CEO/Executive Director	5	1.1%			2.6%		
Religion-related, spiritual development: Judaism							
$250 thousand or less							
CEO/Executive Director	12	-0.4%		-6.4%	-2.4%	5.2%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	11	1.8%		-5.1%	0.0%	6.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	3.9%		0.0%	1.2%	6.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	22	5.6%	-2.4%	0.0%	5.7%	9.9%	14.6%
Between $2.5 million and $5 million							
CEO/Executive Director	10	1.7%		1.5%	4.3%	7.4%	
Top Finance Position	5	8.2%			6.0%		
Between $5 million and $10 million							
CEO/Executive Director	11	2.3%		-3.9%	1.0%	6.0%	
Top Finance Position	6	6.4%			3.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: Judaism							
Between $10 million and $25 million							
CEO/Executive Director	7	1.7%			3.4%		
Religion-related, spiritual development: management & technical assistance							
$250 thousand or less							
CEO/Executive Director	7	-1.5%			0.0%		
Religion-related, spiritual development: Protestant							
$250 thousand or less							
CEO/Executive Director	138	0.5%	-12.1%	-1.7%	0.0%	5.0%	11.7%
Top Finance Position	10	-3.0%		-1.3%	0.5%	1.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	62	0.3%	-11.1%	-1.4%	0.0%	3.8%	10.0%
Top Finance Position	9	4.4%			2.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	44	2.0%	-7.2%	-3.3%	0.6%	4.9%	10.6%
Between $1 million and $2.5 million							
CEO/Executive Director	28	0.8%	-13.2%	-3.2%	0.5%	3.9%	12.7%
Between $2.5 million and $5 million							
CEO/Executive Director	12	-0.4%		-3.4%	-2.0%	0.9%	
Top Finance Position	5	1.8%			0.0%		
Between $5 million and $10 million							
CEO/Executive Director	10	3.7%		0.0%	1.9%	7.8%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: religion-related N.E.C.							
$250 thousand or less							
CEO/Executive Director	61	1.9%	-9.4%	-2.7%	0.3%	8.2%	16.7%
Top Finance Position	6	-2.7%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	38	4.0%	-6.9%	0.0%	3.1%	9.8%	17.9%
Top Finance Position	6	2.7%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	24	0.3%	-12.4%	-4.7%	0.1%	5.2%	13.6%
Top Finance Position	5	0.7%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	20	4.8%	-2.9%	-0.2%	4.9%	10.1%	15.4%
Between $2.5 million and $5 million							
CEO/Executive Director	7	4.0%			3.6%		
Between $5 million and $10 million							
CEO/Executive Director	5	4.5%			1.2%		
Between $10 million and $25 million							
CEO/Executive Director	7	-1.3%			-2.2%		
Religion-related, spiritual development: religious film & video							
$250 thousand or less							
CEO/Executive Director	5	-2.0%			-6.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: religious media & communications							
$250 thousand or less							
CEO/Executive Director	11	1.7%		-1.1%	0.0%	3.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	2.1%			1.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	13	3.4%		0.0%	2.7%	9.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	9	2.3%			2.0%		
Between $5 million and $10 million							
CEO/Executive Director	8	3.7%			4.0%		
Top Finance Position	5	3.6%			2.5%		
Between $10 million and $25 million							
CEO/Executive Director	5	1.8%			0.0%		
Religion-related, spiritual development: religious printing & publishing							
$250 thousand or less							
CEO/Executive Director	7	1.6%			5.3%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	3.6%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.7%			-1.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	11	1.9%		0.0%	0.2%	5.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: religious radio							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	-1.7%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	8	3.3%			3.3%		
Religion-related, spiritual development: Roman Catholic							
$250 thousand or less							
CEO/Executive Director	7	-0.8%			-0.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	-0.3%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.2%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	7	9.0%			5.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	6.6%			1.5%		
Religion-related, spiritual development: single organization support							
Between $2.5 million and $5 million							
CEO/Executive Director	6	4.9%			6.5%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Religion-related, spiritual development: support N.E.C.							
$250 thousand or less							
CEO/Executive Director	7	5.2%			4.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	7	0.0%			1.9%		
Science & technology research institutes, services: biological & life sciences							
Between $500 thousand and $1 million							
CEO/Executive Director	6	-1.0%			1.3%		
Science & technology research institutes, services: engineering							
Between $1 million and $2.5 million							
CEO/Executive Director	5	6.4%			3.8%		
Science & technology research institutes, services: engineering & technology							
Between $2.5 million and $5 million							
CEO/Executive Director	5	2.6%			7.7%		
Greater than $50 million							
CEO/Executive Director	5	2.9%			2.8%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Science & technology research institutes, services: general science							
Between $2.5 million and $5 million							
CEO/Executive Director	8	4.2%			1.6%		
Science & technology research institutes, services: professional societies & associations							
Between $5 million and $10 million							
CEO/Executive Director	7	2.6%			1.6%		
Top Finance Position	6	3.8%			4.9%		
Science & technology research institutes, services: research institutes & public policy analysis							
Between $2.5 million and $5 million							
CEO/Executive Director	5	-3.1%			-3.2%		
Science & technology research institutes, services: science & technology N.E.C.							
Between $1 million and $2.5 million							
CEO/Executive Director	5	2.2%			2.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	5	4.8%			5.1%		
Social science research institutes, services: interdisciplinary research							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	5.6%			9.7%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Social science research institutes, services: interdisciplinary research							
Between $2.5 million and $5 million							
CEO/Executive Director	6	7.1%			7.9%		
Social science research institutes, services: research institutes & public policy analysis							
Between $1 million and $2.5 million							
CEO/Executive Director	5	6.5%			5.6%		
Between $5 million and $10 million							
CEO/Executive Director	5	3.1%			5.6%		
Unknown							
$250 thousand or less							
CEO/Executive Director	25	2.4%	-6.7%	0.0%	2.9%	6.3%	9.6%
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	4.3%	-2.2%	0.0%	4.0%	8.6%	16.1%
Between $500 thousand and $1 million							
CEO/Executive Director	35	1.8%	-12.1%	-0.7%	2.8%	6.4%	11.6%
Between $1 million and $2.5 million							
CEO/Executive Director	46	2.6%	-9.0%	-1.6%	2.6%	7.8%	12.9%
Top Finance Position	5	7.5%			7.6%		
Between $2.5 million and $5 million							
CEO/Executive Director	22	5.2%	0.2%	2.0%	2.8%	6.9%	16.8%
Top Finance Position	5	1.4%			2.8%		
Between $5 million and $10 million							
CEO/Executive Director	10	2.8%		-0.9%	0.3%	4.7%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Unknown							
Between $10 million and $25 million							
CEO/Executive Director	6	2.6%			4.2%		
Between $25 million and $50 million							
CEO/Executive Director	6	10.5%			12.7%		
Youth development: adult & child matching programs							
$250 thousand or less							
CEO/Executive Director	6	1.0%			0.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	3.0%		1.9%	3.0%	6.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	0.8%		-2.9%	1.2%	5.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	10	6.3%		3.0%	7.5%	11.6%	
Youth development: alliances & advocacy							
$250 thousand or less							
CEO/Executive Director	12	1.1%		-0.4%	3.2%	5.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	8	4.4%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.3%			4.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	15	3.2%		-0.2%	2.1%	6.1%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: alliances & advocacy							
Between $2.5 million and $5 million							
CEO/Executive Director	7	2.9%			3.4%		
Youth development: Big Brothers & Big Sisters							
$250 thousand or less							
CEO/Executive Director	10	4.8%		0.8%	3.9%	8.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	15	3.2%		-1.8%	1.4%	6.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	0.3%		-3.4%	0.4%	3.8%	
Between $1 million and $2.5 million							
CEO/Executive Director	19	3.5%		-1.5%	3.3%	6.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	10	5.0%		1.0%	5.4%	8.2%	
Between $5 million and $10 million							
CEO/Executive Director	6	2.2%			4.3%		
Youth development: Boy Scouts of America							
Between $500 thousand and $1 million							
CEO/Executive Director	22	-0.4%	-6.5%	-3.7%	-2.0%	2.0%	7.9%
Between $1 million and $2.5 million							
CEO/Executive Director	26	-0.7%	-14.2%	-8.5%	1.4%	5.5%	9.4%
Between $2.5 million and $5 million							
CEO/Executive Director	13	-1.2%		-8.1%	0.2%	3.7%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: Boy Scouts of America							
Between $5 million and $10 million							
CEO/Executive Director	7	-5.3%			-2.3%		
Youth development: boys & girls clubs							
$250 thousand or less							
CEO/Executive Director	7	2.9%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	17	5.0%		-0.4%	3.5%	10.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	35	3.7%	-2.4%	0.2%	2.1%	7.8%	14.2%
Between $1 million and $2.5 million							
CEO/Executive Director	81	4.1%	-3.8%	0.0%	2.1%	7.2%	16.1%
Top Finance Position	8	4.1%			2.1%		
Top Operations Position	5	0.6%			0.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	50	4.6%	-4.0%	0.6%	3.6%	9.9%	15.6%
Top Finance Position	10	8.2%		3.7%	7.2%	10.1%	
Top Operations Position	10	2.6%		-0.2%	3.1%	6.5%	
Between $5 million and $10 million							
CEO/Executive Director	24	3.7%	-6.0%	0.0%	3.8%	8.9%	13.6%
Top Finance Position	8	4.8%			2.6%		
Between $10 million and $25 million							
CEO/Executive Director	11	8.0%		2.4%	5.6%	12.8%	
Top Finance Position	6	2.4%			3.0%		
Top Operations Position	5	7.5%			3.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: boys clubs							
Between $500 thousand and $1 million							
CEO/Executive Director	7	4.6%			4.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	5	5.0%			2.8%		
Youth development: Camp Fire							
Between $250 thousand and $500 thousand							
CEO/Executive Director	5	-0.8%			2.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	11.3%			10.6%		
Youth development: fund raising & fund distribution							
Between $500 thousand and $1 million							
CEO/Executive Director	5	10.3%			12.3%		
Youth development: Girl Scouts of the U.S.A.							
Between $1 million and $2.5 million							
CEO/Executive Director	6	4.4%			3.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	25	3.6%	-2.2%	0.3%	3.1%	4.4%	8.7%
Top Finance Position	18	4.9%		0.6%	2.8%	5.9%	
Top Operations Position	6	3.8%			2.9%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: Girl Scouts of the U.S.A.							
Between $5 million and $10 million							
CEO/Executive Director	26	2.9%	-3.7%	-0.6%	2.1%	5.7%	12.7%
Top Finance Position	17	5.6%		0.1%	2.8%	11.6%	
Top Operations Position	8	7.2%			6.9%		
Between $10 million and $25 million							
CEO/Executive Director	11	5.2%		1.9%	3.7%	7.9%	
Top Development Position	5	-0.7%			0.2%		
Top Finance Position	10	4.8%		1.6%	3.5%	9.0%	
Top Marketing Position	6	6.0%			5.1%		
Top Operations Position	7	3.2%			3.1%		
Youth development: girls clubs							
$250 thousand or less							
CEO/Executive Director	7	6.1%			7.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	9	3.0%			4.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	7.8%			1.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	15	3.5%		1.3%	4.2%	7.9%	
Youth development: scouting							
Between $1 million and $2.5 million							
CEO/Executive Director	5	-2.4%			-0.3%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: scouting							
Between $2.5 million and $5 million							
CEO/Executive Director	7	-2.4%			0.2%		
Youth development: youth centers & clubs							
$250 thousand or less							
CEO/Executive Director	21	2.6%	-8.6%	-1.0%	0.3%	5.8%	15.4%
Between $250 thousand and $500 thousand							
CEO/Executive Director	21	3.9%	-3.8%	0.0%	1.6%	7.8%	10.5%
Between $500 thousand and $1 million							
CEO/Executive Director	24	0.9%	-6.1%	-2.4%	0.0%	4.5%	10.6%
Between $1 million and $2.5 million							
CEO/Executive Director	23	5.3%	0.0%	2.1%	5.1%	7.0%	12.2%
Between $2.5 million and $5 million							
CEO/Executive Director	8	2.6%			2.5%		
Youth development: youth community service clubs							
Between $500 thousand and $1 million							
CEO/Executive Director	10	4.3%		0.6%	3.2%	6.4%	
Between $1 million and $2.5 million							
CEO/Executive Director	6	10.8%			10.6%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth development agricultural							
Between $250 thousand and $500 thousand							
CEO/Executive Director	6	4.5%			6.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.4%			6.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	5	-0.4%			0.0%		
Youth development: youth development business							
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.9%			0.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	10	6.7%		2.0%	4.0%	11.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	9	-0.4%			0.0%		
Youth development: youth development citizenship							
$250 thousand or less							
CEO/Executive Director	6	5.9%			6.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.2%			3.2%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth development N.E.C.							
$250 thousand or less							
CEO/Executive Director	15	3.6%		-2.7%	3.0%	10.4%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	24	6.5%	-8.0%	0.9%	5.6%	16.0%	21.5%
Between $500 thousand and $1 million							
CEO/Executive Director	9	6.0%			4.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	23	3.5%	-3.3%	-0.7%	2.9%	6.0%	13.6%
Between $2.5 million and $5 million							
CEO/Executive Director	13	3.2%		0.5%	4.6%	6.3%	
Top Finance Position	5	9.1%			8.1%		
Between $5 million and $10 million							
CEO/Executive Director	9	2.3%			2.0%		
Top Finance Position	5	7.8%			9.9%		
Between $10 million and $25 million							
CEO/Executive Director	5	7.9%			6.4%		
Top Finance Position	5	9.8%			9.7%		
Youth development: youth development programs							
$250 thousand or less							
CEO/Executive Director	138	3.0%	-8.4%	-0.7%	1.6%	8.6%	16.3%
Top Program Position	5	0.7%			0.0%		

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth development programs							
Between $250 thousand and $500 thousand							
CEO/Executive Director	134	2.3%	-7.3%	-0.5%	0.9%	7.2%	16.1%
Top Finance Position	5	5.7%			0.0%		
Top Operations Position	6	-1.0%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	163	3.5%	-5.6%	0.0%	2.9%	8.6%	15.1%
Top Operations Position	7	2.3%			5.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	174	5.1%	-4.4%	-0.1%	3.7%	11.4%	17.4%
Top Development Position	7	5.5%			5.8%		
Top Finance Position	18	7.8%		3.1%	7.4%	13.1%	
Top Operations Position	9	6.2%			3.6%		
Between $2.5 million and $5 million							
CEO/Executive Director	70	5.3%	-1.1%	1.3%	4.7%	9.6%	13.3%
Top Finance Position	14	2.0%		-0.8%	4.3%	6.5%	
Top Operations Position	7	3.3%			3.1%		
Between $5 million and $10 million							
CEO/Executive Director	43	3.7%	-6.3%	0.6%	2.4%	7.3%	13.5%
Top Finance Position	18	5.7%		1.4%	3.5%	13.4%	
Top Operations Position	8	3.7%			5.1%		
Top Program Position	5	6.9%			2.0%		
Between $10 million and $25 million							
CEO/Executive Director	24	4.8%	-1.8%	0.8%	3.7%	8.7%	12.9%
Top Development Position	6	5.4%			6.1%		
Top Finance Position	11	3.5%		-2.2%	4.6%	8.4%	
Top Operations Position	10	4.7%		-1.1%	3.4%	8.5%	

501(c)(3) organizations incumbent compensation increases national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youth development: youth development programs							
Between $25 million and $50 million							
CEO/Executive Director	11	3.9%		0.6%	2.9%	5.5%	
Top Finance Position	5	2.2%			4.6%		
Youth development: youth development religious leadership							
$250 thousand or less							
CEO/Executive Director	26	3.5%	-6.0%	-0.8%	2.5%	8.4%	13.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	13	4.7%		0.0%	3.2%	7.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	20	7.0%	-0.3%	2.0%	6.9%	10.1%	21.4%
Between $1 million and $2.5 million							
CEO/Executive Director	20	3.3%	-3.4%	0.2%	1.8%	7.4%	13.8%
Between $2.5 million and $5 million							
CEO/Executive Director	5	0.8%			3.1%		

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	158	1.8%	-7.1%	0.0%	2.1%	4.9%	11.2%
Top Administrative Position	7	-3.9%			0.0%		
Top Finance Position	15	-2.4%		-5.4%	0.5%	3.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	78	1.9%	-5.8%	-0.4%	2.0%	5.1%	9.2%
Top Finance Position	5	10.1%			10.5%		
Between $1 million and $5 million							
CEO/Executive Director	115	3.3%	-5.3%	0.0%	3.4%	7.6%	11.8%
Top Administrative Position	16	1.1%		-4.1%	0.7%	6.2%	
Top Finance Position	27	3.8%	-1.8%	0.0%	2.9%	6.1%	11.3%
Top Legal Position	5	4.2%			2.9%		
Top Marketing Position	6	5.0%			4.0%		
Top Operations Position	6	3.7%			4.7%		
Top PR/Communications Position	5	2.6%			4.3%		
Greater than $5 million							
CEO/Executive Director	62	4.9%	-1.4%	0.3%	3.3%	7.7%	15.8%
Top Administrative Position	10	5.9%		-0.4%	4.1%	14.4%	
Top Business Position	13	2.6%		-1.8%	3.4%	9.1%	
Top Finance Position	44	3.4%	-5.6%	0.5%	3.1%	6.5%	12.1%
Top Human Resources Position	9	3.2%			6.0%		
Top Legal Position	21	2.8%	-5.8%	0.3%	2.7%	6.1%	6.6%
Top Marketing Position	7	8.0%			7.9%		
Top Operations Position	23	4.2%	-5.7%	-1.2%	4.4%	9.9%	14.8%
Top PR/Communications Position	12	5.0%		2.2%	3.3%	7.4%	
Top Technology Position	17	1.9%		-0.5%	2.9%	5.0%	

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	263	1.3%	-8.8%	-1.3%	1.4%	5.4%	11.0%
Top Administrative Position	13	-1.4%		-5.1%	0.0%	2.5%	
Top Business Position	72	1.8%	-3.1%	-0.2%	2.7%	4.2%	7.6%
Top Education Position	13	2.8%		1.5%	2.0%	4.1%	
Top Finance Position	110	-0.1%	-11.3%	-3.0%	0.0%	3.6%	9.6%
Between $500 thousand and $1 million							
CEO/Executive Director	208	3.1%	-3.5%	0.0%	2.6%	6.5%	11.5%
Top Administrative Position	15	3.2%		0.5%	3.0%	4.8%	
Top Business Position	133	3.4%	-0.3%	1.1%	2.9%	5.3%	9.4%
Top Education Position	8	5.5%			3.5%		
Top Finance Position	159	2.8%	-3.1%	0.4%	2.6%	4.8%	10.6%
Between $1 million and $5 million							
CEO/Executive Director	419	2.6%	-3.6%	0.0%	2.6%	5.0%	8.7%
Top Administrative Position	27	-0.8%	-13.3%	-0.7%	2.3%	4.2%	5.9%
Top Business Position	285	3.5%	-0.6%	1.4%	3.3%	5.1%	9.4%
Top Education Position	14	3.8%		1.9%	2.7%	4.5%	
Top Finance Position	339	3.1%	-2.2%	0.9%	3.2%	5.6%	9.7%
Top Legal Position	10	1.9%		1.5%	2.0%	4.6%	
Top PR/Communications Position	5	1.4%			2.7%		
Greater than $5 million							
CEO/Executive Director	163	2.9%	-4.5%	0.6%	3.0%	5.9%	11.0%
Top Administrative Position	14	3.3%		0.9%	3.3%	4.8%	
Top Business Position	78	3.5%	-0.9%	0.9%	3.4%	5.6%	9.5%
Top Education Position	10	4.7%		2.8%	5.1%	8.4%	
Top Finance Position	163	3.5%	-2.1%	0.7%	3.1%	6.4%	11.4%
Top Legal Position	40	3.8%	-1.0%	1.9%	3.9%	6.9%	8.3%

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
Top Marketing Position	7	3.5%			2.8%		
Top Operations Position	16	-3.9%		-11.8%	0.2%	5.4%	
Top PR/Communications Position	20	3.4%	-2.5%	0.9%	3.6%	8.0%	10.2%
Top Program Position	5	3.8%			2.7%		
Top Technology Position	15	7.1%		2.9%	4.3%	12.4%	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	1,231	1.8%	-7.5%	-0.3%	1.8%	5.3%	10.8%
Top Administrative Position	24	3.6%	0.0%	0.8%	4.6%	7.4%	11.2%
Top Finance Position	24	3.2%	-4.1%	0.0%	2.2%	6.2%	12.6%
Top Operations Position	12	1.8%		-0.7%	2.5%	7.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	584	3.1%	-5.6%	0.0%	2.9%	6.5%	12.4%
Top Finance Position	15	3.9%		0.1%	3.8%	7.7%	
Top Operations Position	9	3.6%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	818	3.2%	-4.9%	0.0%	3.2%	6.7%	11.8%
Top Administrative Position	37	4.7%	-3.1%	0.6%	3.7%	8.9%	13.2%
Top Business Position	23	1.9%	-6.2%	-2.3%	-0.3%	5.0%	12.8%
Top Education Position	19	3.6%		2.3%	3.4%	6.9%	
Top Finance Position	154	4.9%	-2.4%	1.5%	4.3%	9.3%	14.5%
Top Human Resources Position	13	1.1%		-0.1%	1.2%	4.3%	
Top Legal Position	33	3.9%	-1.3%	1.5%	3.0%	5.0%	10.6%
Top Marketing Position	32	1.8%	-8.2%	0.3%	2.6%	5.7%	14.1%

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
Top Operations Position	95	4.4%	-3.4%	0.0%	3.3%	9.0%	13.0%
Top PR/Communications Position	37	3.0%	-6.5%	-2.4%	2.9%	9.0%	14.0%
Top Program Position	8	6.9%			4.4%		
Top Technology Position	35	3.1%	-1.3%	0.5%	2.4%	6.0%	9.9%
Greater than $5 million							
CEO/Executive Director	262	4.1%	-5.0%	0.3%	3.7%	8.0%	13.9%
Top Administrative Position	55	5.2%	-2.4%	1.8%	5.7%	7.7%	11.6%
Top Business Position	62	4.7%	-4.9%	1.6%	4.6%	8.8%	11.8%
Top Development Position	8	4.1%			2.3%		
Top Education Position	24	4.7%	-0.4%	0.9%	3.1%	5.5%	10.8%
Top Finance Position	174	4.8%	-3.9%	1.4%	5.0%	8.4%	12.8%
Top Human Resources Position	20	5.3%	1.0%	3.2%	5.3%	8.5%	12.1%
Top Legal Position	54	5.9%	-1.8%	2.3%	4.6%	12.0%	17.8%
Top Marketing Position	56	5.3%	-1.2%	2.4%	5.8%	8.3%	13.1%
Top Operations Position	92	5.0%	-3.0%	0.8%	5.5%	8.7%	16.9%
Top PR/Communications Position	64	4.7%	-1.9%	1.3%	4.3%	8.1%	13.9%
Top Program Position	6	6.5%			4.3%		
Top Technology Position	62	5.2%	-0.2%	1.9%	4.4%	8.1%	14.1%
501(c)(07)—social & recreational clubs							
$500 thousand or less							
CEO/Executive Director	19	-1.6%		-5.4%	0.0%	4.1%	
Top Administrative Position	5	-1.9%			0.6%		
Top Finance Position	12	-0.5%		-0.4%	0.0%	1.9%	

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—social & recreational clubs							
Between $500 thousand and $1 million							
CEO/Executive Director	23	3.9%	-4.7%	0.8%	4.3%	7.5%	12.5%
Top Administrative Position	17	3.7%		0.0%	3.6%	7.6%	
Top Finance Position	5	2.3%			2.4%		
Between $1 million and $5 million							
CEO/Executive Director	186	3.7%	-3.1%	0.0%	3.2%	7.4%	12.5%
Top Administrative Position	164	4.2%	-2.6%	0.4%	3.5%	7.7%	13.1%
Top Facilities Position	50	4.5%	-0.9%	0.3%	3.1%	6.9%	14.2%
Top Finance Position	51	3.8%	-5.8%	1.1%	3.7%	7.4%	13.5%
Top Operations Position	28	2.5%	-3.4%	-0.9%	3.0%	5.5%	7.8%
Greater than $5 million							
CEO/Executive Director	221	3.9%	-4.2%	0.3%	4.0%	7.4%	13.5%
Top Administrative Position	207	4.2%	-3.9%	0.3%	4.0%	7.5%	13.6%
Top Facilities Position	162	4.4%	-2.5%	0.6%	3.3%	7.6%	13.4%
Top Finance Position	183	4.3%	-3.7%	0.9%	3.4%	7.0%	13.3%
Top Human Resources Position	7	3.8%			3.8%		
Top Operations Position	51	5.0%	-3.9%	1.3%	4.4%	7.3%	14.1%
Top PR/Communications Position	5	9.0%			8.4%		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
CEO/Executive Director	8	1.9%			0.2%		
Top Administrative Position	52	-1.3%	-9.3%	-3.8%	0.0%	0.2%	4.0%
Between $500 thousand and $1 million							
CEO/Executive Director	5	-0.6%			0.0%		
Top Administrative Position	18	2.3%		-1.4%	1.0%	7.0%	

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08)—fraternal beneficiary societies & associations							
Between $1 million and $5 million							
CEO/Executive Director	7	4.3%			2.6%		
Top Administrative Position	8	5.3%			4.8%		
Greater than $5 million							
CEO/Executive Director	10	5.3%		0.3%	2.8%	10.2%	
Top Finance Position	12	2.2%		0.2%	2.4%	5.4%	
501(c)(09)—voluntary employees beneficiary associations							
Between $1 million and $5 million							
Top Administrative Position	5	3.3%			2.2%		
Greater than $5 million							
CEO/Executive Director	21	2.9%	-3.0%	1.8%	3.7%	5.7%	7.8%
Top Administrative Position	24	2.3%	-2.1%	0.4%	3.2%	4.3%	7.6%
Top Finance Position	15	4.5%		2.5%	4.3%	7.0%	
Top Legal Position	5	3.5%			3.0%		
Top Operations Position	5	4.5%			4.5%		
Top Technology Position	7	3.1%			3.0%		
501(c)(10)—domestic fraternal societies & associations							
$500 thousand or less							
CEO/Executive Director	5	1.4%			0.0%		

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
$500 thousand or less							
CEO/Executive Director	8	1.1%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	7.0%			3.6%		
Top Finance Position	5	0.7%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	44	4.3%	-3.8%	0.4%	4.1%	6.4%	12.9%
Top Administrative Position	39	5.0%	-3.5%	1.1%	4.5%	7.1%	13.8%
Top Finance Position	10	4.2%		0.0%	1.5%	5.2%	
Greater than $5 million							
CEO/Executive Director	183	7.1%	-0.4%	3.0%	6.3%	11.3%	17.3%
Top Administrative Position	112	6.8%	-1.1%	2.7%	6.4%	10.8%	17.0%
Top Business Position	7	8.9%			9.4%		
Top Facilities Position	9	7.5%			5.6%		
Top Finance Position	101	7.5%	1.8%	3.8%	6.2%	10.7%	16.9%
Top Human Resources Position	17	7.8%		3.5%	6.3%	9.8%	
Top Operations Position	90	6.2%	0.8%	3.5%	5.1%	9.4%	13.8%
Top PR/Communications Position	6	12.0%			15.1%		
Top Technology Position	33	6.2%	1.1%	3.2%	5.9%	9.3%	13.6%
501(c)(13)—cemetery companies							
$500 thousand or less							
CEO/Executive Director	20	5.6%	-1.6%	0.1%	4.9%	8.9%	13.4%
Top Administrative Position	10	2.7%		0.0%	2.5%	7.5%	
Top Finance Position	13	0.2%		-0.4%	0.8%	4.3%	

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—cemetery companies							
Between $500 thousand and $1 million							
CEO/Executive Director	12	2.5%		-1.8%	2.9%	6.0%	
Top Administrative Position	6	-1.2%			-0.1%		
Top Finance Position	6	3.6%			5.2%		
Between $1 million and $5 million							
CEO/Executive Director	26	3.2%	-3.9%	-1.2%	2.9%	5.6%	15.2%
Top Administrative Position	7	0.9%			1.4%		
Top Finance Position	7	1.0%			-1.4%		
Greater than $5 million							
CEO/Executive Director	8	7.6%			7.2%		
Top Finance Position	6	5.3%			4.2%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	45	3.2%	-2.7%	0.0%	3.2%	5.0%	10.9%
Top Finance Position	17	3.2%		1.3%	3.4%	4.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	56	2.7%	-7.1%	0.0%	3.0%	6.3%	11.1%
Top Finance Position	11	2.4%		0.3%	1.5%	4.2%	
Between $1 million and $5 million							
CEO/Executive Director	146	4.9%	-2.8%	0.3%	4.8%	8.5%	14.0%
Top Finance Position	36	5.1%	-1.8%	1.2%	4.3%	8.0%	12.5%
Top Operations Position	23	5.3%	-0.7%	2.5%	5.2%	10.0%	13.0%
Greater than $5 million							
CEO/Executive Director	108	4.1%	-6.5%	0.4%	4.9%	9.7%	13.5%

Other subsections incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
Top Administrative Position	9	4.5%			6.3%		
Top Business Position	13	8.6%		-1.9%	5.9%	15.9%	
Top Finance Position	74	6.9%	-3.8%	2.6%	6.0%	11.2%	17.6%
Top Human Resources Position	23	7.4%	1.2%	3.2%	6.4%	12.4%	19.9%
Top Marketing Position	16	2.4%		2.9%	4.9%	7.0%	
Top Operations Position	45	6.4%	-5.9%	3.2%	6.2%	12.0%	19.4%
Top Technology Position	33	6.9%	-0.2%	3.1%	5.4%	11.5%	18.0%
501(c)(15)—mutual insurance company other than life or marine							
$500 thousand or less							
Top Finance Position	9	3.9%			0.0%		
501(c)(19)—post or organization of past or present members of the armed forces							
$500 thousand or less							
CEO/Executive Director	6	-0.2%			0.8%		
Top Finance Position	12	2.1%		-0.3%	0.0%	7.8%	

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees								
$500 thousand or less								
CEO/Executive Director								
	F	81	1.7%	-7.5%	-1.5%	2.5%	5.6%	7.8%
	M	68	2.0%	-5.1%	0.0%	0.9%	4.5%	11.2%
	U	9	1.9%			0.8%		
Top Administrative Position								
	F	6	-4.6%			-1.0%		
Top Finance Position								
	F	6	-2.9%			2.6%		
	M	9	-2.0%			0.5%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	29	1.9%	-6.1%	-0.3%	2.1%	5.1%	10.0%
	M	45	1.3%	-5.3%	-0.8%	1.4%	4.9%	7.7%
Between $1 million and $5 million								
CEO/Executive Director								
	F	40	4.3%	-3.6%	0.0%	3.9%	8.3%	13.2%
	M	69	2.6%	-6.1%	0.0%	2.8%	6.3%	11.7%
	U	6	5.4%			7.6%		
Top Administrative Position								
	F	6	5.2%			3.1%		
	M	9	-2.3%			-3.5%		
Top Finance Position								
	F	12	3.6%		1.0%	3.4%	5.5%	
	M	15	4.0%		-0.5%	0.9%	8.3%	

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees								
Greater than $5 million								
CEO/Executive Director								
	F	10	6.2%		3.0%	4.8%	6.1%	
	M	52	4.7%	-1.9%	0.1%	3.1%	8.2%	15.8%
Top Administrative Position								
	M	7	5.8%			5.3%		
Top Business Position								
	M	9	0.5%			3.4%		
Top Finance Position								
	F	17	4.7%		1.6%	3.1%	6.1%	
	M	25	2.6%	-6.3%	-0.7%	3.2%	7.6%	10.4%
Top Human Resources Position								
	F	6	-0.2%			2.0%		
Top Legal Position								
	F	9	2.3%			3.5%		
	M	10	1.1%		-0.9%	1.3%	4.5%	
Top Operations Position								
	F	13	5.3%		-1.1%	6.3%	10.5%	
	M	10	2.7%		-4.7%	2.9%	7.5%	
Top PR/Communications Position								
	F	6	3.8%			2.4%		
Top Technology Position								
	M	11	2.9%		-0.6%	2.9%	5.3%	

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
$500 thousand or less								
CEO/Executive Director								
	F	71	0.2%	-15.5%	-1.4%	0.0%	5.3%	11.0%
	M	178	1.7%	-7.5%	-1.2%	1.5%	5.3%	10.7%
	U	14	2.9%		-1.7%	0.3%	5.5%	
Top Administrative Position								
	F	10	-2.6%		-4.9%	0.3%	2.3%	
Top Business Position								
	M	70	1.4%	-3.4%	-0.3%	2.5%	3.9%	6.9%
Top Education Position								
	M	12	2.8%		1.4%	1.8%	4.1%	
Top Finance Position								
	F	33	-0.5%	-12.7%	-3.4%	0.0%	3.3%	10.0%
	M	74	-0.3%	-9.0%	-2.2%	0.1%	3.5%	6.6%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	40	3.3%	-3.5%	0.0%	2.9%	6.3%	13.7%
	M	162	3.2%	-3.1%	0.0%	2.5%	6.6%	11.4%
	U	6	-0.5%			2.4%		
Top Administrative Position								
	F	9	3.9%			3.8%		
Top Business Position								
	M	127	3.6%	-0.3%	1.1%	3.3%	5.7%	9.4%
Top Education Position								
	M	7	6.0%			3.7%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
Between $500 thousand and $1 million								
Top Finance Position								
	F	31	1.8%	-4.6%	-0.9%	1.9%	4.0%	8.3%
	M	127	3.0%	-2.6%	0.6%	2.8%	5.0%	12.2%
Between $1 million and $5 million								
CEO/Executive Director								
	F	63	1.8%	-4.8%	-0.7%	1.8%	4.0%	9.7%
	M	347	2.7%	-3.4%	0.3%	2.7%	5.0%	8.6%
	U	9	3.3%			3.0%		
Top Administrative Position								
	F	19	-2.5%		-2.0%	0.5%	2.9%	
	M	7	3.3%			4.7%		
Top Business Position								
	F	7	4.2%			4.3%		
	M	273	3.4%	-0.7%	1.3%	3.2%	5.1%	9.5%
	U	5	6.4%			6.4%		
Top Education Position								
	M	13	3.9%		1.9%	3.0%	4.6%	
Top Finance Position								
	F	42	1.4%	-5.9%	0.0%	2.0%	4.3%	6.9%
	M	285	3.3%	-2.0%	1.1%	3.3%	5.6%	9.8%
	U	12	4.7%		1.6%	3.1%	5.7%	
Top Legal Position								
	F	5	0.3%			1.8%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
Greater than $5 million								
CEO/Executive Director								
	F	20	5.1%	-0.8%	1.3%	3.4%	9.2%	16.6%
	M	135	2.6%	-4.4%	0.5%	2.9%	5.4%	9.8%
	U	8	2.0%			2.6%		
Top Administrative Position								
	M	10	2.1%		0.3%	3.3%	4.3%	
Top Business Position								
	F	6	7.3%			5.0%		
	M	71	3.2%	-2.0%	0.9%	3.4%	5.6%	8.9%
Top Education Position								
	F	5	6.9%			7.3%		
	M	5	2.4%			4.0%		
Top Finance Position								
	F	33	1.9%	-3.8%	-0.2%	2.7%	5.0%	11.0%
	M	125	3.9%	-1.4%	1.0%	3.4%	6.4%	12.1%
	U	5	3.8%			1.7%		
Top Legal Position								
	F	18	4.6%		2.8%	5.4%	7.6%	
	M	19	3.5%		1.8%	3.7%	6.2%	
Top Operations Position								
	M	10	-0.3%		-5.8%	0.8%	5.2%	
Top PR/Communications Position								
	F	7	3.9%			4.0%		
	M	13	3.2%		1.1%	3.6%	7.9%	

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(05)—labor, agricultural, & horticultural organizations								
Greater than $5 million								
Top Technology Position								
	M	12	7.1%		3.3%	5.5%	11.5%	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
$500 thousand or less								
CEO/Executive Director								
	F	756	1.9%	-7.7%	-0.3%	1.9%	5.7%	11.1%
	M	434	1.6%	-6.9%	-0.2%	1.5%	4.5%	10.3%
	U	41	2.4%	-7.5%	-0.6%	2.1%	4.9%	15.2%
Top Administrative Position								
	F	20	5.0%	0.0%	2.4%	5.6%	8.5%	11.7%
Top Finance Position								
	F	14	6.2%		0.0%	3.9%	12.3%	
	M	9	0.2%			1.6%		
Top Operations Position								
	F	9	0.2%			3.2%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	254	3.2%	-5.3%	0.0%	3.0%	6.7%	11.4%
	M	317	3.0%	-5.6%	-0.3%	2.8%	6.3%	12.5%
	U	13	4.2%		0.3%	2.1%	5.4%	
Top Finance Position								
	F	7	4.1%			5.8%		
	M	8	3.7%			2.0%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
Between $500 thousand and $1 million								
Top Operations Position								
	F	8	3.5%			2.4%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	288	4.0%	-2.2%	0.5%	3.6%	6.8%	11.4%
	M	511	2.8%	-7.0%	-0.2%	2.9%	6.3%	11.7%
	U	19	4.5%		-1.6%	4.2%	8.3%	
Top Administrative Position								
	F	21	4.3%	-1.9%	1.7%	4.1%	7.8%	11.0%
	M	14	3.6%		-0.4%	2.4%	7.1%	
Top Business Position								
	F	13	3.2%		-1.2%	-0.3%	6.4%	
	M	8	1.1%			1.0%		
Top Education Position								
	F	7	3.8%			3.4%		
	M	12	3.5%		2.5%	3.5%	6.8%	
Top Finance Position								
	F	95	5.2%	-1.5%	1.7%	4.8%	9.4%	15.0%
	M	52	4.6%	-4.8%	0.8%	4.1%	8.6%	12.9%
	U	7	4.5%			5.2%		
Top Human Resources Position								
	F	10	2.4%		0.1%	3.5%	6.0%	
Top Legal Position								
	F	13	3.3%		2.0%	3.2%	5.4%	
	M	19	4.4%		1.3%	3.0%	4.5%	

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
Between $1 million and $5 million								
Top Marketing Position								
	F	18	3.4%		0.7%	3.6%	8.6%	
	M	13	-0.2%		-0.6%	2.5%	2.9%	
Top Operations Position								
	F	59	4.0%	-3.5%	-0.1%	3.2%	9.1%	11.6%
	M	30	5.1%	-3.0%	0.6%	3.0%	6.2%	16.6%
	U	6	4.0%			5.7%		
Top PR/Communications Position								
	F	21	5.0%	-3.0%	0.8%	3.9%	9.0%	13.7%
	M	15	-0.4%		-6.6%	0.2%	7.6%	
Top Program Position								
	M	5	9.0%			4.0%		
Top Technology Position								
	M	32	3.2%	-1.4%	0.5%	2.5%	5.9%	11.4%
Greater than $5 million								
CEO/Executive Director								
	F	67	3.2%	-5.0%	0.0%	3.3%	6.6%	12.1%
	M	182	4.8%	-3.7%	0.6%	4.3%	8.4%	14.2%
	U	13	-0.9%		-6.7%	2.1%	4.8%	
Top Administrative Position								
	F	29	4.5%	-1.2%	1.5%	4.7%	7.6%	10.6%
	M	25	5.9%	-2.4%	2.2%	5.9%	8.5%	13.5%
Top Business Position								
	F	26	4.7%	0.9%	2.0%	4.4%	6.6%	10.7%
	M	34	4.6%	-6.2%	-0.4%	5.0%	8.9%	15.0%

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
Greater than $5 million								
Top Education Position								
	F	11	5.1%		1.9%	3.1%	5.9%	
	M	13	4.3%		1.0%	3.1%	5.2%	
Top Finance Position								
	F	74	5.6%	-0.2%	1.5%	5.6%	8.8%	13.8%
	M	94	4.3%	-5.5%	1.3%	4.7%	7.7%	12.6%
	U	6	3.3%			5.0%		
Top Human Resources Position								
	F	16	5.9%		3.2%	4.9%	8.5%	
Top Legal Position								
	F	27	6.2%	-2.0%	2.4%	5.2%	12.0%	16.9%
	M	24	5.1%	-1.8%	0.4%	4.0%	8.0%	17.4%
Top Marketing Position								
	F	29	5.6%	-1.5%	2.5%	5.8%	9.6%	14.9%
	M	24	5.0%	0.7%	2.1%	6.2%	8.1%	10.0%
Top Operations Position								
	F	42	5.4%	-2.0%	1.6%	5.2%	8.8%	18.5%
	M	47	4.5%	-4.9%	-0.4%	6.2%	7.7%	16.9%
Top PR/Communications Position								
	F	30	4.6%	-1.2%	2.1%	3.9%	7.6%	12.5%
	M	32	4.7%	-2.1%	0.8%	4.4%	8.5%	14.1%
Top Program Position								
	M	5	6.6%			2.6%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.								
Greater than $5 million								
Top Technology Position								
	F	8	7.0%			8.1%		
	M	51	4.8%	-0.3%	1.8%	3.6%	5.8%	12.7%
501(c)(07)—social & recreational clubs								
$500 thousand or less								
CEO/Executive Director								
	F	8	0.9%			2.1%		
	M	11	-3.5%		-10.6%	-3.2%	3.5%	
Top Finance Position								
	M	7	-2.7%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	M	17	3.0%		0.0%	3.7%	6.7%	
Top Administrative Position								
	M	11	2.2%		-0.6%	1.6%	5.6%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	31	3.9%	-6.9%	-1.0%	3.6%	9.8%	16.5%
	M	152	3.8%	-2.9%	0.1%	3.3%	7.3%	11.9%
Top Administrative Position								
	F	22	6.5%	-1.0%	2.1%	4.6%	11.4%	16.8%
	M	139	3.9%	-2.7%	0.5%	3.3%	7.2%	12.0%

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(07)—social & recreational clubs								
Between $1 million and $5 million								
Top Facilities Position								
	M	48	4.2%	-1.0%	0.3%	3.1%	6.9%	12.8%
Top Finance Position								
	F	32	3.5%	-5.7%	1.8%	3.8%	7.2%	11.3%
	M	18	4.5%		0.6%	3.9%	9.3%	
Top Operations Position								
	M	27	2.5%	-3.6%	-0.9%	3.2%	5.6%	7.9%
Greater than $5 million								
CEO/Executive Director								
	F	23	2.0%	-8.7%	-3.2%	3.2%	6.9%	12.0%
	M	195	4.1%	-3.8%	0.4%	4.0%	7.4%	13.5%
Top Administrative Position								
	F	18	3.5%		0.7%	2.8%	6.0%	
	M	187	4.2%	-3.7%	0.1%	4.1%	7.5%	13.6%
Top Facilities Position								
	M	159	4.4%	-2.6%	0.6%	3.2%	7.2%	13.5%
Top Finance Position								
	F	82	3.7%	-3.8%	0.5%	3.4%	6.6%	13.4%
	M	92	4.8%	-2.5%	1.6%	3.8%	7.4%	11.8%
	U	9	3.6%			2.8%		
Top Human Resources Position								
	F	7	3.8%			3.8%		
Top Operations Position								
	M	48	4.7%	-4.0%	1.1%	4.3%	6.7%	13.9%

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(08)—fraternal beneficiary societies & associations								
$500 thousand or less								
CEO/Executive Director								
	M	7	1.7%			0.0%		
Top Administrative Position								
	M	48	-1.6%	-10.1%	-4.2%	0.0%	0.0%	3.9%
Between $500 thousand and $1 million								
Top Administrative Position								
	M	16	2.6%		-0.5%	1.0%	6.3%	
Between $1 million and $5 million								
CEO/Executive Director								
	M	7	4.3%			2.6%		
Top Administrative Position								
	M	8	5.3%			4.8%		
Greater than $5 million								
CEO/Executive Director								
	M	7	4.2%			0.8%		
Top Finance Position								
	M	9	2.6%			1.7%		
501(c)(09)—voluntary employees beneficiary associations								
Between $1 million and $5 million								
Top Administrative Position								
	F	5	3.3%			2.2%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(09)—voluntary employees beneficiary associations								
Greater than $5 million								
CEO/Executive Director								
	F	10	4.5%		2.7%	3.8%	6.4%	
	M	11	1.4%		-2.5%	3.3%	5.4%	
Top Administrative Position								
	F	9	7.0%			5.6%		
	M	15	-0.6%		-0.5%	1.4%	3.2%	
Top Finance Position								
	F	7	3.1%			4.8%		
	M	8	5.7%			3.5%		
Top Technology Position								
	M	5	3.4%			3.0%		
501(c)(10)—domestic fraternal societies & associations								
$500 thousand or less								
CEO/Executive Director								
	M	5	1.4%			0.0%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies								
$500 thousand or less								
CEO/Executive Director								
	M	6	1.2%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	M	6	7.0%			3.6%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies								
Between $1 million and $5 million								
CEO/Executive Director								
	F	8	4.3%			4.5%		
	M	33	3.9%	-4.5%	-1.8%	3.4%	6.4%	11.1%
Top Administrative Position								
	F	8	5.1%			4.8%		
	M	28	4.5%	-4.2%	0.1%	3.7%	7.0%	14.6%
Top Finance Position								
	F	5	6.0%			3.9%		
	M	5	2.3%			0.0%		
Greater than $5 million								
CEO/Executive Director								
	F	13	7.9%		3.5%	6.1%	9.4%	
	M	165	6.9%	-0.9%	2.9%	6.1%	11.4%	17.2%
	U	5	9.0%			10.1%		
Top Administrative Position								
	F	17	8.0%		3.5%	6.8%	12.3%	
	M	92	6.5%	-1.5%	2.5%	5.7%	10.1%	17.0%
Top Business Position								
	M	5	7.0%			6.4%		
Top Facilities Position								
	M	8	7.8%			5.8%		
Top Finance Position								
	F	53	8.0%	1.3%	3.7%	5.7%	11.0%	18.4%
	M	46	6.6%	2.2%	3.9%	6.3%	9.0%	12.9%

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies								
Greater than $5 million								
Top Human Resources Position								
	F	12	8.1%		4.1%	6.5%	10.6%	
Top Operations Position								
	M	87	6.1%	0.6%	3.5%	5.0%	9.2%	13.7%
Top Technology Position								
	M	29	6.0%	0.6%	3.2%	5.9%	9.3%	13.8%
501(c)(13)—cemetery companies								
$500 thousand or less								
CEO/Executive Director								
	M	18	5.9%		0.6%	4.9%	8.6%	
Top Administrative Position								
	M	9	3.7%			5.0%		
Top Finance Position								
	F	6	4.5%			0.4%		
	M	6	-0.9%			3.2%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	M	9	3.1%			4.3%		
Top Administrative Position								
	M	6	-1.2%			-0.1%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(13)—cemetery companies								
Between $1 million and $5 million								
CEO/Executive Director								
	F	7	1.6%			-0.9%		
	M	17	3.2%		-0.8%	4.2%	5.8%	
Top Administrative Position								
	M	5	2.3%			4.2%		
Greater than $5 million								
CEO/Executive Director								
	M	7	7.5%			6.4%		
501(c)(14)—state chartered credit unions, mutual reserve funds								
$500 thousand or less								
CEO/Executive Director								
	F	33	3.7%	-3.0%	1.8%	3.8%	5.0%	11.8%
	M	11	1.7%		0.0%	1.0%	3.4%	
Top Finance Position								
	F	14	3.3%		3.0%	3.5%	4.6%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	35	3.6%	-2.7%	0.0%	3.1%	6.7%	13.2%
	M	20	0.8%	-11.7%	0.0%	2.1%	4.1%	8.6%
Top Finance Position								
	F	8	4.4%			2.3%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—state chartered credit unions, mutual reserve funds								
Between $1 million and $5 million								
CEO/Executive Director								
	F	69	5.0%	-2.9%	0.6%	5.2%	8.4%	14.1%
	M	75	4.8%	-2.7%	0.1%	4.7%	8.6%	12.9%
Top Finance Position								
	F	16	4.9%		-0.1%	4.1%	7.9%	
	M	20	5.2%	-1.4%	3.4%	5.0%	8.6%	11.8%
Top Operations Position								
	F	19	6.3%		3.1%	5.2%	10.0%	
Greater than $5 million								
CEO/Executive Director								
	F	33	4.1%	-6.8%	0.0%	3.7%	9.4%	13.1%
	M	72	4.2%	-6.0%	0.7%	4.9%	9.7%	13.1%
Top Administrative Position								
	F	7	4.5%			6.3%		
Top Business Position								
	F	6	5.1%			1.3%		
	M	7	11.6%			15.4%		
Top Finance Position								
	F	31	5.7%	-4.6%	2.1%	5.0%	10.1%	15.1%
	M	39	7.0%	-2.3%	2.0%	6.9%	11.4%	18.3%
Top Human Resources Position								
	F	20	6.3%	0.5%	2.6%	5.1%	8.0%	18.4%
Top Marketing Position								
	F	11	3.4%		2.5%	6.6%	9.8%	
	M	5	0.1%			4.1%		

Other subsections incumbent compensation increases national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(14)—state chartered credit unions, mutual reserve funds								
Greater than $5 million								
Top Operations Position								
	F	24	6.9%	-2.6%	2.8%	6.0%	13.2%	19.0%
	M	18	6.2%		3.4%	6.9%	12.2%	
Top Technology Position								
	F	7	7.1%			8.6%		
	M	24	6.7%	0.3%	3.0%	5.2%	10.1%	18.7%
501(c)(15)—mutual insurance company other than life or marine								
$500 thousand or less								
Top Finance Position								
	M	7	3.3%			0.0%		
501(c)(19)—post or organization of past or present members of the armed forces								
$500 thousand or less								
Top Finance Position								
	F	8	4.8%			5.2%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
$250 thousand or less							
CEO/Executive Director	105	1.3%	-10.1%	-0.4%	1.4%	5.0%	9.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	88	3.1%	-4.7%	0.0%	2.0%	5.9%	13.6%
Top Finance Position	7	0.6%			-0.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	90	3.8%	-2.7%	0.0%	2.4%	8.6%	13.6%
Top Business Position	7	3.5%			2.3%		
Top Finance Position	8	0.6%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	99	2.7%	-6.0%	-0.1%	1.7%	5.6%	13.3%
Top Administrative Position	6	1.7%			2.3%		
Top Finance Position	8	7.3%			6.1%		
Top Operations Position	6	-0.4%			2.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	47	2.8%	-6.5%	-0.7%	2.1%	6.3%	14.2%
Top Finance Position	9	1.5%			0.4%		
Top Operations Position	5	-3.8%			0.0%		
Between $5 million and $10 million							
CEO/Executive Director	38	4.5%	-0.9%	0.7%	4.3%	8.4%	12.6%
Top Administrative Position	5	10.9%			11.8%		
Top Finance Position	15	5.6%		1.6%	3.4%	8.5%	
Between $10 million and $25 million							
CEO/Executive Director	32	2.3%	-2.5%	-0.6%	1.6%	4.4%	9.4%
Top Finance Position	15	3.8%		1.0%	4.0%	8.3%	
Top Human Resources Position	6	7.7%			5.4%		
Top Operations Position	8	4.3%			5.9%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Between $25 million and $50 million							
CEO/Executive Director	16	6.9%		0.7%	6.7%	11.3%	
Top Administrative Position	5	1.4%			0.0%		
Top Finance Position	13	3.8%		2.1%	6.6%	7.7%	
Greater than $50 million							
CEO/Executive Director	15	3.5%		0.8%	1.7%	5.3%	
Top Administrative Position	8	-1.2%			-1.2%		
Top Finance Position	16	3.9%		1.9%	3.4%	6.1%	
Top Operations Position	9	5.4%			3.5%		
Alaska							
$250 thousand or less							
CEO/Executive Director	18	1.9%		-2.5%	1.2%	4.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	36	1.5%	-4.6%	-2.1%	0.0%	5.0%	11.9%
Between $500 thousand and $1 million							
CEO/Executive Director	42	3.4%	-3.9%	-0.7%	1.4%	5.9%	15.2%
Between $1 million and $2.5 million							
CEO/Executive Director	53	4.1%	-2.9%	-0.3%	1.4%	8.0%	14.3%
Top Administrative Position	5	0.6%			0.1%		
Top Finance Position	7	3.4%			1.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	30	5.1%	-2.6%	0.1%	3.5%	12.7%	17.8%
Top Finance Position	6	6.3%			4.2%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Between $5 million and $10 million							
CEO/Executive Director	24	3.7%	-5.9%	-0.1%	3.4%	8.3%	13.1%
Top Finance Position	14	7.3%		2.1%	4.2%	9.9%	
Top Operations Position	6	8.6%			9.8%		
Between $10 million and $25 million							
CEO/Executive Director	15	2.6%		-1.8%	1.8%	8.3%	
Top Finance Position	11	9.0%		1.4%	6.8%	15.1%	
Greater than $50 million							
CEO/Executive Director	7	1.9%			3.0%		
Top Finance Position	7	2.8%			3.4%		
Arizona							
$250 thousand or less							
CEO/Executive Director	86	1.6%	-11.5%	0.0%	0.5%	5.6%	13.7%
Between $250 thousand and $500 thousand							
CEO/Executive Director	84	1.2%	-7.7%	-3.0%	1.2%	5.6%	10.7%
Top Finance Position	5	1.3%			2.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	121	2.8%	-9.0%	-0.7%	2.9%	7.3%	12.9%
Top Finance Position	9	3.3%			4.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	157	2.7%	-7.3%	-1.5%	3.0%	7.5%	14.0%
Top Administrative Position	7	-2.8%			3.5%		
Top Business Position	6	3.6%			1.6%		
Top Finance Position	25	1.8%	-7.3%	-0.8%	2.2%	6.1%	10.1%
Top Operations Position	14	2.9%		-1.9%	2.2%	5.4%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Between $2.5 million and $5 million							
CEO/Executive Director	98	3.4%	-6.5%	-0.4%	2.9%	7.4%	14.0%
Top Business Position	9	1.2%			2.4%		
Top Finance Position	15	3.2%		0.5%	4.2%	6.4%	
Top Operations Position	9	3.1%			1.3%		
Between $5 million and $10 million							
CEO/Executive Director	90	3.7%	-4.9%	-0.2%	3.5%	9.4%	14.5%
Top Administrative Position	10	5.7%		3.5%	6.8%	11.2%	
Top Business Position	6	4.8%			3.3%		
Top Finance Position	27	6.3%	-0.6%	1.4%	4.7%	8.3%	16.6%
Top Operations Position	12	3.2%		0.9%	4.3%	6.0%	
Between $10 million and $25 million							
CEO/Executive Director	57	4.2%	-5.5%	-0.5%	5.0%	9.0%	15.1%
Top Administrative Position	8	1.9%			1.6%		
Top Development Position	7	4.6%			4.8%		
Top Finance Position	32	4.2%	-1.6%	0.4%	2.8%	6.5%	11.5%
Top Operations Position	11	5.2%		0.0%	2.9%	7.0%	
Top Technology Position	6	-0.5%			2.0%		
Between $25 million and $50 million							
CEO/Executive Director	23	4.4%	-4.4%	-1.2%	2.4%	8.8%	14.8%
Top Finance Position	13	2.9%		0.8%	2.5%	6.6%	
Top Operations Position	9	6.2%			7.8%		
Greater than $50 million							
CEO/Executive Director	20	7.1%	-9.1%	-0.1%	9.3%	14.8%	18.7%
Top Development Position	5	7.4%			6.5%		
Top Finance Position	23	5.7%	-1.5%	0.4%	5.8%	11.1%	17.0%
Top Operations Position	14	8.3%		5.6%	9.8%	11.1%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Greater than $50 million							
Top Technology Position	9	4.1%			4.6%		
Arkansas							
$250 thousand or less							
CEO/Executive Director	38	1.5%	-8.1%	-0.9%	1.8%	5.2%	9.8%
Between $250 thousand and $500 thousand							
CEO/Executive Director	29	3.6%	-2.6%	0.0%	3.8%	7.8%	9.5%
Between $500 thousand and $1 million							
CEO/Executive Director	29	5.4%	-0.2%	1.0%	3.5%	8.1%	18.9%
Between $1 million and $2.5 million							
CEO/Executive Director	45	2.2%	-1.5%	0.0%	2.0%	4.1%	8.9%
Top Finance Position	7	4.0%			0.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	30	4.0%	-3.2%	0.6%	3.5%	8.2%	12.1%
Top Administrative Position	7	-0.7%			0.5%		
Top Finance Position	6	3.5%			3.1%		
Between $5 million and $10 million							
CEO/Executive Director	30	3.9%	0.0%	0.1%	3.4%	6.3%	10.3%
Top Finance Position	15	5.7%		1.6%	3.5%	8.1%	
Between $10 million and $25 million							
CEO/Executive Director	34	4.1%	-3.6%	0.1%	2.3%	8.6%	12.3%
Top Finance Position	16	4.2%		1.3%	3.8%	11.5%	
Top Operations Position	7	9.0%			7.3%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Between $25 million and $50 million							
CEO/Executive Director	25	4.0%	-6.7%	-0.1%	3.1%	9.4%	15.7%
Top Finance Position	14	3.6%		1.0%	1.3%	6.6%	
Top Operations Position	5	1.9%			4.8%		
Greater than $50 million							
CEO/Executive Director	11	3.7%		0.6%	6.5%	9.4%	
Top Finance Position	11	6.6%		0.7%	2.7%	13.9%	
Top Operations Position	7	4.3%			3.9%		
California							
$250 thousand or less							
CEO/Executive Director	477	1.3%	-12.3%	-2.5%	0.0%	7.1%	13.8%
Top Administrative Position	15	0.1%		-0.5%	0.0%	2.4%	
Top Finance Position	25	2.8%	-10.0%	0.0%	0.0%	8.3%	15.7%
Top Operations Position	8	-0.1%			0.0%		
Top Program Position	7	3.3%			1.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	606	2.4%	-8.1%	-0.6%	1.8%	7.0%	14.2%
Top Administrative Position	18	3.7%		0.0%	2.5%	6.7%	
Top Finance Position	41	1.3%	-8.0%	-0.2%	0.0%	4.8%	10.9%
Top Operations Position	15	4.8%		0.0%	4.2%	12.3%	
Top Program Position	12	5.7%		0.0%	8.2%	10.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	747	3.4%	-5.7%	-0.1%	2.6%	8.6%	14.0%
Top Administrative Position	19	3.7%		0.0%	2.8%	7.9%	
Top Business Position	6	3.1%			4.8%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between $500 thousand and $1 million							
Top Education Position	5	-0.1%			4.4%		
Top Finance Position	51	1.1%	-16.0%	-4.3%	2.3%	7.5%	13.2%
Top Operations Position	22	2.9%	-5.1%	-0.2%	1.2%	8.6%	14.3%
Top Program Position	10	3.8%		1.1%	3.8%	10.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	1,044	4.0%	-6.0%	0.0%	3.3%	8.8%	15.9%
Top Administrative Position	37	3.8%	-3.7%	-0.3%	3.7%	8.5%	13.4%
Top Business Position	23	2.8%	-8.4%	-1.3%	2.7%	7.7%	13.6%
Top Development Position	14	1.9%		-1.4%	5.2%	9.9%	
Top Education Position	6	0.3%			-1.2%		
Top Finance Position	128	4.4%	-3.0%	0.0%	3.7%	8.7%	16.6%
Top Legal Position	12	5.5%		0.9%	4.1%	11.7%	
Top Operations Position	52	4.4%	-3.9%	0.0%	3.7%	8.0%	13.6%
Top Program Position	26	3.8%	-4.9%	-1.4%	2.4%	8.1%	14.8%
Top Technology Position	7	4.2%			2.6%		
Between $2.5 million and $5 million							
CEO/Executive Director	743	3.9%	-5.7%	0.0%	3.0%	8.6%	16.3%
Top Administrative Position	59	2.9%	-4.7%	0.0%	2.9%	7.1%	9.5%
Top Business Position	23	6.3%	0.2%	3.4%	4.9%	7.6%	15.3%
Top Development Position	40	2.8%	-8.6%	-1.1%	2.2%	6.1%	16.4%
Top Education Position	29	1.8%	-2.1%	0.0%	2.0%	3.9%	6.4%
Top Finance Position	192	3.1%	-6.9%	0.0%	3.3%	7.6%	12.6%
Top Human Resources Position	7	-0.3%			0.3%		
Top Legal Position	9	7.1%			5.9%		
Top Marketing Position	9	1.9%			1.3%		
Top Operations Position	76	3.0%	-4.4%	0.0%	2.9%	6.0%	13.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between $2.5 million and $5 million							
Top PR/Communications Position	13	3.8%		3.0%	4.6%	9.0%	
Top Program Position	28	5.1%	-0.7%	1.4%	5.1%	9.2%	10.9%
Top Technology Position	10	2.9%		0.4%	4.0%	6.4%	
Between $5 million and $10 million							
CEO/Executive Director	548	4.3%	-6.8%	0.0%	3.7%	9.6%	15.9%
Top Administrative Position	52	5.2%	-4.5%	0.5%	5.1%	9.4%	15.8%
Top Business Position	43	3.6%	-4.7%	0.0%	3.4%	8.3%	16.0%
Top Development Position	57	4.7%	-2.5%	1.4%	3.7%	8.4%	12.2%
Top Education Position	26	6.4%	-1.5%	2.5%	5.5%	11.9%	15.6%
Top Facilities Position	10	2.8%		-0.8%	2.0%	6.4%	
Top Finance Position	227	4.2%	-4.7%	0.8%	4.3%	8.6%	13.0%
Top Human Resources Position	12	1.9%		-7.8%	1.4%	13.9%	
Top Legal Position	10	7.4%		3.7%	4.9%	10.2%	
Top Marketing Position	16	3.5%		0.9%	3.0%	6.5%	
Top Operations Position	96	4.5%	-8.0%	-0.8%	4.9%	11.1%	15.5%
Top PR/Communications Position	22	4.2%	-3.1%	0.3%	4.4%	6.4%	14.0%
Top Program Position	37	6.0%	-0.4%	2.2%	4.6%	9.1%	15.3%
Top Technology Position	24	3.6%	-9.9%	-0.7%	2.8%	8.7%	15.3%
Between $10 million and $25 million							
CEO/Executive Director	494	5.0%	-3.0%	0.2%	4.0%	9.4%	16.1%
Top Administrative Position	75	3.3%	-8.9%	-1.1%	3.4%	8.0%	15.5%
Top Business Position	40	2.9%	-4.5%	-0.4%	2.9%	6.2%	11.2%
Top Development Position	114	4.3%	-3.4%	1.3%	4.0%	7.8%	11.0%
Top Education Position	61	4.3%	-2.6%	1.8%	4.4%	6.8%	12.7%
Top Facilities Position	19	4.9%		1.8%	3.6%	7.6%	
Top Finance Position	321	5.3%	-2.5%	1.0%	4.8%	10.0%	16.0%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Between $10 million and $25 million							
Top Human Resources Position	48	7.1%	-1.9%	3.1%	5.7%	12.9%	19.0%
Top Legal Position	18	4.2%		0.8%	4.6%	8.6%	
Top Marketing Position	26	3.4%	-1.9%	0.0%	3.0%	5.9%	9.5%
Top Operations Position	147	5.7%	-5.2%	1.4%	5.3%	11.1%	16.8%
Top PR/Communications Position	19	5.7%		1.7%	4.9%	7.9%	
Top Program Position	38	7.4%	-0.4%	2.2%	5.7%	11.8%	19.2%
Top Technology Position	53	5.0%	-2.8%	1.2%	3.9%	7.9%	14.8%
Between $25 million and $50 million							
CEO/Executive Director	221	4.7%	-5.4%	0.1%	4.8%	9.5%	15.2%
Top Administrative Position	37	2.3%	-5.0%	0.2%	2.7%	5.2%	8.4%
Top Business Position	17	-1.5%		-9.4%	2.7%	5.2%	
Top Development Position	61	4.2%	-7.0%	0.8%	4.6%	8.9%	14.3%
Top Education Position	21	4.3%	-4.6%	0.7%	3.2%	10.2%	14.4%
Top Facilities Position	14	3.8%		0.8%	4.7%	8.3%	
Top Finance Position	145	5.1%	-3.9%	1.6%	5.3%	8.4%	14.3%
Top Human Resources Position	52	5.1%	-3.1%	0.9%	5.4%	9.9%	13.1%
Top Legal Position	12	2.8%		1.2%	2.6%	10.6%	
Top Marketing Position	21	5.1%	0.4%	1.8%	3.4%	7.6%	9.9%
Top Operations Position	80	5.1%	-4.4%	1.5%	5.3%	9.6%	13.8%
Top PR/Communications Position	13	3.8%		3.0%	3.7%	5.4%	
Top Program Position	31	3.8%	-2.7%	0.1%	3.8%	5.9%	9.8%
Top Technology Position	37	3.4%	-1.8%	0.9%	2.3%	4.8%	10.6%
Greater than $50 million							
CEO/Executive Director	212	3.8%	-8.9%	-0.3%	4.0%	9.2%	15.7%
Top Administrative Position	52	4.8%	-3.5%	1.3%	4.0%	8.7%	12.0%
Top Business Position	25	6.1%	-0.6%	3.3%	5.2%	8.8%	15.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Greater than $50 million							
Top Development Position	74	3.6%	-3.6%	0.1%	4.0%	8.0%	11.6%
Top Education Position	46	4.0%	-2.8%	1.2%	3.3%	6.0%	12.9%
Top Facilities Position	23	3.6%	-2.0%	1.5%	3.4%	5.1%	8.0%
Top Finance Position	193	5.3%	-2.5%	1.5%	4.7%	8.8%	15.9%
Top Human Resources Position	69	6.2%	-2.4%	1.6%	5.2%	10.4%	15.9%
Top Legal Position	39	4.6%	-3.3%	0.2%	4.6%	9.5%	13.2%
Top Marketing Position	29	4.1%	-2.1%	1.1%	3.4%	7.0%	14.7%
Top Operations Position	105	6.6%	-0.3%	2.4%	6.7%	10.5%	14.6%
Top PR/Communications Position	35	7.1%	-1.5%	2.3%	4.5%	11.0%	19.2%
Top Program Position	35	6.3%	-1.8%	3.2%	5.5%	9.7%	14.3%
Top Technology Position	84	5.8%	-2.0%	1.0%	4.3%	8.8%	16.7%
Colorado							
$250 thousand or less							
CEO/Executive Director	186	2.2%	-10.1%	-3.2%	0.8%	7.9%	15.6%
Top Finance Position	5	2.1%			0.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	177	3.3%	-6.8%	-0.1%	2.6%	9.5%	14.2%
Top Finance Position	8	2.4%			0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	222	3.5%	-5.1%	0.0%	3.0%	7.1%	14.2%
Top Finance Position	8	2.3%			3.1%		
Top Operations Position	9	1.1%			3.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	288	4.6%	-4.9%	0.0%	4.0%	10.0%	15.3%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Between $1 million and $2.5 million							
Top Administrative Position	9	3.3%			0.0%		
Top Finance Position	24	5.2%	1.4%	2.8%	4.4%	9.2%	12.8%
Top Operations Position	12	5.4%		3.7%	7.6%	10.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	165	3.9%	-6.9%	-0.2%	3.8%	9.6%	15.0%
Top Administrative Position	7	1.0%			3.7%		
Top Business Position	7	1.2%			2.2%		
Top Development Position	9	5.9%			3.2%		
Top Finance Position	30	7.0%	-1.8%	3.0%	6.3%	10.9%	17.7%
Top Operations Position	16	1.8%		-0.5%	4.0%	7.7%	
Top Program Position	7	3.6%			6.0%		
Between $5 million and $10 million							
CEO/Executive Director	89	3.7%	-4.7%	-0.9%	3.3%	8.0%	15.7%
Top Development Position	11	6.4%		0.9%	2.5%	11.3%	
Top Finance Position	41	5.1%	-5.0%	-0.2%	4.1%	10.6%	17.0%
Top Operations Position	15	2.8%		0.6%	3.3%	7.1%	
Top PR/Communications Position	8	6.6%			6.4%		
Between $10 million and $25 million							
CEO/Executive Director	85	3.3%	-6.8%	0.2%	2.9%	8.6%	13.6%
Top Administrative Position	8	2.1%			2.8%		
Top Business Position	7	8.3%			8.4%		
Top Development Position	22	3.4%	-4.0%	-1.5%	0.8%	7.0%	15.0%
Top Finance Position	59	4.4%	-3.5%	1.6%	3.6%	8.3%	13.5%
Top Human Resources Position	10	4.9%		1.8%	4.0%	7.6%	
Top Legal Position	5	4.0%			3.1%		
Top Marketing Position	10	2.1%		-3.3%	3.2%	6.5%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Between $10 million and $25 million							
Top Operations Position	29	4.4%	-7.0%	1.4%	4.1%	9.7%	13.5%
Top Program Position	6	1.5%			5.2%		
Top Technology Position	13	3.8%		0.8%	3.9%	9.6%	
Between $25 million and $50 million							
CEO/Executive Director	39	4.1%	-3.1%	2.4%	4.8%	7.5%	9.5%
Top Development Position	13	3.6%		2.1%	4.1%	6.2%	
Top Education Position	7	6.8%			5.5%		
Top Finance Position	35	4.7%	0.1%	2.3%	4.6%	7.9%	12.6%
Top Human Resources Position	10	5.4%		2.9%	4.2%	6.0%	
Top Operations Position	16	6.7%		2.4%	5.1%	12.6%	
Top PR/Communications Position	5	6.0%			6.3%		
Top Program Position	5	6.3%			8.1%		
Top Technology Position	7	3.5%			4.7%		
Greater than $50 million							
CEO/Executive Director	33	6.6%	0.5%	2.0%	6.4%	12.1%	18.4%
Top Administrative Position	9	3.4%			2.7%		
Top Business Position	6	7.7%			6.4%		
Top Development Position	5	7.2%			3.2%		
Top Finance Position	26	9.1%	-0.8%	3.3%	9.6%	14.7%	18.1%
Top Legal Position	9	7.0%			3.0%		
Top Operations Position	8	8.0%			9.2%		
Top Technology Position	12	5.7%		2.7%	5.7%	7.7%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
$250 thousand or less							
CEO/Executive Director	80	0.0%	-11.2%	-1.7%	0.0%	5.4%	10.4%
Between $250 thousand and $500 thousand							
CEO/Executive Director	86	4.1%	-5.2%	0.0%	3.5%	7.6%	15.8%
Between $500 thousand and $1 million							
CEO/Executive Director	116	3.1%	-3.9%	0.0%	2.6%	6.1%	11.4%
Top Finance Position	8	0.2%			1.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	159	3.3%	-5.1%	-0.8%	2.9%	7.1%	13.7%
Top Finance Position	18	5.5%		3.6%	5.4%	8.6%	
Top Operations Position	7	4.7%			5.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	120	2.9%	-3.6%	0.0%	1.5%	6.8%	11.9%
Top Administrative Position	5	5.5%			6.1%		
Top Development Position	11	0.5%		0.0%	3.0%	4.5%	
Top Finance Position	39	4.1%	-3.6%	1.4%	4.4%	7.7%	10.5%
Top Operations Position	13	4.5%		4.5%	5.3%	8.2%	
Between $5 million and $10 million							
CEO/Executive Director	114	3.6%	-4.6%	0.0%	3.6%	7.7%	13.0%
Top Administrative Position	12	4.3%		-0.1%	1.2%	5.9%	
Top Business Position	6	3.0%			1.8%		
Top Development Position	11	3.5%		2.5%	4.0%	5.3%	
Top Education Position	7	4.1%			3.2%		
Top Facilities Position	7	2.1%			3.5%		
Top Finance Position	60	3.0%	-4.6%	-0.1%	2.5%	6.1%	9.5%
Top Operations Position	16	1.4%		-1.6%	1.7%	4.6%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Between $10 million and $25 million							
CEO/Executive Director	90	3.6%	-7.6%	0.5%	3.7%	7.1%	14.3%
Top Administrative Position	12	4.9%		2.4%	5.2%	7.0%	
Top Business Position	9	5.0%			5.0%		
Top Development Position	24	1.9%	-7.2%	-0.7%	1.9%	6.6%	13.1%
Top Education Position	8	2.1%			2.4%		
Top Facilities Position	9	0.2%			1.6%		
Top Finance Position	72	4.6%	-3.0%	1.1%	3.3%	8.5%	15.2%
Top Human Resources Position	9	0.8%			2.2%		
Top Operations Position	28	3.3%	-5.6%	-1.8%	2.1%	7.6%	12.4%
Top Program Position	9	3.1%			3.6%		
Top Technology Position	13	3.2%		0.4%	4.2%	4.9%	
Between $25 million and $50 million							
CEO/Executive Director	38	3.1%	-7.2%	-1.4%	3.1%	6.4%	16.3%
Top Administrative Position	9	1.5%			3.9%		
Top Development Position	8	3.3%			3.4%		
Top Education Position	10	-0.4%		-4.3%	0.3%	6.5%	
Top Facilities Position	9	2.1%			3.8%		
Top Finance Position	37	4.4%	-5.8%	0.6%	5.4%	8.1%	14.6%
Top Human Resources Position	13	5.0%		3.2%	4.1%	6.9%	
Top Marketing Position	5	2.6%			3.4%		
Top Operations Position	16	6.6%		3.6%	6.7%	9.6%	
Top PR/Communications Position	5	7.7%			5.4%		
Top Technology Position	7	2.8%			2.4%		
Greater than $50 million							
CEO/Executive Director	37	4.7%	-5.0%	1.2%	4.7%	9.2%	16.3%
Top Administrative Position	9	4.5%			3.4%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Greater than $50 million							
Top Development Position	19	0.6%		0.3%	2.5%	3.8%	
Top Education Position	8	3.9%			5.2%		
Top Finance Position	31	5.5%	-3.0%	2.4%	4.4%	9.1%	15.2%
Top Human Resources Position	8	0.3%			2.8%		
Top Legal Position	7	3.9%			2.8%		
Top Marketing Position	8	4.2%			2.6%		
Top Operations Position	10	4.4%		3.4%	4.5%	5.2%	
Top PR/Communications Position	8	6.0%			5.6%		
Top Technology Position	6	5.1%			4.1%		
Delaware							
$250 thousand or less							
CEO/Executive Director	30	2.1%	-2.2%	0.0%	0.8%	3.2%	12.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	4.1%	-3.3%	0.0%	3.3%	7.1%	15.0%
Between $500 thousand and $1 million							
CEO/Executive Director	29	3.0%	-1.7%	-0.2%	1.4%	6.1%	11.4%
Between $1 million and $2.5 million							
CEO/Executive Director	40	2.1%	-2.0%	-0.5%	1.5%	4.3%	8.1%
Between $2.5 million and $5 million							
CEO/Executive Director	25	4.7%	0.1%	1.8%	3.8%	8.9%	11.5%
Between $5 million and $10 million							
CEO/Executive Director	22	3.2%	-1.0%	0.1%	2.2%	5.2%	11.9%
Top Finance Position	6	2.4%			2.5%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Between $10 million and $25 million							
CEO/Executive Director	14	1.2%		-0.6%	1.6%	3.7%	
Top Finance Position	5	4.5%			3.9%		
Between $25 million and $50 million							
CEO/Executive Director	7	4.3%			2.8%		
Top Education Position	5	0.5%			2.3%		
Greater than $50 million							
CEO/Executive Director	6	9.0%			9.5%		
Top Finance Position	5	2.9%			9.4%		
Top Human Resources Position	5	11.0%			7.9%		
District of Columbia							
$250 thousand or less							
CEO/Executive Director	30	0.7%	-11.1%	-0.6%	1.8%	6.3%	9.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	80	1.9%	-6.5%	-1.2%	0.4%	5.1%	11.0%
Between $500 thousand and $1 million							
CEO/Executive Director	136	3.8%	-4.5%	-0.3%	2.5%	7.5%	16.2%
Top Finance Position	5	8.1%			4.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	219	3.3%	-5.5%	-0.1%	2.4%	7.5%	12.5%
Top Administrative Position	9	5.3%			4.9%		
Top Development Position	10	4.2%		1.8%	2.9%	4.0%	
Top Finance Position	23	4.2%	-3.2%	1.1%	4.1%	8.3%	11.7%
Top Legal Position	9	1.5%			3.2%		
Top Operations Position	34	4.7%	-3.4%	-1.0%	4.6%	10.4%	13.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between $1 million and $2.5 million							
Top PR/Communications Position	11	6.0%		2.7%	6.1%	9.5%	
Top Program Position	14	6.1%		1.0%	7.4%	12.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	163	3.5%	-5.4%	0.0%	4.1%	7.8%	12.7%
Top Administrative Position	15	4.5%		1.2%	4.3%	5.7%	
Top Development Position	14	4.7%		1.9%	4.3%	6.2%	
Top Finance Position	48	5.8%	-4.1%	0.0%	4.7%	13.1%	18.6%
Top Legal Position	14	4.9%		1.8%	3.2%	8.6%	
Top Operations Position	43	5.4%	-2.0%	1.3%	4.7%	9.8%	12.4%
Top PR/Communications Position	21	4.0%	-3.5%	1.1%	4.4%	6.9%	9.6%
Top Program Position	31	3.7%	-2.8%	0.1%	4.1%	8.2%	10.2%
Top Technology Position	5	2.6%			2.9%		
Between $5 million and $10 million							
CEO/Executive Director	151	4.4%	-1.9%	0.6%	3.8%	7.2%	13.1%
Top Administrative Position	17	4.0%		3.2%	4.0%	5.2%	
Top Business Position	14	6.4%		3.9%	7.4%	9.2%	
Top Development Position	25	4.6%	-2.2%	2.0%	5.0%	7.3%	11.9%
Top Education Position	8	1.8%			4.8%		
Top Finance Position	65	6.9%	0.3%	3.4%	5.5%	11.2%	13.3%
Top Human Resources Position	10	2.7%		-0.3%	4.1%	5.7%	
Top Legal Position	19	6.8%		4.5%	5.7%	8.9%	
Top Marketing Position	9	6.8%			7.6%		
Top Operations Position	47	5.7%	-2.7%	0.9%	5.4%	10.7%	13.8%
Top PR/Communications Position	30	6.0%	1.2%	2.2%	5.6%	7.9%	12.7%
Top Program Position	18	7.8%		4.3%	6.5%	9.6%	
Top Technology Position	14	3.2%		1.1%	3.9%	5.6%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Between $10 million and $25 million							
CEO/Executive Director	117	3.9%	-5.9%	0.1%	3.2%	8.3%	14.4%
Top Administrative Position	21	6.2%	-1.7%	1.0%	5.7%	11.6%	16.2%
Top Business Position	11	6.8%		2.2%	5.6%	17.4%	
Top Development Position	31	4.9%	-3.6%	0.3%	4.8%	9.4%	17.7%
Top Education Position	16	7.0%		3.1%	6.1%	10.8%	
Top Finance Position	69	5.7%	-3.1%	1.6%	5.2%	10.9%	13.5%
Top Human Resources Position	10	5.7%		1.6%	3.3%	9.4%	
Top Legal Position	11	6.7%		3.7%	5.3%	11.0%	
Top Marketing Position	10	2.6%		0.9%	2.4%	4.1%	
Top Operations Position	52	6.4%	-2.6%	2.5%	5.4%	10.5%	17.5%
Top PR/Communications Position	31	6.6%	-0.3%	2.2%	6.4%	11.9%	14.9%
Top Program Position	18	1.4%		-0.5%	3.0%	6.6%	
Top Technology Position	17	6.3%		2.5%	3.7%	10.3%	
Between $25 million and $50 million							
CEO/Executive Director	48	5.5%	-0.5%	1.3%	3.8%	7.6%	15.9%
Top Administrative Position	11	5.6%		2.4%	7.0%	9.2%	
Top Development Position	10	5.6%		3.7%	5.4%	9.6%	
Top Education Position	9	1.6%			2.2%		
Top Finance Position	41	6.7%	-0.4%	1.9%	6.1%	9.6%	15.0%
Top Human Resources Position	12	1.9%		-3.3%	0.9%	6.7%	
Top Legal Position	16	3.5%		0.8%	3.6%	6.2%	
Top Marketing Position	8	0.4%			0.6%		
Top Operations Position	20	4.2%	-0.9%	0.4%	2.8%	7.0%	10.9%
Top PR/Communications Position	19	4.2%		-0.5%	4.3%	8.2%	
Top Program Position	15	3.4%		-1.8%	3.5%	8.4%	
Top Technology Position	16	4.3%		0.7%	2.8%	8.2%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Greater than $50 million							
CEO/Executive Director	52	5.1%	-2.8%	0.5%	3.7%	9.6%	16.1%
Top Administrative Position	16	2.8%		-1.4%	2.2%	6.3%	
Top Business Position	9	5.2%			5.8%		
Top Development Position	17	4.9%		1.5%	5.6%	8.8%	
Top Education Position	8	3.0%			2.7%		
Top Finance Position	51	5.4%	-0.2%	1.9%	3.8%	8.5%	15.6%
Top Human Resources Position	14	-1.1%		-6.8%	1.4%	4.1%	
Top Legal Position	34	4.9%	-2.3%	-0.9%	3.6%	9.7%	18.2%
Top Marketing Position	12	4.2%		0.5%	3.4%	8.5%	
Top Operations Position	25	3.0%	-2.4%	0.9%	2.6%	6.1%	11.1%
Top PR/Communications Position	14	2.4%		-2.2%	3.4%	5.7%	
Top Program Position	16	3.9%		-1.4%	2.0%	9.3%	
Top Technology Position	17	0.6%		-1.8%	1.7%	4.0%	
Florida							
$250 thousand or less							
CEO/Executive Director	307	1.2%	-10.7%	-2.2%	0.5%	5.5%	13.0%
Top Administrative Position	9	2.0%			0.8%		
Top Finance Position	11	-3.0%		-4.5%	0.0%	1.5%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	248	1.6%	-7.9%	-1.0%	1.0%	5.2%	12.6%
Top Administrative Position	9	4.3%			0.4%		
Top Finance Position	18	3.7%		0.0%	0.5%	8.5%	
Top Operations Position	5	-2.4%			0.0%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between $500 thousand and $1 million							
CEO/Executive Director	320	4.2%	-5.1%	0.0%	2.9%	9.4%	16.8%
Top Administrative Position	5	-0.5%			0.0%		
Top Business Position	8	5.2%			4.1%		
Top Finance Position	23	5.8%	-0.2%	0.2%	2.4%	11.6%	17.0%
Top Operations Position	11	2.7%		-2.2%	1.0%	9.2%	
Between $1 million and $2.5 million							
CEO/Executive Director	427	3.9%	-5.5%	0.0%	3.0%	8.7%	15.0%
Top Administrative Position	22	5.4%	-2.7%	0.1%	5.4%	8.9%	16.2%
Top Business Position	11	1.7%		0.4%	2.9%	6.4%	
Top Education Position	9	5.9%			4.2%		
Top Finance Position	55	3.1%	-5.4%	0.0%	2.8%	6.8%	11.9%
Top Operations Position	15	5.0%		0.0%	5.9%	8.3%	
Between $2.5 million and $5 million							
CEO/Executive Director	262	3.7%	-5.0%	0.0%	3.3%	7.5%	14.2%
Top Administrative Position	19	3.6%		1.9%	4.2%	8.3%	
Top Business Position	12	3.2%		0.1%	3.0%	8.0%	
Top Development Position	9	4.3%			1.3%		
Top Facilities Position	6	5.9%			5.2%		
Top Finance Position	83	3.3%	-2.6%	-0.2%	2.9%	7.5%	11.1%
Top Marketing Position	5	6.6%			6.6%		
Top Operations Position	43	3.6%	-3.1%	-0.3%	3.2%	6.6%	11.7%
Between $5 million and $10 million							
CEO/Executive Director	278	3.7%	-5.8%	0.0%	3.6%	8.8%	14.2%
Top Administrative Position	33	4.1%	-5.6%	-1.4%	3.2%	10.9%	13.6%
Top Business Position	7	2.5%			2.6%		
Top Development Position	17	1.4%		-2.8%	3.5%	6.7%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between $5 million and $10 million							
Top Facilities Position	16	2.2%		0.1%	1.5%	3.6%	
Top Finance Position	113	4.9%	-4.8%	0.4%	4.8%	9.5%	14.5%
Top Human Resources Position	6	1.9%			3.2%		
Top Legal Position	7	6.6%			4.4%		
Top Marketing Position	5	3.5%			3.0%		
Top Operations Position	47	4.2%	-7.1%	1.2%	6.3%	10.0%	13.4%
Top Program Position	6	7.7%			9.6%		
Top Technology Position	5	8.0%			3.0%		
Between $10 million and $25 million							
CEO/Executive Director	206	4.1%	-4.6%	-0.1%	3.4%	8.0%	15.0%
Top Administrative Position	24	1.3%	-11.3%	-0.9%	4.4%	5.9%	7.7%
Top Business Position	11	3.9%		1.4%	6.1%	7.9%	
Top Development Position	17	2.3%		1.1%	2.2%	5.7%	
Top Education Position	8	7.8%			4.9%		
Top Facilities Position	13	6.6%		0.7%	6.2%	11.3%	
Top Finance Position	136	4.3%	-4.9%	1.4%	4.6%	8.1%	12.7%
Top Human Resources Position	16	5.7%		2.0%	4.4%	7.1%	
Top Marketing Position	7	8.1%			7.6%		
Top Operations Position	53	4.8%	-3.6%	0.7%	4.4%	10.3%	13.6%
Top PR/Communications Position	11	6.3%		-0.2%	3.2%	12.1%	
Top Program Position	9	5.0%			4.0%		
Top Technology Position	15	4.6%		1.8%	2.8%	6.8%	
Between $25 million and $50 million							
CEO/Executive Director	90	5.3%	-2.8%	0.5%	4.4%	9.8%	18.0%
Top Administrative Position	15	5.2%		2.6%	4.0%	8.5%	
Top Business Position	11	3.7%		-1.0%	4.0%	7.8%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Between $25 million and $50 million							
Top Development Position	18	3.1%		1.3%	3.0%	5.7%	
Top Education Position	6	3.0%			3.4%		
Top Finance Position	64	4.1%	-5.3%	0.1%	4.9%	7.3%	16.1%
Top Human Resources Position	15	0.9%		-3.1%	2.5%	6.5%	
Top Marketing Position	16	4.5%		-3.8%	2.9%	15.9%	
Top Operations Position	45	8.3%	-0.5%	2.9%	6.5%	14.0%	21.1%
Top PR/Communications Position	6	4.3%			5.5%		
Top Program Position	5	6.3%			5.6%		
Top Technology Position	16	8.1%		3.0%	5.9%	12.7%	
Greater than $50 million							
CEO/Executive Director	76	3.2%	-10.1%	-1.5%	2.6%	8.5%	16.8%
Top Administrative Position	19	8.0%		5.6%	8.6%	11.2%	
Top Business Position	11	4.2%		1.7%	3.9%	7.3%	
Top Development Position	17	5.3%		2.3%	4.2%	8.5%	
Top Education Position	13	2.6%		1.6%	2.8%	3.7%	
Top Finance Position	60	4.5%	-5.0%	1.8%	5.1%	8.1%	12.3%
Top Human Resources Position	22	3.0%	-9.7%	1.4%	4.0%	6.8%	14.9%
Top Legal Position	12	4.7%		1.0%	4.7%	8.7%	
Top Marketing Position	8	1.9%			2.0%		
Top Operations Position	39	6.4%	-6.0%	1.8%	6.7%	12.1%	18.4%
Top PR/Communications Position	6	-5.1%			-5.3%		
Top Program Position	8	6.5%			7.8%		
Top Technology Position	22	5.3%	0.2%	2.4%	4.3%	9.6%	13.9%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
$250 thousand or less							
CEO/Executive Director	176	1.2%	-12.3%	-1.0%	0.0%	6.9%	13.5%
Top Finance Position	5	-3.4%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	156	2.9%	-6.6%	0.0%	2.5%	6.8%	13.5%
Top Finance Position	12	0.2%		-2.9%	0.9%	3.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	178	3.2%	-6.1%	-0.4%	2.5%	8.2%	14.5%
Top Finance Position	9	0.8%			3.2%		
Top Operations Position	6	-0.1%			1.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	179	4.2%	-5.0%	0.0%	2.8%	9.3%	15.1%
Top Administrative Position	6	4.5%			1.5%		
Top Finance Position	25	2.1%	-2.6%	-1.6%	0.8%	6.5%	9.1%
Top Operations Position	14	3.4%		0.2%	4.0%	9.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	106	5.4%	-1.1%	1.0%	4.2%	8.7%	15.0%
Top Administrative Position	6	4.2%			4.3%		
Top Development Position	5	8.8%			7.5%		
Top Finance Position	29	3.8%	-3.2%	2.7%	4.2%	5.5%	9.6%
Top Operations Position	9	-1.1%			0.8%		
Between $5 million and $10 million							
CEO/Executive Director	91	3.9%	-4.1%	0.1%	3.8%	8.2%	14.4%
Top Administrative Position	12	1.4%		-0.6%	2.6%	5.3%	
Top Business Position	8	0.0%			0.6%		
Top Development Position	8	2.9%			2.4%		
Top Finance Position	45	3.4%	-6.7%	-0.5%	4.4%	7.2%	12.8%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Between $5 million and $10 million							
Top Marketing Position	5	2.3%			3.8%		
Top Operations Position	18	2.9%		-3.0%	0.7%	6.0%	
Top Technology Position	5	0.1%			3.6%		
Between $10 million and $25 million							
CEO/Executive Director	88	4.3%	-3.2%	0.2%	3.3%	8.7%	13.1%
Top Administrative Position	14	5.2%		1.7%	4.6%	8.5%	
Top Business Position	7	4.9%			2.8%		
Top Development Position	17	2.3%		1.3%	2.9%	4.7%	
Top Education Position	7	1.6%			2.4%		
Top Facilities Position	5	1.3%			2.7%		
Top Finance Position	62	5.1%	-2.7%	0.8%	4.4%	10.8%	13.0%
Top Human Resources Position	10	6.3%		3.8%	4.6%	7.8%	
Top Marketing Position	12	4.4%		-0.3%	2.1%	5.7%	
Top Operations Position	22	3.8%	-0.3%	0.8%	2.3%	5.7%	11.8%
Top PR/Communications Position	6	5.0%			5.2%		
Top Program Position	6	5.2%			4.3%		
Between $25 million and $50 million							
CEO/Executive Director	41	3.9%	-1.3%	1.1%	3.5%	7.8%	11.3%
Top Administrative Position	15	4.6%		0.2%	5.4%	8.3%	
Top Development Position	8	0.7%			2.2%		
Top Education Position	7	2.1%			3.0%		
Top Finance Position	34	6.7%	1.0%	2.1%	4.9%	10.1%	17.1%
Top Human Resources Position	6	4.7%			5.3%		
Top Operations Position	16	6.0%		-0.1%	7.0%	12.6%	
Top Technology Position	6	3.3%			3.1%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Greater than $50 million							
CEO/Executive Director	50	5.1%	-10.8%	1.0%	4.2%	11.6%	18.2%
Top Administrative Position	15	2.7%		-0.7%	3.8%	5.3%	
Top Business Position	10	2.9%		-0.4%	0.9%	2.6%	
Top Development Position	15	2.8%		-2.8%	1.1%	9.0%	
Top Education Position	9	3.9%			3.8%		
Top Finance Position	49	5.3%	-3.1%	2.0%	4.1%	8.8%	15.0%
Top Human Resources Position	20	6.2%	-3.3%	0.9%	5.8%	10.1%	16.6%
Top Legal Position	13	3.1%		0.1%	3.2%	8.8%	
Top Marketing Position	11	6.6%		4.1%	5.1%	10.9%	
Top Operations Position	36	4.7%	-6.9%	0.6%	4.4%	11.1%	15.5%
Top PR/Communications Position	11	5.6%		2.3%	2.9%	8.8%	
Top Technology Position	15	5.6%		5.7%	8.8%	12.3%	
Hawaii							
$250 thousand or less							
CEO/Executive Director	24	-1.2%	-14.5%	-4.1%	0.0%	2.4%	4.7%
Between $250 thousand and $500 thousand							
CEO/Executive Director	31	2.0%	-5.5%	-1.1%	1.5%	4.2%	18.4%
Between $500 thousand and $1 million							
CEO/Executive Director	28	3.1%	-4.8%	0.0%	2.0%	8.2%	11.8%
Between $1 million and $2.5 million							
CEO/Executive Director	44	3.6%	-5.1%	-1.0%	1.7%	8.8%	14.8%
Top Finance Position	10	4.0%		-0.5%	4.0%	8.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	31	4.2%	-3.4%	0.0%	2.3%	6.8%	14.3%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Between $5 million and $10 million							
CEO/Executive Director	35	3.3%	-4.7%	-1.4%	4.0%	5.6%	16.6%
Top Finance Position	12	9.1%		4.7%	7.5%	11.5%	
Top Operations Position	6	9.2%			7.6%		
Between $10 million and $25 million							
CEO/Executive Director	16	5.6%		0.0%	4.0%	10.7%	
Top Administrative Position	5	2.4%			2.4%		
Top Finance Position	11	7.2%		2.0%	6.0%	11.5%	
Top Operations Position	5	2.4%			3.0%		
Between $25 million and $50 million							
CEO/Executive Director	5	-1.7%			-0.9%		
Greater than $50 million							
CEO/Executive Director	6	10.1%			7.4%		
Top Finance Position	8	7.0%			5.0%		
Idaho							
$250 thousand or less							
CEO/Executive Director	27	4.7%	-4.0%	0.0%	2.6%	7.9%	18.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	28	3.6%	-3.9%	0.0%	3.1%	8.1%	13.1%
Between $500 thousand and $1 million							
CEO/Executive Director	39	2.9%	-5.1%	-0.1%	3.4%	6.8%	13.1%
Between $1 million and $2.5 million							
CEO/Executive Director	52	4.2%	-4.6%	0.0%	4.1%	8.1%	13.1%
Top Administrative Position	6	5.7%			5.4%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Between $2.5 million and $5 million							
CEO/Executive Director	26	2.9%	-4.2%	-0.5%	2.4%	5.9%	15.4%
Top Administrative Position	10	6.4%		3.8%	4.1%	7.6%	
Top Finance Position	7	7.3%			6.8%		
Between $5 million and $10 million							
CEO/Executive Director	14	3.3%		-2.1%	4.6%	8.4%	
Top Administrative Position	5	5.0%			3.4%		
Top Finance Position	5	5.8%			4.9%		
Between $10 million and $25 million							
CEO/Executive Director	11	5.1%		2.9%	5.7%	9.6%	
Top Finance Position	10	2.1%		0.8%	3.3%	4.6%	
Between $25 million and $50 million							
Top Finance Position	5	8.9%			10.5%		
Illinois							
$250 thousand or less							
CEO/Executive Director	214	1.5%	-8.7%	-1.2%	0.5%	4.7%	13.3%
Top Finance Position	14	0.9%		-1.5%	0.0%	3.3%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	240	2.2%	-6.0%	-0.2%	1.9%	5.9%	11.5%
Top Administrative Position	10	3.2%		0.3%	2.7%	4.4%	
Top Business Position	6	0.9%			0.7%		
Top Finance Position	24	2.3%	-3.2%	0.0%	2.2%	5.4%	12.4%
Top Operations Position	5	0.0%			0.0%		
Top Program Position	5	2.9%			1.5%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between $500 thousand and $1 million							
CEO/Executive Director	287	3.1%	-5.3%	0.0%	2.6%	6.8%	12.9%
Top Administrative Position	10	3.8%		0.5%	1.5%	7.8%	
Top Business Position	15	3.0%		0.1%	0.5%	4.5%	
Top Education Position	9	7.2%			4.5%		
Top Finance Position	24	3.2%	-3.0%	0.4%	2.0%	4.5%	8.6%
Between $1 million and $2.5 million							
CEO/Executive Director	425	2.8%	-6.3%	0.0%	2.4%	6.1%	12.3%
Top Administrative Position	13	4.1%		1.0%	2.1%	5.8%	
Top Business Position	32	2.3%	-1.4%	0.9%	2.7%	4.5%	6.0%
Top Development Position	8	0.9%			1.5%		
Top Education Position	7	4.7%			4.1%		
Top Finance Position	57	2.2%	-3.8%	-0.5%	2.3%	4.5%	8.2%
Top Operations Position	20	4.0%	-1.0%	-0.1%	4.4%	7.5%	11.6%
Between $2.5 million and $5 million							
CEO/Executive Director	272	2.8%	-5.2%	-0.4%	3.0%	6.4%	10.5%
Top Administrative Position	17	1.6%		-0.8%	1.3%	4.7%	
Top Business Position	14	4.9%		0.1%	5.0%	10.3%	
Top Development Position	13	4.3%		0.7%	2.5%	4.7%	
Top Education Position	5	4.7%			4.0%		
Top Facilities Position	6	6.5%			3.3%		
Top Finance Position	81	3.6%	-6.1%	-0.1%	3.5%	6.8%	14.0%
Top Operations Position	23	5.1%	-0.5%	1.6%	3.7%	8.3%	14.4%
Top PR/Communications Position	5	7.3%			6.9%		
Top Program Position	12	2.0%		0.2%	2.6%	4.1%	
Between $5 million and $10 million							
CEO/Executive Director	233	3.8%	-4.2%	-0.1%	3.1%	8.4%	12.3%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between $5 million and $10 million							
Top Administrative Position	39	4.3%	-4.2%	1.3%	4.1%	6.9%	12.2%
Top Business Position	11	4.5%		0.3%	3.0%	7.6%	
Top Development Position	14	4.7%		1.8%	4.5%	6.9%	
Top Education Position	11	4.1%		1.2%	5.4%	8.2%	
Top Facilities Position	14	4.9%		0.6%	2.8%	9.0%	
Top Finance Position	99	4.3%	-0.9%	1.4%	3.6%	6.9%	10.3%
Top Legal Position	6	0.0%			0.0%		
Top Marketing Position	11	3.8%		1.6%	3.0%	5.9%	
Top Operations Position	36	3.6%	-4.2%	-0.1%	2.4%	7.8%	11.9%
Top PR/Communications Position	12	7.1%		1.8%	6.5%	10.7%	
Top Program Position	13	4.8%		1.2%	5.2%	8.6%	
Top Technology Position	17	3.2%		1.1%	3.4%	4.6%	
Between $10 million and $25 million							
CEO/Executive Director	176	4.1%	-4.9%	0.4%	3.3%	7.5%	14.7%
Top Administrative Position	30	2.3%	-6.1%	-1.5%	1.5%	6.4%	13.8%
Top Business Position	21	4.6%	-2.0%	1.8%	4.3%	9.1%	12.1%
Top Development Position	20	2.3%	-4.1%	0.0%	2.2%	5.9%	12.0%
Top Education Position	16	2.4%		0.1%	1.0%	2.1%	
Top Facilities Position	9	0.9%			2.6%		
Top Finance Position	95	3.4%	-2.2%	0.4%	3.5%	5.3%	9.0%
Top Human Resources Position	12	4.4%		3.3%	4.4%	10.5%	
Top Legal Position	12	5.1%		0.8%	4.3%	8.1%	
Top Marketing Position	19	2.8%		0.7%	4.4%	7.5%	
Top Operations Position	52	4.1%	-7.2%	2.1%	4.5%	9.5%	12.2%
Top PR/Communications Position	15	3.9%		0.6%	1.0%	4.0%	
Top Program Position	13	5.8%		1.6%	3.9%	6.0%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Between $10 million and $25 million							
Top Technology Position	24	3.1%	-1.8%	1.4%	3.8%	5.2%	5.7%
Between $25 million and $50 million							
CEO/Executive Director	80	4.1%	-4.3%	0.0%	3.2%	7.6%	15.1%
Top Administrative Position	12	5.1%		2.5%	3.4%	5.5%	
Top Business Position	9	6.9%			4.9%		
Top Development Position	12	4.3%		1.6%	3.5%	6.1%	
Top Education Position	12	1.6%		-1.9%	1.8%	4.3%	
Top Finance Position	65	4.2%	-4.3%	0.0%	3.3%	7.2%	13.9%
Top Human Resources Position	15	6.6%		3.4%	5.8%	8.0%	
Top Legal Position	8	5.0%			2.9%		
Top Marketing Position	7	9.7%			9.5%		
Top Operations Position	27	4.1%	-2.9%	-0.2%	2.7%	7.6%	13.5%
Top PR/Communications Position	9	4.0%			4.8%		
Top Program Position	13	1.8%		-0.2%	3.1%	6.9%	
Top Technology Position	14	3.8%		0.5%	4.7%	6.5%	
Greater than $50 million							
CEO/Executive Director	88	4.6%	-4.4%	-0.1%	4.1%	10.1%	16.2%
Top Administrative Position	30	3.7%	-0.7%	0.9%	3.0%	7.4%	8.8%
Top Business Position	10	1.2%		-0.4%	2.1%	3.8%	
Top Development Position	29	2.1%	-5.6%	-1.2%	1.9%	6.4%	9.2%
Top Education Position	17	2.7%		-0.3%	1.9%	5.0%	
Top Facilities Position	8	2.0%			2.8%		
Top Finance Position	83	3.9%	-3.8%	0.9%	4.2%	8.4%	13.7%
Top Human Resources Position	27	5.6%	-2.8%	2.7%	4.1%	10.3%	14.8%
Top Legal Position	23	1.8%	-10.1%	-0.7%	1.9%	5.0%	11.3%
Top Marketing Position	14	3.6%		0.6%	5.1%	7.5%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Greater than $50 million							
Top Operations Position	51	5.2%	-3.1%	-0.3%	5.5%	10.3%	15.0%
Top PR/Communications Position	11	4.0%		1.9%	4.4%	7.4%	
Top Program Position	5	6.4%			5.6%		
Top Technology Position	40	4.0%	-3.4%	-0.1%	3.3%	7.5%	13.7%
Indiana							
$250 thousand or less							
CEO/Executive Director	134	2.0%	-7.6%	0.0%	1.6%	5.6%	10.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	141	2.4%	-4.4%	-0.1%	1.8%	5.6%	11.5%
Top Administrative Position	5	-2.1%			0.0%		
Top Finance Position	7	1.8%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	179	3.9%	-5.7%	0.0%	3.6%	8.3%	15.0%
Top Administrative Position	7	4.6%			1.5%		
Top Finance Position	13	5.8%		0.0%	2.5%	15.1%	
Top Operations Position	5	0.9%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	184	3.8%	-3.0%	0.3%	3.5%	7.2%	12.9%
Top Administrative Position	8	4.0%			4.5%		
Top Business Position	9	3.5%			3.3%		
Top Education Position	6	1.1%			1.4%		
Top Finance Position	28	5.0%	-1.3%	2.1%	4.7%	7.9%	13.9%
Top Operations Position	9	4.8%			3.6%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Between $2.5 million and $5 million							
CEO/Executive Director	127	2.5%	-7.5%	-0.3%	2.7%	6.1%	12.6%
Top Administrative Position	7	5.0%			3.1%		
Top Business Position	9	5.0%			4.0%		
Top Finance Position	33	3.5%	-4.3%	1.4%	3.8%	6.2%	10.4%
Top Operations Position	14	4.7%		-0.4%	2.0%	5.9%	
Between $5 million and $10 million							
CEO/Executive Director	94	3.0%	-6.4%	-0.7%	3.2%	7.0%	11.4%
Top Administrative Position	6	7.7%			6.1%		
Top Business Position	6	-2.4%			0.9%		
Top Development Position	6	6.6%			4.8%		
Top Finance Position	46	5.1%	-3.0%	2.3%	4.3%	8.0%	15.0%
Top Operations Position	12	5.9%		2.1%	3.6%	9.5%	
Between $10 million and $25 million							
CEO/Executive Director	77	4.6%	-2.3%	0.9%	4.3%	9.0%	15.2%
Top Administrative Position	11	8.8%		4.6%	7.1%	11.7%	
Top Business Position	8	1.2%			2.6%		
Top Development Position	7	1.9%			1.3%		
Top Education Position	6	4.1%			4.8%		
Top Finance Position	57	5.2%	-1.8%	1.4%	4.6%	8.7%	14.2%
Top Marketing Position	5	2.4%			2.9%		
Top Operations Position	23	6.1%	-4.3%	1.8%	4.4%	10.6%	15.9%
Top Technology Position	8	-0.3%			-0.3%		
Between $25 million and $50 million							
CEO/Executive Director	30	7.4%	0.7%	3.4%	6.3%	14.0%	16.5%
Top Development Position	5	6.4%			7.0%		
Top Finance Position	24	5.4%	-2.2%	1.8%	4.8%	9.1%	16.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Between $25 million and $50 million							
Top Human Resources Position	6	0.0%			2.9%		
Top Operations Position	11	3.5%		-4.2%	3.2%	12.5%	
Top Technology Position	6	1.4%			-0.5%		
Greater than $50 million							
CEO/Executive Director	33	7.2%	-0.3%	1.7%	4.1%	12.7%	18.4%
Top Administrative Position	9	4.6%			3.8%		
Top Development Position	13	1.9%		0.6%	1.4%	2.1%	
Top Education Position	8	0.9%			3.5%		
Top Finance Position	31	6.1%	-2.3%	1.9%	5.9%	10.2%	14.0%
Top Operations Position	10	8.4%		2.5%	8.1%	13.8%	
Top Technology Position	6	2.9%			2.1%		
Iowa							
$250 thousand or less							
CEO/Executive Director	89	2.6%	-6.7%	0.0%	2.4%	7.3%	12.4%
Top Finance Position	5	1.6%			0.1%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	80	2.3%	-1.8%	0.0%	2.7%	5.3%	7.5%
Top Finance Position	5	1.5%			3.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	81	3.6%	-1.7%	0.6%	3.4%	6.3%	13.1%
Top Finance Position	10	2.5%		-2.3%	2.8%	7.1%	
Between $1 million and $2.5 million							
CEO/Executive Director	117	3.2%	-2.7%	0.0%	3.5%	6.3%	10.0%
Top Administrative Position	10	2.9%		-1.3%	2.9%	5.1%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Between $1 million and $2.5 million							
Top Business Position	8	-0.4%			1.1%		
Top Finance Position	15	3.3%		1.0%	4.5%	8.9%	
Between $2.5 million and $5 million							
CEO/Executive Director	66	3.9%	-2.0%	0.9%	3.1%	6.4%	13.7%
Top Administrative Position	6	5.5%			6.1%		
Top Finance Position	14	3.0%		0.3%	3.3%	5.3%	
Top Operations Position	8	8.7%			7.1%		
Between $5 million and $10 million							
CEO/Executive Director	57	5.0%	-1.0%	1.5%	3.8%	6.7%	12.7%
Top Administrative Position	10	-0.6%		-1.6%	0.3%	3.3%	
Top Finance Position	31	6.1%	0.8%	2.5%	5.8%	8.2%	14.3%
Top Operations Position	10	6.6%		4.3%	7.3%	8.7%	
Between $10 million and $25 million							
CEO/Executive Director	67	4.3%	-3.6%	0.0%	3.8%	7.9%	15.2%
Top Administrative Position	9	7.7%			5.3%		
Top Finance Position	42	5.6%	-1.5%	0.3%	4.2%	10.1%	15.7%
Top Operations Position	13	7.7%		1.6%	6.2%	12.3%	
Between $25 million and $50 million							
CEO/Executive Director	24	3.8%	-11.5%	0.0%	4.0%	8.6%	15.2%
Top Finance Position	14	5.1%		1.9%	4.7%	8.9%	
Top Operations Position	9	0.2%			2.1%		
Greater than $50 million							
CEO/Executive Director	25	0.4%	-12.4%	-4.0%	2.2%	7.3%	10.3%
Top Administrative Position	9	1.0%			1.5%		
Top Development Position	12	5.2%		0.5%	5.2%	8.3%	
Top Education Position	11	3.0%		0.2%	1.4%	2.7%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Greater than $50 million							
Top Finance Position	21	2.3%	-4.6%	-1.7%	3.0%	7.4%	11.3%
Top Technology Position	10	2.6%		1.3%	3.5%	6.6%	
Kansas							
$250 thousand or less							
CEO/Executive Director	73	0.7%	-6.4%	-0.3%	1.2%	3.9%	10.2%
Between $250 thousand and $500 thousand							
CEO/Executive Director	62	2.3%	-7.6%	-1.9%	3.3%	7.5%	11.5%
Top Finance Position	5	-1.8%			2.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	64	4.0%	-1.1%	1.1%	3.4%	6.2%	11.3%
Top Administrative Position	5	0.4%			0.0%		
Top Finance Position	8	6.1%			7.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	98	3.8%	-4.1%	0.5%	4.1%	7.8%	11.8%
Top Administrative Position	10	7.5%		2.7%	5.5%	10.7%	
Top Finance Position	14	4.0%		-0.1%	4.8%	8.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	60	4.8%	-2.0%	0.0%	4.0%	9.4%	13.7%
Top Administrative Position	9	9.2%			7.1%		
Top Finance Position	15	3.2%		1.1%	3.8%	4.9%	
Top Operations Position	5	-3.1%			1.9%		
Between $5 million and $10 million							
CEO/Executive Director	49	4.3%	-2.0%	1.7%	3.6%	7.5%	10.6%
Top Administrative Position	9	4.3%			2.5%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Between $5 million and $10 million							
Top Finance Position	18	5.1%		1.7%	3.6%	7.9%	
Between $10 million and $25 million							
CEO/Executive Director	58	4.4%	-1.6%	1.1%	4.0%	8.6%	12.3%
Top Administrative Position	6	3.2%			3.6%		
Top Finance Position	35	4.8%	-3.8%	2.0%	4.7%	8.1%	14.3%
Top Operations Position	11	6.6%		2.5%	6.7%	13.2%	
Top Program Position	5	8.1%			7.7%		
Between $25 million and $50 million							
CEO/Executive Director	17	3.7%		0.0%	4.9%	8.1%	
Top Administrative Position	7	-0.8%			0.9%		
Top Education Position	6	8.6%			5.4%		
Top Finance Position	17	4.4%		-1.1%	3.1%	9.6%	
Top Operations Position	5	5.3%			4.7%		
Greater than $50 million							
CEO/Executive Director	16	6.3%		3.6%	6.6%	12.8%	
Top Finance Position	12	9.3%		4.7%	8.0%	12.7%	
Top Operations Position	10	7.0%		4.8%	5.7%	11.7%	
Top Technology Position	6	7.0%			7.3%		
Kentucky							
$250 thousand or less							
CEO/Executive Director	82	1.2%	-9.9%	-1.8%	0.0%	4.7%	14.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	69	2.2%	-8.5%	0.0%	2.6%	5.3%	9.8%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Between $500 thousand and $1 million							
CEO/Executive Director	65	1.5%	-8.8%	-1.3%	1.7%	6.7%	9.6%
Top Finance Position	5	4.1%			1.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	115	3.7%	-3.8%	0.2%	3.7%	6.8%	13.1%
Top Finance Position	16	4.0%		1.1%	2.1%	4.7%	
Between $2.5 million and $5 million							
CEO/Executive Director	58	4.3%	-2.5%	0.2%	4.1%	8.2%	11.3%
Top Finance Position	11	2.4%		-0.9%	0.0%	3.7%	
Between $5 million and $10 million							
CEO/Executive Director	42	4.7%	-0.8%	0.9%	3.6%	9.1%	15.1%
Top Administrative Position	7	5.1%			2.5%		
Top Business Position	5	5.8%			4.8%		
Top Finance Position	22	7.0%	0.2%	2.8%	5.6%	9.2%	17.8%
Between $10 million and $25 million							
CEO/Executive Director	42	4.9%	-0.8%	0.2%	3.5%	10.1%	15.8%
Top Administrative Position	5	8.0%			4.0%		
Top Finance Position	25	4.8%	-0.5%	0.7%	4.3%	7.0%	16.1%
Top Operations Position	8	8.6%			6.8%		
Top Technology Position	5	2.4%			6.2%		
Between $25 million and $50 million							
CEO/Executive Director	23	1.1%	-8.7%	-1.3%	1.5%	3.9%	10.1%
Top Administrative Position	8	4.6%			3.6%		
Top Finance Position	19	5.4%		1.3%	4.7%	8.9%	
Top Operations Position	9	2.5%			3.6%		
Top Technology Position	5	2.1%			2.5%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Greater than $50 million							
CEO/Executive Director	29	4.3%	-5.1%	0.0%	3.4%	8.2%	16.1%
Top Administrative Position	14	3.6%		0.0%	3.4%	8.0%	
Top Development Position	9	7.0%			7.0%		
Top Facilities Position	6	1.6%			-2.0%		
Top Finance Position	31	6.3%	-1.1%	1.4%	5.4%	12.2%	17.3%
Top Human Resources Position	10	3.3%		3.0%	3.6%	5.5%	
Top Legal Position	6	4.3%			7.0%		
Top Operations Position	15	3.4%		0.0%	3.3%	7.2%	
Top Technology Position	8	4.4%			3.1%		
Louisiana							
$250 thousand or less							
CEO/Executive Director	61	2.7%	-6.9%	0.0%	1.3%	6.3%	12.3%
Between $250 thousand and $500 thousand							
CEO/Executive Director	66	2.6%	-3.3%	0.0%	2.0%	5.6%	10.2%
Between $500 thousand and $1 million							
CEO/Executive Director	80	1.8%	-6.6%	0.0%	1.7%	5.1%	9.2%
Top Finance Position	7	-0.4%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	113	2.0%	-4.8%	-1.0%	1.2%	6.4%	10.4%
Top Administrative Position	5	0.5%			-0.1%		
Top Finance Position	10	1.6%		-3.3%	3.6%	5.1%	
Between $2.5 million and $5 million							
CEO/Executive Director	63	2.4%	-5.7%	-0.5%	2.1%	8.1%	11.9%
Top Finance Position	17	2.0%		-1.0%	2.0%	4.8%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Between $5 million and $10 million							
CEO/Executive Director	67	2.6%	-6.2%	-0.2%	2.0%	6.8%	11.3%
Top Administrative Position	8	1.5%			2.1%		
Top Finance Position	18	4.9%		0.0%	2.8%	7.0%	
Top Operations Position	5	-1.4%			-0.6%		
Between $10 million and $25 million							
CEO/Executive Director	38	3.9%	-4.4%	0.2%	2.9%	9.2%	14.1%
Top Finance Position	27	3.2%	-5.2%	-2.4%	1.2%	9.8%	12.3%
Top Operations Position	13	4.2%		2.3%	3.8%	6.3%	
Between $25 million and $50 million							
CEO/Executive Director	19	3.6%		0.2%	3.4%	7.8%	
Top Development Position	6	7.1%			6.9%		
Top Finance Position	13	7.5%		3.3%	6.3%	10.9%	
Top Human Resources Position	5	8.3%			6.7%		
Top Operations Position	11	6.0%		3.1%	4.6%	6.0%	
Greater than $50 million							
CEO/Executive Director	16	3.5%		0.5%	3.5%	8.6%	
Top Finance Position	9	7.4%			7.6%		
Top Legal Position	5	3.7%			3.6%		
Top Operations Position	8	3.4%			4.9%		
Maine							
$250 thousand or less							
CEO/Executive Director	68	2.3%	-8.5%	0.0%	1.0%	6.4%	14.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	62	2.4%	-8.1%	-2.2%	2.6%	7.3%	13.3%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Between $500 thousand and $1 million							
CEO/Executive Director	79	4.3%	-4.5%	0.0%	3.3%	8.2%	14.5%
Between $1 million and $2.5 million							
CEO/Executive Director	92	3.1%	-7.1%	-0.2%	3.0%	7.8%	12.6%
Top Administrative Position	5	8.2%			6.3%		
Top Finance Position	16	2.2%		0.0%	1.8%	4.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	61	4.1%	-3.2%	0.4%	4.3%	7.9%	12.0%
Top Finance Position	11	0.8%		-1.1%	2.9%	4.5%	
Between $5 million and $10 million							
CEO/Executive Director	39	3.1%	-5.3%	-1.3%	4.6%	6.6%	12.8%
Top Finance Position	16	6.0%		2.4%	4.6%	11.2%	
Top Operations Position	7	4.2%			6.5%		
Between $10 million and $25 million							
CEO/Executive Director	43	5.0%	-5.9%	0.0%	5.0%	10.1%	17.0%
Top Development Position	8	3.0%			1.5%		
Top Finance Position	24	6.1%	-0.9%	0.2%	4.6%	9.6%	17.4%
Top Operations Position	9	3.1%			2.9%		
Between $25 million and $50 million							
CEO/Executive Director	14	5.9%		1.6%	3.4%	9.9%	
Top Finance Position	12	3.6%		-2.0%	1.8%	8.5%	
Greater than $50 million							
CEO/Executive Director	22	6.8%	-3.3%	1.3%	7.0%	11.6%	16.9%
Top Administrative Position	8	8.1%			5.0%		
Top Finance Position	21	6.9%	-0.6%	1.1%	4.7%	13.4%	17.9%
Top Operations Position	10	4.3%		-1.7%	7.6%	8.5%	
Top Technology Position	5	2.3%			-0.9%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
$250 thousand or less							
CEO/Executive Director	136	1.4%	-8.2%	-0.3%	1.0%	5.0%	11.8%
Top Finance Position	5	-2.5%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	119	3.9%	-3.9%	0.0%	2.5%	7.1%	14.8%
Top Finance Position	7	10.9%			14.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	162	3.8%	-5.3%	-0.3%	2.9%	8.3%	14.9%
Top Finance Position	12	4.0%		-1.1%	3.6%	8.7%	
Between $1 million and $2.5 million							
CEO/Executive Director	213	3.6%	-3.9%	0.0%	3.2%	6.5%	12.1%
Top Administrative Position	8	5.2%			5.4%		
Top Business Position	6	-3.5%			-2.7%		
Top Finance Position	27	4.0%	-0.5%	0.7%	4.5%	7.0%	9.9%
Top Operations Position	13	1.8%		-2.0%	1.4%	2.7%	
Between $2.5 million and $5 million							
CEO/Executive Director	147	3.5%	-3.0%	0.0%	3.0%	7.2%	12.6%
Top Administrative Position	8	3.8%			3.9%		
Top Business Position	9	4.8%			3.6%		
Top Development Position	5	8.4%			6.0%		
Top Education Position	7	4.4%			2.9%		
Top Finance Position	49	3.1%	-1.9%	0.1%	3.6%	5.5%	8.5%
Top Legal Position	5	4.1%			3.9%		
Top Operations Position	15	7.1%		-0.2%	3.5%	13.4%	
Top PR/Communications Position	5	5.7%			2.3%		
Top Program Position	10	6.3%		3.8%	5.6%	10.1%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between $5 million and $10 million							
CEO/Executive Director	130	3.6%	-2.8%	0.0%	2.5%	7.3%	12.5%
Top Administrative Position	6	4.6%			4.0%		
Top Business Position	8	4.8%			4.7%		
Top Development Position	9	2.4%			4.4%		
Top Education Position	6	3.7%			3.7%		
Top Finance Position	63	3.0%	-4.3%	-0.9%	2.9%	5.7%	12.1%
Top Operations Position	19	6.0%		1.6%	6.5%	10.6%	
Top PR/Communications Position	10	7.3%		3.0%	5.0%	7.1%	
Top Program Position	5	2.1%			3.8%		
Top Technology Position	8	3.6%			3.4%		
Between $10 million and $25 million							
CEO/Executive Director	112	3.4%	-4.6%	-0.9%	2.6%	6.5%	15.9%
Top Administrative Position	13	4.7%		1.4%	2.6%	7.3%	
Top Business Position	14	0.6%		-1.5%	1.2%	2.9%	
Top Development Position	14	2.8%		1.5%	3.2%	5.8%	
Top Education Position	10	4.7%		-1.2%	6.7%	11.1%	
Top Facilities Position	7	2.3%			3.2%		
Top Finance Position	75	3.8%	-0.7%	0.7%	3.7%	6.9%	9.7%
Top Human Resources Position	12	4.4%		1.3%	5.4%	8.3%	
Top Marketing Position	9	5.3%			2.3%		
Top Operations Position	32	3.9%	-3.3%	0.2%	4.7%	7.9%	9.7%
Top PR/Communications Position	6	8.9%			6.2%		
Top Program Position	13	-0.4%		-2.0%	3.3%	4.8%	
Top Technology Position	16	1.7%		1.4%	2.6%	4.4%	
Between $25 million and $50 million							
CEO/Executive Director	63	3.5%	-7.0%	-1.0%	3.6%	7.6%	15.6%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Between $25 million and $50 million							
Top Administrative Position	9	4.1%			3.7%		
Top Business Position	5	9.5%			8.2%		
Top Development Position	15	3.3%		-0.8%	3.2%	6.0%	
Top Education Position	8	-1.8%			1.7%		
Top Facilities Position	6	5.0%			5.1%		
Top Finance Position	48	3.5%	-4.7%	0.1%	3.3%	7.3%	13.1%
Top Human Resources Position	14	1.8%		-2.5%	1.6%	6.8%	
Top Operations Position	25	2.5%	-8.2%	0.0%	2.6%	7.0%	12.6%
Top PR/Communications Position	7	4.9%			4.6%		
Top Program Position	8	1.6%			2.2%		
Top Technology Position	10	5.2%		0.4%	6.4%	13.1%	
Greater than $50 million							
CEO/Executive Director	48	1.2%	-13.9%	-3.7%	1.4%	7.4%	14.8%
Top Administrative Position	12	2.9%		1.1%	2.0%	3.0%	
Top Business Position	9	1.0%			-0.6%		
Top Development Position	19	5.8%		2.4%	4.1%	10.5%	
Top Education Position	10	3.0%		0.1%	2.3%	2.6%	
Top Finance Position	42	3.7%	-6.0%	0.5%	2.2%	10.3%	14.0%
Top Human Resources Position	19	1.6%		-3.7%	1.6%	4.3%	
Top Legal Position	12	5.1%		-0.1%	3.4%	10.9%	
Top Marketing Position	7	6.8%			6.1%		
Top Operations Position	19	3.5%		0.5%	1.9%	5.9%	
Top PR/Communications Position	14	4.4%		1.6%	3.8%	7.0%	
Top Program Position	6	-3.3%			-1.1%		
Top Technology Position	16	3.1%		0.0%	2.5%	6.7%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
$250 thousand or less							
CEO/Executive Director	169	1.3%	-11.0%	-0.9%	0.8%	5.3%	14.0%
Top Finance Position	18	4.1%		0.0%	1.7%	10.4%	
Top Program Position	5	-0.2%			3.1%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	182	2.9%	-7.1%	-0.3%	2.7%	7.3%	13.5%
Top Business Position	6	4.3%			3.3%		
Top Finance Position	15	0.7%		-1.8%	1.1%	5.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	266	3.4%	-5.4%	-0.2%	3.0%	7.3%	13.5%
Top Business Position	8	2.3%			1.9%		
Top Finance Position	26	1.5%	-6.2%	0.0%	2.4%	4.6%	6.7%
Top Program Position	7	3.8%			4.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	392	3.6%	-3.9%	0.0%	3.0%	8.0%	12.6%
Top Administrative Position	11	6.0%		-0.4%	7.3%	10.9%	
Top Business Position	12	4.5%		0.7%	2.4%	5.3%	
Top Development Position	6	1.6%			2.3%		
Top Finance Position	47	3.3%	-7.6%	0.0%	2.7%	8.3%	13.5%
Top Operations Position	19	3.5%		0.2%	2.3%	9.3%	
Top PR/Communications Position	6	-3.1%			1.9%		
Top Program Position	7	3.4%			3.7%		
Between $2.5 million and $5 million							
CEO/Executive Director	235	4.2%	-3.4%	0.1%	3.5%	7.7%	14.2%
Top Administrative Position	19	3.5%		0.5%	2.3%	8.1%	
Top Business Position	9	5.7%			4.4%		
Top Development Position	16	2.9%		2.0%	3.4%	4.5%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between $2.5 million and $5 million							
Top Education Position	7	5.1%			4.7%		
Top Finance Position	62	3.1%	-4.8%	-0.4%	3.0%	7.2%	14.6%
Top Operations Position	26	5.0%	-2.5%	0.6%	4.1%	8.4%	15.4%
Top PR/Communications Position	5	2.9%			4.0%		
Top Program Position	8	0.4%			0.0%		
Between $5 million and $10 million							
CEO/Executive Director	166	3.7%	-3.8%	0.0%	2.9%	6.7%	13.9%
Top Administrative Position	14	4.8%		-0.2%	3.4%	7.9%	
Top Business Position	12	8.1%		2.8%	4.5%	11.8%	
Top Development Position	22	5.1%	0.2%	1.8%	4.4%	8.1%	15.9%
Top Education Position	8	6.5%			4.7%		
Top Facilities Position	7	5.8%			3.9%		
Top Finance Position	86	4.6%	-2.2%	0.7%	3.7%	7.8%	14.0%
Top Human Resources Position	5	3.9%			3.2%		
Top Legal Position	6	6.3%			6.0%		
Top Operations Position	27	3.5%	-5.0%	-0.7%	4.0%	6.5%	17.5%
Top PR/Communications Position	5	12.8%			7.8%		
Top Program Position	10	5.8%		2.9%	6.3%	9.0%	
Top Technology Position	8	9.8%			4.0%		
Between $10 million and $25 million							
CEO/Executive Director	185	3.6%	-3.9%	0.2%	3.2%	7.1%	12.0%
Top Administrative Position	26	6.5%	0.9%	2.5%	6.5%	11.4%	13.7%
Top Business Position	15	6.8%		2.3%	5.3%	10.1%	
Top Development Position	40	4.6%	-5.4%	1.4%	4.1%	9.9%	15.3%
Top Education Position	18	0.9%		-1.9%	0.1%	1.6%	
Top Facilities Position	11	3.7%		0.4%	2.4%	7.8%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Between $10 million and $25 million							
Top Finance Position	123	5.6%	-0.2%	2.0%	4.6%	8.6%	15.1%
Top Human Resources Position	21	5.2%	-3.5%	1.7%	5.0%	8.3%	12.6%
Top Marketing Position	11	3.5%		-0.6%	7.0%	12.7%	
Top Operations Position	63	6.0%	-0.2%	2.1%	4.7%	10.1%	13.4%
Top PR/Communications Position	7	0.1%			3.2%		
Top Program Position	24	4.1%	-0.5%	1.3%	2.8%	6.4%	11.8%
Top Technology Position	23	1.9%	-5.7%	0.8%	3.4%	5.3%	6.8%
Between $25 million and $50 million							
CEO/Executive Director	100	4.1%	-3.0%	-0.8%	3.5%	8.0%	14.3%
Top Administrative Position	16	5.0%		2.4%	4.2%	7.8%	
Top Development Position	28	3.8%	-1.6%	2.4%	3.7%	7.9%	9.9%
Top Education Position	10	2.1%		-1.6%	2.8%	5.6%	
Top Facilities Position	9	2.4%			3.4%		
Top Finance Position	89	3.2%	-3.7%	0.4%	3.3%	6.0%	9.9%
Top Human Resources Position	22	2.8%	-6.7%	-1.3%	3.1%	6.5%	10.7%
Top Marketing Position	10	6.9%		1.6%	4.0%	12.6%	
Top Operations Position	52	3.9%	-3.4%	0.9%	3.0%	6.0%	10.0%
Top PR/Communications Position	8	3.0%			2.9%		
Top Program Position	9	5.9%			4.6%		
Top Technology Position	16	1.6%		-1.7%	2.5%	4.0%	
Greater than $50 million							
CEO/Executive Director	118	2.3%	-9.7%	-2.2%	2.6%	6.5%	14.8%
Top Administrative Position	30	4.6%	-0.4%	1.0%	2.7%	6.5%	11.3%
Top Business Position	15	3.5%		0.7%	3.5%	5.8%	
Top Development Position	49	2.9%	-2.8%	0.0%	2.8%	6.1%	11.8%
Top Education Position	30	4.7%	-0.9%	0.7%	4.2%	6.9%	10.4%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Greater than $50 million							
Top Facilities Position	8	2.4%			3.1%		
Top Finance Position	101	4.7%	-0.4%	2.0%	3.5%	8.2%	13.6%
Top Human Resources Position	27	6.4%	-1.6%	2.9%	5.7%	9.2%	18.2%
Top Legal Position	29	4.1%	-3.6%	1.7%	5.0%	9.0%	11.1%
Top Marketing Position	14	4.6%		1.4%	5.1%	9.1%	
Top Operations Position	53	6.4%	0.1%	1.5%	4.6%	9.6%	14.5%
Top PR/Communications Position	22	4.2%	-1.2%	0.1%	3.5%	8.7%	10.2%
Top Program Position	14	5.0%		0.5%	3.1%	9.7%	
Top Technology Position	47	4.3%	-5.2%	2.3%	3.6%	8.2%	14.2%
Michigan							
$250 thousand or less							
CEO/Executive Director	188	2.4%	-7.2%	-0.1%	1.8%	6.1%	12.7%
Top Finance Position	9	2.2%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	173	2.9%	-6.7%	-1.4%	3.1%	7.7%	12.2%
Top Administrative Position	7	6.1%			4.7%		
Top Finance Position	7	2.1%			2.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	236	2.7%	-5.9%	-0.1%	2.1%	6.8%	12.3%
Top Administrative Position	12	3.3%		2.1%	3.9%	5.9%	
Top Business Position	11	2.6%		1.0%	2.7%	5.0%	
Top Finance Position	30	0.6%	-13.7%	-1.1%	1.8%	5.0%	7.2%
Between $1 million and $2.5 million							
CEO/Executive Director	290	3.3%	-4.3%	-0.1%	2.9%	7.1%	12.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Between $1 million and $2.5 million							
Top Administrative Position	18	6.5%		1.2%	5.8%	12.2%	
Top Business Position	9	5.7%			5.9%		
Top Finance Position	32	3.8%	-3.5%	0.4%	4.2%	7.8%	11.4%
Top Operations Position	8	3.8%			3.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	170	3.4%	-5.6%	-0.5%	2.7%	7.7%	14.3%
Top Administrative Position	13	2.8%		-3.1%	0.6%	10.6%	
Top Business Position	12	2.8%		1.5%	3.1%	4.4%	
Top Development Position	6	-2.1%			-2.2%		
Top Finance Position	54	3.4%	-5.8%	-0.2%	2.5%	5.9%	16.7%
Top Operations Position	14	1.2%		-2.2%	0.9%	7.4%	
Top PR/Communications Position	5	-1.1%			-3.3%		
Top Program Position	5	3.6%			0.5%		
Between $5 million and $10 million							
CEO/Executive Director	127	3.0%	-4.9%	-1.0%	3.1%	7.8%	13.1%
Top Administrative Position	11	4.7%		2.0%	5.0%	9.1%	
Top Development Position	6	-0.2%			-0.4%		
Top Education Position	5	6.2%			3.0%		
Top Finance Position	46	1.6%	-5.7%	-0.4%	2.2%	4.9%	9.9%
Top Operations Position	13	4.4%		-1.4%	3.1%	10.7%	
Top Technology Position	6	1.7%			0.9%		
Between $10 million and $25 million							
CEO/Executive Director	117	2.3%	-8.4%	-1.4%	2.4%	7.3%	12.1%
Top Administrative Position	9	5.0%			5.9%		
Top Business Position	5	-0.2%			-2.2%		
Top Development Position	11	2.3%		-0.4%	2.2%	6.5%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Between $10 million and $25 million							
Top Finance Position	67	4.0%	-3.3%	-0.3%	3.8%	9.2%	12.8%
Top Human Resources Position	10	6.1%		2.2%	4.5%	6.8%	
Top Operations Position	32	5.1%	-2.9%	-0.7%	4.2%	11.2%	16.7%
Top Program Position	5	7.9%			7.2%		
Top Technology Position	12	2.7%		-0.7%	1.7%	8.6%	
Between $25 million and $50 million							
CEO/Executive Director	41	3.1%	-6.1%	-0.4%	3.1%	7.7%	13.6%
Top Administrative Position	8	1.1%			3.7%		
Top Development Position	7	2.6%			6.0%		
Top Finance Position	31	2.9%	-6.7%	-0.2%	3.9%	5.6%	12.5%
Top Human Resources Position	6	9.5%			10.2%		
Top Marketing Position	5	4.4%			6.6%		
Top Operations Position	14	7.2%		4.5%	8.9%	11.6%	
Top Technology Position	10	4.2%		1.4%	3.2%	8.4%	
Greater than $50 million							
CEO/Executive Director	47	5.3%	-5.9%	0.5%	4.7%	11.8%	16.9%
Top Administrative Position	9	2.4%			3.1%		
Top Development Position	14	2.4%		-0.1%	2.2%	7.0%	
Top Education Position	12	4.2%		1.3%	2.5%	5.1%	
Top Finance Position	47	5.8%	0.2%	2.1%	5.7%	10.2%	14.3%
Top Human Resources Position	6	-3.2%			-2.8%		
Top Marketing Position	8	-0.6%			1.1%		
Top Operations Position	16	2.7%		1.2%	3.9%	6.7%	
Top PR/Communications Position	5	6.6%			2.1%		
Top Program Position	5	7.0%			3.7%		
Top Technology Position	12	6.3%		2.0%	3.9%	6.9%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
$250 thousand or less							
CEO/Executive Director	152	1.4%	-13.5%	-2.6%	1.6%	6.9%	12.9%
Top Finance Position	6	4.7%			1.1%		
Top Program Position	7	-0.6%			1.2%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	153	3.9%	-3.9%	0.2%	3.4%	7.2%	12.8%
Top Finance Position	8	9.3%			7.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	183	3.8%	-6.1%	0.0%	3.6%	8.2%	12.6%
Top Finance Position	11	3.0%		1.5%	3.2%	4.3%	
Between $1 million and $2.5 million							
CEO/Executive Director	257	3.6%	-5.9%	0.0%	3.3%	8.3%	12.7%
Top Administrative Position	15	2.4%		-0.1%	5.1%	6.2%	
Top Business Position	10	6.9%		2.6%	5.3%	9.9%	
Top Finance Position	48	3.3%	-8.3%	-0.6%	2.3%	6.9%	16.6%
Top Operations Position	6	-0.2%			1.4%		
Between $2.5 million and $5 million							
CEO/Executive Director	158	4.0%	-3.7%	-0.3%	3.4%	7.8%	13.3%
Top Administrative Position	14	3.1%		-1.0%	2.7%	6.2%	
Top Finance Position	53	4.2%	-4.6%	0.3%	5.0%	9.0%	12.4%
Top Human Resources Position	6	1.4%			2.2%		
Top Operations Position	15	1.7%		-2.7%	1.7%	6.4%	
Between $5 million and $10 million							
CEO/Executive Director	137	4.2%	-2.2%	0.4%	3.5%	8.1%	12.5%
Top Administrative Position	26	2.7%	-3.7%	0.5%	3.4%	5.9%	10.2%
Top Business Position	14	4.3%		0.9%	4.1%	7.3%	
Top Development Position	8	1.1%			4.5%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Between $5 million and $10 million							
Top Education Position	6	-1.6%			2.6%		
Top Finance Position	70	4.6%	-2.9%	0.7%	4.4%	9.6%	12.4%
Top Operations Position	15	3.2%		0.3%	3.3%	5.9%	
Between $10 million and $25 million							
CEO/Executive Director	102	4.6%	-5.4%	1.8%	4.1%	8.6%	12.9%
Top Administrative Position	14	3.3%		1.3%	2.8%	5.6%	
Top Development Position	15	2.7%		-3.9%	3.9%	9.6%	
Top Finance Position	58	5.5%	-1.6%	1.7%	4.6%	9.1%	15.1%
Top Human Resources Position	8	6.8%			5.6%		
Top Marketing Position	5	5.3%			-0.7%		
Top Operations Position	26	4.1%	-5.8%	2.2%	4.9%	10.1%	10.9%
Top Program Position	8	1.8%			3.3%		
Between $25 million and $50 million							
CEO/Executive Director	35	5.5%	-2.1%	1.4%	4.6%	9.9%	14.4%
Top Administrative Position	11	6.1%		1.3%	5.0%	12.1%	
Top Development Position	10	5.7%		0.2%	2.4%	10.6%	
Top Finance Position	32	5.8%	-2.3%	0.9%	4.8%	11.0%	15.3%
Top Human Resources Position	14	3.5%		-2.5%	5.0%	6.7%	
Top Operations Position	14	6.4%		2.1%	7.4%	9.0%	
Greater than $50 million							
CEO/Executive Director	35	3.5%	-7.1%	-1.0%	3.9%	8.9%	15.4%
Top Administrative Position	12	-0.1%		-1.5%	1.0%	1.8%	
Top Development Position	16	3.1%		1.6%	2.7%	4.5%	
Top Education Position	11	0.9%		0.3%	2.4%	3.9%	
Top Finance Position	34	4.2%	-2.9%	1.1%	3.8%	6.3%	12.4%
Top Human Resources Position	9	4.8%			3.5%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Greater than $50 million							
Top Legal Position	9	5.7%			3.2%		
Top Marketing Position	8	2.9%			3.3%		
Top Operations Position	15	9.0%		4.0%	7.9%	11.4%	
Top Technology Position	11	4.5%		1.7%	3.6%	6.6%	
Mississippi							
$250 thousand or less							
CEO/Executive Director	59	2.7%	-2.2%	0.0%	0.4%	5.2%	11.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	46	3.9%	-3.6%	0.0%	1.7%	7.2%	16.3%
Between $500 thousand and $1 million							
CEO/Executive Director	48	3.0%	-3.8%	-0.4%	2.1%	8.5%	12.2%
Top Administrative Position	5	-5.3%			-1.9%		
Top Finance Position	7	2.1%			3.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	50	3.7%	0.0%	0.9%	3.2%	5.2%	10.4%
Between $2.5 million and $5 million							
CEO/Executive Director	34	3.5%	-0.7%	0.0%	1.1%	3.4%	13.0%
Top Administrative Position	6	0.7%			1.5%		
Top Finance Position	14	4.6%		0.0%	2.5%	10.7%	
Top Operations Position	6	3.6%			3.4%		
Between $5 million and $10 million							
CEO/Executive Director	31	2.9%	-5.0%	-0.1%	3.1%	7.4%	9.8%
Top Finance Position	8	3.7%			2.8%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Between $10 million and $25 million							
CEO/Executive Director	23	4.8%	-4.6%	-0.4%	3.3%	12.1%	13.9%
Top Finance Position	17	3.9%		1.1%	4.5%	9.5%	
Top Operations Position	5	1.7%			2.1%		
Between $25 million and $50 million							
CEO/Executive Director	8	5.1%			2.5%		
Top Finance Position	6	4.8%			3.2%		
Greater than $50 million							
CEO/Executive Director	12	6.9%		4.1%	6.7%	11.6%	
Top Administrative Position	6	6.3%			6.5%		
Top Finance Position	11	5.1%		1.3%	6.4%	9.5%	
Missouri							
$250 thousand or less							
CEO/Executive Director	115	2.3%	-6.7%	0.0%	0.3%	7.6%	13.2%
Top Finance Position	9	0.6%			3.5%		
Top Program Position	5	0.5%			0.8%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	120	2.7%	-3.7%	0.0%	2.0%	5.7%	10.5%
Top Administrative Position	7	2.9%			3.0%		
Top Finance Position	16	1.5%		-0.4%	1.9%	6.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	131	3.1%	-3.5%	0.0%	2.2%	7.1%	13.0%
Top Finance Position	5	6.7%			7.6%		
Between $1 million and $2.5 million							
CEO/Executive Director	183	2.9%	-5.6%	0.0%	2.9%	5.8%	13.4%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Between $1 million and $2.5 million							
Top Administrative Position	13	1.4%		0.1%	2.1%	4.9%	
Top Business Position	5	5.6%			3.1%		
Top Finance Position	14	5.4%		2.0%	3.7%	8.9%	
Top Operations Position	6	2.1%			3.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	104	3.2%	-3.8%	-0.1%	3.0%	6.0%	13.2%
Top Business Position	8	5.0%			3.5%		
Top Development Position	5	6.1%			3.1%		
Top Finance Position	34	2.5%	-5.5%	-2.7%	2.8%	7.1%	10.0%
Top Operations Position	8	4.1%			3.5%		
Between $5 million and $10 million							
CEO/Executive Director	101	4.1%	-2.3%	0.4%	4.0%	8.0%	10.3%
Top Administrative Position	15	3.4%		1.8%	4.4%	6.7%	
Top Business Position	8	5.8%			3.3%		
Top Development Position	10	2.4%		-0.1%	3.6%	4.6%	
Top Finance Position	48	4.7%	-1.7%	1.7%	4.5%	7.7%	15.5%
Top Operations Position	18	4.5%		-0.5%	3.2%	8.9%	
Between $10 million and $25 million							
CEO/Executive Director	77	5.1%	-1.9%	1.6%	5.2%	9.2%	15.2%
Top Administrative Position	17	5.2%		-0.4%	6.1%	8.1%	
Top Development Position	9	4.9%			5.1%		
Top Finance Position	49	6.6%	-0.4%	2.0%	5.5%	8.8%	17.3%
Top Operations Position	22	4.4%	-3.9%	2.1%	4.8%	8.0%	11.4%
Top Technology Position	7	0.6%			2.8%		
Between $25 million and $50 million							
CEO/Executive Director	44	6.9%	0.0%	2.1%	5.7%	12.1%	16.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Between $25 million and $50 million							
Top Administrative Position	12	4.4%		0.2%	4.3%	7.6%	
Top Development Position	11	7.0%		1.4%	5.0%	11.9%	
Top Education Position	5	0.8%			0.4%		
Top Finance Position	27	4.3%	-1.2%	0.7%	4.5%	7.4%	10.2%
Top Operations Position	13	2.2%		-0.8%	3.7%	5.4%	
Top Technology Position	5	1.7%			2.1%		
Greater than $50 million							
CEO/Executive Director	55	3.2%	-5.2%	-1.0%	2.7%	8.7%	12.8%
Top Administrative Position	12	8.1%		3.6%	6.4%	10.1%	
Top Business Position	6	2.0%			1.4%		
Top Development Position	10	4.8%		1.0%	3.4%	6.2%	
Top Education Position	8	2.2%			1.4%		
Top Finance Position	34	5.9%	-2.7%	0.8%	4.8%	12.2%	17.8%
Top Human Resources Position	12	6.4%		1.2%	5.6%	9.4%	
Top Legal Position	10	0.4%		-3.0%	1.1%	4.1%	
Top Operations Position	20	6.2%	-2.8%	0.0%	4.3%	11.9%	18.9%
Top Technology Position	13	2.1%		-2.2%	0.1%	5.3%	
Montana							
$250 thousand or less							
CEO/Executive Director	59	0.8%	-13.8%	-2.8%	1.0%	7.0%	11.0%
Top Finance Position	5	4.8%			1.9%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	66	3.4%	-5.7%	-0.3%	3.9%	7.6%	16.0%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Between $500 thousand and $1 million							
CEO/Executive Director	66	4.4%	-3.3%	0.6%	3.4%	9.4%	14.9%
Top Finance Position	9	2.3%			2.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	79	4.6%	-5.1%	1.1%	3.7%	9.8%	16.0%
Top Administrative Position	5	3.9%			9.2%		
Top Finance Position	13	5.7%		1.8%	5.2%	8.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	47	3.4%	-4.9%	0.1%	3.7%	6.2%	12.9%
Top Finance Position	12	3.8%		2.9%	3.8%	4.9%	
Top Operations Position	5	9.5%			7.4%		
Between $5 million and $10 million							
CEO/Executive Director	38	4.0%	-3.8%	0.0%	2.4%	9.1%	14.1%
Top Finance Position	22	3.6%	-2.0%	-0.1%	3.1%	8.2%	11.2%
Top Operations Position	9	2.0%			3.3%		
Between $10 million and $25 million							
CEO/Executive Director	23	5.4%	-1.5%	1.1%	4.6%	9.1%	15.5%
Top Administrative Position	5	6.2%			5.5%		
Top Finance Position	15	7.4%		3.4%	6.0%	11.4%	
Top Operations Position	6	0.2%			-0.5%		
Between $25 million and $50 million							
CEO/Executive Director	9	-1.6%			0.0%		
Top Finance Position	6	1.2%			3.6%		
Greater than $50 million							
CEO/Executive Director	6	10.8%			13.3%		
Top Finance Position	8	8.8%			9.6%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
$250 thousand or less							
CEO/Executive Director	51	2.4%	-7.8%	-0.1%	0.1%	5.0%	12.3%
Between $250 thousand and $500 thousand							
CEO/Executive Director	65	3.1%	-4.4%	0.0%	2.2%	7.1%	11.4%
Between $500 thousand and $1 million							
CEO/Executive Director	67	4.1%	-3.8%	0.0%	3.8%	7.4%	11.7%
Top Finance Position	7	5.1%			6.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	83	3.2%	-5.0%	0.4%	3.4%	6.4%	10.8%
Top Administrative Position	8	6.6%			5.0%		
Top Finance Position	17	4.9%		1.2%	3.0%	8.4%	
Between $2.5 million and $5 million							
CEO/Executive Director	43	3.8%	-1.3%	1.0%	3.9%	6.7%	10.2%
Top Finance Position	15	5.3%		3.0%	5.9%	9.3%	
Between $5 million and $10 million							
CEO/Executive Director	31	4.9%	-1.7%	1.4%	4.3%	6.5%	12.6%
Top Finance Position	20	5.5%	0.3%	1.1%	3.2%	8.8%	11.7%
Between $10 million and $25 million							
CEO/Executive Director	24	3.9%	-0.5%	1.1%	4.0%	7.0%	8.4%
Top Finance Position	17	1.8%		-2.0%	1.6%	3.6%	
Top Operations Position	5	5.9%			2.4%		
Between $25 million and $50 million							
CEO/Executive Director	15	3.8%		0.9%	3.0%	7.7%	
Top Finance Position	11	0.9%		0.6%	1.9%	4.8%	
Greater than $50 million							
CEO/Executive Director	14	3.0%		-4.8%	3.3%	10.9%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Greater than $50 million							
Top Development Position	6	5.2%			5.5%		
Top Finance Position	15	5.2%		2.5%	7.0%	11.6%	
Top Operations Position	8	6.1%			9.3%		
Top Technology Position	5	6.4%			3.4%		
Nevada							
$250 thousand or less							
CEO/Executive Director	33	1.4%	-17.9%	-2.6%	2.4%	9.3%	16.2%
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	2.5%	-4.6%	0.0%	1.0%	5.3%	12.3%
Between $500 thousand and $1 million							
CEO/Executive Director	34	3.4%	-1.5%	-0.1%	2.7%	4.1%	10.6%
Between $1 million and $2.5 million							
CEO/Executive Director	61	4.9%	-7.6%	0.3%	4.3%	11.3%	15.4%
Top Finance Position	10	2.4%		0.0%	3.6%	9.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	24	5.7%	-1.7%	0.5%	3.7%	8.6%	16.7%
Top Finance Position	7	4.3%			3.8%		
Between $5 million and $10 million							
CEO/Executive Director	19	5.7%		0.4%	7.0%	11.1%	
Top Finance Position	5	15.5%			18.5%		
Between $10 million and $25 million							
CEO/Executive Director	10	0.5%		-2.6%	-0.2%	6.6%	
Top Finance Position	10	3.8%		-0.1%	2.8%	12.7%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Between $25 million and $50 million							
CEO/Executive Director	10	3.7%		2.0%	6.3%	9.8%	
Top Finance Position	6	-0.9%			2.7%		
New Hampshire							
$250 thousand or less							
CEO/Executive Director	50	4.0%	-0.9%	0.0%	3.0%	8.2%	14.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	49	5.2%	-2.7%	0.3%	3.1%	8.2%	14.4%
Between $500 thousand and $1 million							
CEO/Executive Director	57	2.3%	-8.0%	-0.9%	2.7%	7.7%	11.9%
Top Finance Position	6	-3.1%			-2.9%		
Between $1 million and $2.5 million							
CEO/Executive Director	86	3.6%	-5.5%	0.1%	3.2%	7.9%	13.0%
Top Finance Position	10	4.6%		-0.1%	5.0%	7.8%	
Between $2.5 million and $5 million							
CEO/Executive Director	45	2.1%	-7.2%	-2.7%	2.2%	5.8%	11.3%
Top Finance Position	14	5.5%		0.7%	3.1%	9.8%	
Between $5 million and $10 million							
CEO/Executive Director	21	0.7%	-11.4%	-5.8%	2.2%	7.6%	10.8%
Top Administrative Position	6	1.9%			0.6%		
Top Finance Position	7	2.7%			5.2%		
Between $10 million and $25 million							
CEO/Executive Director	35	5.4%	-1.2%	1.2%	6.3%	10.1%	13.0%
Top Finance Position	25	4.7%	-0.2%	1.9%	4.4%	6.9%	10.0%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Between $10 million and $25 million							
Top Operations Position	8	4.5%			5.8%		
Between $25 million and $50 million							
CEO/Executive Director	19	3.7%		0.5%	3.2%	8.7%	
Top Finance Position	17	4.9%		2.0%	4.3%	8.8%	
Greater than $50 million							
CEO/Executive Director	14	5.2%		-1.1%	3.9%	11.0%	
Top Development Position	9	6.1%			6.8%		
Top Finance Position	16	4.9%		1.2%	3.9%	9.8%	
New Jersey							
$250 thousand or less							
CEO/Executive Director	107	0.4%	-9.9%	-3.7%	0.0%	6.2%	11.5%
Top Finance Position	8	-2.0%			1.6%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	104	1.5%	-9.7%	-2.5%	1.4%	6.4%	12.9%
Between $500 thousand and $1 million							
CEO/Executive Director	163	2.3%	-6.7%	-0.6%	2.5%	6.0%	11.2%
Top Administrative Position	5	4.5%			1.2%		
Top Finance Position	7	-0.2%			2.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	230	3.9%	-3.7%	0.0%	3.2%	7.9%	14.6%
Top Administrative Position	7	4.6%			3.3%		
Top Development Position	6	-1.5%			-0.3%		
Top Education Position	5	-2.2%			-2.2%		
Top Finance Position	29	6.1%	-0.8%	1.5%	4.4%	9.7%	16.5%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Between $1 million and $2.5 million							
Top Operations Position	10	-0.2%		0.0%	0.0%	2.6%	
Top Program Position	9	4.9%			9.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	143	3.5%	-4.0%	0.0%	3.1%	7.9%	13.0%
Top Administrative Position	6	0.1%			-0.1%		
Top Business Position	8	1.1%			4.0%		
Top Development Position	6	0.6%			2.2%		
Top Finance Position	34	6.0%	0.5%	2.8%	4.8%	9.7%	12.1%
Top Operations Position	12	2.5%		-0.1%	2.1%	4.0%	
Top Technology Position	5	3.7%			3.9%		
Between $5 million and $10 million							
CEO/Executive Director	165	4.5%	-4.7%	0.0%	3.8%	9.3%	17.4%
Top Administrative Position	23	4.1%	-0.4%	0.2%	2.9%	6.7%	11.4%
Top Business Position	16	2.6%		-1.4%	3.8%	6.2%	
Top Development Position	10	3.6%		0.8%	4.5%	5.0%	
Top Facilities Position	9	1.5%			3.6%		
Top Finance Position	71	3.3%	-5.7%	-0.1%	4.1%	6.1%	11.1%
Top Human Resources Position	5	3.2%			2.6%		
Top Operations Position	38	3.3%	-5.7%	-0.8%	3.2%	8.0%	14.3%
Top Program Position	5	3.8%			4.9%		
Top Technology Position	6	3.2%			2.8%		
Between $10 million and $25 million							
CEO/Executive Director	101	4.3%	-3.8%	-0.3%	3.0%	7.8%	14.1%
Top Administrative Position	13	1.2%		-4.2%	2.8%	4.5%	
Top Business Position	7	4.0%			3.9%		
Top Development Position	15	0.6%		-2.0%	1.7%	3.5%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Between $10 million and $25 million							
Top Education Position	16	4.0%		0.1%	3.3%	8.8%	
Top Facilities Position	5	4.7%			3.9%		
Top Finance Position	67	3.5%	-4.8%	-0.8%	2.8%	7.2%	12.1%
Top Human Resources Position	9	5.8%			5.5%		
Top Marketing Position	7	4.2%			2.9%		
Top Operations Position	28	4.8%	-3.2%	-1.5%	4.0%	8.8%	13.9%
Top PR/Communications Position	8	6.8%			5.8%		
Top Program Position	9	0.9%			1.9%		
Top Technology Position	8	0.8%			2.4%		
Between $25 million and $50 million							
CEO/Executive Director	52	4.2%	-1.7%	0.1%	3.2%	8.6%	12.4%
Top Administrative Position	9	2.2%			3.3%		
Top Development Position	12	7.3%		3.7%	4.0%	11.9%	
Top Education Position	5	3.4%			4.1%		
Top Finance Position	32	3.8%	-2.2%	0.7%	3.3%	7.0%	10.3%
Top Human Resources Position	8	7.9%			7.0%		
Top Operations Position	16	5.0%		1.8%	4.6%	8.1%	
Top Program Position	6	3.2%			3.6%		
Top Technology Position	9	6.0%			3.7%		
Greater than $50 million							
CEO/Executive Director	22	3.1%	-4.7%	-1.0%	3.1%	9.3%	11.3%
Top Administrative Position	7	4.2%			3.4%		
Top Development Position	11	7.1%		2.9%	6.7%	10.7%	
Top Education Position	12	5.3%		2.4%	3.7%	6.8%	
Top Finance Position	28	1.7%	-10.3%	0.4%	3.8%	7.0%	9.8%
Top Human Resources Position	10	4.4%		3.8%	5.7%	8.2%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Greater than $50 million							
Top Legal Position	8	7.0%			7.1%		
Top Operations Position	10	1.7%		-1.2%	-0.5%	6.3%	
Top Technology Position	8	6.2%			7.7%		
New Mexico							
$250 thousand or less							
CEO/Executive Director	57	2.9%	-3.0%	-0.1%	0.0%	6.9%	12.7%
Between $250 thousand and $500 thousand							
CEO/Executive Director	55	3.5%	-3.0%	0.0%	2.3%	6.9%	13.6%
Between $500 thousand and $1 million							
CEO/Executive Director	74	5.4%	-0.8%	0.2%	4.4%	9.1%	15.8%
Between $1 million and $2.5 million							
CEO/Executive Director	97	4.6%	-4.8%	0.0%	3.1%	9.4%	16.8%
Top Finance Position	16	5.9%		2.2%	5.2%	11.5%	
Between $2.5 million and $5 million							
CEO/Executive Director	40	5.3%	-3.7%	-0.2%	2.9%	9.5%	17.9%
Top Business Position	5	8.4%			5.0%		
Top Finance Position	19	4.5%		2.0%	4.3%	9.0%	
Between $5 million and $10 million							
CEO/Executive Director	29	4.5%	-2.2%	0.6%	4.9%	7.4%	12.3%
Top Finance Position	13	3.6%		-0.9%	4.4%	6.6%	
Between $10 million and $25 million							
CEO/Executive Director	27	5.0%	-0.8%	1.5%	3.9%	7.8%	13.8%
Top Administrative Position	5	5.7%			5.4%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Between $10 million and $25 million							
Top Finance Position	7	2.9%			1.6%		
Between $25 million and $50 million							
CEO/Executive Director	6	0.2%			-3.2%		
New York							
$250 thousand or less							
CEO/Executive Director	305	0.8%	-13.0%	-3.1%	0.0%	5.4%	12.7%
Top Administrative Position	7	-1.0%			0.0%		
Top Finance Position	18	-3.2%		-6.2%	-4.3%	-0.2%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	365	2.0%	-9.4%	-0.8%	1.6%	5.8%	13.6%
Top Administrative Position	9	5.1%			1.4%		
Top Business Position	6	1.5%			3.5%		
Top Finance Position	28	0.8%	-9.4%	0.0%	0.2%	3.5%	8.8%
Top Program Position	6	3.1%			6.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	554	2.7%	-7.1%	-0.1%	2.1%	7.0%	12.5%
Top Administrative Position	12	-0.5%		-1.4%	0.0%	2.0%	
Top Business Position	10	-0.9%		-1.9%	1.2%	3.1%	
Top Education Position	5	-2.3%			1.4%		
Top Finance Position	45	0.3%	-13.7%	-1.0%	1.8%	5.0%	10.3%
Top Operations Position	7	-1.1%			1.4%		
Between $1 million and $2.5 million							
CEO/Executive Director	761	3.3%	-5.3%	0.0%	2.9%	7.0%	12.8%
Top Administrative Position	35	2.6%	-8.8%	0.4%	2.7%	6.1%	12.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between $1 million and $2.5 million							
Top Business Position	27	2.8%	-5.5%	-1.9%	2.7%	4.5%	10.7%
Top Development Position	10	2.9%		0.2%	2.3%	3.7%	
Top Education Position	19	4.2%		1.6%	3.6%	7.3%	
Top Finance Position	110	1.9%	-8.9%	-2.1%	2.7%	6.6%	11.5%
Top Legal Position	6	4.9%			5.3%		
Top Operations Position	43	3.4%	-3.5%	0.9%	3.0%	7.9%	11.2%
Top PR/Communications Position	5	-2.0%			2.9%		
Top Program Position	21	3.7%	-0.1%	1.0%	2.3%	6.2%	12.2%
Between $2.5 million and $5 million							
CEO/Executive Director	518	3.9%	-5.0%	0.0%	3.4%	8.6%	14.5%
Top Administrative Position	48	5.5%	-1.2%	1.8%	4.5%	8.6%	13.5%
Top Business Position	23	5.0%	0.2%	1.8%	3.4%	7.9%	11.9%
Top Development Position	37	3.0%	-7.4%	0.1%	4.1%	8.1%	13.3%
Top Education Position	14	8.6%		3.7%	5.5%	14.0%	
Top Facilities Position	8	4.8%			2.8%		
Top Finance Position	159	4.1%	-3.4%	0.7%	4.1%	7.7%	12.4%
Top Legal Position	13	3.4%		1.8%	2.8%	5.4%	
Top Marketing Position	5	1.3%			2.0%		
Top Operations Position	60	3.3%	-9.8%	-1.4%	3.8%	8.1%	14.4%
Top PR/Communications Position	12	4.1%		1.4%	2.1%	5.3%	
Top Program Position	31	4.5%	-3.4%	0.7%	3.3%	8.1%	14.8%
Top Technology Position	6	4.2%			2.3%		
Between $5 million and $10 million							
CEO/Executive Director	502	3.2%	-6.1%	-0.3%	3.1%	7.3%	13.0%
Top Administrative Position	56	3.1%	-3.4%	-0.7%	3.1%	6.8%	9.3%
Top Business Position	28	4.0%	-2.4%	0.3%	4.3%	7.5%	13.8%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between $5 million and $10 million							
Top Development Position	55	4.0%	-4.0%	1.3%	3.5%	7.5%	11.0%
Top Education Position	26	4.4%	-2.8%	1.4%	3.4%	6.7%	11.2%
Top Facilities Position	20	5.4%	-3.1%	2.0%	5.3%	8.9%	12.6%
Top Finance Position	252	4.5%	-4.1%	0.5%	4.4%	9.1%	15.2%
Top Human Resources Position	15	7.0%		1.6%	6.4%	10.8%	
Top Legal Position	13	5.5%		2.5%	5.7%	7.4%	
Top Marketing Position	12	4.8%		1.4%	3.7%	8.8%	
Top Operations Position	101	4.6%	-3.7%	0.0%	3.9%	9.7%	14.3%
Top PR/Communications Position	30	3.4%	-2.4%	0.4%	3.2%	6.5%	9.9%
Top Program Position	54	4.4%	-3.2%	-0.1%	2.8%	11.2%	15.5%
Top Technology Position	16	5.7%		2.7%	6.0%	9.3%	
Between $10 million and $25 million							
CEO/Executive Director	412	4.1%	-3.9%	0.2%	3.8%	7.9%	13.8%
Top Administrative Position	63	2.3%	-6.3%	-1.3%	2.3%	6.8%	10.3%
Top Business Position	25	4.7%	-1.3%	1.6%	4.5%	9.3%	12.0%
Top Development Position	84	6.2%	-2.4%	1.1%	4.7%	11.5%	19.3%
Top Education Position	40	4.1%	-2.8%	-0.3%	3.1%	7.1%	10.8%
Top Facilities Position	18	1.0%		-2.9%	2.7%	4.6%	
Top Finance Position	255	5.3%	-2.6%	1.1%	4.8%	9.9%	13.4%
Top Human Resources Position	35	7.7%	0.0%	2.7%	7.0%	11.3%	16.9%
Top Legal Position	25	5.2%	1.6%	2.4%	4.2%	5.7%	11.3%
Top Marketing Position	23	3.9%	-3.0%	0.7%	3.8%	7.0%	10.3%
Top Operations Position	112	5.4%	-4.3%	1.2%	4.7%	10.8%	16.2%
Top PR/Communications Position	23	3.1%	-1.0%	0.7%	2.8%	5.1%	9.1%
Top Program Position	58	5.2%	-5.1%	1.7%	5.9%	9.2%	15.1%
Top Technology Position	32	4.3%	-1.9%	1.2%	3.6%	7.3%	13.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Between $25 million and $50 million							
CEO/Executive Director	199	4.7%	-3.7%	0.0%	3.7%	9.5%	16.5%
Top Administrative Position	35	2.6%	-7.4%	-0.2%	3.5%	7.2%	9.3%
Top Business Position	12	5.0%		0.3%	2.5%	6.0%	
Top Development Position	52	3.2%	-7.4%	-0.7%	3.4%	9.1%	11.5%
Top Education Position	26	5.0%	-2.4%	2.5%	4.7%	7.3%	12.7%
Top Facilities Position	16	5.3%		0.0%	2.0%	9.6%	
Top Finance Position	169	5.4%	-1.7%	1.7%	4.0%	8.9%	13.7%
Top Human Resources Position	43	5.1%	-1.3%	2.1%	5.4%	8.9%	13.8%
Top Legal Position	27	5.0%	-6.8%	-0.6%	4.1%	10.0%	17.4%
Top Marketing Position	11	0.5%		-3.9%	1.6%	6.4%	
Top Operations Position	81	5.0%	-1.2%	0.6%	4.5%	8.0%	12.6%
Top PR/Communications Position	28	4.3%	-2.5%	1.6%	3.4%	7.2%	10.7%
Top Program Position	35	2.9%	-2.3%	0.6%	2.8%	5.8%	9.1%
Top Technology Position	30	3.8%	-1.3%	1.8%	3.7%	7.3%	10.0%
Greater than $50 million							
CEO/Executive Director	228	5.0%	-4.7%	0.5%	4.0%	9.6%	17.7%
Top Administrative Position	57	3.7%	-3.1%	-0.2%	2.8%	6.7%	11.2%
Top Business Position	16	4.2%		0.9%	4.6%	8.3%	
Top Development Position	80	4.8%	-2.6%	1.3%	3.4%	7.7%	13.7%
Top Education Position	62	3.4%	-2.4%	0.6%	2.7%	6.5%	9.9%
Top Facilities Position	28	1.6%	-6.7%	-0.1%	1.9%	5.2%	7.1%
Top Finance Position	208	5.0%	-2.1%	1.9%	4.5%	8.5%	14.6%
Top Human Resources Position	67	6.5%	0.1%	2.3%	5.5%	11.3%	14.6%
Top Legal Position	75	5.7%	-2.9%	1.8%	4.6%	9.3%	17.1%
Top Marketing Position	23	4.2%	-2.2%	1.0%	3.5%	6.5%	12.4%
Top Operations Position	104	3.7%	-4.1%	-0.1%	2.9%	6.9%	13.4%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Greater than $50 million							
Top PR/Communications Position	44	4.0%	-2.7%	1.5%	3.7%	6.9%	13.3%
Top Program Position	41	5.9%	-2.9%	2.5%	4.5%	8.0%	13.5%
Top Technology Position	80	3.0%	-2.8%	-0.5%	3.4%	5.4%	10.5%
North Carolina							
$250 thousand or less							
CEO/Executive Director	233	2.6%	-8.1%	-0.4%	1.3%	7.3%	16.4%
Top Administrative Position	9	-0.5%			2.5%		
Top Finance Position	8	0.9%			0.0%		
Top Program Position	7	-4.9%			-4.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	229	2.2%	-8.4%	-0.3%	2.4%	6.1%	12.5%
Top Administrative Position	6	-0.5%			-1.7%		
Top Finance Position	11	2.8%		0.0%	3.3%	4.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	267	3.1%	-7.2%	0.0%	3.4%	7.0%	12.8%
Top Finance Position	12	1.6%		-0.1%	0.6%	4.2%	
Top Operations Position	7	1.7%			0.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	319	4.2%	-3.0%	0.0%	3.4%	8.2%	14.8%
Top Business Position	5	3.9%			4.0%		
Top Finance Position	39	2.2%	-4.7%	-0.1%	2.4%	5.4%	7.7%
Top Legal Position	5	-3.0%			0.2%		
Top Operations Position	13	1.5%		-2.0%	1.2%	6.3%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Between $2.5 million and $5 million							
CEO/Executive Director	203	3.0%	-6.7%	-0.7%	2.9%	7.2%	12.4%
Top Administrative Position	13	4.2%		2.3%	4.2%	5.5%	
Top Business Position	5	1.5%			2.4%		
Top Finance Position	47	2.4%	-11.3%	-2.2%	3.3%	8.2%	16.2%
Top Operations Position	12	-0.5%		-2.8%	0.5%	6.3%	
Between $5 million and $10 million							
CEO/Executive Director	149	4.1%	-5.8%	0.0%	3.2%	7.8%	14.9%
Top Administrative Position	7	5.0%			5.7%		
Top Development Position	6	5.6%			6.4%		
Top Finance Position	60	2.4%	-11.2%	-1.3%	3.7%	7.6%	14.9%
Top Operations Position	23	5.5%	-10.3%	2.1%	6.3%	12.2%	19.8%
Between $10 million and $25 million							
CEO/Executive Director	116	5.2%	-3.7%	0.1%	5.1%	9.7%	15.7%
Top Administrative Position	14	2.8%		-0.6%	2.5%	7.7%	
Top Business Position	7	2.1%			2.3%		
Top Development Position	18	4.2%		1.7%	4.4%	6.9%	
Top Education Position	7	2.6%			3.4%		
Top Facilities Position	5	5.9%			5.0%		
Top Finance Position	56	2.9%	-9.6%	0.1%	3.8%	7.2%	10.6%
Top Operations Position	24	2.6%	-7.8%	0.2%	2.2%	5.6%	10.6%
Top Program Position	5	4.4%			2.8%		
Between $25 million and $50 million							
CEO/Executive Director	52	3.2%	-7.7%	-0.3%	3.1%	7.9%	14.8%
Top Administrative Position	5	4.8%			4.2%		
Top Development Position	18	4.7%		1.0%	2.9%	7.7%	
Top Education Position	5	2.9%			2.4%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Between $25 million and $50 million							
Top Facilities Position	6	3.9%			3.6%		
Top Finance Position	42	5.3%	-0.1%	2.5%	4.6%	7.6%	11.8%
Top Human Resources Position	8	2.8%			3.0%		
Top Marketing Position	8	5.9%			4.7%		
Top Operations Position	24	3.9%	-1.0%	-0.1%	4.3%	7.8%	10.0%
Top Technology Position	9	7.8%			7.3%		
Greater than $50 million							
CEO/Executive Director	46	3.9%	-7.8%	0.7%	4.6%	7.9%	13.0%
Top Administrative Position	13	1.7%		-4.6%	1.0%	6.5%	
Top Development Position	12	4.4%		2.0%	3.7%	5.5%	
Top Education Position	10	4.4%		3.8%	5.3%	6.7%	
Top Finance Position	37	3.6%	-3.5%	0.6%	4.0%	6.7%	11.3%
Top Human Resources Position	13	7.0%		4.1%	6.3%	8.5%	
Top Legal Position	7	8.3%			8.4%		
Top Marketing Position	7	6.2%			5.0%		
Top Operations Position	23	4.0%	-5.8%	0.7%	3.7%	8.3%	14.9%
Top PR/Communications Position	6	7.2%			5.1%		
Top Technology Position	13	3.5%		3.2%	5.2%	7.2%	
North Dakota							
$250 thousand or less							
CEO/Executive Director	31	2.7%	-2.4%	0.0%	2.3%	5.5%	9.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	4.8%	-4.5%	0.4%	3.8%	9.8%	16.8%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Between $500 thousand and $1 million							
CEO/Executive Director	28	3.2%	-4.2%	1.1%	4.5%	6.2%	10.6%
Between $1 million and $2.5 million							
CEO/Executive Director	37	2.3%	-6.6%	-0.6%	3.3%	6.4%	10.4%
Top Finance Position	7	2.8%			1.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	24	0.9%	-8.6%	-0.3%	3.2%	4.6%	7.5%
Top Administrative Position	8	8.2%			6.6%		
Top Finance Position	11	4.5%		-4.3%	2.3%	11.5%	
Between $5 million and $10 million							
CEO/Executive Director	15	1.1%		-1.2%	0.7%	2.3%	
Top Administrative Position	5	4.3%			0.4%		
Top Finance Position	10	5.4%		-1.5%	4.1%	10.1%	
Top Operations Position	6	4.1%			-0.6%		
Between $10 million and $25 million							
CEO/Executive Director	25	6.6%	-0.9%	3.1%	7.5%	10.2%	17.3%
Top Administrative Position	6	2.9%			2.8%		
Top Finance Position	19	5.0%		2.0%	5.4%	10.3%	
Top Operations Position	7	7.8%			4.8%		
Between $25 million and $50 million							
CEO/Executive Director	11	6.7%		4.2%	5.3%	8.4%	
Top Finance Position	10	10.2%		5.7%	11.8%	14.7%	
Top Operations Position	6	8.9%			9.3%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
$250 thousand or less							
CEO/Executive Director	217	2.6%	-8.3%	-1.0%	2.2%	7.0%	14.2%
Top Administrative Position	11	-1.3%		-7.4%	-0.4%	1.8%	
Top Finance Position	14	0.8%		-5.8%	0.0%	5.4%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	235	3.9%	-4.7%	0.0%	3.3%	8.1%	16.1%
Top Administrative Position	16	-0.1%		-3.9%	-0.9%	2.5%	
Top Finance Position	19	-1.6%		-4.3%	0.0%	2.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	258	2.9%	-5.4%	-0.2%	2.3%	7.0%	13.9%
Top Administrative Position	16	2.6%		-3.0%	2.7%	8.5%	
Top Business Position	8	4.2%			3.6%		
Top Finance Position	24	3.3%	-3.4%	-0.3%	2.1%	6.4%	8.9%
Top Operations Position	6	8.3%			8.7%		
Top Program Position	5	2.8%			4.3%		
Between $1 million and $2.5 million							
CEO/Executive Director	328	3.2%	-6.4%	0.0%	3.0%	6.7%	11.9%
Top Administrative Position	18	5.4%		2.5%	4.7%	9.0%	
Top Business Position	15	3.4%		2.4%	3.0%	4.9%	
Top Finance Position	49	2.6%	-4.7%	0.3%	2.9%	6.5%	9.9%
Top Operations Position	12	10.1%		2.8%	10.7%	17.8%	
Between $2.5 million and $5 million							
CEO/Executive Director	188	4.0%	-4.0%	0.2%	3.6%	8.0%	12.4%
Top Administrative Position	28	4.6%	-4.0%	0.1%	3.0%	8.6%	14.9%
Top Development Position	7	3.8%			4.3%		
Top Finance Position	63	3.2%	-3.5%	0.0%	2.3%	6.0%	11.7%
Top Operations Position	17	5.1%		0.6%	2.8%	11.1%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Between $5 million and $10 million							
CEO/Executive Director	160	4.1%	-3.7%	0.0%	3.7%	8.1%	14.3%
Top Administrative Position	20	3.6%	-3.9%	0.0%	3.8%	7.8%	12.6%
Top Business Position	7	2.2%			3.4%		
Top Development Position	13	4.7%		0.1%	2.8%	6.3%	
Top Facilities Position	6	3.4%			2.9%		
Top Finance Position	78	3.7%	-3.5%	0.0%	3.5%	8.0%	12.6%
Top Operations Position	31	3.3%	-3.2%	-1.3%	3.2%	6.3%	8.3%
Top Technology Position	9	4.1%			4.6%		
Between $10 million and $25 million							
CEO/Executive Director	142	4.8%	-2.1%	0.6%	4.1%	8.5%	15.3%
Top Administrative Position	11	0.4%		-3.4%	3.2%	6.4%	
Top Development Position	23	4.9%	0.0%	1.6%	6.5%	9.4%	11.6%
Top Education Position	13	2.2%		-3.0%	2.4%	5.3%	
Top Finance Position	90	6.2%	-0.2%	1.9%	4.9%	9.9%	16.2%
Top Human Resources Position	7	6.8%			4.1%		
Top Marketing Position	5	4.8%			6.1%		
Top Operations Position	37	5.6%	-3.2%	0.9%	4.2%	10.3%	16.3%
Top Program Position	6	5.0%			2.2%		
Top Technology Position	13	6.1%		1.8%	4.5%	12.8%	
Between $25 million and $50 million							
CEO/Executive Director	66	5.7%	-3.3%	2.5%	6.2%	11.0%	16.9%
Top Administrative Position	9	6.3%			4.3%		
Top Development Position	17	2.3%		0.6%	2.9%	6.0%	
Top Education Position	10	4.4%		0.0%	2.8%	5.3%	
Top Facilities Position	5	1.8%			2.2%		
Top Finance Position	43	5.1%	-1.1%	1.7%	3.3%	8.8%	11.5%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Between $25 million and $50 million							
Top Human Resources Position	6	3.8%			6.0%		
Top Marketing Position	8	4.0%			5.8%		
Top Operations Position	20	6.7%	0.1%	2.7%	5.8%	8.3%	17.1%
Top PR/Communications Position	6	3.5%			6.0%		
Top Technology Position	7	2.7%			2.2%		
Greater than $50 million							
CEO/Executive Director	56	2.2%	-9.6%	-0.5%	2.1%	6.5%	11.6%
Top Administrative Position	21	3.5%	-1.9%	-0.5%	1.7%	7.7%	11.8%
Top Business Position	11	3.6%		0.1%	1.5%	3.4%	
Top Development Position	20	3.6%	1.0%	2.1%	3.0%	4.9%	5.7%
Top Education Position	24	3.9%	-0.4%	0.0%	2.1%	9.3%	11.6%
Top Finance Position	49	3.9%	-7.4%	-0.5%	4.5%	10.1%	14.8%
Top Human Resources Position	18	5.5%		1.3%	5.1%	8.4%	
Top Legal Position	18	7.2%		0.8%	5.6%	13.6%	
Top Marketing Position	12	7.2%		1.9%	7.1%	11.9%	
Top Operations Position	14	4.8%		0.6%	2.6%	8.7%	
Top PR/Communications Position	11	2.7%		-1.3%	2.2%	6.9%	
Top Technology Position	15	5.8%		-1.6%	5.8%	11.2%	
Oklahoma							
$250 thousand or less							
CEO/Executive Director	70	2.2%	-7.8%	-0.7%	0.1%	6.4%	11.0%
Between $250 thousand and $500 thousand							
CEO/Executive Director	66	2.6%	-2.5%	-0.1%	1.4%	5.0%	10.3%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Between $500 thousand and $1 million							
CEO/Executive Director	67	1.5%	-7.5%	-2.1%	0.9%	4.4%	9.4%
Top Administrative Position	5	4.9%			3.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	73	3.7%	-3.1%	0.0%	2.4%	6.7%	14.2%
Top Finance Position	12	2.2%		0.0%	1.0%	4.1%	
Top Operations Position	5	4.2%			5.2%		
Between $2.5 million and $5 million							
CEO/Executive Director	55	2.8%	-4.0%	0.0%	3.5%	7.3%	10.4%
Top Administrative Position	5	3.7%			3.8%		
Top Finance Position	16	4.8%		1.0%	3.7%	5.4%	
Top Operations Position	8	3.6%			4.2%		
Between $5 million and $10 million							
CEO/Executive Director	34	4.7%	-2.9%	0.9%	2.9%	7.8%	18.5%
Top Administrative Position	7	0.6%			3.6%		
Top Finance Position	11	4.4%		-1.2%	3.9%	9.2%	
Between $10 million and $25 million							
CEO/Executive Director	32	2.6%	-10.0%	-1.2%	1.6%	7.4%	20.7%
Top Finance Position	19	5.2%		0.8%	4.1%	7.8%	
Between $25 million and $50 million							
CEO/Executive Director	14	7.8%		1.3%	9.2%	13.9%	
Top Finance Position	8	4.3%			2.7%		
Top Operations Position	8	0.7%			4.5%		
Greater than $50 million							
CEO/Executive Director	20	1.5%	-7.5%	-5.3%	2.1%	5.5%	13.6%
Top Administrative Position	7	4.3%			3.8%		
Top Development Position	7	5.4%			4.1%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Greater than $50 million							
Top Finance Position	18	3.0%		-1.0%	2.2%	7.6%	
Top Operations Position	10	3.4%		0.2%	2.6%	6.0%	
Top Technology Position	7	7.0%			3.6%		
Oregon							
$250 thousand or less							
CEO/Executive Director	125	3.4%	-9.8%	-0.5%	2.7%	10.0%	16.6%
Top Program Position	5	5.2%			8.7%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	154	2.5%	-7.0%	-0.5%	1.9%	6.4%	13.5%
Top Finance Position	6	-3.9%			0.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	151	2.5%	-6.1%	-0.5%	2.2%	6.8%	13.1%
Top Administrative Position	5	0.3%			0.1%		
Top Finance Position	8	2.8%			2.2%		
Top Operations Position	6	5.6%			6.2%		
Between $1 million and $2.5 million							
CEO/Executive Director	187	3.6%	-4.9%	-0.1%	3.4%	8.2%	12.9%
Top Administrative Position	7	8.9%			11.1%		
Top Finance Position	18	2.8%		-0.2%	2.4%	7.5%	
Top Operations Position	6	5.0%			3.9%		
Between $2.5 million and $5 million							
CEO/Executive Director	125	4.4%	-1.5%	0.0%	3.4%	6.8%	16.0%
Top Administrative Position	6	3.5%			3.7%		
Top Finance Position	27	2.6%	-10.1%	-0.6%	4.5%	7.1%	9.8%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Between $2.5 million and $5 million							
Top Operations Position	9	2.4%			3.0%		
Between $5 million and $10 million							
CEO/Executive Director	104	3.5%	-9.7%	-1.1%	3.9%	8.2%	17.7%
Top Administrative Position	6	5.6%			5.2%		
Top Finance Position	41	6.3%	0.0%	1.9%	4.9%	9.7%	18.2%
Top Operations Position	15	5.4%		0.5%	3.9%	13.2%	
Between $10 million and $25 million							
CEO/Executive Director	72	4.1%	-6.0%	0.4%	3.3%	9.5%	17.3%
Top Development Position	11	4.1%		-1.7%	5.4%	8.4%	
Top Finance Position	43	5.3%	-1.8%	0.7%	5.0%	8.3%	13.8%
Top Human Resources Position	7	-1.0%			0.0%		
Top Marketing Position	6	0.9%			3.0%		
Top Operations Position	20	5.7%	-0.4%	2.1%	3.6%	8.3%	17.9%
Between $25 million and $50 million							
CEO/Executive Director	26	4.1%	-1.8%	0.5%	3.8%	6.9%	11.8%
Top Administrative Position	7	6.1%			4.6%		
Top Finance Position	16	6.6%		2.4%	4.7%	10.5%	
Top Operations Position	7	8.7%			5.1%		
Greater than $50 million							
CEO/Executive Director	22	1.6%	-9.4%	-2.4%	2.6%	5.5%	7.8%
Top Education Position	6	1.3%			2.3%		
Top Finance Position	16	8.5%		5.0%	7.4%	11.4%	
Top Human Resources Position	8	6.9%			6.5%		
Top Legal Position	5	11.7%			10.4%		
Top Operations Position	12	7.2%		0.4%	6.1%	12.9%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
$250 thousand or less							
CEO/Executive Director	271	0.9%	-12.9%	-2.4%	0.4%	6.0%	12.7%
Top Administrative Position	11	-1.6%		-2.3%	1.3%	3.1%	
Top Finance Position	16	-2.4%		-10.4%	0.0%	3.7%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	317	2.9%	-5.3%	0.0%	2.3%	6.0%	13.1%
Top Administrative Position	12	1.5%		-0.3%	3.5%	5.7%	
Top Business Position	6	-2.3%			0.9%		
Top Finance Position	17	1.0%		-3.2%	0.0%	4.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	376	3.5%	-3.4%	0.0%	2.8%	6.8%	13.0%
Top Administrative Position	20	-0.2%	-10.7%	-5.1%	1.5%	4.3%	9.0%
Top Business Position	7	2.7%			2.1%		
Top Education Position	5	1.7%			0.7%		
Top Finance Position	26	2.5%	-6.0%	0.0%	1.5%	5.4%	14.2%
Top Operations Position	5	6.2%			5.5%		
Between $1 million and $2.5 million							
CEO/Executive Director	491	3.2%	-3.9%	0.0%	3.0%	6.4%	12.3%
Top Administrative Position	20	3.2%	-1.1%	1.2%	2.4%	5.0%	13.8%
Top Business Position	19	5.1%		1.0%	3.6%	6.0%	
Top Finance Position	79	4.2%	-1.1%	0.8%	3.7%	6.5%	12.5%
Top Legal Position	5	-0.9%			-1.3%		
Top Operations Position	19	0.8%		-2.2%	2.3%	5.8%	
Between $2.5 million and $5 million							
CEO/Executive Director	383	3.9%	-3.5%	0.2%	3.8%	7.8%	12.3%
Top Administrative Position	37	2.8%	-3.3%	0.1%	3.5%	6.3%	11.6%
Top Business Position	20	4.7%	0.2%	1.2%	3.5%	5.7%	13.8%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between $2.5 million and $5 million							
Top Development Position	14	4.9%		0.7%	3.2%	7.5%	
Top Facilities Position	8	5.6%			5.6%		
Top Finance Position	106	4.2%	-3.3%	0.8%	3.6%	7.6%	13.8%
Top Legal Position	6	2.2%			2.0%		
Top Operations Position	25	6.8%	-0.6%	1.2%	4.9%	8.5%	17.7%
Top Program Position	11	6.6%		1.4%	2.7%	9.1%	
Top Technology Position	9	4.8%			3.4%		
Between $5 million and $10 million							
CEO/Executive Director	263	4.3%	-4.4%	0.6%	3.7%	8.4%	14.6%
Top Administrative Position	25	3.1%	-3.0%	-0.8%	3.4%	6.6%	9.2%
Top Business Position	15	4.3%		1.5%	3.6%	8.1%	
Top Development Position	18	4.8%		2.0%	3.6%	8.6%	
Top Education Position	10	0.5%		-4.9%	4.0%	5.2%	
Top Facilities Position	10	5.7%		-0.4%	3.6%	9.2%	
Top Finance Position	103	4.5%	-2.1%	1.4%	4.2%	7.0%	10.2%
Top Marketing Position	6	9.7%			10.4%		
Top Operations Position	32	3.1%	-8.2%	0.9%	4.3%	8.1%	11.2%
Top PR/Communications Position	5	5.2%			10.3%		
Top Program Position	8	5.8%			6.5%		
Top Technology Position	10	4.6%		1.9%	4.8%	5.5%	
Between $10 million and $25 million							
CEO/Executive Director	269	4.8%	-2.8%	0.5%	4.6%	9.0%	15.4%
Top Administrative Position	26	2.6%	-7.6%	1.5%	4.9%	7.5%	9.5%
Top Business Position	18	1.0%		-2.0%	2.7%	5.8%	
Top Development Position	35	3.8%	-3.2%	1.8%	3.1%	8.0%	12.6%
Top Education Position	13	4.2%		3.1%	4.2%	9.1%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Between $10 million and $25 million							
Top Facilities Position	8	7.7%			7.6%		
Top Finance Position	166	4.8%	-0.7%	1.5%	4.4%	7.7%	11.7%
Top Human Resources Position	24	6.0%	-0.7%	2.5%	5.5%	8.7%	13.9%
Top Marketing Position	9	4.7%			3.4%		
Top Operations Position	66	4.3%	-0.3%	1.9%	3.8%	7.0%	10.1%
Top PR/Communications Position	5	6.5%			3.1%		
Top Program Position	14	4.4%		0.5%	2.4%	6.5%	
Top Technology Position	23	3.6%	-4.0%	-0.2%	3.5%	8.1%	13.1%
Between $25 million and $50 million							
CEO/Executive Director	114	4.2%	-3.9%	-0.7%	3.2%	8.1%	14.9%
Top Administrative Position	19	3.6%		0.4%	2.6%	6.0%	
Top Business Position	7	0.3%			1.9%		
Top Development Position	23	3.7%	-4.9%	1.1%	4.7%	6.8%	12.5%
Top Education Position	14	2.3%		0.0%	1.6%	3.0%	
Top Facilities Position	9	5.5%			3.5%		
Top Finance Position	98	5.0%	-2.8%	1.1%	3.5%	9.9%	14.8%
Top Human Resources Position	27	5.3%	-0.8%	2.6%	4.1%	10.3%	12.9%
Top Marketing Position	17	3.8%		-0.3%	3.5%	9.5%	
Top Operations Position	37	6.1%	-4.3%	2.6%	4.9%	11.8%	17.0%
Top PR/Communications Position	8	3.9%			3.1%		
Top Program Position	9	1.6%			2.0%		
Top Technology Position	18	3.0%		0.2%	2.8%	4.3%	
Greater than $50 million							
CEO/Executive Director	142	3.0%	-8.2%	-1.5%	3.2%	7.3%	12.9%
Top Administrative Position	54	4.6%	-1.9%	0.9%	3.9%	7.5%	12.1%
Top Business Position	19	5.1%		1.1%	3.6%	10.1%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Greater than $50 million							
Top Development Position	57	3.8%	-3.5%	0.7%	3.7%	7.9%	11.0%
Top Education Position	46	4.2%	-0.7%	0.8%	3.1%	9.3%	15.6%
Top Facilities Position	9	7.6%			8.9%		
Top Finance Position	126	4.7%	-4.6%	0.8%	3.8%	9.2%	14.8%
Top Human Resources Position	43	3.2%	-5.8%	-1.7%	4.2%	8.4%	11.0%
Top Legal Position	41	3.0%	-6.9%	-1.5%	1.7%	5.9%	15.0%
Top Marketing Position	14	5.5%		2.1%	4.3%	11.5%	
Top Operations Position	73	4.5%	-6.5%	1.3%	4.7%	8.9%	11.5%
Top PR/Communications Position	24	3.9%	-0.6%	1.9%	2.8%	4.2%	11.1%
Top Program Position	6	2.2%			0.0%		
Top Technology Position	52	4.2%	-2.6%	0.4%	3.9%	9.2%	11.3%
Puerto Rico							
$250 thousand or less							
CEO/Executive Director	6	-0.9%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	13	3.4%		0.0%	0.0%	2.9%	
Between $1 million and $2.5 million							
CEO/Executive Director	13	-1.9%		-1.0%	-0.5%	0.0%	
Between $5 million and $10 million							
CEO/Executive Director	9	3.6%			0.0%		
Between $10 million and $25 million							
CEO/Executive Director	9	2.0%			0.5%		
Between $25 million and $50 million							
CEO/Executive Director	6	3.6%			3.9%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
$250 thousand or less							
CEO/Executive Director	24	2.9%	-11.8%	-0.3%	2.2%	9.9%	15.1%
Between $250 thousand and $500 thousand							
CEO/Executive Director	26	0.1%	-8.8%	-2.9%	0.2%	4.6%	6.6%
Between $500 thousand and $1 million							
CEO/Executive Director	32	5.2%	-2.3%	0.3%	2.6%	9.6%	15.1%
Between $1 million and $2.5 million							
CEO/Executive Director	51	4.4%	-1.1%	1.3%	3.2%	7.5%	13.7%
Top Finance Position	5	3.8%			4.5%		
Between $2.5 million and $5 million							
CEO/Executive Director	39	5.2%	-0.5%	2.0%	4.1%	10.6%	14.2%
Top Administrative Position	7	-0.9%			2.8%		
Top Finance Position	11	4.2%		1.9%	3.5%	6.9%	
Between $5 million and $10 million							
CEO/Executive Director	30	2.2%	-4.1%	-2.1%	2.2%	6.0%	9.3%
Top Administrative Position	5	2.4%			2.0%		
Top Finance Position	13	3.8%		1.1%	4.0%	6.4%	
Between $10 million and $25 million							
CEO/Executive Director	27	3.4%	-4.7%	-0.2%	3.5%	7.8%	10.6%
Top Finance Position	20	3.0%	-3.3%	1.7%	5.0%	7.5%	10.3%
Top Operations Position	8	7.4%			7.7%		
Between $25 million and $50 million							
CEO/Executive Director	11	-0.1%		-1.5%	0.7%	2.6%	
Top Finance Position	11	4.9%		0.2%	4.7%	7.8%	
Top Operations Position	5	2.3%			2.4%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Greater than $50 million							
CEO/Executive Director	11	4.3%		0.6%	4.3%	8.0%	
Top Administrative Position	5	4.2%			5.8%		
Top Development Position	7	3.8%			2.6%		
Top Finance Position	9	3.0%			3.9%		
Top Operations Position	5	2.6%			2.4%		
Top Technology Position	5	6.7%			4.1%		
South Carolina							
$250 thousand or less							
CEO/Executive Director	105	2.4%	-9.0%	0.0%	1.4%	6.2%	15.1%
Top Finance Position	5	-3.9%			-2.5%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	102	3.4%	-5.2%	0.0%	2.9%	8.1%	15.2%
Top Finance Position	7	2.0%			4.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	95	2.6%	-4.2%	0.0%	2.1%	6.8%	11.5%
Between $1 million and $2.5 million							
CEO/Executive Director	145	3.1%	-5.6%	-0.1%	2.7%	7.6%	12.3%
Top Finance Position	10	1.6%		-1.2%	3.2%	6.2%	
Top Operations Position	7	4.2%			4.8%		
Between $2.5 million and $5 million							
CEO/Executive Director	71	4.6%	-2.8%	0.0%	2.9%	8.2%	17.0%
Top Finance Position	12	5.2%		4.1%	6.3%	8.2%	
Between $5 million and $10 million							
CEO/Executive Director	51	3.7%	-3.3%	-0.1%	4.0%	7.4%	16.6%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Between $5 million and $10 million							
Top Administrative Position	5	5.5%			4.2%		
Top Finance Position	13	4.4%		3.7%	5.1%	7.4%	
Top Operations Position	7	1.5%			3.2%		
Between $10 million and $25 million							
CEO/Executive Director	44	5.0%	-4.2%	0.5%	4.3%	8.6%	17.1%
Top Development Position	7	4.6%			3.4%		
Top Finance Position	29	5.8%	-0.8%	1.8%	4.7%	8.6%	16.1%
Top Operations Position	23	2.0%	-6.3%	-0.3%	3.2%	7.3%	8.0%
Between $25 million and $50 million							
CEO/Executive Director	21	1.2%	-3.6%	0.0%	2.0%	3.9%	8.4%
Top Administrative Position	5	2.5%			2.4%		
Top Finance Position	12	4.7%		0.7%	5.2%	7.3%	
Top Operations Position	5	4.8%			5.3%		
Greater than $50 million							
CEO/Executive Director	18	6.7%		2.2%	5.8%	11.3%	
Top Administrative Position	6	3.4%			3.9%		
Top Development Position	5	4.2%			4.6%		
Top Education Position	6	3.1%			-1.3%		
Top Finance Position	12	8.4%		1.5%	5.8%	13.6%	
Top Operations Position	7	7.6%			6.8%		
Top Technology Position	6	3.2%			2.5%		
South Dakota							
$250 thousand or less							
CEO/Executive Director	37	2.9%	-7.1%	-0.3%	1.7%	9.4%	15.4%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Between $250 thousand and $500 thousand							
CEO/Executive Director	25	2.0%	-6.6%	-1.7%	2.5%	4.9%	12.0%
Between $500 thousand and $1 million							
CEO/Executive Director	28	4.0%	-2.6%	0.0%	3.4%	6.9%	11.5%
Between $1 million and $2.5 million							
CEO/Executive Director	39	5.4%	-4.3%	1.8%	3.7%	9.4%	14.5%
Top Administrative Position	7	5.2%			1.9%		
Top Finance Position	8	7.2%			6.3%		
Between $2.5 million and $5 million							
CEO/Executive Director	22	3.6%	-1.6%	1.3%	2.5%	4.5%	12.2%
Top Finance Position	12	7.2%		1.6%	6.3%	11.2%	
Between $5 million and $10 million							
CEO/Executive Director	22	2.2%	-7.7%	-0.4%	3.3%	6.3%	8.2%
Top Finance Position	5	6.8%			3.4%		
Between $10 million and $25 million							
CEO/Executive Director	26	3.0%	-4.7%	0.0%	3.6%	7.4%	14.4%
Top Administrative Position	5	6.6%			5.1%		
Top Finance Position	19	2.8%		0.7%	2.5%	4.8%	
Between $25 million and $50 million							
CEO/Executive Director	9	6.3%			3.5%		
Top Finance Position	5	1.8%			3.7%		
Tennessee							
$250 thousand or less							
CEO/Executive Director	172	1.5%	-11.7%	-0.5%	0.8%	5.0%	13.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
$250 thousand or less							
Top Administrative Position	8	3.6%			3.2%		
Top Finance Position	9	-1.5%			0.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	129	3.0%	-5.4%	0.0%	2.5%	6.2%	13.0%
Top Finance Position	12	3.3%		-2.2%	3.3%	7.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	148	3.4%	-7.2%	-0.4%	2.6%	7.2%	17.7%
Top Finance Position	9	6.0%			4.4%		
Top Operations Position	7	-0.5%			0.0%		
Between $1 million and $2.5 million							
CEO/Executive Director	190	3.2%	-5.7%	-0.3%	2.7%	7.7%	12.4%
Top Administrative Position	9	4.5%			5.7%		
Top Business Position	5	-2.3%			-0.1%		
Top Finance Position	27	4.2%	-6.0%	-1.6%	3.7%	10.6%	15.4%
Top Operations Position	15	1.6%		-4.9%	-0.1%	7.9%	
Between $2.5 million and $5 million							
CEO/Executive Director	143	2.4%	-5.4%	-0.9%	2.4%	5.8%	11.1%
Top Development Position	5	4.5%			2.3%		
Top Finance Position	39	5.5%	-0.4%	1.6%	3.7%	9.5%	14.9%
Top Operations Position	17	7.4%		2.9%	5.5%	9.8%	
Between $5 million and $10 million							
CEO/Executive Director	102	2.6%	-7.0%	-1.1%	3.2%	6.3%	11.4%
Top Administrative Position	9	3.6%			3.0%		
Top Development Position	7	-0.8%			3.0%		
Top Finance Position	43	3.8%	-3.4%	1.3%	3.2%	6.9%	12.5%
Top Operations Position	20	3.2%	-10.8%	1.2%	4.2%	8.4%	11.9%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Between $10 million and $25 million							
CEO/Executive Director	81	4.9%	-1.4%	0.8%	3.4%	8.3%	16.0%
Top Development Position	18	4.1%		1.9%	3.3%	6.9%	
Top Finance Position	41	5.4%	-2.0%	1.6%	3.5%	11.8%	13.7%
Top Operations Position	17	5.0%		3.0%	5.0%	9.8%	
Between $25 million and $50 million							
CEO/Executive Director	43	4.1%	-7.6%	0.4%	4.1%	10.5%	15.3%
Top Administrative Position	14	0.2%		-1.6%	1.4%	5.3%	
Top Development Position	11	6.5%		2.4%	6.0%	9.9%	
Top Education Position	7	4.5%			3.1%		
Top Finance Position	38	4.5%	-3.8%	0.0%	4.7%	8.0%	14.9%
Top Human Resources Position	7	2.0%			0.8%		
Top Operations Position	14	6.9%		2.8%	4.7%	9.3%	
Top Technology Position	5	5.2%			2.4%		
Greater than $50 million							
CEO/Executive Director	40	1.8%	-11.5%	-1.1%	2.5%	6.7%	11.6%
Top Administrative Position	16	3.8%		0.6%	3.7%	10.0%	
Top Business Position	5	4.7%			4.6%		
Top Development Position	13	1.0%		-1.9%	0.7%	3.6%	
Top Education Position	5	0.6%			0.0%		
Top Finance Position	45	4.2%	-5.5%	1.2%	3.8%	7.5%	14.9%
Top Human Resources Position	12	7.3%		3.2%	7.0%	11.0%	
Top Legal Position	8	2.0%			5.0%		
Top Marketing Position	5	8.6%			11.4%		
Top Operations Position	20	4.1%	-3.1%	1.7%	4.1%	7.8%	12.1%
Top Technology Position	7	1.7%			3.8%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
$250 thousand or less							
CEO/Executive Director	383	1.7%	-9.1%	-1.5%	0.1%	5.9%	12.6%
Top Administrative Position	16	0.2%		-2.0%	0.0%	5.7%	
Top Finance Position	28	-0.5%	-10.2%	-4.4%	0.0%	3.9%	11.2%
Top Operations Position	5	5.1%			6.4%		
Top Program Position	6	4.3%			3.0%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	322	2.3%	-6.2%	-0.3%	1.6%	5.8%	11.8%
Top Administrative Position	6	2.3%			1.3%		
Top Business Position	5	-0.3%			1.1%		
Top Finance Position	13	0.5%		-1.2%	1.4%	4.2%	
Top Operations Position	7	4.5%			3.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	380	2.8%	-6.0%	0.0%	2.0%	6.1%	12.5%
Top Administrative Position	7	2.2%			1.6%		
Top Business Position	5	5.1%			4.1%		
Top Finance Position	28	3.8%	-3.8%	-0.5%	1.7%	9.9%	13.4%
Top Operations Position	7	2.5%			3.7%		
Between $1 million and $2.5 million							
CEO/Executive Director	488	3.8%	-5.1%	0.0%	3.2%	7.6%	15.3%
Top Administrative Position	18	4.0%		0.5%	5.0%	7.5%	
Top Business Position	9	-1.1%			1.0%		
Top Development Position	9	4.0%			3.1%		
Top Finance Position	57	1.3%	-7.6%	-0.5%	2.2%	4.4%	9.3%
Top Operations Position	28	2.9%	-3.6%	-1.6%	2.5%	5.9%	11.4%
Between $2.5 million and $5 million							
CEO/Executive Director	270	4.2%	-3.5%	0.0%	3.4%	9.0%	14.2%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between $2.5 million and $5 million							
Top Administrative Position	22	0.1%	-8.9%	-2.1%	0.0%	4.2%	5.0%
Top Business Position	9	5.2%			4.4%		
Top Development Position	10	3.2%		0.9%	4.0%	5.9%	
Top Finance Position	70	3.8%	-2.7%	0.0%	3.5%	8.1%	12.5%
Top Operations Position	33	1.4%	-6.5%	-3.8%	0.4%	8.3%	11.2%
Top Program Position	5	7.9%			5.7%		
Between $5 million and $10 million							
CEO/Executive Director	254	4.2%	-4.6%	0.4%	3.6%	8.7%	13.8%
Top Administrative Position	43	4.2%	-4.8%	0.1%	3.5%	7.5%	15.1%
Top Business Position	15	3.7%		0.5%	3.7%	10.9%	
Top Development Position	18	4.0%		-0.4%	2.9%	6.7%	
Top Education Position	8	-1.1%			-1.2%		
Top Finance Position	104	4.7%	-1.9%	0.5%	3.7%	7.6%	15.3%
Top Legal Position	7	3.9%			1.9%		
Top Marketing Position	6	3.1%			3.1%		
Top Operations Position	47	5.8%	-1.2%	2.2%	4.5%	11.5%	16.5%
Top Program Position	15	3.9%		-0.8%	5.2%	8.8%	
Top Technology Position	8	4.8%			3.7%		
Between $10 million and $25 million							
CEO/Executive Director	208	4.3%	-6.8%	0.2%	4.2%	9.2%	14.7%
Top Administrative Position	33	5.5%	-0.8%	1.5%	3.3%	8.1%	15.4%
Top Business Position	10	3.2%		-3.7%	5.2%	9.8%	
Top Development Position	36	4.5%	-3.2%	1.0%	4.4%	7.8%	14.5%
Top Education Position	10	1.9%		-0.2%	1.7%	3.3%	
Top Facilities Position	8	4.8%			5.0%		
Top Finance Position	129	4.8%	-4.2%	1.3%	4.3%	8.6%	14.9%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Between $10 million and $25 million							
Top Human Resources Position	15	5.7%		-0.5%	6.1%	8.1%	
Top Legal Position	5	4.1%			4.3%		
Top Marketing Position	15	6.3%		3.7%	6.2%	10.8%	
Top Operations Position	65	5.4%	-5.4%	1.6%	4.5%	11.6%	16.5%
Top PR/Communications Position	13	7.6%		5.2%	6.6%	7.6%	
Top Program Position	12	5.2%		0.6%	5.4%	7.7%	
Top Technology Position	23	3.1%	-3.0%	-1.1%	2.4%	6.5%	9.9%
Between $25 million and $50 million							
CEO/Executive Director	86	3.7%	-3.9%	0.3%	3.5%	7.0%	14.4%
Top Administrative Position	13	5.1%		2.4%	3.6%	7.6%	
Top Business Position	8	3.0%			1.8%		
Top Development Position	20	2.5%	-5.0%	1.7%	3.4%	5.8%	10.4%
Top Education Position	5	3.2%			3.6%		
Top Facilities Position	6	3.4%			2.7%		
Top Finance Position	64	5.8%	-4.3%	1.6%	5.0%	9.7%	15.2%
Top Human Resources Position	17	0.1%		-4.7%	-1.1%	3.5%	
Top Legal Position	8	0.6%			3.0%		
Top Marketing Position	5	9.6%			8.7%		
Top Operations Position	30	5.1%	-5.4%	1.2%	4.5%	11.2%	14.7%
Top PR/Communications Position	5	4.4%			3.7%		
Top Program Position	9	6.9%			5.6%		
Top Technology Position	22	0.0%	-9.2%	-6.5%	1.7%	5.0%	9.0%
Greater than $50 million							
CEO/Executive Director	85	5.4%	-6.3%	0.3%	4.8%	13.6%	18.2%
Top Administrative Position	23	3.6%	-2.1%	1.1%	3.6%	6.6%	10.7%
Top Business Position	14	4.4%		0.9%	6.9%	8.4%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Greater than $50 million							
Top Development Position	26	4.8%	-2.5%	-0.1%	2.9%	11.0%	13.3%
Top Education Position	17	0.6%		0.0%	2.9%	4.6%	
Top Facilities Position	7	8.3%			5.9%		
Top Finance Position	79	5.3%	-1.9%	1.4%	4.9%	9.2%	15.8%
Top Human Resources Position	20	3.7%	-4.6%	-0.8%	4.0%	7.5%	10.6%
Top Legal Position	14	4.6%		2.6%	5.2%	8.6%	
Top Marketing Position	10	4.5%		0.5%	4.0%	4.3%	
Top Operations Position	36	3.1%	-6.6%	-1.0%	3.9%	8.4%	13.8%
Top PR/Communications Position	17	3.7%		0.4%	1.5%	6.3%	
Top Technology Position	24	3.6%	-8.1%	-0.6%	2.9%	7.4%	17.0%
Utah							
$250 thousand or less							
CEO/Executive Director	27	3.5%	-5.2%	0.0%	3.0%	9.4%	13.7%
Between $250 thousand and $500 thousand							
CEO/Executive Director	45	0.9%	-8.4%	-1.0%	0.0%	5.8%	8.5%
Between $500 thousand and $1 million							
CEO/Executive Director	38	2.8%	-7.7%	-1.6%	2.9%	6.5%	13.0%
Between $1 million and $2.5 million							
CEO/Executive Director	62	4.6%	-3.9%	-0.1%	4.5%	9.6%	15.5%
Top Finance Position	7	3.8%			0.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	44	4.2%	-3.2%	0.0%	2.5%	7.5%	15.7%
Top Finance Position	8	4.8%			4.4%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Between $5 million and $10 million							
CEO/Executive Director	25	4.6%	-6.7%	2.0%	3.1%	5.4%	18.2%
Top Finance Position	5	-3.4%			-6.1%		
Between $10 million and $25 million							
CEO/Executive Director	26	1.4%	-9.1%	-2.3%	2.1%	5.4%	9.9%
Top Finance Position	10	8.3%		3.3%	6.6%	12.9%	
Between $25 million and $50 million							
CEO/Executive Director	7	2.9%			2.8%		
Greater than $50 million							
CEO/Executive Director	6	-2.5%			-1.4%		
Vermont							
$250 thousand or less							
CEO/Executive Director	49	1.8%	-10.8%	-3.7%	0.6%	8.3%	16.4%
Between $250 thousand and $500 thousand							
CEO/Executive Director	64	4.1%	-2.3%	0.9%	3.6%	6.5%	12.6%
Between $500 thousand and $1 million							
CEO/Executive Director	76	2.6%	-5.5%	0.0%	2.9%	7.0%	11.1%
Between $1 million and $2.5 million							
CEO/Executive Director	63	4.4%	-2.9%	1.1%	3.8%	8.8%	12.2%
Top Finance Position	10	-2.3%		-5.6%	0.8%	2.0%	
Between $2.5 million and $5 million							
CEO/Executive Director	28	4.4%	-2.6%	0.7%	3.6%	6.4%	12.9%
Top Finance Position	5	7.9%			7.5%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Between $5 million and $10 million							
CEO/Executive Director	29	2.9%	-7.5%	-0.1%	1.9%	7.8%	12.8%
Top Finance Position	7	5.0%			2.7%		
Between $10 million and $25 million							
CEO/Executive Director	14	5.6%		1.8%	4.6%	8.1%	
Top Finance Position	11	6.9%		1.9%	6.6%	10.2%	
Between $25 million and $50 million							
CEO/Executive Director	10	0.7%		-0.4%	1.9%	4.0%	
Top Finance Position	6	6.4%			2.9%		
Greater than $50 million							
CEO/Executive Director	7	4.3%			2.8%		
Top Finance Position	12	6.1%		0.2%	6.5%	11.4%	
Virginia							
$250 thousand or less							
CEO/Executive Director	156	1.2%	-8.3%	-1.1%	0.0%	4.7%	13.4%
Top Administrative Position	5	5.5%			2.8%		
Top Finance Position	11	-0.2%		-0.9%	0.0%	3.6%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	191	2.6%	-5.6%	0.0%	2.5%	5.8%	12.8%
Top Administrative Position	6	-1.5%			0.0%		
Top Finance Position	12	-0.1%		-2.7%	0.3%	3.8%	
Top Program Position	5	1.1%			3.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	248	3.3%	-6.3%	0.0%	3.0%	6.8%	13.1%
Top Administrative Position	10	3.9%		-0.6%	0.3%	8.3%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between $500 thousand and $1 million							
Top Finance Position	16	1.3%		-1.0%	2.7%	4.8%	
Top Operations Position	8	5.3%			4.8%		
Between $1 million and $2.5 million							
CEO/Executive Director	332	3.5%	-3.9%	0.0%	2.5%	6.8%	11.8%
Top Administrative Position	19	4.3%		-2.9%	4.6%	9.1%	
Top Business Position	5	3.9%			3.1%		
Top Development Position	7	-0.7%			2.2%		
Top Finance Position	40	2.9%	-2.5%	-0.2%	2.8%	5.3%	12.6%
Top Marketing Position	5	0.7%			2.1%		
Top Operations Position	22	2.6%	-2.7%	-0.4%	0.7%	4.4%	9.4%
Top PR/Communications Position	6	3.2%			3.3%		
Top Technology Position	8	1.8%			3.0%		
Between $2.5 million and $5 million							
CEO/Executive Director	209	4.4%	-2.7%	0.3%	3.6%	8.2%	14.5%
Top Administrative Position	19	3.8%		0.8%	4.2%	8.4%	
Top Business Position	8	3.7%			3.7%		
Top Development Position	11	-0.2%		-0.7%	2.7%	3.6%	
Top Education Position	7	1.7%			2.3%		
Top Finance Position	51	5.8%	0.8%	2.2%	5.1%	8.4%	15.2%
Top Marketing Position	5	5.9%			6.2%		
Top Operations Position	29	4.3%	-7.7%	0.2%	3.6%	7.9%	16.9%
Top PR/Communications Position	6	6.2%			5.8%		
Top Program Position	9	2.8%			3.0%		
Top Technology Position	6	4.5%			3.0%		
Between $5 million and $10 million							
CEO/Executive Director	166	3.9%	-3.7%	0.4%	3.3%	7.7%	14.9%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between $5 million and $10 million							
Top Administrative Position	15	8.6%		4.1%	10.4%	11.7%	
Top Business Position	9	2.3%			2.2%		
Top Development Position	17	3.5%		1.1%	3.0%	8.0%	
Top Education Position	11	3.1%		2.3%	4.6%	7.7%	
Top Facilities Position	6	4.8%			2.8%		
Top Finance Position	71	3.6%	-3.7%	1.1%	3.5%	7.4%	11.3%
Top Human Resources Position	7	6.3%			3.2%		
Top Marketing Position	10	7.8%		3.1%	6.7%	14.0%	
Top Operations Position	40	6.2%	-3.2%	2.5%	7.1%	9.5%	14.0%
Top PR/Communications Position	13	3.1%		1.1%	2.9%	5.7%	
Top Program Position	8	7.8%			8.1%		
Top Technology Position	12	3.8%		0.6%	4.1%	7.0%	
Between $10 million and $25 million							
CEO/Executive Director	118	3.4%	-5.7%	0.0%	3.1%	7.3%	12.0%
Top Administrative Position	18	6.7%		2.8%	5.3%	9.4%	
Top Business Position	12	7.1%		2.2%	3.6%	10.4%	
Top Development Position	23	0.7%	-4.4%	-0.8%	2.1%	3.7%	4.1%
Top Education Position	12	1.5%		-1.1%	2.7%	3.5%	
Top Finance Position	78	4.9%	-4.9%	1.1%	4.4%	9.1%	15.4%
Top Human Resources Position	14	4.7%		-0.4%	4.1%	7.6%	
Top Legal Position	10	3.6%		-0.4%	0.6%	5.6%	
Top Marketing Position	11	5.7%		0.2%	7.0%	8.6%	
Top Operations Position	35	2.9%	-5.4%	0.4%	3.8%	6.0%	9.0%
Top PR/Communications Position	24	5.0%	-6.9%	0.3%	5.7%	10.0%	15.1%
Top Program Position	17	4.4%		2.2%	4.3%	6.7%	
Top Technology Position	23	2.4%	-4.8%	0.3%	3.0%	5.3%	7.3%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Between $25 million and $50 million							
CEO/Executive Director	61	2.9%	-6.4%	0.0%	2.4%	6.2%	13.8%
Top Administrative Position	11	2.7%		-1.3%	3.0%	6.1%	
Top Development Position	14	6.3%		2.7%	3.4%	8.8%	
Top Education Position	7	2.2%			3.2%		
Top Finance Position	48	5.5%	-0.9%	1.9%	3.2%	9.0%	18.1%
Top Human Resources Position	13	6.1%		2.0%	2.6%	9.4%	
Top Marketing Position	8	5.3%			9.2%		
Top Operations Position	21	1.2%	-5.9%	-0.6%	1.1%	3.8%	9.9%
Top PR/Communications Position	11	8.7%		1.5%	7.8%	16.3%	
Top Program Position	10	2.9%		0.9%	2.6%	3.5%	
Top Technology Position	17	4.1%		2.6%	3.7%	6.5%	
Greater than $50 million							
CEO/Executive Director	50	2.8%	-8.7%	-1.8%	2.6%	7.1%	15.4%
Top Administrative Position	17	2.4%		-3.2%	0.8%	8.3%	
Top Business Position	9	4.6%			4.4%		
Top Development Position	17	2.1%		1.7%	2.5%	4.9%	
Top Education Position	18	2.3%		-2.8%	2.1%	4.5%	
Top Finance Position	42	4.2%	-2.0%	-0.1%	3.3%	7.8%	16.8%
Top Human Resources Position	13	0.4%		-11.9%	2.8%	8.7%	
Top Legal Position	17	3.5%		0.2%	4.2%	5.4%	
Top Marketing Position	8	6.2%			4.6%		
Top Operations Position	26	4.9%	-2.8%	0.3%	5.5%	9.0%	11.7%
Top PR/Communications Position	8	5.2%			5.0%		
Top Program Position	10	1.3%		-2.0%	0.2%	3.9%	
Top Technology Position	17	2.7%		-2.5%	3.2%	8.0%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
$250 thousand or less							
CEO/Executive Director	123	2.3%	-11.8%	-0.3%	2.4%	8.5%	14.9%
Top Finance Position	8	-3.0%			-1.2%		
Between $250 thousand and $500 thousand							
CEO/Executive Director	127	1.6%	-10.0%	-1.4%	1.8%	7.1%	12.1%
Between $500 thousand and $1 million							
CEO/Executive Director	178	2.3%	-6.8%	-2.1%	2.8%	6.7%	12.2%
Top Administrative Position	8	7.1%			4.0%		
Top Finance Position	17	7.5%		2.8%	7.6%	12.0%	
Top Operations Position	5	8.6%			2.6%		
Between $1 million and $2.5 million							
CEO/Executive Director	217	3.7%	-4.5%	0.0%	3.4%	8.1%	11.7%
Top Administrative Position	6	-2.2%			1.5%		
Top Business Position	8	1.6%			5.2%		
Top Finance Position	31	5.5%	-3.4%	0.1%	4.7%	13.1%	15.4%
Top Operations Position	7	3.1%			4.6%		
Between $2.5 million and $5 million							
CEO/Executive Director	137	3.5%	-4.7%	-0.1%	3.6%	7.0%	11.9%
Top Administrative Position	11	2.4%		1.3%	3.3%	4.8%	
Top Business Position	6	5.0%			3.7%		
Top Development Position	5	-0.1%			4.0%		
Top Finance Position	41	4.9%	-4.0%	0.0%	3.2%	8.9%	15.1%
Top Operations Position	14	5.2%		0.9%	4.2%	10.5%	
Top Program Position	5	1.2%			1.3%		
Between $5 million and $10 million							
CEO/Executive Director	101	4.7%	-3.8%	0.8%	3.9%	10.1%	15.6%
Top Administrative Position	11	1.2%		-1.7%	0.7%	2.9%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Between $5 million and $10 million							
Top Business Position	6	0.5%			-0.1%		
Top Finance Position	46	5.4%	-1.8%	-0.1%	4.7%	9.0%	16.7%
Top Operations Position	6	1.8%			4.5%		
Top Program Position	5	4.2%			2.9%		
Between $10 million and $25 million							
CEO/Executive Director	97	5.1%	-2.6%	2.1%	4.9%	10.5%	16.1%
Top Administrative Position	13	5.3%		1.9%	3.4%	7.8%	
Top Business Position	8	3.4%			4.6%		
Top Development Position	16	5.3%		3.5%	4.6%	7.3%	
Top Education Position	8	1.8%			2.9%		
Top Finance Position	65	7.1%	-1.1%	2.2%	6.0%	10.9%	16.7%
Top Human Resources Position	6	4.8%			4.6%		
Top Legal Position	6	8.5%			6.7%		
Top Marketing Position	7	4.2%			7.7%		
Top Operations Position	33	5.7%	-1.1%	2.2%	5.8%	9.0%	16.7%
Top Program Position	6	3.6%			3.8%		
Top Technology Position	13	3.6%		0.7%	3.7%	6.6%	
Between $25 million and $50 million							
CEO/Executive Director	31	4.8%	-9.8%	-0.2%	5.6%	14.6%	19.2%
Top Administrative Position	8	8.0%			6.0%		
Top Development Position	7	3.9%			2.5%		
Top Education Position	5	1.2%			2.7%		
Top Finance Position	27	7.0%	-5.9%	2.8%	7.6%	14.7%	18.8%
Top Human Resources Position	6	2.5%			1.8%		
Top Operations Position	15	8.7%		4.0%	10.3%	16.8%	
Top Program Position	5	4.8%			4.0%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Between $25 million and $50 million							
Top Technology Position	8	7.3%			5.4%		
Greater than $50 million							
CEO/Executive Director	38	4.4%	-4.4%	0.3%	5.9%	8.6%	11.9%
Top Administrative Position	5	5.5%			5.0%		
Top Business Position	5	3.2%			2.8%		
Top Development Position	9	1.9%			2.2%		
Top Finance Position	35	6.8%	-2.2%	1.1%	5.9%	12.8%	15.0%
Top Human Resources Position	9	6.2%			3.8%		
Top Legal Position	6	6.4%			7.3%		
Top Marketing Position	7	4.4%			4.5%		
Top Operations Position	19	7.7%		2.6%	8.8%	12.8%	
Top PR/Communications Position	5	4.9%			4.9%		
Top Technology Position	9	4.8%			2.6%		
West Virginia							
$250 thousand or less							
CEO/Executive Director	36	-0.6%	-10.9%	-6.7%	0.0%	3.7%	6.9%
Between $250 thousand and $500 thousand							
CEO/Executive Director	44	2.6%	-7.9%	-1.0%	3.2%	8.1%	15.0%
Between $500 thousand and $1 million							
CEO/Executive Director	43	2.9%	-1.8%	0.0%	2.0%	4.9%	12.7%
Between $1 million and $2.5 million							
CEO/Executive Director	71	2.9%	-2.7%	-0.2%	3.0%	6.3%	8.5%
Top Finance Position	10	2.6%		-4.4%	2.1%	7.7%	

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Between $2.5 million and $5 million							
CEO/Executive Director	35	2.3%	-7.0%	-0.3%	2.8%	6.6%	13.6%
Top Finance Position	15	3.5%		1.3%	2.9%	3.9%	
Top Operations Position	5	7.2%			8.7%		
Between $5 million and $10 million							
CEO/Executive Director	23	2.7%	-1.0%	0.0%	3.3%	4.8%	7.1%
Top Finance Position	8	-0.5%			0.5%		
Between $10 million and $25 million							
CEO/Executive Director	29	6.0%	-2.4%	1.1%	6.0%	10.8%	16.4%
Top Administrative Position	5	10.5%			8.4%		
Top Finance Position	20	4.5%	-1.4%	1.6%	3.3%	6.4%	15.0%
Between $25 million and $50 million							
CEO/Executive Director	8	2.4%			-0.8%		
Greater than $50 million							
Top Operations Position	6	8.0%			7.0%		
Top Technology Position	5	6.4%			4.6%		
Wisconsin							
$250 thousand or less							
CEO/Executive Director	127	1.7%	-9.9%	-0.2%	2.2%	5.7%	11.9%
Top Administrative Position	7	2.2%			2.9%		
Top Finance Position	10	-1.2%		-0.5%	0.0%	3.8%	
Between $250 thousand and $500 thousand							
CEO/Executive Director	151	3.6%	-5.3%	0.0%	3.0%	7.4%	12.9%
Top Finance Position	6	6.0%			7.7%		

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Between $500 thousand and $1 million							
CEO/Executive Director	156	4.4%	-3.6%	0.1%	3.7%	8.8%	14.9%
Top Administrative Position	7	2.5%			2.5%		
Top Finance Position	8	5.1%			2.7%		
Top Operations Position	6	-3.6%			-1.1%		
Between $1 million and $2.5 million							
CEO/Executive Director	221	3.9%	-3.7%	0.6%	3.7%	7.9%	12.6%
Top Administrative Position	17	3.7%		0.2%	1.4%	7.9%	
Top Business Position	14	2.1%		0.7%	2.6%	3.6%	
Top Finance Position	30	4.3%	-0.7%	0.9%	4.1%	6.7%	11.9%
Top Operations Position	6	5.9%			6.1%		
Between $2.5 million and $5 million							
CEO/Executive Director	132	3.2%	-7.4%	0.0%	3.3%	6.4%	12.1%
Top Administrative Position	14	3.3%		0.4%	3.1%	5.7%	
Top Business Position	7	3.7%			4.6%		
Top Finance Position	40	4.0%	-1.5%	0.3%	2.3%	9.2%	12.5%
Top Operations Position	13	9.4%		4.9%	10.2%	11.1%	
Between $5 million and $10 million							
CEO/Executive Director	83	3.8%	-6.0%	0.3%	3.5%	8.2%	14.3%
Top Administrative Position	13	1.4%		-11.0%	2.3%	12.7%	
Top Business Position	6	5.1%			5.1%		
Top Finance Position	33	5.8%	-1.2%	0.8%	4.5%	10.0%	15.0%
Top Operations Position	14	5.2%		0.8%	6.1%	7.5%	
Between $10 million and $25 million							
CEO/Executive Director	68	3.6%	-6.0%	-1.3%	3.8%	8.4%	11.3%
Top Administrative Position	7	6.2%			5.1%		
Top Finance Position	42	6.9%	-1.1%	3.0%	6.5%	10.8%	18.7%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Between $10 million and $25 million							
Top Human Resources Position	9	5.3%			5.2%		
Top Operations Position	20	6.7%	-2.5%	2.2%	4.9%	10.2%	20.1%
Between $25 million and $50 million							
CEO/Executive Director	23	5.6%	-3.5%	2.7%	5.0%	9.2%	14.0%
Top Development Position	8	4.3%			4.9%		
Top Finance Position	19	3.2%		0.8%	3.9%	5.9%	
Top Human Resources Position	5	1.5%			1.3%		
Top Operations Position	6	4.4%			4.1%		
Greater than $50 million							
CEO/Executive Director	32	1.3%	-11.5%	-5.4%	2.8%	6.5%	11.8%
Top Administrative Position	7	3.6%			3.2%		
Top Development Position	5	6.0%			2.9%		
Top Finance Position	27	5.0%	-4.2%	1.4%	4.4%	10.4%	13.7%
Top Human Resources Position	6	-2.0%			-1.8%		
Top Operations Position	11	4.0%		0.8%	3.2%	5.9%	
Top Technology Position	9	7.6%			6.7%		
Wyoming							
$250 thousand or less							
CEO/Executive Director	32	6.2%	-0.8%	0.0%	4.2%	13.7%	17.5%
Between $250 thousand and $500 thousand							
CEO/Executive Director	34	2.2%	-3.4%	0.0%	1.5%	3.7%	9.5%
Between $500 thousand and $1 million							
CEO/Executive Director	31	0.9%	-7.4%	-1.4%	1.2%	3.3%	10.8%

All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Between $1 million and $2.5 million							
CEO/Executive Director	29	3.5%	-5.0%	0.0%	3.6%	8.7%	11.3%
Between $2.5 million and $5 million							
CEO/Executive Director	19	2.6%		-0.6%	4.1%	7.1%	
Top Finance Position	6	8.2%			9.1%		
Between $5 million and $10 million							
CEO/Executive Director	13	6.1%		2.6%	4.2%	13.8%	
Between $10 million and $25 million							
CEO/Executive Director	5	5.8%			3.7%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
$500 thousand or less								
CEO/Executive Director								
	F	102	3.0%	-3.8%	0.0%	2.8%	5.3%	11.4%
	M	85	0.9%	-11.0%	-1.5%	0.0%	4.0%	13.3%
	U	6	4.7%			1.4%		
Top Finance Position								
	M	5	-6.1%			-7.2%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	51	4.1%	-2.7%	0.0%	4.1%	9.5%	13.4%
	M	35	3.8%	-3.2%	-0.7%	0.3%	8.2%	15.8%
Top Business Position								
	M	6	3.8%			3.1%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	77	4.2%	-3.9%	0.0%	3.1%	8.3%	15.9%
	M	62	1.5%	-8.2%	-1.1%	1.3%	4.9%	8.3%
	U	7	-2.7%			-1.7%		
Top Administrative Position								
	F	6	4.2%			2.3%		
Top Finance Position								
	F	13	4.5%		0.0%	3.8%	6.6%	
Top Operations Position								
	F	5	0.2%			3.1%		
	M	6	-3.8%			0.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
Greater than $5 million								
CEO/Executive Director								
	F	25	3.5%	0.0%	1.2%	4.0%	6.4%	10.9%
	M	71	4.2%	-2.4%	0.0%	2.5%	7.4%	14.6%
	U	5	3.8%			3.4%		
Top Administrative Position								
	M	16	4.6%		-0.5%	3.2%	10.7%	
Top Development Position								
	F	5	-0.2%			0.0%		
Top Education Position								
	M	7	3.2%			3.4%		
Top Finance Position								
	F	29	4.7%	-1.2%	1.4%	3.4%	9.0%	11.7%
	M	27	3.7%	-3.2%	1.8%	3.3%	6.7%	8.7%
Top Human Resources Position								
	F	11	4.2%		-2.1%	3.5%	7.6%	
Top Operations Position								
	F	7	4.8%			1.1%		
	M	16	4.1%		2.1%	3.6%	7.3%	
Alaska								
$500 thousand or less								
CEO/Executive Director								
	F	36	1.7%	-3.8%	-0.5%	0.3%	4.3%	10.1%
	M	16	0.7%		-4.0%	-1.2%	5.1%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	24	2.0%	-6.4%	-2.1%	1.2%	4.9%	11.9%
	M	18	5.3%		0.0%	2.4%	7.0%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	51	5.2%	-2.5%	-0.4%	2.3%	10.2%	18.2%
	M	28	2.7%	-3.5%	0.1%	1.3%	6.6%	12.3%
Top Administrative Position								
	F	5	3.6%			0.0%		
Top Finance Position								
	F	9	4.4%			1.3%		
Greater than $5 million								
CEO/Executive Director								
	F	26	3.0%	-6.6%	-0.6%	3.4%	7.4%	11.9%
	M	19	4.4%		-0.2%	3.0%	10.7%	
Top Administrative Position								
	F	5	3.9%			4.3%		
Top Finance Position								
	F	21	7.5%	-0.3%	2.0%	6.8%	12.4%	19.7%
	M	9	2.4%			1.0%		
Top Operations Position								
	F	8	8.2%			9.8%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
$500 thousand or less								
CEO/Executive Director								
	F	94	1.8%	-8.1%	0.0%	1.9%	5.4%	10.8%
	M	69	1.3%	-14.6%	-2.0%	0.0%	7.7%	15.3%
	U	7	-1.9%			0.0%		
Top Finance Position								
	F	6	0.6%			0.0%		
Top Program Position								
	F	6	6.1%			2.3%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	64	3.3%	-2.3%	-0.3%	2.6%	7.1%	12.6%
	M	55	2.9%	-9.1%	-1.1%	4.4%	7.7%	12.8%
Top Finance Position								
	F	5	1.3%			4.9%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	131	3.3%	-6.7%	-1.2%	3.2%	7.5%	14.0%
	M	112	2.5%	-7.0%	-0.9%	2.8%	7.4%	13.9%
	U	12	3.9%		0.1%	2.8%	7.0%	
Top Administrative Position								
	F	7	-1.4%			5.1%		
Top Business Position								
	F	7	4.2%			1.9%		
	M	8	0.4%			1.5%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Between $1 million and $5 million								
Top Finance Position								
	F	20	4.3%	-0.9%	1.3%	4.8%	7.8%	13.1%
	M	20	0.3%	-6.6%	-3.8%	1.9%	3.7%	5.9%
Top Operations Position								
	F	12	5.2%		-0.8%	4.5%	11.6%	
	M	10	0.5%		-1.9%	0.8%	3.5%	
Greater than $5 million								
CEO/Executive Director								
	F	73	4.7%	-4.2%	0.0%	4.2%	10.4%	15.2%
	M	112	4.0%	-5.8%	-1.4%	4.2%	9.3%	15.2%
	U	5	5.2%			0.9%		
Top Administrative Position								
	F	6	9.4%			8.8%		
	M	13	4.0%		0.8%	4.2%	10.7%	
Top Business Position								
	M	8	5.6%			3.5%		
Top Development Position								
	F	13	5.2%		2.1%	4.8%	8.1%	
Top Facilities Position								
	M	6	4.2%			4.2%		
Top Finance Position								
	F	53	4.3%	-1.5%	-0.2%	2.6%	6.4%	14.3%
	M	39	5.6%	-2.9%	0.7%	5.7%	10.0%	15.8%
Top Human Resources Position								
	F	9	4.9%			2.1%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona								
Greater than $5 million								
Top Marketing Position								
	F	5	5.5%			2.5%		
Top Operations Position								
	F	16	4.4%		-0.3%	2.1%	10.7%	
	M	29	6.6%	-0.9%	4.2%	5.6%	11.1%	14.3%
Top Technology Position								
	F	7	5.0%			4.5%		
	M	15	3.1%		2.0%	3.3%	5.1%	
Arkansas								
$500 thousand or less								
CEO/Executive Director								
	F	37	3.9%	-1.0%	0.0%	3.0%	8.5%	9.4%
	M	27	1.1%	-8.2%	-4.5%	0.0%	5.0%	13.9%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	13	5.1%		1.6%	6.1%	8.4%	
	M	14	6.3%		1.1%	3.1%	7.8%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	36	2.5%	-0.7%	0.0%	2.0%	4.7%	9.9%
	M	33	3.0%	-2.8%	0.0%	2.9%	7.1%	9.2%
	U	6	4.8%			3.0%		
Top Administrative Position								
	F	5	-1.1%			1.7%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas								
Between $1 million and $5 million								
Top Finance Position								
	F	10	4.6%		0.0%	3.1%	9.1%	
Greater than $5 million								
CEO/Executive Director								
	F	41	4.9%	-0.4%	0.0%	4.5%	10.0%	13.0%
	M	57	3.4%	-5.5%	0.0%	3.1%	8.3%	13.1%
Top Administrative Position								
	F	5	0.1%			1.0%		
	M	7	3.4%			2.5%		
Top Finance Position								
	F	24	5.5%	0.9%	1.4%	3.5%	8.4%	13.6%
	M	29	5.1%	-1.9%	0.6%	2.7%	9.9%	13.9%
Top Operations Position								
	F	11	7.1%		1.5%	6.5%	12.2%	
	M	8	2.8%			4.4%		
California								
$500 thousand or less								
CEO/Executive Director								
	F	606	2.5%	-9.0%	-0.7%	2.0%	7.5%	14.8%
	M	402	1.3%	-10.7%	-1.9%	0.0%	6.5%	13.6%
	U	75	0.4%	-14.6%	-4.8%	0.0%	6.0%	14.0%
Top Administrative Position								
	F	20	4.1%	-2.3%	0.0%	3.8%	6.8%	9.6%
	M	11	-0.6%		-0.5%	0.0%	1.0%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
$500 thousand or less								
Top Finance Position								
	F	35	1.5%	-13.0%	-0.3%	0.0%	6.8%	12.4%
	M	25	2.4%	-7.0%	-0.7%	0.0%	4.8%	15.8%
	U	6	1.7%			0.0%		
Top Operations Position								
	F	11	3.3%		0.0%	3.2%	7.6%	
	M	10	4.3%		0.0%	3.9%	11.4%	
Top Program Position								
	F	12	5.2%		-0.7%	6.7%	10.9%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	425	3.4%	-5.8%	-0.3%	2.8%	8.6%	14.4%
	M	292	3.2%	-6.0%	0.0%	2.2%	8.5%	13.7%
	U	30	3.9%	-2.4%	0.0%	3.0%	9.3%	11.5%
Top Administrative Position								
	F	10	1.9%		0.0%	0.8%	6.2%	
	M	7	5.3%			3.7%		
Top Business Position								
	M	5	4.7%			4.9%		
Top Finance Position								
	F	17	2.1%		-4.6%	2.3%	7.3%	
	M	29	1.3%	-14.1%	-1.6%	3.0%	6.5%	13.3%
	U	5	-2.9%			2.3%		
Top Operations Position								
	F	13	3.4%		-0.3%	1.5%	9.1%	
	M	8	0.7%			0.5%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between $500 thousand and $1 million								
Top Program Position								
	F	9	3.0%			3.6%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	962	4.2%	-4.7%	0.0%	3.4%	8.6%	15.9%
	M	741	3.8%	-6.8%	-0.2%	3.0%	9.0%	16.3%
	U	84	3.1%	-5.1%	0.0%	2.1%	6.1%	14.5%
Top Administrative Position								
	F	45	2.9%	-7.6%	-1.0%	3.6%	8.9%	13.4%
	M	49	3.5%	-3.6%	0.0%	3.0%	6.8%	9.2%
Top Business Position								
	F	21	4.7%	-3.7%	0.8%	3.9%	6.7%	16.1%
	M	23	4.2%	-1.5%	0.0%	3.6%	8.9%	12.0%
Top Development Position								
	F	31	2.6%	-8.6%	-1.1%	2.6%	6.5%	8.5%
	M	23	2.5%	-13.6%	-0.8%	1.4%	8.5%	17.2%
Top Education Position								
	F	14	2.7%		1.2%	2.2%	3.4%	
	M	20	0.9%	-6.4%	-0.8%	0.9%	4.5%	6.2%
Top Finance Position								
	F	182	3.7%	-4.6%	0.0%	3.8%	8.0%	13.7%
	M	125	3.5%	-5.3%	0.0%	2.9%	7.4%	13.5%
	U	13	5.0%		0.0%	0.6%	8.3%	
Top Human Resources Position								
	F	8	1.1%			3.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Between $1 million and $5 million								
Top Legal Position								
	F	14	7.3%		3.0%	5.1%	10.7%	
	M	7	4.0%			1.7%		
Top Marketing Position								
	F	5	2.4%			3.2%		
Top Operations Position								
	F	75	4.7%	-2.8%	0.7%	3.7%	8.6%	13.8%
	M	48	2.0%	-6.7%	-2.5%	2.4%	5.6%	13.8%
	U	5	2.2%			0.0%		
Top PR/Communications Position								
	F	7	7.2%			6.6%		
	M	7	2.3%			4.0%		
Top Program Position								
	F	33	5.5%	-2.9%	0.0%	4.7%	10.1%	17.1%
	M	18	2.9%		0.3%	2.5%	5.6%	
Top Technology Position								
	M	15	4.1%		0.8%	5.9%	6.7%	
Greater than $5 million								
CEO/Executive Director								
	F	659	5.2%	-3.5%	0.4%	4.5%	9.7%	16.8%
	M	750	4.1%	-6.4%	-0.3%	3.7%	9.4%	15.4%
	U	66	2.3%	-12.3%	0.0%	2.6%	7.2%	11.6%
Top Administrative Position								
	F	108	2.9%	-6.5%	-0.9%	3.3%	7.3%	11.8%
	M	94	4.7%	-3.1%	0.9%	3.7%	8.6%	15.0%
	U	14	7.3%		2.7%	5.8%	10.5%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than $5 million								
Top Business Position								
	F	62	3.1%	-4.9%	-0.3%	3.2%	6.2%	11.8%
	M	57	2.5%	-8.9%	-1.9%	3.6%	7.1%	13.2%
	U	6	10.4%			9.9%		
Top Development Position								
	F	200	4.4%	-4.0%	1.2%	4.4%	8.4%	12.2%
	M	83	2.9%	-5.0%	0.1%	3.1%	7.1%	11.1%
	U	23	6.3%	0.1%	2.7%	4.7%	9.6%	16.7%
Top Education Position								
	F	82	5.2%	-2.6%	1.2%	4.4%	9.9%	14.4%
	M	66	3.8%	-3.0%	2.1%	3.5%	6.8%	12.5%
	U	6	4.4%			3.6%		
Top Facilities Position								
	F	9	6.5%			6.0%		
	M	54	3.4%	-2.1%	0.8%	3.4%	6.2%	10.9%
Top Finance Position								
	F	395	5.1%	-3.2%	1.2%	5.0%	9.0%	15.3%
	M	416	4.8%	-3.8%	1.2%	4.4%	8.7%	15.1%
	U	75	5.9%	-2.5%	0.6%	5.5%	11.4%	17.6%
Top Human Resources Position								
	F	127	5.7%	-3.8%	1.1%	5.3%	10.1%	15.2%
	M	37	7.2%	-3.1%	2.2%	6.9%	13.5%	17.8%
	U	17	4.3%		1.0%	2.9%	7.6%	
Top Legal Position								
	F	32	5.7%	-1.9%	2.3%	4.9%	9.3%	13.4%
	M	45	3.5%	-6.0%	0.8%	3.8%	9.5%	12.9%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California								
Greater than $5 million								
Top Marketing Position								
	F	60	4.2%	-1.4%	1.4%	3.1%	6.0%	11.1%
	M	24	2.5%	-2.2%	-0.4%	2.1%	5.3%	9.5%
	U	8	7.3%			5.8%		
Top Operations Position								
	F	207	6.4%	-2.4%	1.5%	6.2%	11.5%	17.2%
	M	192	4.4%	-6.5%	1.4%	5.0%	9.5%	13.4%
	U	29	6.6%	-0.3%	1.3%	5.3%	12.9%	15.4%
Top PR/Communications Position								
	F	56	4.8%	-2.0%	0.4%	3.8%	7.5%	14.4%
	M	27	6.9%	0.0%	2.4%	5.5%	8.4%	17.9%
	U	6	7.7%			5.0%		
Top Program Position								
	F	85	6.3%	-2.4%	2.2%	5.0%	9.8%	18.2%
	M	48	5.4%	0.0%	1.8%	4.7%	8.3%	11.8%
	U	8	5.9%			3.2%		
Top Technology Position								
	F	33	4.3%	0.0%	1.7%	3.5%	6.9%	10.4%
	M	144	4.8%	-3.1%	0.0%	3.6%	8.5%	16.5%
	U	21	6.7%	1.0%	2.9%	6.2%	8.7%	13.5%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
$500 thousand or less								
CEO/Executive Director								
	F	231	3.2%	-7.0%	-0.1%	2.6%	8.3%	14.4%
	M	123	2.2%	-10.9%	-3.9%	1.1%	8.7%	17.2%
	U	9	-2.1%			1.3%		
Top Finance Position								
	F	9	1.2%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	131	3.3%	-5.1%	0.0%	3.0%	7.2%	13.3%
	M	85	3.3%	-6.1%	0.0%	2.9%	5.9%	14.9%
	U	6	7.6%			4.2%		
Top Finance Position								
	M	5	2.7%			2.4%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	240	4.5%	-5.4%	0.0%	4.1%	9.7%	15.1%
	M	199	4.0%	-6.8%	-0.4%	3.6%	9.9%	15.3%
	U	14	7.1%		3.5%	5.2%	13.4%	
Top Administrative Position								
	F	5	0.7%			5.6%		
	M	11	3.0%		0.0%	2.5%	5.1%	
Top Business Position								
	M	8	2.9%			3.1%		
Top Development Position								
	F	10	5.1%		0.1%	4.0%	6.6%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Between $1 million and $5 million								
Top Finance Position								
	F	33	6.5%	-1.2%	2.9%	6.0%	10.6%	16.5%
	M	21	5.8%	-1.5%	2.8%	4.0%	10.4%	13.2%
Top Operations Position								
	F	18	3.7%		3.1%	5.0%	8.3%	
	M	10	2.7%		-0.1%	3.5%	9.4%	
Top Program Position								
	F	6	5.1%			5.6%		
Top Technology Position								
	M	5	4.4%			2.4%		
Greater than $5 million								
CEO/Executive Director								
	F	87	3.9%	-5.9%	0.4%	3.8%	8.2%	14.1%
	M	152	4.2%	-3.9%	0.7%	3.7%	8.2%	14.2%
	U	7	1.4%			3.8%		
Top Administrative Position								
	F	11	7.7%		2.5%	3.6%	14.2%	
	M	12	0.9%		-1.0%	1.4%	5.4%	
Top Business Position								
	F	10	10.2%		4.9%	8.4%	17.9%	
	M	11	5.4%		1.9%	3.9%	8.5%	
Top Development Position								
	F	28	5.4%	-2.3%	0.8%	3.3%	7.8%	18.3%
	M	20	2.3%	-2.8%	-0.2%	1.5%	4.6%	7.7%
Top Education Position								
	F	13	5.4%		1.3%	3.3%	9.0%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado								
Greater than $5 million								
Top Finance Position								
	F	72	5.3%	-3.1%	2.1%	4.1%	9.7%	14.1%
	M	83	5.5%	-2.3%	1.7%	4.4%	10.2%	15.6%
	U	6	4.5%			4.6%		
Top Human Resources Position								
	F	20	6.3%	0.7%	1.6%	4.1%	9.4%	18.0%
Top Legal Position								
	F	7	8.1%			7.5%		
	M	9	4.8%			2.7%		
Top Marketing Position								
	F	13	3.6%		1.5%	5.4%	6.8%	
	M	6	1.7%			2.4%		
Top Operations Position								
	F	30	5.6%	-5.2%	1.7%	3.9%	12.2%	15.3%
	M	36	4.4%	-7.5%	0.0%	4.4%	9.0%	13.7%
Top PR/Communications Position								
	F	14	7.0%		-0.3%	7.1%	14.6%	
Top Program Position								
	F	8	4.6%			5.2%		
	M	5	5.7%			8.1%		
Top Technology Position								
	F	6	5.7%			4.0%		
	M	29	4.2%	-2.3%	0.8%	4.7%	7.5%	10.1%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
$500 thousand or less								
CEO/Executive Director								
	F	98	2.5%	-7.9%	-0.1%	2.4%	7.8%	12.4%
	M	54	1.1%	-7.1%	-1.3%	0.0%	5.6%	13.4%
	U	14	3.2%		0.0%	1.5%	7.2%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	74	3.3%	-2.7%	0.0%	2.7%	5.5%	12.1%
	M	35	3.0%	-2.4%	0.0%	2.6%	6.4%	10.7%
	U	7	1.7%			1.2%		
Top Finance Position								
	M	5	3.3%			1.3%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	136	3.0%	-4.0%	-0.4%	2.2%	6.9%	11.9%
	M	129	3.0%	-5.6%	-0.4%	2.3%	7.6%	13.0%
	U	14	5.5%		1.2%	4.4%	7.8%	
Top Administrative Position								
	F	5	6.7%			3.5%		
Top Development Position								
	F	9	0.4%			3.0%		
	M	6	-2.3%			0.0%		
Top Finance Position								
	F	28	3.6%	-6.6%	0.4%	5.0%	7.9%	10.2%
	M	26	5.1%	0.1%	1.8%	4.9%	6.9%	12.4%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Between $1 million and $5 million								
Top Operations Position								
	F	11	1.5%		-4.2%	4.5%	7.5%	
	M	8	6.8%			5.5%		
Greater than $5 million								
CEO/Executive Director								
	F	108	3.2%	-7.1%	0.0%	3.7%	7.5%	12.5%
	M	161	3.6%	-6.2%	0.2%	3.4%	7.7%	14.3%
	U	10	10.1%		4.3%	9.3%	15.5%	
Top Administrative Position								
	F	19	4.8%		0.6%	3.6%	7.5%	
	M	21	2.7%	-3.6%	0.0%	2.8%	5.4%	9.9%
Top Business Position								
	F	11	3.0%		2.1%	3.2%	6.0%	
	M	10	3.2%		0.4%	2.8%	5.4%	
Top Development Position								
	F	40	1.8%	-5.4%	0.0%	2.7%	4.4%	7.3%
	M	20	1.8%	-14.1%	-0.2%	2.7%	6.2%	12.7%
Top Education Position								
	F	15	0.1%		-6.5%	3.2%	5.8%	
	M	18	3.9%		1.8%	2.7%	7.3%	
Top Facilities Position								
	M	23	0.9%	-6.7%	-2.7%	2.6%	4.5%	6.8%
Top Finance Position								
	F	91	4.6%	-4.6%	1.3%	4.3%	8.6%	15.3%
	M	103	3.8%	-4.6%	0.5%	2.8%	8.0%	13.4%
	U	6	5.1%			4.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut								
Greater than $5 million								
Top Human Resources Position								
	F	19	3.4%		1.7%	3.4%	7.5%	
	M	10	0.4%		-2.4%	2.7%	3.4%	
Top Legal Position								
	M	5	3.1%			2.8%		
Top Marketing Position								
	F	13	2.6%		1.1%	3.4%	5.7%	
Top Operations Position								
	F	33	2.9%	-7.1%	-3.8%	3.4%	8.9%	12.0%
	M	36	4.6%	-1.9%	0.5%	4.4%	6.1%	11.4%
Top PR/Communications Position								
	F	13	6.0%		2.6%	5.1%	8.7%	
	M	6	3.1%			3.4%		
Top Program Position								
	F	7	-0.8%			-3.6%		
	M	9	7.0%			3.6%		
Top Technology Position								
	F	7	4.0%			2.8%		
	M	20	3.3%	0.0%	0.7%	3.6%	4.8%	6.7%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware								
$500 thousand or less								
CEO/Executive Director								
	F	36	1.7%	-7.0%	-0.2%	0.8%	3.7%	12.2%
	M	17	5.7%		0.4%	4.1%	6.7%	
	U	5	4.1%			0.5%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	18	2.3%		0.0%	1.3%	5.3%	
	M	10	2.8%		-1.0%	1.7%	6.0%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	35	3.4%	-2.0%	0.1%	2.4%	5.6%	11.4%
	M	28	2.8%	-1.3%	0.6%	2.9%	4.3%	10.0%
Greater than $5 million								
CEO/Executive Director								
	F	21	1.8%	-2.8%	0.0%	1.3%	3.8%	9.2%
	M	26	5.0%	-0.9%	0.3%	2.9%	8.5%	13.5%
Top Administrative Position								
	M	5	9.4%			4.5%		
Top Finance Position								
	F	9	6.2%			6.5%		
	M	10	2.8%		0.3%	2.2%	8.6%	
Top Human Resources Position								
	F	5	14.7%			17.5%		
Top Operations Position								
	F	6	9.0%			8.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
$500 thousand or less								
CEO/Executive Director								
	F	55	1.2%	-8.2%	-1.1%	0.7%	4.2%	8.9%
	M	45	0.6%	-10.0%	-1.9%	0.6%	5.8%	9.5%
	U	10	8.4%		0.5%	5.9%	20.4%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	60	3.7%	-2.8%	-0.2%	1.8%	7.3%	13.9%
	M	67	3.5%	-7.0%	-0.3%	2.9%	7.2%	17.4%
	U	9	6.9%			7.2%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	181	3.7%	-3.5%	0.0%	3.6%	7.8%	12.8%
	M	181	2.9%	-7.2%	-0.2%	3.2%	7.3%	11.5%
	U	20	4.1%	-2.5%	0.0%	1.7%	5.4%	16.3%
Top Administrative Position								
	F	14	5.6%		2.2%	4.4%	8.8%	
	M	10	3.7%		-2.7%	3.2%	9.5%	
Top Development Position								
	F	18	3.3%		0.6%	3.0%	4.6%	
	M	5	9.5%			6.3%		
Top Education Position								
	F	6	4.3%			4.1%		
Top Finance Position								
	F	34	5.2%	-3.1%	1.5%	4.7%	9.8%	14.7%
	M	31	5.8%	-3.2%	0.0%	4.7%	12.8%	18.6%
	U	6	2.8%			3.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Between $1 million and $5 million								
Top Legal Position								
	F	12	6.1%		2.5%	3.5%	10.2%	
	M	11	0.8%		0.4%	2.1%	5.3%	
Top Operations Position								
	F	44	4.2%	-4.0%	-0.5%	3.8%	10.0%	12.1%
	M	22	5.0%	-2.5%	0.7%	4.7%	8.4%	13.7%
	U	11	8.7%		4.4%	6.1%	10.3%	
Top PR/Communications Position								
	F	20	4.9%	-3.2%	2.3%	5.4%	6.9%	10.5%
	M	10	3.6%		-1.5%	3.9%	8.1%	
Top Program Position								
	F	24	4.5%	-7.2%	0.0%	3.7%	10.2%	12.4%
	M	19	4.0%		1.7%	4.5%	7.4%	
Greater than $5 million								
CEO/Executive Director								
	F	160	4.6%	-5.3%	1.1%	4.0%	9.3%	15.3%
	M	198	4.5%	-2.5%	0.7%	3.3%	7.1%	14.2%
	U	10	3.5%		-0.3%	2.5%	7.2%	
Top Administrative Position								
	F	33	6.1%	-1.2%	2.4%	5.2%	9.6%	15.1%
	M	30	3.2%	-5.4%	-0.1%	3.3%	6.0%	11.7%
Top Business Position								
	F	22	5.0%	-3.5%	3.6%	5.4%	9.1%	13.1%
	M	13	8.1%		3.7%	7.5%	17.2%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than $5 million								
Top Development Position								
	F	47	4.2%	-4.2%	0.3%	3.9%	9.8%	13.4%
	M	33	5.5%	-0.9%	0.9%	5.2%	7.3%	13.0%
Top Education Position								
	F	23	5.2%	-8.0%	1.9%	4.3%	9.8%	20.2%
	M	17	2.2%		-1.2%	3.1%	5.2%	
Top Finance Position								
	F	100	6.1%	-0.2%	2.2%	5.1%	9.7%	14.8%
	M	106	6.0%	-0.6%	2.7%	5.6%	10.1%	13.9%
	U	20	7.0%	1.3%	2.8%	5.3%	11.1%	15.0%
Top Human Resources Position								
	F	31	2.2%	-5.2%	-1.4%	2.0%	5.2%	9.5%
	M	12	-1.2%		-9.4%	1.2%	4.7%	
Top Legal Position								
	F	37	5.5%	-1.5%	2.3%	5.3%	10.4%	14.0%
	M	37	5.3%	-1.5%	1.9%	5.1%	8.2%	16.3%
	U	6	4.1%			4.0%		
Top Marketing Position								
	F	19	3.7%		0.4%	2.7%	8.6%	
	M	19	4.0%		1.1%	4.4%	7.8%	
Top Operations Position								
	F	71	5.2%	-3.4%	0.7%	5.1%	10.3%	14.1%
	M	65	5.2%	-2.6%	1.1%	4.8%	8.8%	13.9%
	U	8	6.6%			4.8%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia								
Greater than $5 million								
Top PR/Communications Position								
	F	47	5.6%	-4.0%	1.7%	6.0%	8.4%	16.9%
	M	46	4.8%	-2.4%	1.5%	4.4%	8.3%	12.7%
Top Program Position								
	F	41	3.8%	-6.4%	0.9%	4.2%	9.1%	14.4%
	M	23	5.3%	-3.2%	1.6%	3.9%	10.8%	13.7%
Top Technology Position								
	F	15	4.1%		2.4%	3.2%	7.0%	
	M	42	3.6%	-4.5%	1.0%	3.2%	5.9%	9.9%
	U	7	2.7%			1.0%		
Florida								
$500 thousand or less								
CEO/Executive Director								
	F	328	1.5%	-9.8%	-0.5%	1.2%	5.3%	12.7%
	M	200	1.2%	-9.1%	-3.4%	0.0%	5.5%	13.6%
	U	27	0.4%	-12.0%	-3.8%	1.2%	5.9%	10.0%
Top Administrative Position								
	F	9	5.5%			4.2%		
	M	9	0.8%			0.0%		
Top Finance Position								
	F	21	1.2%	-7.3%	-0.5%	0.0%	6.4%	10.0%
	M	7	0.8%			1.1%		
Top Operations Position								
	F	5	0.5%			0.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
$500 thousand or less								
Top Program Position								
	F	5	7.0%			3.8%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	185	4.9%	-4.1%	0.0%	3.1%	9.8%	17.2%
	M	123	3.1%	-6.8%	0.0%	2.2%	8.0%	13.7%
	U	12	5.2%		-0.2%	4.4%	15.6%	
Top Administrative Position								
	F	5	-0.5%			0.0%		
Top Business Position								
	M	6	4.0%			3.7%		
Top Finance Position								
	F	15	7.3%		0.2%	3.6%	13.6%	
	M	7	2.1%			1.9%		
Top Operations Position								
	F	9	4.8%			1.8%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	364	4.2%	-4.4%	0.0%	3.0%	8.7%	14.9%
	M	301	3.5%	-6.1%	0.0%	2.8%	7.7%	14.9%
	U	24	2.9%	-8.6%	-0.8%	4.7%	7.5%	12.5%
Top Administrative Position								
	F	16	3.9%		0.4%	4.1%	7.8%	
	M	24	4.9%	-2.1%	0.9%	4.6%	9.2%	17.8%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Between $1 million and $5 million								
Top Business Position								
	F	8	-0.1%			1.6%		
	M	13	3.7%		1.9%	2.9%	6.7%	
Top Development Position								
	F	6	4.1%			-0.6%		
Top Education Position								
	F	5	7.9%			7.2%		
	M	6	5.8%			3.6%		
Top Facilities Position								
	M	7	5.7%			4.7%		
Top Finance Position								
	F	86	3.6%	-3.2%	0.0%	3.3%	7.7%	11.3%
	M	47	2.0%	-5.4%	-2.0%	1.9%	5.6%	10.8%
	U	5	7.8%			5.0%		
Top Marketing Position								
	F	5	6.4%			5.1%		
Top Operations Position								
	F	28	4.0%	-3.0%	-0.1%	4.1%	6.9%	11.5%
	M	29	3.8%	-4.9%	0.0%	2.8%	6.7%	15.6%
Top Program Position								
	F	6	6.3%			6.4%		
Greater than $5 million								
CEO/Executive Director								
	F	257	4.6%	-2.6%	0.3%	4.4%	8.5%	15.4%
	M	365	3.5%	-6.7%	-1.2%	3.3%	8.7%	14.8%
	U	28	5.2%	-1.4%	0.7%	5.0%	7.5%	14.8%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Greater than $5 million								
Top Administrative Position								
	F	27	5.9%	-1.0%	2.1%	6.3%	11.4%	15.2%
	M	62	3.6%	-5.7%	-0.2%	4.5%	8.4%	12.0%
Top Business Position								
	F	17	1.7%		-3.5%	4.0%	7.4%	
	M	22	5.3%	-1.1%	1.3%	6.0%	8.1%	13.1%
Top Development Position								
	F	43	3.0%	-6.2%	1.1%	3.5%	6.8%	13.7%
	M	24	2.7%	-5.2%	-2.9%	3.8%	6.0%	9.7%
Top Education Position								
	F	19	4.8%		2.3%	4.0%	6.6%	
	M	12	1.8%		0.3%	2.2%	3.4%	
Top Facilities Position								
	M	33	4.6%	-0.4%	0.7%	3.1%	7.0%	13.6%
Top Finance Position								
	F	195	4.8%	-4.9%	1.4%	5.3%	8.9%	14.0%
	M	161	4.2%	-5.1%	0.2%	4.4%	7.9%	12.7%
	U	17	2.6%		-1.5%	2.2%	4.4%	
Top Human Resources Position								
	F	47	2.7%	-7.6%	0.3%	3.4%	6.4%	10.4%
	M	9	4.0%			3.3%		
Top Legal Position								
	F	11	4.4%		0.9%	4.2%	6.4%	
	M	12	8.5%		1.4%	8.7%	15.7%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida								
Greater than $5 million								
Top Marketing Position								
	F	27	4.7%	-6.2%	-2.7%	4.5%	10.0%	15.9%
	M	8	6.3%			2.0%		
Top Operations Position								
	F	92	6.0%	-1.5%	2.2%	6.0%	10.8%	15.2%
	M	88	5.7%	-5.4%	0.7%	6.1%	11.7%	16.7%
Top PR/Communications Position								
	F	18	3.3%		-0.4%	4.4%	7.2%	
	M	7	2.5%			-1.9%		
Top Program Position								
	F	16	6.9%		3.1%	6.6%	11.1%	
	M	11	5.0%		0.7%	2.3%	11.2%	
Top Technology Position								
	F	5	9.5%			10.6%		
	M	50	5.8%	0.0%	2.2%	3.7%	9.6%	18.1%
Georgia								
$500 thousand or less								
CEO/Executive Director								
	F	184	2.9%	-4.3%	0.0%	2.2%	7.6%	13.3%
	M	131	1.0%	-12.6%	-3.1%	1.3%	5.7%	14.4%
	U	17	-0.7%		0.0%	0.5%	3.1%	
Top Finance Position								
	F	13	-3.3%		-7.6%	0.0%	1.8%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	117	4.1%	-4.2%	-0.1%	2.8%	9.0%	14.6%
	M	54	1.3%	-9.5%	-2.0%	2.0%	6.3%	11.9%
	U	7	2.1%			0.0%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	134	4.7%	-1.8%	0.0%	3.6%	8.6%	14.8%
	M	137	4.5%	-4.2%	0.0%	3.6%	8.8%	15.4%
	U	14	5.4%		0.5%	3.5%	12.0%	
Top Administrative Position								
	F	7	2.3%			2.0%		
	M	5	7.3%			4.1%		
Top Development Position								
	F	5	6.6%			5.6%		
Top Finance Position								
	F	21	1.9%	-2.9%	-1.1%	3.0%	5.2%	9.4%
	M	29	3.1%	-3.2%	-0.2%	3.9%	6.0%	9.4%
Top Operations Position								
	F	11	-1.2%		-3.9%	1.0%	3.9%	
	M	11	6.0%		0.8%	5.4%	11.0%	
Greater than $5 million								
CEO/Executive Director								
	F	90	4.3%	-3.7%	1.1%	3.7%	9.1%	13.9%
	M	173	4.0%	-4.7%	0.2%	3.6%	8.7%	14.7%
	U	7	8.1%			5.1%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Greater than $5 million								
Top Administrative Position								
	F	27	4.7%	-3.2%	0.7%	4.4%	8.8%	14.9%
	M	28	2.4%	-6.0%	-0.6%	3.1%	6.1%	10.1%
Top Business Position								
	F	14	5.5%		-1.4%	3.3%	10.9%	
	M	11	0.7%		-0.3%	0.9%	2.3%	
Top Development Position								
	F	29	3.6%	-2.6%	1.4%	3.9%	7.6%	11.1%
	M	16	0.3%		-9.2%	1.1%	5.3%	
Top Education Position								
	F	14	0.9%		-1.6%	1.3%	3.1%	
	M	7	5.2%			7.4%		
Top Facilities Position								
	M	8	0.9%			1.0%		
Top Finance Position								
	F	77	5.5%	-2.6%	0.9%	4.5%	10.0%	15.7%
	M	109	4.7%	-3.7%	1.2%	4.3%	9.4%	12.6%
Top Human Resources Position								
	F	24	6.6%	-3.2%	2.1%	6.0%	10.1%	17.6%
	M	12	4.6%		1.6%	4.6%	6.1%	
Top Legal Position								
	F	7	5.3%			5.7%		
	M	10	1.4%		-4.2%	3.2%	7.1%	
Top Marketing Position								
	F	19	7.1%		0.7%	5.4%	12.0%	
	M	12	2.4%		2.0%	3.1%	5.0%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia								
Greater than $5 million								
Top Operations Position								
	F	36	6.9%	-3.9%	0.8%	6.6%	12.4%	17.2%
	M	53	2.9%	-6.6%	-0.7%	1.9%	6.7%	13.4%
Top PR/Communications Position								
	F	7	5.0%			4.7%		
	M	11	4.9%		2.4%	2.9%	5.9%	
Top Program Position								
	F	7	2.1%			2.1%		
Top Technology Position								
	M	24	3.4%	-9.8%	-0.1%	5.0%	9.5%	13.5%
Hawaii								
$500 thousand or less								
CEO/Executive Director								
	F	25	0.1%	-4.9%	-2.2%	0.0%	2.2%	4.6%
	M	25	-0.6%	-16.2%	-4.3%	0.0%	3.8%	13.4%
	U	5	9.9%			4.6%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	18	3.6%		0.5%	2.2%	4.6%	
	M	9	2.6%			0.0%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	33	3.4%	-6.4%	0.0%	2.0%	8.5%	14.9%
	M	39	4.0%	-3.4%	-0.1%	2.3%	7.3%	14.1%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii								
Between $1 million and $5 million								
Top Finance Position								
	F	7	5.5%			4.1%		
	M	6	2.8%			1.7%		
Greater than $5 million								
CEO/Executive Director								
	F	21	8.1%	-0.2%	3.0%	5.7%	13.1%	20.4%
	M	38	2.5%	-7.6%	-1.5%	2.1%	5.5%	19.0%
Top Administrative Position								
	F	6	1.3%			2.8%		
	M	8	1.3%			3.9%		
Top Finance Position								
	F	18	8.1%		4.4%	5.6%	8.7%	
	M	13	7.3%		3.2%	6.0%	13.2%	
Top Operations Position								
	F	9	5.5%			3.6%		
	M	6	5.6%			4.9%		
Idaho								
$500 thousand or less								
CEO/Executive Director								
	F	32	4.3%	-8.4%	-1.6%	4.0%	10.1%	16.9%
	M	21	3.5%	0.0%	0.0%	1.8%	5.3%	8.9%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	24	4.1%	-3.5%	0.0%	3.7%	7.8%	13.8%
	M	15	1.0%		-1.5%	2.3%	6.6%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	37	4.2%	-4.1%	0.2%	4.2%	8.2%	13.2%
	M	39	2.6%	-4.9%	-0.5%	2.5%	5.6%	11.1%
Top Administrative Position								
	F	5	8.5%			8.5%		
	M	10	4.8%		1.8%	4.1%	4.6%	
Top Finance Position								
	F	5	5.7%			4.8%		
Greater than $5 million								
CEO/Executive Director								
	F	13	7.2%		5.7%	6.5%	12.2%	
	M	20	2.6%	-9.0%	-2.7%	3.2%	6.5%	10.6%
Top Administrative Position								
	M	6	8.9%			7.7%		
Top Finance Position								
	F	8	3.5%			3.8%		
	M	14	5.8%		3.3%	4.7%	9.7%	
Top Operations Position								
	M	5	3.5%			4.4%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
$500 thousand or less								
CEO/Executive Director								
	F	264	1.7%	-7.7%	-0.6%	1.5%	5.2%	12.4%
	M	168	2.1%	-6.3%	-0.2%	1.2%	5.6%	11.9%
	U	22	2.8%	-7.7%	-1.5%	0.1%	7.6%	17.7%
Top Administrative Position								
	F	9	3.0%			3.3%		
Top Business Position								
	M	10	0.9%		-0.5%	1.1%	2.1%	
Top Finance Position								
	F	13	1.0%		-0.6%	2.4%	4.7%	
	M	23	1.4%	-7.5%	-0.1%	1.0%	3.3%	9.6%
Top Operations Position								
	F	5	-2.2%			0.0%		
Top Program Position								
	F	6	2.4%			1.5%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	164	3.2%	-5.0%	0.0%	2.6%	6.4%	13.8%
	M	111	2.9%	-6.8%	0.0%	2.4%	6.4%	12.1%
	U	12	4.3%		2.0%	3.9%	9.1%	
Top Administrative Position								
	F	6	4.2%			3.7%		
Top Business Position								
	M	13	3.5%		0.4%	1.3%	5.0%	
Top Education Position								
	M	8	7.4%			4.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between $500 thousand and $1 million								
Top Finance Position								
	F	7	2.0%			1.8%		
	M	17	3.7%		0.5%	2.1%	4.3%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	376	2.7%	-5.9%	-0.3%	2.7%	6.4%	10.9%
	M	294	2.8%	-5.7%	0.0%	2.2%	6.0%	11.9%
	U	27	3.3%	-3.8%	0.0%	3.6%	6.2%	9.8%
Top Administrative Position								
	F	15	2.5%		0.8%	2.1%	8.4%	
	M	14	2.0%		-0.4%	1.0%	4.4%	
Top Business Position								
	F	5	-1.6%			-0.4%		
	M	41	3.7%	-1.5%	1.8%	3.2%	5.1%	11.2%
Top Development Position								
	F	15	2.9%		-0.1%	2.5%	4.7%	
	M	6	3.4%			2.5%		
Top Education Position								
	F	8	4.9%			3.7%		
Top Facilities Position								
	M	5	4.0%			3.2%		
Top Finance Position								
	F	61	4.0%	-3.1%	0.2%	2.9%	6.8%	14.2%
	M	72	2.2%	-5.8%	-0.7%	2.7%	5.5%	9.2%
	U	5	3.0%			1.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Between $1 million and $5 million								
Top Operations Position								
	F	18	2.9%		0.4%	4.2%	7.1%	
	M	23	5.1%	-0.5%	1.0%	3.4%	8.3%	13.0%
Top Program Position								
	F	11	3.8%		1.0%	3.8%	7.2%	
	M	5	7.3%			4.1%		
Top Technology Position								
	M	7	3.9%			1.1%		
Greater than $5 million								
CEO/Executive Director								
	F	236	4.2%	-5.2%	0.5%	3.8%	8.7%	12.6%
	M	320	3.8%	-4.4%	-0.1%	2.8%	8.0%	14.8%
	U	21	6.4%	-2.2%	2.1%	5.1%	8.5%	20.5%
Top Administrative Position								
	F	43	3.4%	-6.4%	2.0%	4.3%	6.6%	8.7%
	M	65	4.0%	-4.3%	0.0%	2.8%	7.0%	14.1%
Top Business Position								
	F	23	8.8%	1.6%	2.7%	4.9%	13.3%	23.3%
	M	28	0.6%	-10.0%	-1.9%	2.7%	5.5%	7.5%
Top Development Position								
	F	41	3.6%	-3.1%	0.1%	3.3%	6.7%	12.4%
	M	33	2.1%	-4.5%	-0.5%	2.4%	6.1%	7.9%
Top Education Position								
	F	27	2.6%	-5.0%	-0.7%	1.4%	7.0%	10.0%
	M	23	2.3%	-1.2%	0.9%	1.5%	3.5%	6.1%
	U	6	4.3%			3.4%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Greater than $5 million								
Top Facilities Position								
	M	31	2.8%	-2.8%	0.4%	2.2%	4.7%	9.5%
Top Finance Position								
	F	147	4.9%	-0.6%	1.2%	3.9%	8.5%	13.3%
	M	187	3.0%	-4.1%	-0.2%	3.5%	6.3%	10.1%
	U	8	8.4%			9.0%		
Top Human Resources Position								
	F	39	5.9%	-2.8%	2.6%	5.0%	10.7%	13.8%
	M	17	4.8%		3.1%	4.0%	6.7%	
Top Legal Position								
	F	29	2.7%	-3.2%	-0.4%	3.0%	5.4%	9.0%
	M	20	3.3%	-2.1%	0.6%	1.8%	5.6%	15.6%
Top Marketing Position								
	F	26	3.8%	-3.7%	1.7%	5.9%	7.5%	12.4%
	M	23	5.2%	0.4%	1.9%	5.0%	7.6%	12.7%
Top Operations Position								
	F	80	4.8%	-3.1%	-0.2%	5.1%	10.0%	13.3%
	M	80	3.6%	-6.0%	0.7%	3.9%	8.4%	13.7%
	U	6	7.3%			5.9%		
Top PR/Communications Position								
	F	24	5.2%	0.5%	1.8%	4.1%	6.8%	9.6%
	M	20	4.6%	-2.3%	-0.5%	3.7%	7.9%	13.7%
Top Program Position								
	F	22	4.8%	-0.9%	1.2%	5.1%	8.2%	11.0%
	M	19	3.2%		0.4%	3.2%	6.5%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois								
Greater than $5 million								
Top Technology Position								
	F	17	1.8%		-2.3%	-0.6%	3.7%	
	M	74	3.8%	-2.2%	1.1%	4.0%	6.4%	11.3%
Indiana								
$500 thousand or less								
CEO/Executive Director								
	F	151	2.1%	-7.4%	0.0%	2.4%	5.5%	11.2%
	M	108	2.2%	-5.8%	0.0%	0.5%	7.1%	11.0%
	U	16	3.0%		0.0%	1.1%	5.6%	
Top Administrative Position								
	M	6	-3.7%			-5.4%		
Top Finance Position								
	F	6	1.4%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	95	4.8%	-4.1%	1.1%	4.7%	9.6%	15.2%
	M	81	2.9%	-5.8%	0.0%	2.7%	6.7%	14.1%
Top Administrative Position								
	F	5	4.5%			1.5%		
Top Finance Position								
	F	8	6.9%			4.7%		
Top Operations Position								
	F	5	0.9%			0.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Between $1 million and $5 million								
CEO/Executive Director								
	F	155	3.8%	-4.4%	0.2%	3.4%	7.0%	12.5%
	M	151	2.7%	-5.9%	0.0%	2.7%	6.3%	12.8%
	U	5	5.6%			5.9%		
Top Administrative Position								
	F	10	5.2%		2.9%	4.6%	5.3%	
	M	5	3.0%			3.3%		
Top Business Position								
	F	6	5.7%			4.6%		
	M	12	3.5%		2.6%	3.5%	4.4%	
Top Education Position								
	M	7	1.3%			2.0%		
Top Finance Position								
	F	33	5.1%	-1.1%	2.0%	4.9%	7.9%	12.6%
	M	27	3.2%	-7.5%	1.0%	3.3%	6.4%	9.9%
Top Operations Position								
	F	14	1.7%		-0.6%	2.0%	3.4%	
	M	8	9.9%			10.4%		
Greater than $5 million								
CEO/Executive Director								
	F	99	4.2%	-6.2%	0.9%	4.6%	8.0%	14.2%
	M	133	5.0%	-3.1%	0.8%	3.3%	10.2%	16.5%
Top Administrative Position								
	F	15	9.9%		6.4%	7.9%	15.0%	
	M	14	5.5%		2.3%	4.1%	8.6%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Greater than $5 million								
Top Business Position								
	F	8	0.0%			3.1%		
	M	14	4.1%		1.4%	2.5%	5.5%	
Top Development Position								
	F	19	4.1%		1.2%	4.1%	6.8%	
	M	12	2.6%		0.1%	1.1%	2.3%	
Top Education Position								
	F	9	-0.3%			1.9%		
	M	9	4.4%			5.3%		
Top Finance Position								
	F	78	5.2%	-3.0%	1.4%	5.3%	8.5%	15.2%
	M	76	5.6%	-1.4%	2.2%	4.4%	9.5%	13.9%
Top Human Resources Position								
	F	9	7.3%			7.1%		
	M	5	3.1%			3.8%		
Top Legal Position								
	F	6	1.9%			1.7%		
Top Marketing Position								
	F	8	2.5%			1.8%		
Top Operations Position								
	F	30	7.8%	-4.0%	2.6%	8.2%	15.4%	19.3%
	M	23	3.8%	-4.3%	-0.1%	3.4%	6.5%	13.1%
Top PR/Communications Position								
	F	6	-0.7%			1.1%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana								
Greater than $5 million								
Top Program Position								
	F	6	-0.7%			0.5%		
	M	8	6.6%			6.6%		
Top Technology Position								
	M	17	3.5%		-1.0%	2.6%	5.1%	
Iowa								
$500 thousand or less								
CEO/Executive Director								
	F	98	2.2%	-7.3%	0.0%	2.9%	6.6%	11.5%
	M	63	3.0%	-1.1%	0.0%	2.0%	5.9%	11.2%
	U	8	1.3%			2.5%		
Top Finance Position								
	F	5	1.7%			3.1%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	38	3.5%	-0.4%	1.3%	3.4%	5.2%	9.1%
	M	40	3.3%	-6.2%	-0.2%	2.9%	6.5%	14.2%
Top Finance Position								
	F	6	0.4%			2.8%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	85	3.4%	-1.5%	1.0%	3.4%	5.5%	9.7%
	M	92	3.5%	-3.1%	0.5%	3.3%	6.7%	11.5%
	U	6	4.0%			1.5%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Between $1 million and $5 million								
Top Administrative Position								
	F	7	7.0%			5.3%		
	M	9	1.5%			0.4%		
Top Business Position								
	F	5	-0.2%			1.1%		
	M	7	-0.2%			2.0%		
Top Finance Position								
	F	16	5.5%		3.2%	5.1%	6.5%	
	M	12	-0.1%		-0.8%	0.3%	4.6%	
Top Operations Position								
	F	8	6.7%			3.2%		
Greater than $5 million								
CEO/Executive Director								
	F	68	4.7%	-1.2%	1.6%	4.2%	7.5%	12.6%
	M	98	3.2%	-8.3%	-1.3%	3.5%	7.7%	15.8%
	U	7	6.1%			4.3%		
Top Administrative Position								
	F	12	1.3%		-0.8%	1.2%	4.1%	
	M	17	4.3%		-0.3%	3.5%	11.1%	
Top Business Position								
	F	5	5.3%			3.0%		
Top Development Position								
	F	5	3.5%			3.4%		
	M	10	5.3%		0.8%	3.6%	9.0%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa								
Greater than $5 million								
Top Education Position								
	F	7	3.5%			0.9%		
	M	9	4.3%			2.6%		
Top Finance Position								
	F	60	5.5%	-2.4%	1.5%	4.5%	8.8%	16.5%
	M	43	4.5%	-1.6%	1.2%	5.1%	8.4%	12.3%
	U	5	3.8%			0.8%		
Top Human Resources Position								
	F	6	4.9%			7.1%		
Top Operations Position								
	F	18	4.0%		1.2%	3.7%	8.3%	
	M	16	6.8%		4.2%	7.4%	11.7%	
Top PR/Communications Position								
	M	5	2.9%			3.0%		
Top Technology Position								
	F	6	3.7%			2.7%		
	M	11	2.8%		0.6%	4.0%	6.6%	
Kansas								
$500 thousand or less								
CEO/Executive Director								
	F	90	2.7%	-5.8%	0.0%	3.0%	5.9%	12.1%
	M	40	-1.4%	-14.4%	-5.1%	0.0%	3.4%	9.2%
	U	5	2.0%			1.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
$500 thousand or less								
Top Finance Position								
	F	5	-1.6%			3.8%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	34	3.7%	-1.0%	1.4%	3.1%	5.8%	10.8%
	M	27	2.6%	-2.5%	0.0%	2.5%	4.8%	9.2%
Top Administrative Position								
	F	5	0.4%			0.0%		
Top Finance Position								
	F	6	3.4%			4.6%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	93	4.2%	-3.8%	0.2%	4.1%	8.4%	13.0%
	M	61	3.7%	-2.1%	0.0%	3.1%	7.5%	11.5%
Top Administrative Position								
	F	13	8.6%		6.1%	8.0%	11.0%	
	M	6	7.6%			6.5%		
Top Finance Position								
	F	21	3.8%	-4.5%	1.9%	4.2%	6.7%	9.8%
	M	8	3.1%			2.4%		
Top Operations Position								
	F	5	-3.1%			1.9%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas								
Greater than $5 million								
CEO/Executive Director								
	F	51	4.1%	-2.6%	0.5%	4.8%	7.5%	10.6%
	M	82	4.9%	-0.5%	1.5%	4.3%	8.6%	12.8%
	U	7	3.0%			7.3%		
Top Administrative Position								
	F	14	3.1%		-1.9%	2.0%	9.6%	
	M	10	4.6%		2.6%	4.7%	7.4%	
Top Development Position								
	M	7	-5.0%			-5.9%		
Top Education Position								
	M	8	6.7%			5.4%		
Top Finance Position								
	F	38	6.3%	-8.0%	2.8%	5.0%	10.3%	19.5%
	M	42	5.3%	-1.6%	1.7%	4.3%	8.5%	15.3%
Top Operations Position								
	F	14	7.2%		3.6%	7.4%	13.2%	
	M	15	5.6%		3.3%	5.2%	9.8%	
Top Technology Position								
	M	8	6.0%			4.3%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
$500 thousand or less								
CEO/Executive Director								
	F	90	2.1%	-8.5%	-1.1%	2.3%	5.6%	12.9%
	M	53	0.5%	-9.8%	-0.1%	0.0%	4.4%	9.8%
	U	8	3.8%			1.4%		
Top Finance Position								
	F	5	-0.4%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	36	1.7%	-8.7%	-0.7%	2.0%	4.7%	9.7%
	M	28	1.5%	-6.6%	-1.7%	1.6%	8.2%	9.6%
Between $1 million and $5 million								
CEO/Executive Director								
	F	92	4.7%	-2.9%	1.0%	4.2%	8.1%	14.6%
	M	76	3.0%	-3.8%	0.0%	2.9%	5.5%	9.1%
	U	5	3.7%			2.3%		
Top Finance Position								
	F	15	4.6%		0.5%	2.4%	6.9%	
	M	12	1.8%		-0.2%	1.5%	3.4%	
Greater than $5 million								
CEO/Executive Director								
	F	49	4.0%	-4.0%	0.0%	2.2%	9.1%	15.8%
	M	82	4.1%	-1.8%	0.4%	3.2%	8.6%	14.2%
	U	5	3.2%			0.1%		
Top Administrative Position								
	F	21	5.7%	-2.6%	1.6%	3.6%	10.7%	15.6%
	M	11	2.4%		2.4%	2.9%	3.6%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky								
Greater than $5 million								
Top Business Position								
	M	9	6.6%			4.8%		
Top Development Position								
	F	6	9.3%			8.9%		
	M	11	1.4%		0.5%	2.5%	4.1%	
Top Education Position								
	F	5	9.6%			8.5%		
Top Facilities Position								
	M	8	2.2%			0.4%		
Top Finance Position								
	F	39	6.0%	-3.7%	0.5%	4.7%	12.2%	17.9%
	M	56	5.5%	-0.4%	1.9%	4.7%	7.6%	17.0%
Top Human Resources Position								
	F	13	7.6%		3.9%	5.6%	11.4%	
Top Marketing Position								
	F	5	5.9%			5.1%		
Top Operations Position								
	F	14	6.2%		2.6%	4.8%	8.1%	
	M	21	3.1%	-3.7%	0.0%	3.6%	6.4%	8.5%
Top PR/Communications Position								
	M	5	5.3%			3.6%		
Top Technology Position								
	M	16	2.0%		-0.9%	3.1%	9.5%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
$500 thousand or less								
CEO/Executive Director								
	F	73	1.9%	-7.8%	0.0%	1.8%	5.6%	10.2%
	M	50	3.9%	-1.5%	0.0%	1.5%	7.6%	19.2%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	47	2.7%	-1.0%	0.0%	2.6%	5.1%	8.4%
	M	28	1.5%	-9.1%	0.0%	0.7%	3.6%	12.2%
	U	5	-4.2%			0.0%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	94	2.1%	-4.8%	-1.2%	1.2%	6.5%	10.3%
	M	71	2.9%	-4.3%	0.0%	2.1%	8.7%	12.2%
	U	11	-1.9%		-2.8%	0.3%	5.6%	
Top Administrative Position								
	M	5	3.2%			1.7%		
Top Finance Position								
	F	14	3.0%		0.0%	3.2%	6.0%	
	M	12	1.0%		-2.2%	1.1%	4.2%	
Greater than $5 million								
CEO/Executive Director								
	F	56	2.5%	-6.2%	-0.4%	2.0%	5.9%	13.6%
	M	79	3.6%	-5.0%	-0.2%	3.4%	8.4%	11.8%
	U	5	4.0%			2.2%		
Top Administrative Position								
	F	7	3.1%			2.4%		
	M	8	2.9%			3.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana								
Greater than $5 million								
Top Development Position								
	F	6	4.3%			3.2%		
	M	5	6.6%			7.9%		
Top Education Position								
	F	5	-0.8%			0.0%		
Top Finance Position								
	F	33	4.8%	-2.5%	1.2%	3.3%	9.8%	12.6%
	M	30	4.8%	-2.6%	-0.2%	3.1%	7.8%	14.7%
Top Human Resources Position								
	F	8	7.2%			6.0%		
Top Legal Position								
	M	6	4.1%			3.4%		
Top Operations Position								
	F	16	2.6%		1.6%	3.6%	6.9%	
	M	20	4.7%	-0.1%	2.2%	4.2%	7.2%	15.5%
Maine								
$500 thousand or less								
CEO/Executive Director								
	F	79	2.9%	-7.6%	-0.1%	2.3%	7.5%	15.3%
	M	43	0.9%	-10.1%	-3.0%	0.0%	6.4%	11.7%
	U	8	5.0%			3.4%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	48	4.5%	-4.6%	-0.8%	3.7%	8.0%	16.2%
	M	27	4.1%	-3.8%	0.0%	2.9%	9.3%	13.6%
Between $1 million and $5 million								
CEO/Executive Director								
	F	80	4.4%	-3.8%	1.1%	4.3%	9.3%	14.3%
	M	69	2.4%	-7.3%	-0.1%	3.2%	6.3%	8.7%
Top Finance Position								
	F	15	2.5%		-0.8%	1.1%	5.0%	
	M	10	-0.5%		-0.8%	2.1%	3.7%	
Greater than $5 million								
CEO/Executive Director								
	F	48	3.9%	-4.2%	-0.3%	4.9%	8.5%	11.6%
	M	67	5.8%	-3.6%	1.3%	5.0%	11.3%	17.3%
Top Administrative Position								
	F	6	6.0%			3.7%		
	M	8	6.2%			5.0%		
Top Development Position								
	F	10	3.2%		-1.1%	1.6%	5.4%	
Top Education Position								
	F	5	2.9%			2.0%		
Top Finance Position								
	F	33	4.8%	-4.9%	-1.2%	3.5%	9.0%	16.8%
	M	39	7.0%	0.1%	2.3%	4.7%	12.1%	16.5%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine								
Greater than $5 million								
Top Operations Position								
	F	19	3.2%		-3.7%	4.9%	8.4%	
	M	9	4.9%			4.2%		
Top PR/Communications Position								
	F	5	9.3%			10.8%		
Top Technology Position								
	M	6	2.8%			0.4%		
Maryland								
$500 thousand or less								
CEO/Executive Director								
	F	157	2.5%	-7.3%	0.0%	1.9%	6.1%	13.1%
	M	87	2.6%	-6.1%	0.0%	1.4%	6.6%	12.3%
	U	11	3.3%		0.0%	1.1%	2.0%	
Top Finance Position								
	F	5	10.5%			14.7%		
	M	6	-2.2%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	98	3.4%	-5.2%	-0.5%	2.6%	7.8%	14.5%
	M	53	4.3%	-7.4%	0.0%	4.1%	8.9%	15.6%
	U	11	4.4%		-0.2%	2.8%	6.7%	
Top Finance Position								
	F	6	3.8%			4.2%		
	M	5	2.8%			0.6%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Between $1 million and $5 million								
CEO/Executive Director								
	F	197	3.5%	-4.1%	0.0%	3.2%	7.3%	12.6%
	M	145	3.5%	-3.3%	0.0%	2.9%	6.3%	12.0%
	U	18	4.2%		0.2%	4.0%	5.1%	
Top Administrative Position								
	F	7	3.6%			4.2%		
	M	8	5.5%			6.0%		
Top Business Position								
	F	7	-2.3%			0.3%		
	M	7	3.8%			3.8%		
Top Education Position								
	F	5	5.3%			6.5%		
Top Finance Position								
	F	38	4.2%	-2.6%	0.4%	4.0%	8.1%	13.4%
	M	31	2.8%	-0.8%	0.1%	3.7%	5.5%	7.7%
	U	7	2.3%			1.5%		
Top Operations Position								
	F	22	3.4%	-4.2%	-1.4%	1.5%	9.8%	16.4%
Top PR/Communications Position								
	F	5	5.5%			2.3%		
Top Program Position								
	F	8	5.3%			5.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Greater than $5 million								
CEO/Executive Director								
	F	138	3.8%	-4.0%	-0.7%	2.9%	7.6%	14.6%
	M	207	2.9%	-7.3%	-1.0%	2.6%	6.3%	13.3%
	U	8	1.9%			2.2%		
Top Administrative Position								
	F	16	3.8%		1.7%	2.8%	6.1%	
	M	22	4.8%	0.3%	1.7%	3.3%	6.8%	12.6%
Top Business Position								
	F	15	3.1%		-2.7%	2.6%	5.6%	
	M	20	2.1%	-4.4%	-1.7%	2.1%	6.3%	8.6%
Top Development Position								
	F	34	3.5%	-1.3%	1.1%	3.9%	6.3%	9.7%
	M	19	4.5%		0.8%	3.9%	8.5%	
Top Education Position								
	F	20	3.3%	-5.2%	-0.5%	2.6%	6.3%	13.0%
	M	12	1.3%		0.3%	2.3%	4.2%	
Top Facilities Position								
	M	14	2.2%		1.7%	3.0%	3.9%	
Top Finance Position								
	F	111	4.3%	-1.1%	0.8%	3.4%	7.5%	12.0%
	M	102	2.9%	-5.2%	-0.7%	2.8%	5.6%	11.9%
	U	15	2.2%		-0.5%	3.5%	8.4%	
Top Human Resources Position								
	F	39	2.6%	-9.3%	-1.5%	3.2%	7.4%	11.3%
	M	9	2.3%			0.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland								
Greater than $5 million								
Top Legal Position								
	F	12	5.9%		1.4%	3.4%	8.1%	
	M	9	3.0%			2.2%		
Top Marketing Position								
	F	17	5.8%		1.3%	5.8%	7.1%	
	M	7	3.7%			4.7%		
Top Operations Position								
	F	52	4.0%	-3.5%	0.9%	4.7%	7.2%	15.2%
	M	38	3.2%	-7.6%	-1.7%	2.0%	7.5%	14.0%
	U	5	7.9%			9.1%		
Top PR/Communications Position								
	F	25	6.9%	1.3%	2.8%	4.8%	7.6%	18.5%
	M	10	4.7%		0.6%	4.1%	9.9%	
Top Program Position								
	F	18	2.0%		-1.5%	3.0%	4.6%	
	M	12	-4.1%		-14.7%	-1.5%	3.1%	
Top Technology Position								
	F	9	5.8%			2.9%		
	M	35	2.4%	-7.3%	0.8%	2.6%	5.3%	9.3%
	U	6	3.6%			5.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
$500 thousand or less								
CEO/Executive Director								
	F	223	2.3%	-9.2%	-0.7%	2.3%	7.1%	13.9%
	M	111	1.7%	-10.9%	-1.0%	0.9%	5.7%	13.4%
	U	17	3.2%		0.0%	0.9%	5.0%	
Top Business Position								
	M	5	4.0%			3.3%		
Top Finance Position								
	F	22	3.6%	-5.7%	-0.7%	0.8%	11.4%	16.2%
	M	10	1.6%		0.2%	1.9%	5.0%	
Top Program Position								
	F	6	-2.2%			-0.2%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	165	3.6%	-5.1%	0.0%	3.0%	8.0%	14.1%
	M	83	2.6%	-5.9%	-0.6%	2.3%	6.3%	11.1%
	U	18	4.5%		0.7%	4.4%	8.5%	
Top Business Position								
	M	6	2.5%			2.2%		
Top Finance Position								
	F	6	-1.2%			1.5%		
	M	18	2.2%		0.0%	2.4%	4.6%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	341	4.0%	-3.1%	0.0%	3.1%	7.5%	13.3%
	M	265	3.5%	-5.6%	0.0%	3.3%	7.9%	12.7%
	U	21	4.4%	-0.4%	0.0%	5.4%	8.2%	11.1%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Between $1 million and $5 million								
Top Administrative Position								
	F	10	3.9%		-2.5%	1.1%	14.0%	
	M	19	3.7%		1.2%	3.3%	8.1%	
Top Business Position								
	F	8	8.4%			7.5%		
	M	13	2.9%		0.4%	2.2%	4.4%	
Top Development Position								
	F	17	2.7%		1.6%	3.2%	4.8%	
Top Education Position								
	F	6	3.6%			2.5%		
Top Finance Position								
	F	55	3.4%	-5.9%	-0.3%	2.5%	8.2%	14.5%
	M	52	2.5%	-6.9%	-0.5%	2.9%	7.0%	11.8%
Top Operations Position								
	F	26	5.4%	-3.3%	0.6%	4.1%	10.1%	18.4%
	M	18	2.1%		0.0%	3.4%	7.3%	
Top PR/Communications Position								
	F	8	4.3%			3.1%		
Top Program Position								
	F	9	-0.2%			0.0%		
	M	6	4.8%			3.9%		
Top Technology Position								
	M	6	3.9%			3.9%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Greater than $5 million								
CEO/Executive Director								
	F	228	3.3%	-5.4%	-0.1%	3.2%	7.8%	13.7%
	M	317	3.4%	-4.1%	-0.2%	3.1%	6.5%	12.9%
	U	24	5.2%	-5.9%	0.1%	4.6%	9.3%	16.9%
Top Administrative Position								
	F	42	5.1%	-1.4%	2.1%	4.1%	8.2%	12.8%
	M	39	5.4%	-0.6%	1.3%	4.4%	8.7%	14.7%
	U	5	6.6%			10.5%		
Top Business Position								
	F	19	6.7%		2.5%	3.7%	8.3%	
	M	24	5.2%	-1.5%	0.3%	4.3%	10.6%	18.5%
Top Development Position								
	F	82	3.7%	-3.4%	0.6%	3.3%	7.0%	13.7%
	M	48	4.1%	-2.4%	0.9%	3.5%	8.8%	13.1%
	U	9	5.0%			3.5%		
Top Education Position								
	F	30	3.9%	-2.6%	-1.4%	2.9%	8.5%	11.7%
	M	34	3.2%	-1.9%	0.2%	2.3%	6.4%	9.3%
Top Facilities Position								
	M	31	3.8%	-2.8%	0.8%	3.2%	6.5%	9.8%
Top Finance Position								
	F	162	3.7%	-4.0%	1.2%	3.4%	6.6%	11.6%
	M	218	5.2%	-0.5%	2.0%	3.9%	8.2%	13.8%
	U	19	5.4%		0.3%	6.5%	10.8%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts								
Greater than $5 million								
Top Human Resources Position								
	F	47	4.5%	-3.1%	2.0%	4.6%	8.4%	11.8%
	M	24	6.1%	-2.6%	2.5%	5.0%	7.8%	19.0%
Top Legal Position								
	F	22	5.8%	-1.7%	2.2%	5.2%	9.8%	12.8%
	M	16	2.2%		3.0%	5.1%	6.4%	
Top Marketing Position								
	F	22	6.0%	-3.9%	2.1%	6.8%	10.2%	14.6%
	M	14	3.1%		1.2%	3.8%	9.5%	
Top Operations Position								
	F	84	4.8%	-2.3%	1.0%	3.7%	9.4%	14.4%
	M	104	5.6%	-0.9%	1.7%	4.5%	8.6%	13.8%
	U	7	4.3%			5.7%		
Top PR/Communications Position								
	F	23	3.9%	-1.3%	1.2%	3.1%	7.3%	10.2%
	M	18	4.8%		1.2%	4.3%	6.5%	
Top Program Position								
	F	33	5.0%	-0.3%	1.0%	3.0%	7.2%	12.9%
	M	23	5.0%	-2.3%	2.2%	4.6%	8.7%	11.8%
Top Technology Position								
	F	17	2.6%		1.0%	3.4%	5.9%	
	M	72	3.8%	-5.0%	1.4%	3.5%	5.7%	14.6%
	U	5	6.6%			4.8%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
$500 thousand or less								
CEO/Executive Director								
	F	228	2.9%	-6.9%	-0.3%	2.3%	7.1%	13.2%
	M	117	2.0%	-9.2%	-0.6%	2.4%	5.6%	10.3%
	U	16	3.1%		0.0%	0.9%	5.9%	
Top Administrative Position								
	F	7	-0.8%			-4.5%		
Top Finance Position								
	F	13	3.0%		-0.9%	2.1%	8.7%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	139	2.8%	-6.1%	-0.2%	2.1%	7.2%	12.7%
	M	91	2.4%	-5.7%	0.0%	2.2%	6.0%	10.6%
	U	6	4.6%			4.6%		
Top Administrative Position								
	F	5	8.8%			6.6%		
	M	7	-0.6%			2.5%		
Top Business Position								
	M	10	2.1%		0.9%	2.6%	4.6%	
Top Finance Position								
	F	19	0.9%		-0.7%	2.5%	6.1%	
	M	10	0.2%		-1.2%	1.6%	4.5%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	208	3.4%	-4.3%	-0.2%	2.7%	7.5%	12.7%
	M	232	3.4%	-5.2%	-0.2%	2.8%	6.9%	14.1%
	U	20	3.1%	-3.9%	-0.1%	3.5%	7.7%	9.8%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Between $1 million and $5 million								
Top Administrative Position								
	F	12	5.2%		-0.1%	3.8%	11.4%	
	M	18	5.2%		-0.4%	7.1%	12.4%	
Top Business Position								
	F	8	5.8%			4.9%		
	M	12	2.7%		1.3%	2.4%	4.5%	
Top Finance Position								
	F	54	3.3%	-5.7%	-0.1%	3.1%	7.6%	13.7%
	M	31	3.9%	-3.8%	0.1%	2.9%	5.0%	17.6%
Top Operations Position								
	F	12	5.5%		-0.6%	5.6%	8.7%	
	M	9	-1.2%			0.5%		
Greater than $5 million								
CEO/Executive Director								
	F	133	3.6%	-4.5%	-0.5%	3.3%	8.2%	15.1%
	M	185	2.5%	-9.3%	-1.3%	2.7%	8.1%	13.1%
	U	14	5.2%		0.8%	4.4%	7.6%	
Top Administrative Position								
	F	14	0.5%		-3.9%	1.9%	4.9%	
	M	20	4.8%	-3.6%	0.1%	5.6%	10.5%	13.2%
Top Business Position								
	F	6	3.1%			4.0%		
	M	10	-2.9%		-6.2%	-1.1%	3.5%	
Top Development Position								
	F	19	2.7%		0.3%	2.8%	7.7%	
	M	18	0.9%		-1.8%	0.6%	3.5%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan								
Greater than $5 million								
Top Education Position								
	F	9	3.1%			2.7%		
	M	9	6.1%			2.3%		
Top Finance Position								
	F	86	4.1%	-5.2%	0.0%	3.8%	8.9%	13.8%
	M	97	3.8%	-4.8%	0.7%	3.8%	7.3%	12.4%
	U	8	-0.8%			0.2%		
Top Human Resources Position								
	F	17	4.0%		1.2%	4.0%	7.2%	
	M	9	2.9%			2.9%		
Top Marketing Position								
	F	11	1.6%		-5.0%	2.7%	8.5%	
	M	7	-0.8%			0.0%		
Top Operations Position								
	F	40	7.0%	-1.5%	1.8%	7.0%	12.8%	18.3%
	M	33	1.8%	-6.2%	-1.4%	3.4%	5.4%	9.9%
Top PR/Communications Position								
	F	9	1.5%			2.0%		
Top Program Position								
	F	6	3.4%			4.8%		
	M	6	5.6%			3.3%		
Top Technology Position								
	F	7	4.8%			3.0%		
	M	31	4.5%	-3.0%	0.9%	3.2%	7.7%	12.3%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
$500 thousand or less								
CEO/Executive Director								
	F	180	3.3%	-7.5%	0.0%	3.5%	8.5%	12.9%
	M	110	1.6%	-9.5%	-1.8%	1.0%	5.6%	11.3%
	U	15	2.8%		0.1%	3.0%	6.0%	
Top Administrative Position								
	F	6	0.3%			1.0%		
Top Finance Position								
	F	8	8.4%			7.6%		
Top Program Position								
	F	8	0.2%			2.5%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	115	4.1%	-6.8%	0.8%	4.4%	9.2%	12.8%
	M	64	3.4%	-5.8%	-0.4%	2.8%	7.0%	12.2%
Top Finance Position								
	M	7	2.8%			3.4%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	224	4.5%	-4.9%	0.6%	4.3%	9.2%	13.4%
	M	171	2.6%	-5.5%	-0.8%	2.5%	6.5%	11.7%
	U	20	4.0%	-1.6%	-0.1%	2.5%	6.8%	10.7%
Top Administrative Position								
	F	19	2.0%		-2.8%	4.2%	6.7%	
	M	9	4.6%			4.7%		
Top Business Position								
	M	10	4.7%		1.9%	3.2%	5.6%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Between $1 million and $5 million								
Top Finance Position								
	F	52	3.8%	-8.0%	-1.0%	4.7%	9.4%	13.1%
	M	45	3.4%	-3.7%	0.0%	3.0%	6.2%	11.5%
Top Human Resources Position								
	F	6	1.4%			2.2%		
Top Operations Position								
	F	12	0.6%		-2.5%	3.0%	6.1%	
	M	8	0.8%			0.6%		
Greater than $5 million								
CEO/Executive Director								
	F	121	4.2%	-3.3%	0.4%	3.6%	7.1%	12.2%
	M	170	4.5%	-3.3%	0.8%	4.0%	8.8%	14.6%
	U	18	4.4%		2.2%	3.9%	8.9%	
Top Administrative Position								
	F	36	2.9%	-3.3%	0.4%	2.9%	5.4%	9.5%
	M	27	2.8%	-7.1%	0.0%	2.5%	6.3%	15.8%
Top Business Position								
	F	10	5.4%		3.6%	6.1%	8.1%	
	M	14	1.2%		-1.7%	0.7%	4.4%	
Top Development Position								
	F	30	3.2%	-4.0%	0.0%	3.6%	7.3%	11.7%
	M	18	2.3%		-3.5%	2.5%	7.6%	
Top Education Position								
	F	15	0.6%		-1.9%	2.4%	3.9%	
	M	6	0.4%			2.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota								
Greater than $5 million								
Top Facilities Position								
	M	6	9.5%			7.9%		
Top Finance Position								
	F	103	5.4%	-2.9%	0.3%	4.8%	10.3%	17.3%
	M	87	4.4%	-2.7%	1.3%	4.2%	8.9%	11.9%
Top Human Resources Position								
	F	24	3.6%	-3.4%	0.3%	3.9%	6.6%	11.4%
	M	6	10.5%			9.8%		
Top Legal Position								
	F	6	5.0%			4.8%		
	M	9	4.5%			2.9%		
Top Marketing Position								
	F	10	3.6%		0.4%	2.7%	6.3%	
	M	7	0.1%			-0.3%		
Top Operations Position								
	F	39	5.8%	-1.8%	2.0%	5.3%	10.1%	13.0%
	M	28	4.7%	-2.6%	2.8%	5.5%	8.9%	11.3%
Top PR/Communications Position								
	F	6	2.4%			3.4%		
	M	5	0.1%			-5.2%		
Top Program Position								
	F	11	2.7%		0.1%	4.6%	6.0%	
	M	5	3.4%			1.9%		
Top Technology Position								
	F	8	1.2%			4.3%		
	M	12	5.0%		1.7%	3.0%	8.9%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi								
$500 thousand or less								
CEO/Executive Director								
	F	52	2.6%	-3.1%	0.0%	0.3%	5.0%	10.7%
	M	47	3.6%	-3.1%	0.0%	1.1%	6.8%	15.3%
	U	6	5.8%			3.2%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	20	4.9%	-0.3%	0.0%	1.3%	10.5%	13.2%
	M	26	2.1%	-4.6%	-1.7%	2.2%	7.7%	9.8%
Between $1 million and $5 million								
CEO/Executive Director								
	F	41	3.6%	-0.9%	0.0%	2.4%	5.1%	12.0%
	M	39	3.7%	-0.1%	0.1%	2.9%	5.1%	10.0%
Top Administrative Position								
	M	5	1.7%			2.1%		
Top Finance Position								
	F	11	5.9%		2.5%	5.2%	9.7%	
	M	5	-0.2%			1.6%		
Top Operations Position								
	F	6	1.0%			2.1%		
Greater than $5 million								
CEO/Executive Director								
	F	13	4.3%		0.0%	3.0%	9.5%	
	M	57	4.2%	-5.7%	-0.1%	3.8%	8.8%	14.4%
Top Administrative Position								
	M	16	7.3%		4.7%	7.8%	9.0%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi								
Greater than $5 million								
Top Finance Position								
	F	21	3.6%	-6.1%	-1.0%	3.5%	9.5%	10.8%
	M	18	6.0%		2.4%	7.0%	9.2%	
Top Operations Position								
	F	5	7.3%			8.2%		
	M	6	0.9%			0.8%		
Top Technology Position								
	M	5	5.2%			3.9%		
Missouri								
$500 thousand or less								
CEO/Executive Director								
	F	139	2.0%	-5.9%	0.0%	1.3%	5.5%	10.3%
	M	89	2.9%	-4.2%	0.0%	1.5%	7.5%	12.1%
	U	7	8.4%			6.6%		
Top Administrative Position								
	F	8	3.2%			3.5%		
Top Finance Position								
	F	11	1.0%		-4.3%	3.5%	6.8%	
	M	14	1.3%		-0.5%	0.8%	6.3%	
Top Program Position								
	F	7	1.1%			2.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	73	3.1%	-4.5%	0.0%	3.0%	6.6%	12.6%
	M	56	2.6%	-3.2%	0.0%	1.7%	6.7%	11.5%
Between $1 million and $5 million								
CEO/Executive Director								
	F	150	3.3%	-4.3%	-0.2%	3.3%	6.5%	14.1%
	M	126	2.7%	-5.1%	0.0%	2.4%	5.4%	11.3%
	U	11	3.9%		2.8%	4.4%	6.9%	
Top Administrative Position								
	F	7	2.3%			4.9%		
	M	10	0.8%		0.5%	2.2%	4.3%	
Top Business Position								
	M	11	4.3%		2.3%	2.6%	5.5%	
Top Development Position								
	F	5	8.9%			4.1%		
Top Finance Position								
	F	25	4.1%	-6.7%	-3.1%	6.8%	8.5%	15.8%
	M	22	2.5%	-3.3%	0.7%	2.3%	4.5%	8.0%
Top Operations Position								
	F	8	3.8%			4.8%		
	M	6	2.5%			3.0%		
Greater than $5 million								
CEO/Executive Director								
	F	96	5.1%	-1.9%	0.9%	5.1%	9.4%	12.8%
	M	169	4.6%	-3.0%	0.4%	4.2%	8.9%	14.1%
	U	12	2.4%		0.4%	2.6%	4.4%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Greater than $5 million								
Top Administrative Position								
	F	26	5.8%	-0.6%	1.0%	4.3%	7.4%	17.0%
	M	27	5.1%	-3.6%	2.2%	6.3%	7.9%	10.5%
Top Business Position								
	F	8	7.0%			3.9%		
	M	12	2.9%		-0.5%	3.1%	6.6%	
Top Development Position								
	F	23	3.8%	-1.5%	1.2%	3.2%	4.7%	7.7%
	M	15	6.3%		1.3%	5.1%	9.4%	
Top Education Position								
	F	8	2.2%			2.1%		
	M	8	0.5%			-1.1%		
Top Facilities Position								
	M	10	2.2%		0.7%	2.3%	3.7%	
Top Finance Position								
	F	85	5.9%	-0.5%	2.3%	4.6%	8.8%	16.8%
	M	69	5.0%	-2.7%	1.0%	5.3%	7.6%	15.3%
Top Human Resources Position								
	F	14	5.6%		1.6%	6.3%	8.2%	
Top Legal Position								
	F	5	-1.8%			-0.3%		
	M	7	3.0%			1.9%		
Top Marketing Position								
	F	6	6.0%			4.1%		
	M	7	4.9%			6.6%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri								
Greater than $5 million								
Top Operations Position								
	F	29	5.0%	-2.0%	2.8%	4.6%	9.2%	12.4%
	M	41	3.9%	-4.0%	-1.7%	3.5%	8.3%	16.1%
Top PR/Communications Position								
	F	5	5.7%			6.3%		
Top Program Position								
	F	6	7.3%			7.1%		
	M	5	1.0%			2.3%		
Top Technology Position								
	M	28	2.0%	-4.4%	-0.9%	2.4%	5.3%	6.8%
Montana								
$500 thousand or less								
CEO/Executive Director								
	F	72	1.9%	-6.8%	-2.0%	1.8%	7.5%	11.7%
	M	46	3.2%	-6.1%	0.0%	3.2%	7.2%	13.7%
	U	7	-1.8%			0.0%		
Top Administrative Position								
	M	6	2.6%			2.7%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	40	4.8%	-1.7%	1.2%	3.2%	10.0%	16.0%
	M	26	3.8%	-5.7%	0.2%	3.6%	8.1%	14.1%
Top Finance Position								
	F	7	2.3%			2.4%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana								
Between $1 million and $5 million								
CEO/Executive Director								
	F	63	4.2%	-4.8%	0.8%	3.1%	7.5%	16.6%
	M	61	4.2%	-6.3%	0.4%	3.8%	7.9%	13.7%
Top Finance Position								
	F	16	4.2%		2.9%	3.8%	6.1%	
	M	7	5.7%			5.2%		
Top Operations Position								
	F	5	12.3%			13.0%		
Greater than $5 million								
CEO/Executive Director								
	F	34	4.2%	-3.6%	-0.7%	2.0%	10.6%	14.4%
	M	40	3.9%	-3.8%	0.0%	4.5%	8.3%	11.9%
Top Administrative Position								
	M	7	9.3%			6.4%		
Top Finance Position								
	F	34	5.9%	-1.3%	1.6%	5.5%	10.5%	14.3%
	M	16	4.1%		-1.3%	5.0%	8.5%	
Top Operations Position								
	F	11	3.9%		1.0%	5.8%	8.4%	
	M	10	0.4%		-2.4%	2.5%	3.7%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
$500 thousand or less								
CEO/Executive Director								
	F	75	2.5%	-7.1%	-0.7%	1.7%	6.0%	11.5%
	M	39	3.3%	-3.6%	0.0%	2.2%	7.0%	12.5%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	38	4.0%	-2.9%	0.1%	3.7%	7.5%	11.1%
	M	28	4.3%	-3.8%	0.1%	4.0%	7.3%	11.6%
Between $1 million and $5 million								
CEO/Executive Director								
	F	72	3.4%	-5.1%	-0.4%	3.5%	7.2%	11.3%
	M	53	3.1%	-2.0%	1.5%	3.3%	6.1%	9.2%
Top Finance Position								
	F	21	4.6%	-1.8%	0.1%	3.3%	8.4%	14.4%
	M	11	6.0%		2.7%	5.0%	9.3%	
Top Operations Position								
	F	5	1.3%			3.3%		
Greater than $5 million								
CEO/Executive Director								
	F	36	4.5%	-1.6%	1.2%	4.3%	7.4%	12.0%
	M	47	4.0%	-5.4%	0.3%	4.2%	6.9%	13.9%
Top Development Position								
	F	7	5.3%			5.5%		
	M	7	6.2%			3.7%		
Top Finance Position								
	F	29	1.5%	-4.2%	0.4%	1.8%	3.6%	8.2%
	M	33	5.8%	-0.6%	1.9%	5.6%	10.5%	15.1%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska								
Greater than $5 million								
Top Marketing Position								
	M	5	7.1%			6.1%		
Top Operations Position								
	F	5	8.5%			5.4%		
	M	11	4.2%		-0.7%	2.4%	12.4%	
Top Technology Position								
	M	6	6.2%			4.0%		
Nevada								
$500 thousand or less								
CEO/Executive Director								
	F	40	2.1%	-8.2%	-0.6%	1.6%	9.3%	14.2%
	M	18	1.3%		-3.0%	0.8%	6.9%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	25	3.3%	-2.0%	0.0%	2.7%	4.1%	10.5%
	M	8	3.9%			2.8%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	44	6.1%	-1.4%	1.8%	6.2%	9.8%	15.0%
	M	38	4.0%	-8.9%	0.0%	2.8%	9.2%	18.9%
Top Finance Position								
	F	8	2.6%			1.3%		
	M	8	4.2%			6.6%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada								
Between $1 million and $5 million								
Top Operations Position								
	F	6	10.5%			10.1%		
Greater than $5 million								
CEO/Executive Director								
	F	12	2.8%		-0.8%	1.5%	9.8%	
	M	27	3.6%	-5.4%	-1.6%	3.3%	9.1%	11.4%
Top Administrative Position								
	F	5	6.2%			2.6%		
Top Finance Position								
	F	12	8.9%		1.6%	7.3%	18.0%	
	M	11	1.2%		-3.7%	3.7%	7.7%	
Top Operations Position								
	M	5	3.9%			3.1%		
Top Technology Position								
	M	5	1.6%			1.9%		
New Hampshire								
$500 thousand or less								
CEO/Executive Director								
	F	63	5.0%	-2.6%	0.0%	3.3%	8.5%	14.0%
	M	36	3.9%	-1.1%	0.0%	2.1%	8.0%	14.1%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	32	2.5%	-9.0%	-1.0%	2.9%	6.9%	12.0%
	M	24	2.0%	-5.7%	-1.0%	2.5%	8.1%	11.2%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire								
Between $1 million and $5 million								
CEO/Executive Director								
	F	71	3.8%	-2.9%	-0.1%	3.2%	7.9%	13.0%
	M	60	2.2%	-8.1%	-2.5%	2.4%	6.9%	12.1%
Top Finance Position								
	F	20	6.5%	-3.0%	0.5%	5.7%	10.7%	20.8%
Greater than $5 million								
CEO/Executive Director								
	F	34	4.7%	-6.6%	-0.9%	5.6%	12.0%	15.3%
	M	54	3.4%	-6.4%	-0.1%	2.9%	7.5%	12.3%
Top Administrative Position								
	F	7	9.6%			8.6%		
	M	8	-1.6%			0.3%		
Top Development Position								
	F	8	1.9%			3.4%		
	M	9	5.7%			5.4%		
Top Facilities Position								
	M	5	3.3%			2.9%		
Top Finance Position								
	F	33	4.8%	-0.5%	2.7%	4.6%	6.9%	10.8%
	M	29	3.5%	-3.2%	0.7%	2.5%	7.9%	10.1%
Top Human Resources Position								
	F	5	5.0%			6.4%		
Top Legal Position								
	F	5	8.0%			9.5%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire								
Greater than $5 million								
Top Operations Position								
	F	11	4.0%		2.1%	5.3%	8.2%	
	M	6	7.6%			8.2%		
Top Technology Position								
	M	7	5.2%			4.4%		
New Jersey								
$500 thousand or less								
CEO/Executive Director								
	F	123	0.8%	-10.8%	-4.8%	0.5%	7.2%	13.8%
	M	75	0.7%	-7.4%	-2.9%	0.0%	3.9%	8.3%
	U	13	4.0%		0.1%	3.8%	8.5%	
Top Finance Position								
	F	9	0.7%			1.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	91	2.0%	-6.1%	-1.1%	2.0%	6.0%	10.7%
	M	64	2.3%	-7.6%	-0.1%	2.6%	5.6%	11.4%
	U	8	5.1%			5.5%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	181	3.9%	-3.9%	0.0%	2.5%	8.3%	14.0%
	M	181	3.8%	-3.3%	-0.1%	3.5%	7.9%	14.1%
	U	11	-0.5%		-6.1%	2.1%	4.9%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Between $1 million and $5 million								
Top Administrative Position								
	F	7	6.0%			3.9%		
	M	6	-1.5%			-0.1%		
Top Business Position								
	M	10	0.5%		-1.2%	3.8%	5.3%	
Top Development Position								
	F	11	-0.4%		-4.6%	1.1%	4.0%	
Top Education Position								
	M	6	-0.3%			-0.1%		
Top Finance Position								
	F	30	7.4%	1.4%	3.1%	5.3%	11.6%	16.3%
	M	28	3.9%	-2.0%	0.9%	3.0%	8.7%	10.5%
	U	5	9.9%			9.7%		
Top Operations Position								
	F	14	1.1%		0.0%	2.1%	3.5%	
	M	7	1.8%			0.0%		
Top PR/Communications Position								
	F	5	5.4%			3.9%		
Top Program Position								
	F	8	7.0%			8.3%		
Greater than $5 million								
CEO/Executive Director								
	F	129	4.9%	-6.0%	0.0%	3.7%	9.6%	18.0%
	M	192	3.8%	-3.8%	-0.3%	3.4%	7.6%	13.5%
	U	19	5.5%		0.4%	2.4%	6.9%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Greater than $5 million								
Top Administrative Position								
	F	22	3.2%	-1.3%	0.2%	2.0%	4.7%	8.5%
	M	25	2.9%	-4.0%	0.8%	3.3%	5.8%	11.9%
	U	5	2.7%			2.8%		
Top Business Position								
	F	12	2.3%		-0.7%	4.7%	6.5%	
	M	14	4.4%		-0.9%	4.7%	6.9%	
Top Development Position								
	F	30	3.0%	-4.1%	-0.2%	3.3%	6.9%	9.0%
	M	18	6.8%		3.2%	4.9%	11.4%	
Top Education Position								
	F	22	2.6%	-6.0%	0.1%	3.1%	7.7%	10.5%
	M	13	5.1%		0.8%	3.2%	5.1%	
Top Facilities Position								
	M	20	3.5%	-1.3%	0.5%	3.7%	6.3%	13.0%
Top Finance Position								
	F	89	3.0%	-4.4%	-0.6%	3.4%	7.4%	10.7%
	M	98	3.0%	-6.0%	-0.5%	3.3%	6.4%	11.6%
	U	11	6.9%		3.6%	6.6%	8.7%	
Top Human Resources Position								
	F	21	5.9%	-1.9%	2.4%	4.6%	9.8%	14.4%
	M	9	4.3%			5.8%		
Top Legal Position								
	F	6	6.2%			7.1%		
	M	6	5.8%			5.6%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey								
Greater than $5 million								
Top Marketing Position								
	F	9	4.8%			6.6%		
	M	6	2.5%			3.1%		
Top Operations Position								
	F	42	4.9%	-2.7%	1.3%	4.2%	9.2%	13.6%
	M	45	3.1%	-3.7%	-1.3%	1.8%	6.7%	12.7%
	U	5	2.1%			6.2%		
Top PR/Communications Position								
	F	9	3.1%			2.1%		
	M	6	8.4%			6.2%		
Top Program Position								
	F	14	2.6%		1.2%	3.9%	5.6%	
	M	8	3.0%			3.8%		
Top Technology Position								
	M	26	4.1%	-2.4%	0.6%	3.2%	6.8%	14.9%
New Mexico								
$500 thousand or less								
CEO/Executive Director								
	F	70	3.7%	-2.9%	0.0%	1.3%	7.2%	13.8%
	M	39	2.2%	-3.5%	-0.6%	0.0%	5.7%	12.1%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	46	5.9%	-0.5%	3.2%	5.0%	9.2%	14.6%
	M	24	4.4%	-5.9%	0.0%	3.3%	8.8%	18.5%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico								
Between $1 million and $5 million								
CEO/Executive Director								
	F	78	5.3%	-3.3%	0.0%	4.1%	9.4%	17.7%
	M	56	4.1%	-5.1%	-0.3%	2.2%	9.6%	16.8%
Top Finance Position								
	F	24	4.7%	-4.6%	0.8%	3.9%	8.6%	18.7%
	M	10	6.4%		2.6%	6.8%	10.8%	
Greater than $5 million								
CEO/Executive Director								
	F	24	5.2%	-0.9%	0.6%	3.4%	8.6%	13.5%
	M	39	4.1%	-5.5%	0.8%	3.9%	7.5%	14.3%
Top Finance Position								
	F	16	5.4%		-0.2%	5.5%	13.3%	
	M	9	2.9%			1.6%		
Top Operations Position								
	F	5	7.7%			6.7%		
	M	5	4.9%			4.3%		
New York								
$500 thousand or less								
CEO/Executive Director								
	F	364	1.8%	-10.0%	-1.3%	1.3%	6.1%	13.4%
	M	277	1.2%	-11.6%	-2.0%	0.6%	5.0%	13.1%
	U	29	-1.4%	-18.7%	-2.5%	0.0%	3.7%	6.7%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
$500 thousand or less								
Top Administrative Position								
	F	8	5.7%			1.7%		
	M	7	0.1%			0.0%		
Top Business Position								
	M	9	2.9%			1.8%		
Top Finance Position								
	F	23	-0.7%	-10.5%	-4.4%	0.0%	2.2%	7.4%
	M	21	-1.5%	-6.5%	-4.3%	0.0%	1.9%	8.7%
Top Program Position								
	F	6	4.5%			4.7%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	321	2.9%	-7.2%	0.0%	2.7%	7.6%	14.0%
	M	217	2.2%	-6.5%	-0.6%	1.5%	6.3%	10.5%
	U	16	3.5%		0.6%	2.9%	7.3%	
Top Administrative Position								
	M	6	-1.6%			-0.3%		
Top Business Position								
	M	8	-1.3%			2.0%		
Top Finance Position								
	F	22	0.4%	-13.9%	-0.8%	1.8%	6.4%	10.3%
	M	20	-1.2%	-13.5%	-4.4%	1.4%	3.4%	6.2%
Top Operations Position								
	F	5	2.1%			1.4%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between $1 million and $5 million								
CEO/Executive Director								
	F	665	3.7%	-5.6%	0.0%	3.1%	8.0%	14.4%
	M	561	3.2%	-5.0%	0.0%	2.9%	6.8%	12.5%
	U	53	4.3%	-4.1%	0.0%	3.7%	9.5%	12.6%
Top Administrative Position								
	F	40	4.7%	-7.0%	0.4%	5.4%	10.5%	16.2%
	M	37	3.7%	-0.4%	0.9%	3.6%	5.3%	10.6%
	U	6	5.5%			4.5%		
Top Business Position								
	F	15	2.0%		-3.9%	2.4%	4.5%	
	M	35	4.6%	-0.2%	1.6%	3.3%	7.8%	11.8%
Top Development Position								
	F	33	2.8%	-6.8%	-0.7%	2.7%	7.3%	12.3%
	M	12	2.2%		0.1%	1.7%	6.4%	
Top Education Position								
	F	21	5.8%	-0.8%	1.4%	4.7%	9.0%	15.8%
	M	11	6.8%		3.1%	3.6%	9.9%	
Top Facilities Position								
	M	9	5.0%			3.6%		
Top Finance Position								
	F	125	3.3%	-8.4%	-0.1%	4.1%	8.6%	12.5%
	M	129	2.9%	-6.0%	0.0%	3.3%	6.7%	11.4%
	U	15	5.4%		3.4%	5.9%	8.8%	
Top Legal Position								
	F	7	3.0%			2.8%		
	M	11	4.6%		1.9%	5.2%	5.7%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Between $1 million and $5 million								
Top Operations Position								
	F	54	3.7%	-3.4%	0.2%	3.9%	8.0%	11.0%
	M	44	3.1%	-9.9%	-2.1%	3.3%	8.5%	15.1%
	U	5	2.1%			3.0%		
Top PR/Communications Position								
	F	8	2.1%			2.1%		
	M	8	4.2%			4.3%		
Top Program Position								
	F	33	3.9%	-0.2%	1.2%	3.0%	6.4%	12.7%
	M	17	4.7%		-2.1%	4.4%	12.2%	
Top Technology Position								
	M	7	1.7%			2.0%		
Greater than $5 million								
CEO/Executive Director								
	F	524	3.8%	-4.1%	0.0%	3.7%	7.7%	13.3%
	M	749	4.1%	-5.4%	0.0%	3.5%	8.4%	16.5%
	U	68	5.3%	-1.8%	1.3%	4.2%	9.2%	17.7%
Top Administrative Position								
	F	90	3.3%	-2.5%	0.0%	3.0%	6.7%	9.5%
	M	110	1.9%	-7.8%	-1.7%	2.6%	6.7%	10.3%
	U	11	10.2%		5.8%	7.7%	15.0%	
Top Business Position								
	F	36	4.3%	-1.9%	0.2%	3.2%	10.6%	15.8%
	M	43	4.4%	-2.5%	2.9%	4.4%	7.7%	11.9%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than $5 million								
Top Development Position								
	F	166	5.2%	-2.9%	0.8%	3.6%	9.3%	15.7%
	M	92	3.9%	-5.8%	0.8%	3.4%	7.6%	13.2%
	U	13	5.6%		1.4%	4.5%	10.0%	
Top Education Position								
	F	78	4.7%	-3.9%	1.2%	4.3%	8.5%	11.8%
	M	67	3.2%	-2.9%	0.2%	2.6%	5.4%	10.3%
	U	9	4.5%			3.1%		
Top Facilities Position								
	F	8	3.0%			0.8%		
	M	68	2.9%	-3.8%	0.0%	3.1%	6.0%	9.3%
	U	6	5.3%			2.7%		
Top Finance Position								
	F	369	5.2%	-2.8%	1.4%	4.7%	9.7%	14.9%
	M	451	4.5%	-2.9%	0.9%	4.3%	8.2%	12.4%
	U	64	6.9%	0.1%	2.0%	5.5%	13.0%	17.0%
Top Human Resources Position								
	F	110	6.4%	-1.5%	1.9%	5.6%	11.2%	16.3%
	M	42	6.5%	1.0%	2.2%	5.1%	8.7%	15.9%
	U	8	6.8%			7.0%		
Top Legal Position								
	F	66	5.8%	-1.2%	2.5%	5.0%	8.8%	17.5%
	M	61	5.1%	-3.3%	1.6%	3.6%	9.0%	15.8%
	U	13	5.6%		1.8%	4.6%	7.4%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York								
Greater than $5 million								
Top Marketing Position								
	F	45	3.7%	-4.7%	0.0%	3.5%	7.4%	10.7%
	M	22	4.1%	-0.8%	1.9%	3.6%	5.8%	11.5%
Top Operations Position								
	F	200	5.3%	-3.2%	1.1%	5.1%	10.0%	14.2%
	M	173	4.1%	-3.9%	0.0%	3.4%	7.7%	13.7%
	U	25	4.1%	-7.3%	-3.0%	3.4%	11.1%	14.3%
Top PR/Communications Position								
	F	70	5.0%	-1.3%	1.4%	3.7%	7.7%	12.5%
	M	45	1.7%	-4.3%	-0.3%	3.0%	5.0%	7.0%
	U	10	4.7%		3.6%	4.4%	9.7%	
Top Program Position								
	F	110	5.3%	-2.3%	0.6%	4.3%	10.3%	16.7%
	M	68	4.0%	-5.2%	1.3%	4.5%	6.9%	11.2%
	U	10	3.1%		-0.4%	4.7%	7.3%	
Top Technology Position								
	F	29	4.7%	-1.7%	1.5%	4.3%	7.6%	12.3%
	M	121	3.3%	-2.8%	0.3%	3.4%	6.6%	11.9%
	U	8	5.9%			4.6%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
$500 thousand or less								
CEO/Executive Director								
	F	266	2.3%	-8.2%	-0.5%	2.0%	6.2%	13.1%
	M	166	2.3%	-9.0%	-0.2%	1.7%	7.2%	15.0%
	U	30	4.2%	-5.6%	0.0%	1.6%	7.5%	16.2%
Top Administrative Position								
	F	8	1.5%			2.6%		
	M	6	-3.6%			-3.8%		
Top Finance Position								
	F	6	-0.6%			0.0%		
	M	13	3.2%		0.0%	3.0%	5.2%	
Top Operations Position								
	F	5	2.1%			3.0%		
Top Program Position								
	F	8	-2.4%			-2.2%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	159	3.6%	-5.8%	0.0%	3.4%	7.3%	12.6%
	M	94	2.4%	-9.6%	-0.8%	2.5%	7.7%	12.8%
	U	14	2.9%		0.5%	4.8%	6.1%	
Top Finance Position								
	F	8	1.2%			0.4%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	274	3.7%	-3.9%	0.0%	3.2%	6.8%	14.3%
	M	231	3.7%	-5.6%	-0.1%	3.4%	8.4%	13.8%
	U	17	3.5%		-2.0%	1.3%	8.1%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Between $1 million and $5 million								
Top Administrative Position								
	F	6	6.5%			7.6%		
	M	11	4.8%		2.2%	4.2%	5.4%	
Top Business Position								
	M	7	0.9%			-0.3%		
Top Finance Position								
	F	57	2.8%	-5.3%	-0.8%	2.6%	6.8%	12.7%
	M	25	0.7%	-11.3%	-2.3%	2.4%	5.6%	10.5%
Top Operations Position								
	F	13	-2.1%		-5.4%	0.2%	2.2%	
	M	11	3.1%		-1.7%	4.0%	8.6%	
Greater than $5 million								
CEO/Executive Director								
	F	135	5.8%	-3.2%	1.0%	4.9%	10.6%	17.2%
	M	211	3.2%	-7.7%	-0.7%	3.4%	7.3%	14.5%
	U	17	5.7%		0.2%	3.4%	7.7%	
Top Administrative Position								
	F	13	3.6%		-1.9%	1.0%	13.0%	
	M	24	2.9%	-5.0%	-0.1%	3.6%	6.8%	8.7%
Top Business Position								
	M	13	3.3%		0.0%	3.5%	7.7%	
Top Development Position								
	F	27	4.2%	0.0%	1.9%	4.3%	6.2%	10.7%
	M	25	4.7%	-2.7%	0.8%	3.8%	8.1%	12.2%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Greater than $5 million								
Top Education Position								
	F	9	2.2%			3.4%		
	M	14	5.3%		3.3%	6.6%	8.1%	
Top Facilities Position								
	M	14	3.8%		1.6%	4.2%	5.6%	
Top Finance Position								
	F	92	2.4%	-11.3%	-0.1%	3.9%	7.2%	10.7%
	M	95	4.3%	-3.0%	0.4%	4.3%	7.8%	13.1%
	U	8	4.0%			4.1%		
Top Human Resources Position								
	F	12	4.3%		2.1%	4.5%	6.6%	
	M	13	7.1%		1.1%	5.6%	12.1%	
Top Legal Position								
	F	5	4.5%			4.7%		
	M	7	5.2%			1.5%		
Top Marketing Position								
	F	11	5.2%		3.1%	5.0%	9.7%	
	M	9	8.8%			7.3%		
Top Operations Position								
	F	43	4.0%	-9.1%	-0.2%	4.5%	9.6%	17.3%
	M	50	4.0%	-7.1%	1.4%	3.6%	7.6%	11.7%
Top PR/Communications Position								
	F	5	2.3%			1.7%		
	M	6	5.8%			2.9%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina								
Greater than $5 million								
Top Program Position								
	F	7	3.4%			0.6%		
	M	6	5.4%			4.3%		
Top Technology Position								
	F	6	8.6%			6.3%		
	M	22	5.3%	-0.1%	3.2%	6.0%	8.0%	9.5%
North Dakota								
$500 thousand or less								
CEO/Executive Director								
	F	33	3.6%	-5.6%	0.3%	2.5%	6.7%	13.8%
	M	23	3.1%	-1.9%	0.1%	2.4%	5.4%	11.5%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	19	2.5%		1.7%	4.9%	6.1%	
	M	9	4.6%			4.1%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	30	3.1%	-2.5%	-0.1%	4.2%	7.3%	9.7%
	M	29	0.2%	-12.4%	-0.6%	3.0%	4.1%	6.7%
Top Administrative Position								
	F	5	10.4%			8.1%		
	M	5	4.3%			3.9%		
Top Finance Position								
	F	14	5.3%		1.4%	3.7%	10.4%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota								
Greater than $5 million								
CEO/Executive Director								
	F	13	5.8%		3.2%	7.5%	8.5%	
	M	40	5.1%	-2.6%	0.9%	4.7%	9.2%	16.3%
Top Administrative Position								
	F	6	-2.7%			-1.3%		
	M	8	8.0%			5.4%		
Top Finance Position								
	F	25	7.3%	-1.3%	1.0%	6.5%	12.1%	18.1%
	M	15	5.2%		2.1%	6.9%	10.0%	
Top Operations Position								
	F	11	6.5%		-0.6%	4.8%	12.3%	
	M	10	9.2%		4.5%	8.0%	13.8%	
Ohio								
$500 thousand or less								
CEO/Executive Director								
	F	272	3.0%	-7.9%	0.0%	3.1%	7.0%	13.6%
	M	167	3.5%	-6.0%	0.0%	2.7%	8.3%	15.1%
	U	13	6.9%		0.0%	3.5%	16.1%	
Top Administrative Position								
	F	14	2.0%		-2.6%	1.1%	4.4%	
	M	12	-3.7%		-7.7%	-2.2%	0.2%	
Top Finance Position								
	F	19	0.0%		-4.3%	0.0%	3.3%	
	M	14	-1.5%		-4.6%	0.3%	4.1%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
$500 thousand or less								
Top Program Position								
	F	5	3.5%			3.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	149	3.1%	-3.4%	0.0%	2.5%	5.8%	12.5%
	M	99	2.7%	-8.9%	-1.4%	1.6%	7.3%	15.1%
	U	10	3.3%		-2.4%	3.7%	11.5%	
Top Administrative Position								
	F	5	-7.0%			-8.3%		
	M	11	7.0%		2.1%	7.4%	11.5%	
Top Business Position								
	M	7	4.4%			4.5%		
Top Finance Position								
	F	13	3.5%		-0.2%	1.9%	5.8%	
	M	10	2.5%		-0.2%	2.1%	4.4%	
Top Operations Position								
	F	5	8.3%			9.1%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	239	4.0%	-3.5%	0.0%	3.6%	7.8%	13.2%
	M	261	2.8%	-5.7%	0.0%	3.0%	6.7%	11.3%
	U	16	7.0%		2.4%	7.6%	9.8%	
Top Administrative Position								
	F	19	5.4%		0.9%	4.3%	9.3%	
	M	26	4.1%	-4.5%	0.4%	3.2%	7.6%	12.3%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Between $1 million and $5 million								
Top Business Position								
	M	14	4.2%		2.8%	3.5%	5.1%	
Top Finance Position								
	F	49	2.2%	-5.6%	0.3%	2.3%	5.8%	9.5%
	M	55	3.1%	-3.1%	-0.2%	2.9%	6.5%	12.1%
	U	8	5.5%			3.6%		
Top Operations Position								
	F	14	7.8%		1.0%	2.9%	16.6%	
	M	14	5.8%		1.9%	5.7%	11.5%	
Greater than $5 million								
CEO/Executive Director								
	F	151	4.7%	-2.5%	0.2%	3.7%	8.4%	15.2%
	M	256	4.1%	-5.7%	0.0%	3.9%	9.1%	15.4%
	U	17	4.4%		0.0%	3.9%	5.4%	
Top Administrative Position								
	F	26	3.2%	-8.5%	0.3%	4.1%	7.2%	13.2%
	M	30	3.5%	-3.3%	-0.4%	3.2%	8.2%	10.6%
	U	5	3.5%			3.5%		
Top Business Position								
	F	6	0.3%			1.6%		
	M	15	4.4%		0.3%	1.9%	12.1%	
Top Development Position								
	F	40	4.8%	0.1%	2.2%	3.1%	6.5%	10.3%
	M	30	2.6%	-1.7%	0.5%	2.7%	5.6%	9.5%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Greater than $5 million								
Top Education Position								
	F	21	5.5%	-0.2%	0.5%	2.7%	11.4%	12.1%
	M	24	2.3%	-3.1%	-0.4%	2.5%	4.0%	9.3%
	U	5	1.1%			1.5%		
Top Facilities Position								
	M	14	3.9%		1.8%	2.9%	6.0%	
Top Finance Position								
	F	115	4.9%	-2.9%	1.2%	4.4%	9.9%	13.1%
	M	133	4.9%	-3.1%	0.5%	3.6%	9.1%	15.9%
	U	12	3.3%		1.1%	2.3%	4.4%	
Top Human Resources Position								
	F	24	4.5%	0.2%	1.5%	4.4%	7.0%	10.0%
	M	8	4.3%			3.4%		
Top Legal Position								
	F	16	3.0%		-0.7%	4.2%	7.5%	
	M	8	5.2%			5.8%		
Top Marketing Position								
	F	15	7.9%		5.2%	6.5%	10.9%	
	M	9	1.6%			1.3%		
Top Operations Position								
	F	43	4.5%	-3.4%	0.6%	3.7%	7.5%	13.9%
	M	54	5.0%	-2.3%	1.3%	3.9%	7.7%	15.9%
	U	5	9.2%			11.0%		
Top PR/Communications Position								
	F	11	4.7%		0.7%	3.1%	8.4%	
	M	10	2.2%		-4.1%	4.5%	7.4%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio								
Greater than $5 million								
Top Program Position								
	F	8	4.8%			3.3%		
Top Technology Position								
	F	7	2.7%			0.2%		
	M	35	5.8%	-2.2%	0.9%	4.7%	10.3%	16.9%
Oklahoma								
$500 thousand or less								
CEO/Executive Director								
	F	75	2.4%	-2.2%	-0.1%	0.5%	5.5%	11.0%
	M	56	2.3%	-6.1%	-1.5%	0.0%	6.2%	13.7%
	U	5	1.4%			2.8%		
Top Finance Position								
	F	5	1.2%			1.4%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	35	1.9%	-6.1%	-2.3%	0.3%	5.1%	10.2%
	M	29	0.7%	-9.1%	-2.1%	0.9%	4.3%	8.5%
Between $1 million and $5 million								
CEO/Executive Director								
	F	70	4.3%	-1.9%	0.0%	3.8%	7.8%	12.9%
	M	55	2.3%	-5.9%	-0.1%	1.1%	4.8%	11.1%
Top Finance Position								
	F	16	3.6%		0.4%	3.7%	6.1%	
	M	11	4.1%		0.8%	2.5%	4.1%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma								
Between $1 million and $5 million								
Top Operations Position								
	F	7	4.7%			5.2%		
	M	6	2.8%			3.4%		
Greater than $5 million								
CEO/Executive Director								
	F	36	4.7%	-5.5%	0.9%	3.9%	7.9%	18.9%
	M	57	3.7%	-6.6%	-0.9%	1.7%	10.6%	17.3%
	U	7	0.9%			-0.1%		
Top Administrative Position								
	F	9	4.9%			6.4%		
	M	9	4.3%			3.8%		
Top Business Position								
	M	7	2.9%			3.2%		
Top Development Position								
	F	6	7.6%			7.5%		
	M	5	3.0%			4.1%		
Top Finance Position								
	F	25	4.0%	-3.3%	1.1%	4.0%	7.1%	10.1%
	M	28	4.2%	-6.9%	-2.1%	2.7%	11.0%	16.0%
Top Operations Position								
	F	9	5.3%			7.6%		
	M	14	0.6%		0.2%	2.6%	7.0%	
Top Technology Position								
	M	8	9.2%			6.7%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
$500 thousand or less								
CEO/Executive Director								
	F	172	3.4%	-7.2%	-0.1%	2.4%	8.0%	16.5%
	M	91	2.0%	-9.1%	-1.6%	0.4%	6.8%	14.3%
	U	16	2.3%		-2.8%	2.5%	7.9%	
Top Administrative Position								
	F	6	-1.5%			0.9%		
Top Finance Position								
	F	6	-1.0%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	79	2.5%	-5.3%	-0.2%	2.1%	6.8%	11.9%
	M	66	2.1%	-7.5%	-1.1%	2.4%	6.1%	12.4%
	U	6	7.2%			5.5%		
Top Administrative Position								
	F	5	0.3%			0.1%		
Top Finance Position								
	M	5	2.2%			1.1%		
Top Operations Position								
	F	6	5.6%			6.2%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	166	4.0%	-3.9%	0.0%	3.2%	8.0%	14.3%
	M	129	3.8%	-3.5%	-0.1%	3.9%	7.3%	13.0%
	U	17	4.2%		0.5%	3.0%	5.1%	
Top Administrative Position								
	F	9	8.1%			9.3%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Between $1 million and $5 million								
Top Finance Position								
	F	30	3.9%	-4.1%	-0.4%	4.8%	8.1%	12.2%
	M	13	-1.0%		-5.8%	0.8%	4.3%	
Top Operations Position								
	F	9	4.1%			2.4%		
	M	5	2.1%			4.3%		
Greater than $5 million								
CEO/Executive Director								
	F	91	4.9%	-5.9%	0.1%	3.9%	9.8%	19.0%
	M	124	2.8%	-8.8%	-0.8%	3.7%	6.7%	12.5%
	U	9	0.9%			1.4%		
Top Administrative Position								
	F	5	4.6%			4.2%		
	M	12	4.1%		3.1%	4.4%	6.5%	
Top Business Position								
	M	5	5.6%			7.0%		
Top Development Position								
	F	12	4.1%		-1.5%	5.0%	9.6%	
	M	8	5.3%			3.3%		
Top Education Position								
	M	7	5.3%			3.6%		
Top Facilities Position								
	M	5	5.8%			4.8%		
Top Finance Position								
	F	67	6.4%	-0.3%	2.5%	5.3%	9.7%	18.3%
	M	46	6.2%	-1.9%	2.1%	5.6%	10.5%	15.9%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon								
Greater than $5 million								
Top Human Resources Position								
	F	15	3.3%		0.0%	4.6%	8.5%	
Top Legal Position								
	F	5	1.7%			3.9%		
Top Marketing Position								
	M	5	4.3%			5.9%		
Top Operations Position								
	F	29	6.6%	-0.7%	2.5%	3.9%	12.8%	18.8%
	M	24	5.5%	-2.6%	0.3%	4.4%	10.3%	15.1%
Top PR/Communications Position								
	F	5	6.2%			4.3%		
Top Program Position								
	M	7	2.2%			0.8%		
Top Technology Position								
	M	12	7.1%		4.9%	7.4%	8.9%	
Pennsylvania								
$500 thousand or less								
CEO/Executive Director								
	F	352	2.1%	-8.4%	-1.3%	1.5%	6.3%	13.7%
	M	215	1.4%	-8.6%	-0.6%	1.2%	5.1%	10.6%
	U	21	5.6%	-1.9%	0.0%	3.9%	9.8%	16.8%
Top Administrative Position								
	F	14	-2.6%		-8.2%	-0.6%	2.8%	
	M	9	4.1%			4.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
$500 thousand or less								
Top Business Position								
	M	5	-2.2%			-0.3%		
Top Finance Position								
	F	19	0.9%		-2.7%	0.0%	6.7%	
	M	14	-2.7%		-10.0%	-0.5%	3.3%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	203	3.8%	-2.5%	0.0%	3.3%	7.2%	11.4%
	M	155	2.9%	-5.1%	-0.3%	2.1%	5.6%	13.1%
	U	18	5.7%		1.5%	4.9%	9.6%	
Top Administrative Position								
	F	6	2.7%			2.1%		
	M	14	-1.4%		-5.1%	1.5%	3.8%	
Top Business Position								
	M	7	2.7%			2.1%		
Top Finance Position								
	F	13	3.1%		0.0%	0.0%	12.3%	
	M	11	1.8%		0.6%	1.7%	3.4%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	425	4.3%	-2.8%	1.0%	3.9%	7.5%	12.6%
	M	415	2.9%	-5.5%	-0.3%	2.7%	6.3%	12.2%
	U	34	1.3%	-6.7%	-1.7%	2.5%	5.4%	8.6%
Top Administrative Position								
	F	22	2.7%	-2.6%	-0.3%	1.6%	6.2%	11.8%
	M	32	2.5%	-3.3%	1.1%	2.6%	5.9%	12.8%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Between $1 million and $5 million								
Top Business Position								
	F	12	6.3%		0.8%	4.5%	11.0%	
	M	25	4.6%	0.6%	1.3%	3.5%	5.3%	12.1%
Top Development Position								
	F	13	4.8%		0.3%	3.4%	7.8%	
	M	5	4.1%			3.6%		
Top Facilities Position								
	M	9	4.4%			4.3%		
Top Finance Position								
	F	83	4.3%	-3.7%	0.9%	4.2%	7.5%	14.4%
	M	95	4.1%	-1.9%	0.8%	3.7%	7.2%	12.2%
	U	7	4.1%			2.1%		
Top Legal Position								
	F	5	2.3%			2.8%		
	M	6	-0.5%			-1.1%		
Top Operations Position								
	F	20	3.5%	-4.5%	0.5%	3.2%	8.1%	12.0%
	M	22	6.1%	-1.1%	1.1%	4.7%	8.6%	15.8%
Top Program Position								
	F	10	4.4%		-1.2%	2.2%	7.0%	
	M	5	5.8%			2.2%		
Top Technology Position								
	M	8	5.4%			3.8%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Greater than $5 million								
CEO/Executive Director								
	F	309	4.9%	-4.1%	0.6%	4.8%	9.5%	15.8%
	M	452	3.8%	-4.5%	0.0%	3.5%	8.0%	13.1%
	U	27	5.0%	-0.8%	1.0%	3.1%	9.2%	12.9%
Top Administrative Position								
	F	54	4.5%	-3.1%	1.5%	4.8%	8.1%	14.2%
	M	66	3.7%	-2.0%	0.8%	3.4%	6.3%	10.5%
Top Business Position								
	F	24	3.2%	-6.4%	0.0%	3.4%	7.1%	11.8%
	M	33	3.3%	-3.4%	1.0%	2.9%	5.7%	10.8%
Top Development Position								
	F	71	4.4%	-0.8%	2.0%	3.6%	8.0%	12.8%
	M	59	3.2%	-5.8%	-0.4%	3.1%	8.1%	11.7%
Top Education Position								
	F	31	4.9%	0.0%	2.7%	3.6%	5.1%	9.9%
	M	46	1.3%	-10.5%	-0.4%	2.4%	5.4%	12.3%
	U	6	12.1%			12.1%		
Top Facilities Position								
	M	32	6.2%	-0.6%	0.9%	4.6%	9.4%	15.8%
Top Finance Position								
	F	196	5.1%	-1.9%	1.4%	4.3%	8.9%	12.7%
	M	280	4.5%	-2.5%	1.1%	3.9%	7.0%	13.1%
	U	17	3.3%		-1.3%	4.5%	8.7%	
Top Human Resources Position								
	F	69	4.7%	-3.9%	0.6%	4.2%	8.6%	11.4%
	M	25	4.9%	-4.0%	-0.4%	5.0%	8.8%	15.2%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania								
Greater than $5 million								
Top Legal Position								
	F	21	6.9%	0.9%	1.4%	4.9%	12.7%	17.8%
	M	25	-0.4%	-7.9%	-2.0%	1.0%	2.4%	6.5%
Top Marketing Position								
	F	33	5.6%	-4.4%	2.8%	4.8%	11.5%	14.2%
	M	13	4.4%		0.7%	5.6%	10.8%	
Top Operations Position								
	F	85	4.2%	-5.0%	1.7%	3.9%	9.8%	13.6%
	M	112	4.7%	-3.6%	1.6%	4.9%	8.6%	11.6%
	U	11	4.3%		2.0%	4.7%	6.2%	
Top PR/Communications Position								
	F	24	5.9%	0.0%	2.6%	3.4%	10.8%	11.5%
	M	18	2.2%		0.6%	2.3%	4.3%	
Top Program Position								
	F	21	4.9%	-2.2%	0.6%	3.9%	7.4%	13.8%
	M	15	2.1%		-2.0%	0.4%	4.0%	
Top Technology Position								
	F	20	5.2%	-2.5%	-0.1%	3.6%	9.8%	13.9%
	M	82	3.6%	-4.8%	0.2%	3.8%	7.4%	12.3%
Puerto Rico								
$500 thousand or less								
CEO/Executive Director								
	F	5	-0.9%			0.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	11	4.1%		0.0%	0.0%	8.8%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	8	-1.4%			-0.8%		
Greater than $5 million								
CEO/Executive Director								
	F	8	1.9%			0.3%		
	M	14	3.6%		0.0%	1.1%	8.5%	
	U	5	5.1%			4.8%		
Top Finance Position								
	M	6	7.2%			1.8%		
Top Human Resources Position								
	F	5	8.0%			6.6%		
Rhode Island								
$500 thousand or less								
CEO/Executive Director								
	F	30	0.7%	-10.9%	-5.5%	0.0%	6.5%	10.8%
	M	20	2.6%	-2.8%	0.0%	2.5%	5.5%	12.9%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	16	6.4%		0.8%	2.5%	12.9%	
	M	16	4.1%		-0.2%	3.2%	6.7%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island								
Between $1 million and $5 million								
CEO/Executive Director								
	F	51	4.2%	-1.6%	1.3%	3.0%	7.3%	13.1%
	M	38	5.1%	-0.3%	2.3%	4.2%	10.1%	14.5%
Top Administrative Position								
	F	7	-3.2%			0.0%		
Top Finance Position								
	F	8	2.1%			2.8%		
	M	7	6.9%			4.5%		
Greater than $5 million								
CEO/Executive Director								
	F	33	4.2%	-4.3%	-0.5%	4.2%	8.0%	15.9%
	M	41	1.2%	-6.6%	-0.6%	2.2%	6.6%	8.6%
	U	5	3.1%			-1.3%		
Top Administrative Position								
	F	6	2.3%			2.2%		
	M	6	4.4%			3.9%		
Top Development Position								
	F	6	2.3%			2.6%		
Top Finance Position								
	F	28	4.2%	-0.5%	1.7%	4.8%	6.9%	9.5%
	M	24	2.8%	-7.0%	-0.5%	2.5%	8.1%	11.6%
Top Marketing Position								
	F	5	2.5%			2.4%		
Top Operations Position								
	F	11	5.2%		-1.7%	5.1%	10.2%	
	M	10	0.8%		1.3%	2.3%	3.6%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island								
Greater than $5 million								
Top Technology Position								
	M	8	3.5%			2.7%		
South Carolina								
$500 thousand or less								
CEO/Executive Director								
	F	119	4.2%	-5.2%	0.0%	3.9%	8.6%	15.3%
	M	75	1.0%	-9.5%	0.0%	0.0%	3.9%	14.7%
	U	13	2.2%		0.0%	0.8%	2.6%	
Top Finance Position								
	F	12	-0.5%		-4.6%	4.1%	6.2%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	50	3.7%	-2.1%	0.0%	2.6%	8.0%	13.2%
	M	39	1.7%	-4.7%	0.0%	1.4%	4.1%	11.3%
	U	6	-0.4%			3.7%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	105	3.7%	-4.0%	0.0%	3.0%	8.2%	14.2%
	M	106	3.4%	-4.0%	0.0%	2.7%	7.4%	12.0%
	U	5	4.2%			4.7%		
Top Finance Position								
	F	14	2.4%		-1.2%	3.7%	7.5%	
	M	7	4.9%			6.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
Between $1 million and $5 million								
Top Operations Position								
	F	6	3.7%			5.3%		
	M	5	5.7%			3.1%		
Greater than $5 million								
CEO/Executive Director								
	F	43	1.9%	-7.9%	-0.4%	2.2%	4.8%	7.7%
	M	86	5.4%	-3.5%	0.5%	4.7%	10.7%	16.8%
	U	5	2.6%			1.9%		
Top Administrative Position								
	F	13	2.5%		0.2%	2.8%	4.1%	
	M	7	5.1%			5.0%		
Top Business Position								
	M	7	2.9%			3.0%		
Top Development Position								
	F	8	3.9%			3.1%		
	M	7	5.9%			4.6%		
Top Education Position								
	F	5	1.4%			0.0%		
	M	8	5.8%			0.9%		
Top Finance Position								
	F	33	4.8%	-3.8%	0.0%	5.0%	7.9%	17.3%
	M	30	6.9%	1.5%	3.4%	5.7%	9.7%	15.7%
Top Human Resources Position								
	F	8	-1.0%			1.9%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina								
Greater than $5 million								
Top Operations Position								
	F	18	3.9%		0.7%	3.4%	7.1%	
	M	22	2.4%	-11.0%	-2.5%	4.7%	7.2%	13.3%
Top Technology Position								
	M	10	4.8%		1.0%	3.6%	6.2%	
South Dakota								
$500 thousand or less								
CEO/Executive Director								
	F	34	3.5%	-4.3%	-0.2%	3.0%	8.0%	15.3%
	M	23	0.7%	-8.3%	-0.9%	1.1%	2.7%	12.0%
	U	5	3.9%			1.9%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	18	5.4%		2.2%	3.7%	7.0%	
	M	10	1.6%		-3.0%	1.5%	5.3%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	27	4.6%	-6.6%	1.8%	4.4%	8.7%	12.7%
	M	32	4.7%	-1.8%	1.0%	2.7%	6.2%	13.9%
Top Administrative Position								
	F	6	5.8%			1.2%		
Top Finance Position								
	F	14	6.8%		1.1%	5.6%	12.0%	
	M	5	8.9%			9.2%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota								
Greater than $5 million								
CEO/Executive Director								
	F	23	2.7%	-8.8%	1.0%	3.2%	7.3%	12.6%
	M	35	4.2%	-1.6%	0.6%	3.8%	7.4%	14.1%
Top Administrative Position								
	M	7	8.0%			6.0%		
Top Business Position								
	F	7	2.7%			0.1%		
Top Finance Position								
	F	17	3.0%		-1.2%	1.8%	5.1%	
	M	14	4.1%		2.7%	3.6%	4.7%	
Tennessee								
$500 thousand or less								
CEO/Executive Director								
	F	168	2.9%	-5.0%	0.0%	2.4%	5.1%	13.2%
	M	120	0.8%	-11.8%	-2.9%	0.0%	5.9%	12.8%
	U	13	3.9%		0.0%	0.0%	9.7%	
Top Administrative Position								
	F	5	0.8%			3.0%		
	M	5	4.3%			1.3%		
Top Finance Position								
	F	16	1.5%		0.0%	0.0%	3.9%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	79	3.7%	-6.6%	-0.1%	3.0%	6.3%	18.3%
	M	64	2.8%	-7.8%	-1.2%	2.0%	7.9%	16.1%
	U	5	5.8%			4.2%		
Top Finance Position								
	M	6	6.4%			4.5%		
Top Operations Position								
	M	5	-3.1%			-1.1%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	148	3.3%	-3.4%	0.0%	2.8%	6.9%	11.0%
	M	168	2.6%	-7.5%	-1.2%	2.4%	7.6%	12.9%
	U	17	1.7%		-1.7%	2.2%	5.7%	
Top Administrative Position								
	F	5	8.6%			5.7%		
	M	8	6.3%			8.2%		
Top Business Position								
	M	7	-1.5%			-0.1%		
Top Finance Position								
	F	32	5.5%	-4.1%	0.9%	3.1%	14.1%	17.0%
	M	33	4.4%	-2.0%	0.6%	3.7%	9.8%	12.1%
Top Operations Position								
	F	19	5.0%		1.2%	4.4%	8.9%	
	M	12	3.6%		-1.7%	1.8%	9.1%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Greater than $5 million								
CEO/Executive Director								
	F	71	4.3%	-3.4%	0.0%	3.5%	7.8%	13.8%
	M	185	3.3%	-7.7%	0.0%	3.2%	7.5%	13.5%
	U	10	-0.2%		-1.2%	1.5%	3.4%	
Top Administrative Position								
	F	9	6.8%			8.5%		
	M	33	2.1%	-5.9%	0.8%	2.9%	5.1%	12.7%
Top Business Position								
	F	5	6.9%			5.6%		
	M	6	3.6%			2.0%		
Top Development Position								
	F	16	4.0%		-0.4%	3.7%	10.1%	
	M	31	2.8%	-4.3%	0.2%	3.3%	5.9%	7.7%
Top Education Position								
	F	8	3.2%			2.9%		
	M	10	4.8%		2.7%	3.8%	6.6%	
Top Facilities Position								
	M	5	0.6%			2.4%		
Top Finance Position								
	F	76	5.7%	-3.9%	1.9%	4.2%	12.3%	17.1%
	M	88	3.1%	-4.1%	0.1%	3.2%	6.2%	11.4%
Top Human Resources Position								
	F	20	5.6%	-0.8%	1.6%	3.9%	8.7%	14.4%
	M	5	6.8%			6.5%		
Top Legal Position								
	M	8	3.7%			2.7%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee								
Greater than $5 million								
Top Marketing Position								
	F	7	3.5%			0.2%		
Top Operations Position								
	F	23	7.1%	1.1%	2.9%	6.2%	11.3%	18.4%
	M	44	3.8%	-5.3%	1.7%	4.1%	6.6%	13.1%
Top PR/Communications Position								
	F	6	7.7%			5.5%		
Top Program Position								
	M	5	-2.3%			-2.2%		
Top Technology Position								
	M	13	2.6%		0.0%	4.1%	4.9%	
Texas								
$500 thousand or less								
CEO/Executive Director								
	F	375	2.0%	-8.5%	-0.8%	2.1%	6.0%	11.5%
	M	294	2.1%	-7.9%	-0.7%	0.1%	5.8%	15.1%
	U	36	0.7%	-12.3%	-0.3%	1.5%	4.6%	8.8%
Top Administrative Position								
	F	12	3.7%		-1.6%	2.1%	7.8%	
	M	8	-3.7%			0.1%		
Top Finance Position								
	F	25	-1.9%	-11.8%	-6.7%	0.0%	2.6%	6.7%
	M	15	2.7%		-0.6%	2.5%	7.1%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
$500 thousand or less								
Top Operations Position								
	M	9	5.1%			5.8%		
Top Program Position								
	F	7	1.8%			-1.4%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	213	3.3%	-5.6%	0.0%	2.6%	6.7%	13.5%
	M	146	2.0%	-6.6%	-0.9%	1.5%	5.2%	10.2%
	U	21	3.1%	-0.5%	0.0%	2.1%	6.3%	12.1%
Top Finance Position								
	F	17	2.7%		-1.9%	0.6%	7.5%	
	M	11	5.6%		0.1%	3.7%	13.1%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	394	4.0%	-4.1%	0.0%	3.2%	8.2%	15.1%
	M	339	3.8%	-5.1%	-0.2%	3.2%	7.7%	14.2%
	U	25	4.2%	-1.2%	0.0%	4.4%	8.3%	11.6%
Top Administrative Position								
	F	18	-0.2%		-0.8%	0.1%	4.2%	
	M	19	4.0%		0.0%	4.8%	7.4%	
Top Business Position								
	M	12	1.0%		-0.3%	2.0%	6.0%	
Top Development Position								
	F	14	4.5%		0.0%	3.5%	7.5%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Between $1 million and $5 million								
Top Finance Position								
	F	72	3.2%	-5.6%	0.0%	3.3%	6.8%	11.1%
	M	49	1.9%	-6.2%	-1.1%	2.6%	5.2%	12.3%
	U	6	2.4%			2.0%		
Top Operations Position								
	F	33	2.7%	-7.1%	-2.5%	2.8%	9.3%	13.4%
	M	27	1.3%	-4.1%	-2.4%	0.1%	4.5%	8.9%
Top PR/Communications Position								
	F	5	-0.7%			2.0%		
Top Technology Position								
	M	5	3.8%			4.4%		
Greater than $5 million								
CEO/Executive Director								
	F	231	4.6%	-2.6%	0.6%	4.0%	9.0%	14.3%
	M	375	4.2%	-5.5%	0.1%	3.8%	9.4%	15.7%
	U	27	3.9%	-7.8%	-0.6%	3.7%	12.2%	17.7%
Top Administrative Position								
	F	36	5.1%	-1.1%	1.2%	3.5%	7.2%	14.5%
	M	74	4.4%	-2.6%	0.9%	3.5%	7.7%	13.9%
Top Business Position								
	F	22	2.8%	-6.3%	-3.2%	4.4%	9.1%	14.2%
	M	24	4.6%	-0.8%	1.7%	4.3%	8.5%	12.6%
Top Development Position								
	F	50	4.5%	-1.7%	0.7%	4.1%	8.0%	12.6%
	M	45	3.6%	-5.0%	-1.4%	4.0%	7.6%	13.0%
	U	5	4.2%			1.8%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Greater than $5 million								
Top Education Position								
	F	10	2.8%		0.9%	3.3%	5.7%	
	M	25	-0.1%	-9.8%	-1.7%	1.6%	3.2%	6.6%
	U	5	1.9%			2.9%		
Top Facilities Position								
	M	19	4.8%		2.2%	4.7%	7.5%	
Top Finance Position								
	F	186	5.9%	-2.1%	1.4%	4.8%	10.1%	16.5%
	M	174	4.1%	-3.3%	0.7%	3.9%	7.1%	13.3%
	U	16	5.3%		1.2%	5.1%	9.9%	
Top Human Resources Position								
	F	40	2.9%	-6.5%	-2.4%	3.6%	6.3%	11.1%
	M	13	5.2%		-2.3%	1.6%	10.8%	
Top Legal Position								
	F	11	4.2%		3.4%	4.4%	6.3%	
	M	20	3.0%	-1.1%	1.7%	2.8%	6.6%	8.8%
Top Marketing Position								
	F	25	5.0%	-0.3%	0.8%	4.2%	6.0%	13.3%
	M	9	7.9%			7.5%		
Top Operations Position								
	F	69	5.3%	-4.6%	0.5%	6.2%	10.4%	15.4%
	M	102	4.7%	-6.3%	1.2%	3.8%	11.3%	14.6%
	U	7	6.8%			4.5%		
Top PR/Communications Position								
	F	21	5.9%	0.4%	3.1%	5.2%	8.4%	11.5%
	M	15	4.5%		1.3%	3.7%	6.2%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas								
Greater than $5 million								
Top Program Position								
	F	21	6.5%	-1.2%	0.4%	6.4%	11.2%	20.2%
	M	14	3.9%		3.5%	5.4%	6.6%	
Top Technology Position								
	F	12	4.3%		-0.4%	1.3%	10.1%	
	M	63	2.5%	-6.8%	-1.7%	2.9%	6.4%	10.4%
Utah								
$500 thousand or less								
CEO/Executive Director								
	F	44	0.9%	-8.7%	-1.1%	0.0%	5.7%	9.1%
	M	26	3.4%	-6.1%	-0.1%	2.4%	9.2%	12.7%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	18	4.5%		0.2%	4.4%	8.0%	
	M	19	1.9%		-3.4%	0.0%	6.0%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	53	6.0%	-3.0%	0.0%	5.9%	12.4%	17.2%
	M	46	3.2%	-3.6%	0.0%	2.6%	7.6%	13.1%
	U	7	0.6%			2.5%		
Top Finance Position								
	M	10	2.4%		0.0%	2.2%	4.3%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah								
Greater than $5 million								
CEO/Executive Director								
	F	22	2.9%	-7.5%	-1.5%	2.4%	6.1%	13.3%
	M	41	2.2%	-11.2%	-2.5%	2.8%	5.4%	15.5%
Top Development Position								
	F	5	-1.3%			0.6%		
Top Finance Position								
	F	9	1.4%			4.2%		
	M	13	5.0%		-3.7%	3.0%	10.2%	
Top Technology Position								
	M	6	3.9%			1.8%		
Vermont								
$500 thousand or less								
CEO/Executive Director								
	F	70	2.9%	-5.7%	-1.3%	2.3%	7.5%	16.3%
	M	40	3.3%	-3.7%	0.0%	3.0%	7.1%	12.3%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	47	1.9%	-8.2%	-0.8%	2.9%	5.6%	11.1%
	M	26	4.3%	-1.6%	0.0%	3.7%	8.2%	11.1%
Between $1 million and $5 million								
CEO/Executive Director								
	F	42	5.2%	0.0%	1.8%	4.5%	9.1%	12.6%
	M	48	3.9%	-2.9%	0.7%	3.6%	6.3%	11.5%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont								
Between $1 million and $5 million								
Top Finance Position								
	F	8	2.7%			1.2%		
	M	6	-2.2%			0.9%		
Greater than $5 million								
CEO/Executive Director								
	F	16	4.3%		0.8%	4.0%	6.9%	
	M	41	2.6%	-7.2%	0.3%	2.2%	5.4%	12.7%
Top Administrative Position								
	F	6	7.2%			7.8%		
Top Finance Position								
	F	17	6.7%		1.5%	7.5%	10.9%	
	M	19	5.8%		0.6%	5.3%	10.8%	
Top Human Resources Position								
	M	5	5.3%			6.4%		
Top Operations Position								
	F	7	2.0%			2.5%		
Top Technology Position								
	M	6	3.4%			1.6%		
Virginia								
$500 thousand or less								
CEO/Executive Director								
	F	198	2.7%	-7.0%	0.0%	1.9%	5.9%	14.6%
	M	134	1.6%	-7.6%	0.0%	0.6%	4.9%	11.8%
	U	15	-4.0%		-8.6%	-0.1%	0.9%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
$500 thousand or less								
Top Administrative Position								
	M	7	0.3%			0.0%		
Top Finance Position								
	F	14	-0.4%		-2.2%	0.0%	2.7%	
	M	8	0.4%			1.9%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	142	3.6%	-5.6%	0.0%	3.0%	6.5%	14.3%
	M	95	3.0%	-6.8%	0.0%	3.0%	6.8%	10.9%
	U	11	2.1%		-4.9%	0.0%	7.7%	
Top Administrative Position								
	F	5	5.6%			6.5%		
	M	5	2.2%			0.0%		
Top Finance Position								
	F	7	0.3%			0.3%		
	M	7	2.5%			2.8%		
Top Operations Position								
	F	5	6.5%			6.0%		
Between $1 million and $5 million								
CEO/Executive Director								
	F	266	3.7%	-3.5%	0.1%	3.0%	7.7%	11.4%
	M	244	4.1%	-3.6%	0.0%	3.2%	7.2%	14.5%
	U	31	2.1%	-5.0%	0.0%	2.1%	4.3%	9.9%
Top Administrative Position								
	F	14	5.0%		2.5%	5.6%	8.6%	
	M	23	3.9%	-7.3%	-0.6%	4.0%	9.1%	18.0%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Between $1 million and $5 million								
Top Business Position								
	F	6	5.5%			2.9%		
	M	6	2.2%			3.4%		
Top Development Position								
	F	13	-0.2%		-1.7%	1.6%	3.2%	
	M	5	-0.8%			2.7%		
Top Education Position								
	M	8	1.5%			4.1%		
Top Finance Position								
	F	48	6.0%	-0.2%	1.5%	5.4%	8.9%	18.0%
	M	37	2.7%	-2.9%	0.8%	2.9%	5.2%	8.0%
	U	6	3.9%			3.5%		
Top Marketing Position								
	F	7	5.2%			3.2%		
Top Operations Position								
	F	21	3.1%	-4.4%	-1.0%	2.6%	5.9%	14.6%
	M	26	3.9%	-2.9%	0.1%	2.4%	6.1%	16.1%
Top PR/Communications Position								
	F	7	4.6%			4.7%		
	M	5	4.8%			4.3%		
Top Program Position								
	F	8	1.5%			3.5%		
Top Technology Position								
	M	13	4.4%		1.7%	3.6%	5.9%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Greater than $5 million								
CEO/Executive Director								
	F	136	4.1%	-3.6%	0.5%	3.2%	7.1%	15.4%
	M	242	3.0%	-6.3%	-0.3%	2.7%	7.6%	13.2%
	U	17	4.9%		2.0%	3.7%	8.9%	
Top Administrative Position								
	F	23	3.9%	-6.5%	-1.0%	4.5%	10.5%	15.5%
	M	37	5.8%	-3.4%	0.5%	4.6%	9.4%	16.5%
Top Business Position								
	F	18	5.5%		1.9%	4.0%	8.9%	
	M	15	3.8%		-2.9%	2.8%	8.1%	
Top Development Position								
	F	36	5.0%	-0.8%	1.1%	3.7%	8.1%	18.0%
	M	31	0.9%	-6.1%	-1.9%	2.1%	3.6%	5.3%
Top Education Position								
	F	24	2.8%	-2.3%	-0.2%	3.0%	5.8%	9.7%
	M	23	1.7%	-5.3%	-3.2%	1.8%	3.8%	9.5%
Top Facilities Position								
	M	15	5.0%		0.5%	3.3%	11.4%	
Top Finance Position								
	F	95	4.9%	-1.8%	1.6%	3.9%	7.7%	16.1%
	M	129	4.4%	-4.3%	0.9%	3.5%	8.2%	15.7%
	U	15	3.1%		1.5%	2.4%	6.0%	
Top Human Resources Position								
	F	36	3.6%	-9.3%	0.9%	2.9%	8.5%	17.0%
	M	11	5.8%		1.3%	6.0%	11.2%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia								
Greater than $5 million								
Top Legal Position								
	F	15	1.8%		-1.9%	2.7%	5.2%	
	M	17	4.9%		-0.2%	3.2%	9.6%	
Top Marketing Position								
	F	25	6.0%	-2.7%	2.2%	7.1%	10.8%	16.7%
	M	11	7.1%		1.5%	6.2%	8.6%	
Top Operations Position								
	F	56	4.7%	-5.6%	0.6%	5.1%	9.7%	15.1%
	M	62	3.5%	-3.5%	-0.2%	4.1%	7.1%	9.9%
Top PR/Communications Position								
	F	35	6.0%	-1.3%	1.2%	5.7%	11.3%	15.0%
	M	20	4.4%	-5.3%	0.9%	4.5%	8.3%	10.4%
Top Program Position								
	F	27	5.0%	-1.0%	2.8%	4.3%	8.0%	9.8%
	M	17	2.7%		-1.3%	0.9%	5.2%	
Top Technology Position								
	F	9	1.4%			0.3%		
	M	58	3.2%	-3.8%	0.6%	3.5%	6.2%	8.5%
Washington								
$500 thousand or less								
CEO/Executive Director								
	F	137	2.5%	-9.4%	-0.5%	3.0%	8.4%	13.6%
	M	101	1.1%	-13.3%	-1.3%	1.2%	7.1%	11.3%
	U	12	3.0%		0.0%	2.2%	9.1%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
$500 thousand or less								
Top Administrative Position								
	F	7	3.2%			1.7%		
Top Finance Position								
	F	8	1.0%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	96	2.5%	-6.2%	-2.1%	2.8%	7.0%	12.0%
	M	74	1.8%	-6.8%	-2.0%	3.0%	4.8%	10.1%
	U	8	5.3%			4.2%		
Top Administrative Position								
	F	5	6.1%			2.4%		
Top Finance Position								
	F	13	8.6%		3.2%	9.1%	12.7%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	189	4.4%	-2.4%	0.0%	3.9%	8.6%	13.4%
	M	145	2.6%	-6.5%	-0.2%	2.9%	6.7%	10.6%
	U	20	3.7%	-6.7%	-1.7%	4.1%	7.7%	14.3%
Top Administrative Position								
	F	6	-0.1%			4.6%		
	M	11	1.3%		-0.3%	2.0%	4.6%	
Top Business Position								
	F	6	0.6%			4.3%		
	M	7	5.7%			4.3%		
Top Development Position								
	F	7	0.7%			3.1%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Between $1 million and $5 million								
Top Finance Position								
	F	39	6.6%	-3.4%	-0.4%	5.7%	13.9%	17.3%
	M	30	3.2%	-5.2%	0.1%	3.3%	5.7%	12.9%
Top Operations Position								
	F	11	4.2%		0.0%	4.7%	10.9%	
	M	9	4.9%			4.6%		
Greater than $5 million								
CEO/Executive Director								
	F	101	6.4%	-3.3%	2.2%	6.3%	12.0%	16.5%
	M	153	3.7%	-8.4%	0.3%	3.8%	8.6%	14.8%
	U	13	5.5%		1.3%	4.3%	12.5%	
Top Administrative Position								
	F	13	4.0%		1.9%	3.4%	7.8%	
	M	24	5.1%	-1.2%	0.7%	3.3%	6.2%	16.2%
Top Business Position								
	F	7	5.4%			4.7%		
	M	13	1.7%		-0.5%	2.2%	4.6%	
Top Development Position								
	F	26	4.1%	-0.2%	2.5%	4.0%	6.5%	7.9%
	M	6	1.8%			2.0%		
Top Education Position								
	F	8	1.7%			2.7%		
	M	8	6.4%			4.7%		
Top Facilities Position								
	M	6	1.7%			-0.3%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington								
Greater than $5 million								
Top Finance Position								
	F	90	6.8%	-1.5%	2.5%	5.6%	11.6%	18.7%
	M	73	6.3%	-2.1%	0.5%	5.6%	11.2%	16.3%
	U	10	5.7%		2.3%	6.4%	11.4%	
Top Human Resources Position								
	F	17	5.3%		1.5%	3.8%	7.3%	
	M	5	3.5%			4.2%		
Top Legal Position								
	F	7	11.2%			9.0%		
	M	8	6.3%			5.4%		
Top Marketing Position								
	F	7	3.4%			8.2%		
	M	11	3.7%		2.1%	4.5%	7.6%	
Top Operations Position								
	F	36	8.6%	-0.7%	4.6%	8.0%	14.0%	17.8%
	M	34	4.8%	-7.6%	0.4%	4.7%	9.0%	17.2%
Top PR/Communications Position								
	F	10	5.1%		3.5%	6.6%	9.1%	
Top Program Position								
	F	11	4.2%		1.7%	2.9%	5.6%	
	M	8	4.6%			5.3%		
Top Technology Position								
	M	25	4.3%	-2.0%	1.4%	3.7%	6.6%	11.4%

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia								
$500 thousand or less								
CEO/Executive Director								
	F	57	1.6%	-10.1%	-0.5%	2.1%	6.3%	11.7%
	M	21	-0.3%	-9.7%	-6.3%	0.0%	3.4%	13.8%
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	27	3.1%	-0.7%	0.0%	1.6%	5.2%	11.0%
	M	16	2.6%		-0.9%	2.3%	4.2%	
Between $1 million and $5 million								
CEO/Executive Director								
	F	71	3.7%	-2.1%	0.0%	3.1%	7.0%	10.1%
	M	35	0.6%	-9.1%	-2.2%	1.4%	5.3%	11.3%
Top Finance Position								
	F	12	0.5%		0.1%	2.1%	3.0%	
	M	12	5.0%		0.6%	3.9%	9.7%	
Greater than $5 million								
CEO/Executive Director								
	F	27	3.6%	-2.9%	0.0%	3.4%	6.6%	11.5%
	M	34	5.5%	-4.0%	0.8%	3.9%	10.6%	16.1%
Top Administrative Position								
	F	5	7.1%			7.0%		
Top Finance Position								
	F	19	2.4%		-0.6%	1.1%	3.8%	
	M	16	3.6%		1.1%	4.6%	6.7%	
Top Operations Position								
	F	6	2.7%			2.2%		
	M	8	5.5%			2.5%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia								
Greater than $5 million								
Top Technology Position								
	M	6	1.7%			1.0%		
Wisconsin								
$500 thousand or less								
CEO/Executive Director								
	F	187	3.2%	-7.3%	0.0%	2.9%	7.1%	12.8%
	M	84	1.4%	-9.1%	-1.6%	1.4%	4.8%	11.8%
	U	7	5.0%			4.4%		
Top Administrative Position								
	F	6	1.9%			1.8%		
Top Finance Position								
	F	10	0.6%		-1.0%	2.5%	7.9%	
	M	5	4.1%			0.0%		
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	84	4.8%	-2.8%	0.2%	4.2%	8.7%	13.2%
	M	65	2.8%	-4.8%	-1.2%	1.8%	6.9%	13.3%
	U	7	13.9%			14.9%		
Top Operations Position								
	F	5	-5.1%			-1.7%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Between $1 million and $5 million								
CEO/Executive Director								
	F	172	3.5%	-5.3%	0.2%	3.9%	7.5%	11.8%
	M	169	3.7%	-4.8%	0.0%	3.1%	7.7%	12.5%
	U	12	3.6%		3.2%	4.4%	7.2%	
Top Administrative Position								
	F	16	3.2%		0.5%	1.6%	6.8%	
	M	14	3.9%		-2.2%	2.9%	9.8%	
Top Business Position								
	F	5	2.1%			2.5%		
	M	16	2.8%		1.3%	2.8%	4.0%	
Top Finance Position								
	F	32	3.4%	-9.4%	0.3%	2.1%	7.5%	11.7%
	M	37	4.8%	-0.3%	0.7%	4.3%	7.4%	12.6%
Top Operations Position								
	F	11	7.6%		1.6%	11.0%	12.1%	
	M	8	9.2%			9.0%		
Greater than $5 million								
CEO/Executive Director								
	F	77	3.9%	-5.0%	-1.2%	3.4%	8.5%	14.6%
	M	124	3.1%	-6.9%	0.6%	3.7%	7.9%	11.0%
	U	5	8.6%			4.8%		
Top Administrative Position								
	F	15	1.4%		-5.2%	2.3%	4.5%	
	M	16	6.1%		2.6%	4.8%	13.0%	

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Greater than $5 million								
Top Business Position								
	F	9	1.6%			3.2%		
	M	5	4.9%			4.4%		
Top Development Position								
	F	12	4.0%		-0.3%	3.5%	8.0%	
	M	6	3.1%			3.0%		
Top Education Position								
	M	9	4.8%			5.2%		
Top Finance Position								
	F	63	6.3%	-1.3%	1.4%	5.8%	10.7%	17.3%
	M	52	4.9%	-5.2%	1.6%	4.4%	9.1%	12.7%
	U	6	2.9%			4.9%		
Top Human Resources Position								
	F	15	5.0%		1.1%	4.6%	6.2%	
	M	7	-3.8%			0.1%		
Top Legal Position								
	M	8	-0.2%			-0.1%		
Top Marketing Position								
	M	5	1.9%			2.8%		
Top Operations Position								
	F	21	5.3%	-4.4%	0.9%	5.5%	9.3%	13.6%
	M	25	5.5%	-1.6%	2.3%	4.9%	9.0%	16.7%
	U	5	6.0%			4.3%		
Top PR/Communications Position								
	M	6	0.9%			2.0%		

All organizations incumbent compensation increases state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin								
Greater than $5 million								
Top Program Position								
	M	5	2.2%			2.3%		
Top Technology Position								
	M	14	6.8%		1.9%	3.6%	8.3%	
Wyoming								
$500 thousand or less								
CEO/Executive Director								
	F	49	4.5%	-2.0%	0.0%	1.9%	10.1%	17.2%
	M	13	3.1%		0.0%	2.9%	4.5%	
Between $500 thousand and $1 million								
CEO/Executive Director								
	F	26	1.0%	-9.3%	-0.1%	0.9%	3.5%	12.5%
Between $1 million and $5 million								
CEO/Executive Director								
	F	24	4.7%	-4.6%	1.0%	4.7%	8.5%	11.2%
	M	21	1.2%	-6.3%	-2.0%	3.0%	5.6%	8.7%
Top Finance Position								
	F	7	7.1%			5.5%		
Greater than $5 million								
CEO/Executive Director								
	F	5	12.8%			17.2%		
	M	15	3.9%		-2.0%	3.7%	8.7%	
Top Finance Position								
	F	8	-1.5%			-0.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	2.4%			1.5%		
Between $1 million and $5 million							
CEO/Executive Director	7	-0.8%			0.0%		
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.3%			2.2%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	6	-2.0%			-1.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	2.4%		0.0%	0.8%	3.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	16.6%			18.2%		
Between $1 million and $5 million							
CEO/Executive Director	21	-0.1%	-7.8%	-3.5%	0.0%	3.1%	5.2%
Greater than $5 million							
CEO/Executive Director	19	1.5%		0.4%	1.6%	4.9%	
Top Administrative Position	7	-2.5%			-3.4%		
Top Education Position	7	4.0%			3.4%		
Top Finance Position	18	4.5%		0.4%	3.1%	8.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	5	7.1%			4.6%		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.1%			2.7%		
Between $1 million and $5 million							
CEO/Executive Director	8	-0.4%			-0.1%		
Greater than $5 million							
CEO/Executive Director	16	3.9%		0.4%	2.3%	7.0%	
Top Finance Position	9	3.6%			5.8%		
Top Operations Position	7	4.0%			1.7%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	2.1%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	6	7.6%			3.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	33	2.7%	-6.1%	0.0%	2.0%	5.3%	12.3%
Between $500 thousand and $1 million							
CEO/Executive Director	21	3.4%	-2.7%	-0.5%	4.1%	8.3%	12.8%
Between $1 million and $5 million							
CEO/Executive Director	31	4.0%	-1.8%	0.4%	4.1%	5.8%	14.1%
Top Finance Position	5	6.8%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	25	3.9%	-0.7%	0.0%	1.9%	7.6%	12.0%
Top Finance Position	14	4.2%		1.6%	3.5%	7.6%	
Top Human Resources Position	5	10.7%			7.3%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	11	3.7%		0.0%	0.5%	9.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	-3.6%			-1.3%		
Between $1 million and $5 million							
CEO/Executive Director	10	7.4%		0.3%	6.8%	15.7%	
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	5	-3.6%			-2.3%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	6.3%			3.4%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	36	2.9%	-10.8%	-1.5%	1.4%	6.8%	17.7%
Between $1 million and $5 million							
CEO/Executive Director	5	0.8%			2.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Youth development							
$500 thousand or less							
CEO/Executive Director	8	0.0%			1.7%		
Between $1 million and $5 million							
CEO/Executive Director	8	2.2%			2.8%		
Alaska							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	16	-1.3%		-3.6%	-1.0%	0.2%	
Between $1 million and $5 million							
CEO/Executive Director	5	4.9%			6.6%		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	6	8.3%			6.9%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.0%			0.7%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	2.0%			1.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	9	4.9%			6.6%		
Greater than $5 million							
CEO/Executive Director	10	6.7%		3.1%	5.2%	7.8%	
Top Finance Position	6	4.5%			5.4%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	5.4%			-0.4%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	5.4%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-1.3%			-0.8%		
Between $1 million and $5 million							
CEO/Executive Director	18	6.1%		-1.4%	2.1%	15.7%	
Greater than $5 million							
CEO/Executive Director	11	4.9%		-0.5%	1.8%	11.1%	
Top Finance Position	7	14.4%			19.4%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	2.1%			1.2%		
Greater than $5 million							
CEO/Executive Director	7	7.1%			5.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	7	4.8%			2.5%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	18	-2.3%		-6.8%	0.0%	2.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	4.9%		0.3%	2.5%	7.6%	
Between $1 million and $5 million							
CEO/Executive Director	14	-0.5%		-4.2%	-0.3%	3.0%	
Greater than $5 million							
CEO/Executive Director	7	5.3%			6.1%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	0.5%			-0.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-0.2%			5.8%		
Greater than $5 million							
CEO/Executive Director	5	-0.1%			-1.4%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	3.6%			2.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	22	4.1%	-5.4%	-1.5%	3.2%	9.9%	16.0%
Between $500 thousand and $1 million							
CEO/Executive Director	17	3.0%		-0.2%	1.3%	7.1%	
Between $1 million and $5 million							
CEO/Executive Director	66	1.7%	-6.4%	-2.6%	2.1%	5.6%	9.3%
Top Business Position	5	0.8%			1.3%		
Top Finance Position	7	-1.8%			2.0%		
Greater than $5 million							
CEO/Executive Director	58	5.1%	-3.4%	1.1%	5.2%	10.7%	16.2%
Top Administrative Position	6	7.1%			6.8%		
Top Finance Position	13	5.9%		2.5%	4.7%	9.4%	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	-3.0%			2.6%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	3.5%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	3.4%			1.3%		
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	0.1%			0.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	10	3.5%		-2.4%	2.0%	10.8%	
Between $1 million and $5 million							
CEO/Executive Director	9	5.0%			4.4%		
Greater than $5 million							
CEO/Executive Director	26	2.8%	-5.0%	-1.3%	1.8%	7.3%	15.0%
Top Finance Position	14	3.9%		-0.9%	3.3%	10.1%	
Top Operations Position	8	6.3%			6.0%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	13	7.2%		2.6%	3.9%	9.5%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	1.8%	-5.7%	0.0%	1.7%	4.3%	9.6%
Between $500 thousand and $1 million							
CEO/Executive Director	20	0.5%	-9.9%	-1.9%	-0.3%	6.7%	8.8%
Between $1 million and $5 million							
CEO/Executive Director	49	5.4%	-4.4%	0.1%	4.5%	11.9%	15.8%
Top Finance Position	5	3.3%			3.5%		
Top Operations Position	5	1.9%			0.0%		
Greater than $5 million							
CEO/Executive Director	35	3.4%	-7.8%	-3.4%	3.4%	10.1%	14.0%
Top Development Position	6	6.1%			5.2%		
Top Finance Position	18	4.2%		-1.1%	3.1%	8.6%	
Top Operations Position	8	10.2%			11.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Human services—multipurpose & other							
Greater than $5 million							
Top Technology Position	6	5.7%			4.2%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	10	2.6%		-2.4%	2.3%	7.0%	
Greater than $5 million							
CEO/Executive Director	9	9.2%			7.6%		
Top Finance Position	6	-0.3%			1.7%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.3%			1.4%		
Greater than $5 million							
CEO/Executive Director	7	9.6%			6.3%		
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.6%			-2.4%		
Between $1 million and $5 million							
CEO/Executive Director	5	2.8%			5.0%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	-0.6%			2.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	18	-0.2%		-4.8%	0.3%	7.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.5%			3.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	4.4%			4.3%		
Youth development							
$500 thousand or less							
CEO/Executive Director	12	2.6%		-1.4%	1.9%	7.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	-1.4%			0.4%		
Between $1 million and $5 million							
CEO/Executive Director	13	2.2%		-0.1%	3.9%	6.0%	
Arkansas							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	6.1%			3.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.3%			3.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	1.6%			3.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	6	6.5%			4.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	3.7%			2.4%		
Between $1 million and $5 million							
CEO/Executive Director	15	2.9%		1.4%	2.1%	3.5%	
Greater than $5 million							
CEO/Executive Director	21	-0.5%	-8.1%	-2.4%	0.0%	2.4%	4.6%
Top Administrative Position	5	0.0%			0.8%		
Top Education Position	6	2.2%			1.5%		
Top Finance Position	11	0.3%		-0.9%	1.1%	1.7%	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	23	5.6%	-2.1%	2.0%	7.2%	10.7%	13.0%
Top Administrative Position	5	-1.7%			1.0%		
Top Finance Position	15	4.8%		0.8%	3.6%	8.8%	
Top Operations Position	10	4.9%		2.1%	5.0%	7.1%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	2.2%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	16	0.7%		-0.3%	2.5%	4.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	19	5.4%		0.4%	4.5%	9.5%	
Top Finance Position	11	7.6%		1.8%	8.9%	11.6%	
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	11	2.5%		0.1%	2.4%	3.8%	
Top Finance Position	6	3.6%			2.1%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	-4.0%			-4.0%		
California							
Animal-related							
$500 thousand or less							
CEO/Executive Director	21	0.8%	-7.3%	-0.8%	0.0%	0.7%	8.8%
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.0%		-0.1%	2.2%	7.3%	
Between $1 million and $5 million							
CEO/Executive Director	41	5.6%	-1.2%	0.0%	3.9%	11.9%	15.3%
Greater than $5 million							
CEO/Executive Director	16	3.3%		-0.1%	3.0%	5.9%	
Top Development Position	7	3.4%			4.6%		
Top Finance Position	11	4.5%		1.2%	4.2%	5.7%	
Top Operations Position	6	5.4%			6.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	178	1.0%	-12.3%	-0.4%	0.5%	4.9%	12.2%
Top Administrative Position	6	-0.2%			1.3%		
Top Finance Position	13	0.0%		-4.4%	0.0%	8.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	101	4.1%	-6.7%	0.0%	3.0%	10.0%	14.4%
Top Finance Position	5	7.4%			7.1%		
Between $1 million and $5 million							
CEO/Executive Director	154	2.1%	-9.9%	-1.6%	2.0%	7.0%	12.3%
Top Administrative Position	5	6.1%			6.3%		
Top Development Position	8	3.0%			5.5%		
Top Finance Position	21	1.3%	-8.5%	0.0%	3.9%	5.8%	8.5%
Top Operations Position	7	-1.4%			-1.9%		
Top Program Position	5	5.5%			10.7%		
Greater than $5 million							
CEO/Executive Director	65	3.9%	-4.5%	-0.3%	3.4%	6.7%	15.9%
Top Administrative Position	14	5.5%		1.5%	3.9%	8.2%	
Top Business Position	5	-0.8%			3.3%		
Top Development Position	37	2.5%	-4.2%	0.7%	2.6%	4.9%	9.7%
Top Education Position	13	5.2%		2.1%	3.4%	8.6%	
Top Finance Position	46	4.6%	-3.6%	0.6%	4.2%	7.7%	14.0%
Top Human Resources Position	6	3.9%			5.2%		
Top Legal Position	5	7.7%			8.9%		
Top Marketing Position	19	3.1%		0.8%	2.5%	6.1%	
Top Operations Position	29	6.3%	-1.9%	1.7%	5.0%	11.6%	17.4%
Top PR/Communications Position	10	2.1%		0.4%	2.1%	5.2%	
Top Program Position	6	2.3%			3.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, culture, & humanities							
Greater than $5 million							
Top Technology Position	10	4.8%		1.7%	4.0%	7.7%	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	15	-1.6%		-3.7%	1.5%	4.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	6.6%		1.3%	5.9%	11.3%	
Between $1 million and $5 million							
CEO/Executive Director	42	3.5%	-8.0%	-1.3%	2.6%	11.4%	16.2%
Top Finance Position	5	4.9%			8.8%		
Top Legal Position	7	7.0%			5.9%		
Top Operations Position	5	3.5%			2.3%		
Greater than $5 million							
CEO/Executive Director	16	4.4%		-1.4%	2.3%	9.3%	
Top Development Position	5	4.8%			3.6%		
Top Finance Position	8	5.5%			3.9%		
Top Legal Position	5	6.4%			5.4%		
Top Operations Position	5	14.1%			17.3%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	33	2.5%	-8.1%	-0.2%	0.3%	6.3%	15.0%
Between $500 thousand and $1 million							
CEO/Executive Director	17	8.4%		1.0%	7.2%	11.7%	
Between $1 million and $5 million							
CEO/Executive Director	55	5.3%	-7.5%	0.0%	4.8%	11.8%	17.5%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Community improvement, capacity building							
Between $1 million and $5 million							
Top Finance Position	16	5.7%		0.8%	8.8%	13.6%	
Greater than $5 million							
CEO/Executive Director	26	5.5%	-0.9%	1.7%	4.8%	7.2%	13.1%
Top Finance Position	10	2.7%		-1.7%	6.2%	12.2%	
Top Operations Position	9	5.9%			6.6%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	11	4.2%		0.0%	4.7%	6.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	16	4.6%		0.0%	5.0%	11.1%	
Between $1 million and $5 million							
CEO/Executive Director	42	4.9%	-2.7%	0.5%	3.8%	9.4%	16.7%
Top Finance Position	8	-0.6%			1.4%		
Top Legal Position	6	9.0%			10.6%		
Greater than $5 million							
CEO/Executive Director	12	5.2%		2.2%	6.1%	9.0%	
Top Legal Position	6	7.3%			7.3%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	28	2.4%	-7.9%	-1.3%	1.1%	7.9%	14.2%
Between $500 thousand and $1 million							
CEO/Executive Director	14	4.9%		0.0%	2.3%	7.6%	
Between $1 million and $5 million							
CEO/Executive Director	24	3.8%	-3.8%	-0.9%	1.9%	6.8%	15.3%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	20	4.9%	-0.5%	0.1%	2.5%	10.4%	15.5%
Top Development Position	5	10.5%			11.0%		
Top Finance Position	5	-2.0%			0.7%		
Top Operations Position	5	3.5%			-0.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	99	2.4%	-9.9%	-0.7%	1.5%	7.5%	15.3%
Top Finance Position	6	0.2%			0.0%		
Top Program Position	6	2.0%			7.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	83	2.6%	-5.6%	-1.3%	0.8%	7.8%	13.5%
Top Finance Position	8	5.0%			7.3%		
Between $1 million and $5 million							
CEO/Executive Director	326	4.3%	-5.5%	0.0%	3.8%	8.9%	16.6%
Top Administrative Position	21	5.8%	0.3%	1.6%	4.6%	9.1%	13.0%
Top Business Position	14	4.6%		0.3%	3.4%	7.6%	
Top Development Position	11	-2.0%		-4.9%	1.4%	4.1%	
Top Education Position	17	2.8%		0.4%	2.3%	6.0%	
Top Finance Position	48	3.3%	-5.5%	0.0%	3.1%	7.5%	12.1%
Top Human Resources Position	5	0.1%			2.0%		
Top Operations Position	22	3.6%	-2.9%	-0.5%	3.4%	8.1%	14.0%
Top Program Position	12	7.7%		2.8%	5.0%	11.0%	
Greater than $5 million							
CEO/Executive Director	437	4.0%	-7.1%	0.0%	3.9%	9.0%	14.8%
Top Administrative Position	90	3.6%	-5.4%	0.9%	3.6%	7.2%	11.7%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities							
Greater than $5 million							
Top Business Position	55	3.4%	-4.7%	0.1%	3.8%	7.0%	12.9%
Top Development Position	98	3.6%	-4.3%	0.9%	3.8%	7.2%	10.6%
Top Education Position	111	4.8%	-2.8%	1.8%	3.9%	8.5%	14.3%
Top Facilities Position	20	2.2%	-4.2%	-0.2%	2.0%	3.9%	7.9%
Top Finance Position	230	5.1%	-2.6%	1.6%	4.6%	8.6%	15.2%
Top Human Resources Position	35	6.9%	-1.1%	2.4%	4.7%	12.1%	15.3%
Top Legal Position	10	1.0%		-1.6%	2.6%	6.2%	
Top Marketing Position	16	4.4%		0.4%	2.8%	5.3%	
Top Operations Position	108	4.6%	-5.8%	2.1%	5.5%	9.0%	14.5%
Top PR/Communications Position	22	4.8%	-3.0%	1.2%	4.2%	7.3%	15.0%
Top Program Position	21	5.4%	1.6%	3.3%	4.8%	6.7%	11.1%
Top Technology Position	61	4.1%	-2.7%	0.7%	3.3%	6.5%	12.4%
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	7	3.9%			5.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	-1.9%		-1.5%	-0.1%	2.3%	
Between $1 million and $5 million							
CEO/Executive Director	18	1.8%		-1.9%	0.5%	4.8%	
Top Education Position	5	2.3%			2.8%		
Top Finance Position	7	2.3%			0.3%		
Greater than $5 million							
CEO/Executive Director	30	1.7%	-7.5%	-2.5%	1.5%	6.2%	10.1%
Top Education Position	5	3.7%			3.6%		
Top Finance Position	17	5.4%		1.3%	5.7%	8.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Employment, job-related							
Greater than $5 million							
Top Operations Position	7	4.0%			7.0%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	44	5.4%	-4.4%	0.0%	4.2%	11.3%	18.9%
Between $500 thousand and $1 million							
CEO/Executive Director	27	5.2%	-3.3%	0.6%	5.0%	10.9%	15.3%
Between $1 million and $5 million							
CEO/Executive Director	71	2.9%	-6.1%	-1.3%	2.3%	7.5%	13.1%
Top Administrative Position	6	-1.6%			-0.8%		
Top Finance Position	13	-0.6%		-2.7%	-0.3%	1.2%	
Top Operations Position	6	2.9%			1.6%		
Greater than $5 million							
CEO/Executive Director	23	4.0%	-2.3%	-0.1%	2.1%	5.9%	10.1%
Top Development Position	10	5.8%		4.6%	7.2%	10.1%	
Top Finance Position	13	1.9%		-2.1%	1.5%	6.7%	
Top Legal Position	5	2.9%			2.0%		
Top Operations Position	5	2.3%			3.4%		
Top PR/Communications Position	5	5.9%			6.0%		
Top Program Position	7	7.2%			5.5%		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	11	-1.0%		-2.4%	0.0%	1.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	0.9%		-7.0%	4.6%	5.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	18	9.1%		4.8%	10.6%	13.8%	
Greater than $5 million							
CEO/Executive Director	23	7.6%	0.4%	2.1%	5.5%	13.2%	16.8%
Top Development Position	9	3.0%			5.9%		
Top Finance Position	10	3.5%		-1.3%	6.4%	8.5%	
Top Operations Position	10	5.6%		1.9%	5.4%	9.5%	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	32	5.9%	-7.3%	0.0%	6.7%	11.8%	18.8%
Between $500 thousand and $1 million							
CEO/Executive Director	28	2.7%	-1.5%	0.0%	1.4%	4.9%	8.4%
Between $1 million and $5 million							
CEO/Executive Director	66	5.1%	-2.5%	0.4%	4.3%	9.5%	16.1%
Top Finance Position	11	3.7%		-1.0%	3.7%	7.7%	
Top Operations Position	7	7.5%			7.9%		
Greater than $5 million							
CEO/Executive Director	134	5.3%	-8.3%	-0.4%	5.9%	11.6%	18.8%
Top Administrative Position	13	4.3%		-3.1%	5.2%	11.5%	
Top Business Position	10	6.8%		2.2%	5.9%	16.2%	
Top Development Position	22	4.8%	-4.0%	-0.3%	5.1%	9.8%	16.5%
Top Facilities Position	6	2.9%			2.5%		
Top Finance Position	101	5.9%	-3.2%	0.8%	5.4%	11.8%	18.0%
Top Human Resources Position	25	7.2%	-2.3%	1.1%	6.9%	12.9%	17.8%
Top Legal Position	9	1.6%			2.6%		
Top Marketing Position	6	2.3%			2.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—general & rehabilitative							
Greater than $5 million							
Top Operations Position	64	6.7%	-2.6%	2.2%	5.6%	11.6%	16.5%
Top PR/Communications Position	7	9.0%			6.4%		
Top Program Position	6	7.3%			6.7%		
Top Technology Position	30	6.6%	-3.4%	-1.4%	4.5%	16.8%	23.3%
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	26	0.2%	-14.6%	-6.4%	0.0%	5.2%	16.7%
Between $500 thousand and $1 million							
CEO/Executive Director	28	4.2%	-5.6%	0.0%	5.6%	9.4%	12.4%
Between $1 million and $5 million							
CEO/Executive Director	66	4.5%	-5.1%	-0.5%	3.6%	10.1%	17.1%
Top Finance Position	13	6.4%		1.9%	3.7%	13.7%	
Greater than $5 million							
CEO/Executive Director	66	7.7%	-0.8%	2.6%	7.2%	14.3%	18.5%
Top Administrative Position	5	5.2%			6.6%		
Top Development Position	9	9.2%			8.4%		
Top Facilities Position	6	7.2%			9.1%		
Top Finance Position	36	6.8%	2.5%	4.5%	6.7%	10.6%	14.1%
Top Human Resources Position	9	7.9%			8.8%		
Top Operations Position	12	9.0%		4.4%	10.2%	12.5%	
Top Program Position	6	4.5%			4.6%		
Top Technology Position	8	7.7%			6.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	112	2.4%	-8.1%	-0.8%	2.2%	7.1%	13.4%
Top Program Position	5	7.0%			4.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	108	3.1%	-5.3%	-1.3%	1.8%	8.5%	14.3%
Between $1 million and $5 million							
CEO/Executive Director	317	5.0%	-3.0%	0.0%	3.8%	9.4%	16.5%
Top Administrative Position	9	3.5%			1.4%		
Top Development Position	5	-4.0%			-1.0%		
Top Finance Position	46	4.1%	-2.9%	-0.3%	3.4%	8.2%	14.0%
Top Operations Position	14	7.4%		2.0%	7.0%	11.7%	
Top Program Position	13	5.3%		0.0%	2.4%	9.4%	
Greater than $5 million							
CEO/Executive Director	313	4.9%	-3.0%	0.1%	4.3%	9.8%	15.5%
Top Administrative Position	30	3.2%	-12.9%	-2.3%	5.4%	9.5%	14.2%
Top Business Position	7	1.1%			1.6%		
Top Development Position	50	4.5%	-4.4%	1.4%	3.5%	9.0%	13.4%
Top Education Position	6	4.6%			3.8%		
Top Facilities Position	10	6.6%		1.7%	3.7%	9.5%	
Top Finance Position	188	4.9%	-2.4%	1.1%	4.5%	8.5%	14.4%
Top Human Resources Position	48	5.0%	-3.9%	0.9%	5.3%	10.4%	18.1%
Top Legal Position	6	4.8%			5.2%		
Top Marketing Position	13	4.3%		1.7%	3.1%	4.5%	
Top Operations Position	77	4.4%	-5.0%	0.9%	4.1%	9.5%	13.4%
Top PR/Communications Position	8	4.9%			4.9%		
Top Program Position	47	5.2%	-3.9%	0.0%	4.7%	10.2%	15.9%
Top Technology Position	36	3.5%	-2.8%	0.9%	3.1%	7.0%	11.4%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	21	0.0%	-8.0%	-2.4%	0.0%	1.7%	9.3%
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.7%		0.0%	9.4%	11.3%	
Between $1 million and $5 million							
CEO/Executive Director	16	3.2%		0.0%	0.6%	4.7%	
Top Finance Position	5	6.0%			4.0%		
Greater than $5 million							
CEO/Executive Director	6	-2.1%			-1.2%		
Top Development Position	5	1.7%			1.5%		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	14	1.8%		-2.8%	1.9%	5.5%	
Greater than $5 million							
CEO/Executive Director	9	7.9%			5.7%		
Top Finance Position	5	7.8%			7.7%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	28	3.3%	-7.3%	-0.8%	2.9%	10.2%	13.6%
Top Finance Position	5	6.6%			13.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	24	3.6%	-7.3%	-0.2%	2.2%	6.6%	16.9%
Between $1 million and $5 million							
CEO/Executive Director	84	3.2%	-5.7%	0.0%	2.9%	6.6%	13.0%
Top Finance Position	11	6.2%		0.2%	4.1%	12.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mental health, crisis intervention							
Between $1 million and $5 million							
Top Operations Position	7	2.4%			0.0%		
Greater than $5 million							
CEO/Executive Director	78	6.0%	-2.7%	0.3%	5.4%	11.0%	18.0%
Top Administrative Position	6	3.6%			0.5%		
Top Development Position	10	2.2%		0.4%	3.3%	7.6%	
Top Finance Position	45	4.6%	-5.2%	0.4%	4.7%	7.1%	15.2%
Top Human Resources Position	15	3.5%		-1.3%	3.4%	7.0%	
Top Operations Position	23	3.8%	-6.7%	-2.2%	2.6%	11.5%	14.7%
Top Program Position	14	6.8%		1.0%	3.4%	11.3%	
Top Technology Position	5	5.5%			5.3%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	23	0.2%	-7.9%	-5.0%	2.5%	6.0%	9.6%
Between $500 thousand and $1 million							
CEO/Executive Director	15	1.9%		-0.2%	0.0%	4.3%	
Between $1 million and $5 million							
CEO/Executive Director	35	4.2%	-2.6%	0.5%	4.4%	8.4%	13.7%
Top Finance Position	8	1.5%			1.7%		
Greater than $5 million							
CEO/Executive Director	38	5.3%	-2.3%	1.0%	4.6%	7.9%	13.4%
Top Development Position	9	5.6%			4.1%		
Top Finance Position	25	5.6%	-1.3%	1.3%	3.5%	8.8%	16.1%
Top PR/Communications Position	6	4.4%			6.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	5	3.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.6%			3.4%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	19	2.5%		0.0%	2.8%	6.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	3.0%		-1.6%	0.2%	8.9%	
Between $1 million and $5 million							
CEO/Executive Director	27	5.7%	-7.6%	2.0%	7.7%	11.4%	16.8%
Greater than $5 million							
CEO/Executive Director	25	-0.2%	-12.5%	-7.1%	1.7%	5.9%	8.8%
Top Development Position	5	2.1%			2.4%		
Top Education Position	5	0.8%			4.4%		
Top Finance Position	16	3.4%		-2.3%	4.6%	9.3%	
Top Operations Position	10	5.1%		1.8%	6.5%	7.7%	
Top Program Position	5	4.4%			1.4%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	42	1.0%	-12.2%	-3.4%	0.4%	5.7%	15.2%
Between $500 thousand and $1 million							
CEO/Executive Director	23	1.0%	-5.5%	-3.0%	1.2%	5.4%	7.0%
Between $1 million and $5 million							
CEO/Executive Director	26	1.3%	-9.3%	-3.3%	0.7%	6.1%	13.2%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Recreation, sports, leisure, athletics							
Greater than $5 million							
CEO/Executive Director	10	-0.7%		-4.1%	2.8%	7.0%	
Top Finance Position	10	0.9%		-4.3%	1.8%	7.4%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	102	0.3%	-16.5%	-6.2%	0.0%	6.0%	13.2%
Top Finance Position	5	-2.8%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	30	1.8%	-8.3%	-0.1%	0.0%	7.1%	13.6%
Top Finance Position	6	-0.7%			1.2%		
Between $1 million and $5 million							
CEO/Executive Director	40	3.5%	-5.8%	0.0%	1.9%	9.1%	15.7%
Top Finance Position	14	3.0%		2.5%	4.6%	6.9%	
Top Operations Position	5	-2.8%			-1.9%		
Greater than $5 million							
CEO/Executive Director	11	0.2%		-1.6%	0.4%	3.1%	
Top Finance Position	10	3.8%		0.0%	3.7%	6.4%	
Top Technology Position	5	7.8%			4.3%		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	15	3.9%		1.1%	3.2%	7.9%	
Top Finance Position	7	1.5%			1.0%		
Greater than $5 million							
Top Finance Position	6	7.9%			6.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Unknown							
$500 thousand or less							
CEO/Executive Director	15	0.8%		-2.8%	0.5%	8.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	0.2%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	19	4.0%		-0.9%	3.0%	9.0%	
Youth development							
$500 thousand or less							
CEO/Executive Director	70	3.4%	-5.2%	-0.8%	1.3%	10.2%	15.7%
Between $500 thousand and $1 million							
CEO/Executive Director	49	2.6%	-6.9%	-0.7%	2.2%	6.9%	14.6%
Between $1 million and $5 million							
CEO/Executive Director	105	2.7%	-7.4%	0.0%	1.8%	6.6%	12.2%
Top Development Position	5	8.0%			3.9%		
Top Finance Position	15	5.1%		-0.4%	2.9%	8.0%	
Top Operations Position	10	6.6%		2.7%	5.0%	9.6%	
Greater than $5 million							
CEO/Executive Director	31	4.3%	-2.1%	1.7%	4.4%	7.6%	10.6%
Top Development Position	6	8.0%			9.2%		
Top Finance Position	18	4.8%		0.9%	3.5%	9.9%	
Top Operations Position	6	7.2%			5.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	4.5%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	8	4.4%			2.4%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	41	2.7%	-15.1%	0.0%	4.2%	9.9%	15.6%
Between $500 thousand and $1 million							
CEO/Executive Director	29	4.6%	-0.5%	1.2%	3.4%	5.4%	13.2%
Between $1 million and $5 million							
CEO/Executive Director	30	4.0%	-4.6%	-0.9%	3.3%	8.4%	15.9%
Greater than $5 million							
CEO/Executive Director	7	3.6%			2.8%		
Top Development Position	6	2.7%			0.0%		
Top Finance Position	8	9.3%			8.1%		
Top Operations Position	6	6.3%			9.6%		
Top Technology Position	6	3.7%			4.7%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	5.1%			4.8%		
Between $1 million and $5 million							
CEO/Executive Director	7	4.0%			3.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	17	5.9%		0.0%	5.8%	10.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.3%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	15	4.0%		2.6%	4.5%	5.8%	
Top Operations Position	5	8.0%			7.9%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	8	0.8%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	9	2.4%			1.4%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	11	4.8%		-1.2%	4.1%	11.5%	
Between $1 million and $5 million							
CEO/Executive Director	10	9.6%		6.0%	8.1%	12.3%	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	44	2.5%	-8.9%	-3.8%	1.9%	8.3%	14.5%
Between $500 thousand and $1 million							
CEO/Executive Director	37	2.1%	-4.7%	0.0%	2.4%	5.6%	12.0%
Between $1 million and $5 million							
CEO/Executive Director	78	3.3%	-7.6%	0.1%	3.9%	7.9%	11.3%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	54	4.0%	-6.3%	0.3%	4.9%	7.8%	14.3%
Top Administrative Position	6	6.0%			4.5%		
Top Business Position	5	9.5%			8.4%		
Top Development Position	14	6.0%		1.4%	3.5%	6.8%	
Top Education Position	13	5.0%		0.1%	2.9%	9.0%	
Top Finance Position	37	4.7%	-3.1%	0.8%	4.6%	9.1%	14.7%
Top Operations Position	14	7.1%		3.3%	6.0%	10.3%	
Top Technology Position	6	5.8%			6.4%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	21	3.3%	-11.0%	-0.2%	3.6%	10.3%	17.3%
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.3%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	26	4.4%	-4.3%	-1.0%	2.1%	8.7%	15.6%
Greater than $5 million							
CEO/Executive Director	5	-1.0%			2.1%		
Food, agriculture, & nutrition							
Between $500 thousand and $1 million							
CEO/Executive Director	5	11.9%			16.1%		
Between $1 million and $5 million							
CEO/Executive Director	9	5.8%			5.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	15	2.7%		0.0%	0.1%	5.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	1.8%		-3.5%	1.5%	6.3%	
Between $1 million and $5 million							
CEO/Executive Director	27	2.5%	-8.0%	-0.5%	2.6%	8.1%	10.8%
Greater than $5 million							
CEO/Executive Director	29	4.3%	-10.8%	0.4%	5.0%	10.1%	18.7%
Top Administrative Position	5	8.5%			10.4%		
Top Finance Position	18	5.7%		3.2%	6.9%	10.3%	
Top Human Resources Position	8	11.5%			9.5%		
Top Operations Position	7	6.8%			8.5%		
Top Technology Position	5	5.1%			7.1%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	3.2%			1.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.6%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	22	6.0%	-1.3%	1.1%	4.7%	9.3%	15.2%
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	49	3.7%	-4.3%	0.0%	3.5%	8.0%	14.0%
Between $500 thousand and $1 million							
CEO/Executive Director	37	5.8%	-1.1%	0.1%	4.8%	10.4%	16.2%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	78	4.2%	-5.8%	-0.3%	3.5%	10.9%	14.2%
Top Finance Position	9	8.3%			8.7%		
Greater than $5 million							
CEO/Executive Director	48	2.5%	-6.6%	0.0%	2.7%	6.7%	13.4%
Top Development Position	11	4.4%		0.8%	1.7%	6.3%	
Top Finance Position	25	3.8%	-1.3%	1.8%	3.4%	4.4%	11.4%
Top Human Resources Position	7	3.9%			1.6%		
Top Operations Position	8	1.5%			2.7%		
Top Technology Position	5	4.6%			4.4%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	-1.4%			-3.3%		
Greater than $5 million							
CEO/Executive Director	5	-0.5%			1.8%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	9	2.6%			1.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-2.3%			-0.4%		
Between $1 million and $5 million							
CEO/Executive Director	14	6.4%		3.5%	6.5%	13.7%	
Greater than $5 million							
CEO/Executive Director	14	4.4%		0.7%	4.5%	8.9%	
Top Finance Position	10	3.8%		0.7%	5.1%	7.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Mental health, crisis intervention							
Greater than $5 million							
Top Operations Position	5	8.2%			11.7%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	13	6.5%		1.1%	5.3%	12.2%	
Greater than $5 million							
CEO/Executive Director	8	4.9%			5.7%		
Top Finance Position	5	5.7%			0.2%		
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.7%			2.8%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	16	2.9%		-2.1%	2.7%	9.5%	
Between $1 million and $5 million							
CEO/Executive Director	21	4.2%	-7.1%	-1.7%	3.5%	11.4%	18.0%
Greater than $5 million							
CEO/Executive Director	15	4.8%		1.5%	4.5%	9.0%	
Top Finance Position	9	3.9%			4.3%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	38	2.9%	-9.6%	-2.8%	0.2%	10.6%	19.9%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.9%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	13	10.2%		4.4%	10.3%	16.0%	
Greater than $5 million							
CEO/Executive Director	8	6.8%			4.7%		
Top Finance Position	6	9.9%			14.8%		
Science & technology research institutes, services							
Greater than $5 million							
CEO/Executive Director	5	5.0%			2.5%		
Top Finance Position	5	11.6%			14.0%		
Youth development							
$500 thousand or less							
CEO/Executive Director	21	0.0%	-12.4%	-5.2%	1.3%	6.6%	8.9%
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.4%			4.2%		
Between $1 million and $5 million							
CEO/Executive Director	24	3.9%	-5.8%	-2.8%	2.8%	11.0%	14.9%
Greater than $5 million							
CEO/Executive Director	5	4.9%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	25	-0.1%	-10.1%	-0.5%	0.0%	1.9%	9.9%
Between $500 thousand and $1 million							
CEO/Executive Director	16	6.0%		1.3%	4.6%	10.3%	
Between $1 million and $5 million							
CEO/Executive Director	30	4.2%	-3.6%	0.3%	3.1%	7.8%	12.4%
Greater than $5 million							
CEO/Executive Director	5	4.7%			0.0%		
Top Development Position	5	3.8%			2.8%		
Top Finance Position	6	1.4%			1.8%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	6.2%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	6.0%		0.0%	0.0%	12.1%	
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	6	2.3%			0.2%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	24	2.9%	-2.2%	-0.5%	2.7%	8.1%	10.1%
Between $500 thousand and $1 million							
CEO/Executive Director	17	2.7%		-0.2%	2.2%	4.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	54	3.9%	-5.4%	-0.6%	3.2%	8.0%	12.1%
Greater than $5 million							
CEO/Executive Director	73	2.9%	-8.8%	0.3%	3.6%	7.1%	11.8%
Top Administrative Position	13	0.7%		-3.6%	2.9%	3.5%	
Top Business Position	8	5.5%			3.6%		
Top Development Position	32	1.0%	-12.8%	0.2%	2.7%	4.4%	7.4%
Top Education Position	23	2.3%	-8.5%	-0.9%	2.9%	7.3%	9.2%
Top Facilities Position	13	-0.1%		-4.4%	2.1%	3.8%	
Top Finance Position	52	4.0%	-4.4%	0.9%	4.1%	8.2%	12.2%
Top Human Resources Position	5	4.9%			4.4%		
Top Legal Position	5	6.2%			5.4%		
Top Marketing Position	7	3.4%			2.8%		
Top Operations Position	12	1.8%		-0.2%	3.0%	4.5%	
Top PR/Communications Position	10	4.8%		2.8%	3.5%	5.3%	
Top Technology Position	11	2.8%		1.3%	2.8%	4.1%	
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	9	5.2%			5.0%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	11	5.8%		2.3%	7.3%	14.8%	
Between $1 million and $5 million							
CEO/Executive Director	6	8.4%			6.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	-1.8%			0.2%		
Between $1 million and $5 million							
CEO/Executive Director	17	2.3%		1.1%	2.9%	5.7%	
Greater than $5 million							
CEO/Executive Director	46	6.1%	-4.9%	2.1%	6.3%	10.4%	16.3%
Top Administrative Position	5	2.2%			3.9%		
Top Finance Position	30	2.6%	-4.3%	-1.2%	3.0%	5.5%	9.0%
Top Human Resources Position	7	-0.8%			1.2%		
Top Operations Position	12	3.5%		-1.0%	1.7%	6.2%	
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.2%			1.0%		
Between $1 million and $5 million							
CEO/Executive Director	14	0.8%		-1.5%	0.2%	2.4%	
Top Finance Position	6	1.5%			1.9%		
Greater than $5 million							
CEO/Executive Director	5	4.2%			5.6%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	26	4.7%	-5.1%	0.0%	5.8%	8.9%	12.7%
Between $500 thousand and $1 million							
CEO/Executive Director	10	1.6%		0.7%	3.0%	5.7%	
Between $1 million and $5 million							
CEO/Executive Director	52	3.4%	-3.9%	-0.2%	2.5%	8.1%	12.8%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Human services—multipurpose & other							
Between $1 million and $5 million							
Top Finance Position	9	6.3%			5.0%		
Greater than $5 million							
CEO/Executive Director	66	4.2%	-4.3%	-0.2%	2.6%	9.1%	13.4%
Top Development Position	5	4.8%			6.2%		
Top Finance Position	44	4.4%	-5.5%	0.3%	2.5%	9.4%	18.1%
Top Human Resources Position	6	1.3%			2.5%		
Top Operations Position	15	4.5%		1.4%	4.4%	9.4%	
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.4%			7.1%		
Between $1 million and $5 million							
CEO/Executive Director	11	1.8%		0.3%	2.1%	2.6%	
Greater than $5 million							
CEO/Executive Director	23	3.6%	-1.9%	0.6%	3.7%	6.8%	7.8%
Top Facilities Position	5	1.6%			1.3%		
Top Finance Position	19	8.2%		3.6%	8.0%	11.4%	
Top Operations Position	8	3.3%			4.0%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	7	2.2%			6.2%		
Greater than $5 million							
CEO/Executive Director	10	4.7%		2.0%	3.8%	6.7%	
Top Finance Position	6	5.1%			2.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	-0.2%			-0.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	1.0%			0.8%		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	3.6%			1.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	13	3.9%		1.2%	4.0%	6.2%	
Between $1 million and $5 million							
CEO/Executive Director	12	5.3%		0.8%	4.8%	12.0%	
Top Finance Position	5	5.1%			6.8%		
Greater than $5 million							
CEO/Executive Director	5	3.9%			1.5%		
Delaware							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	-0.5%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	-0.3%			1.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	2.4%			0.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.3%			-0.3%		
Between $1 million and $5 million							
CEO/Executive Director	10	3.6%		0.2%	2.2%	5.3%	
Greater than $5 million							
CEO/Executive Director	18	2.9%		0.0%	2.1%	4.9%	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	10	7.3%		2.7%	6.9%	11.7%	
Top Finance Position	7	2.1%			3.9%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	5.0%		1.4%	3.8%	8.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	4.6%			1.2%		
Between $1 million and $5 million							
CEO/Executive Director	13	3.0%		-1.4%	1.0%	4.7%	
Greater than $5 million							
CEO/Executive Director	14	1.2%		0.0%	2.0%	3.9%	
District of Columbia							
Animal-related							
Greater than $5 million							
CEO/Executive Director	5	9.3%			7.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	17	-1.6%		-3.4%	0.0%	0.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	18	2.7%		-0.9%	0.6%	4.4%	
Between $1 million and $5 million							
CEO/Executive Director	30	3.9%	-2.8%	0.3%	2.8%	7.8%	10.2%
Top Finance Position	5	9.9%			6.3%		
Top Operations Position	5	1.0%			5.0%		
Greater than $5 million							
CEO/Executive Director	19	4.5%		0.1%	3.6%	7.8%	
Top Administrative Position	6	10.6%			10.2%		
Top Development Position	8	5.3%			6.5%		
Top Finance Position	20	7.1%	-0.8%	1.5%	4.7%	11.9%	20.5%
Top Legal Position	8	5.1%			3.0%		
Top Operations Position	5	6.5%			3.2%		
Top Program Position	5	0.2%			0.9%		
Top Technology Position	5	4.2%			1.1%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	8	6.2%			5.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	7.3%			7.8%		
Between $1 million and $5 million							
CEO/Executive Director	28	3.7%	-2.5%	0.4%	2.6%	6.2%	12.6%
Top Legal Position	11	1.3%		0.4%	2.7%	4.4%	
Top Operations Position	6	0.6%			0.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Civil rights, social action, advocacy							
Greater than $5 million							
CEO/Executive Director	20	3.8%	-4.4%	0.6%	3.8%	7.8%	14.7%
Top Development Position	10	7.7%		3.1%	5.6%	9.9%	
Top Finance Position	9	6.7%			4.8%		
Top Operations Position	7	4.8%			4.2%		
Top PR/Communications Position	7	10.8%			8.0%		
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	7	4.4%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	20	0.4%	-10.6%	-4.8%	1.1%	5.8%	13.0%
Greater than $5 million							
CEO/Executive Director	7	4.5%			1.5%		
Top Finance Position	6	6.6%			7.0%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	-4.1%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	4.5%		1.2%	4.3%	7.2%	
Top Operations Position	5	4.8%			4.2%		
Greater than $5 million							
CEO/Executive Director	8	6.5%			3.8%		
Top Finance Position	5	5.0%			5.2%		
Top Legal Position	6	4.6%			4.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	6	2.0%			0.8%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	-0.9%		-6.1%	0.0%	7.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	16	2.7%		-0.2%	1.7%	6.1%	
Between $1 million and $5 million							
CEO/Executive Director	49	4.5%	-4.7%	-0.3%	4.1%	9.7%	15.9%
Top Finance Position	9	1.7%			2.2%		
Top Operations Position	10	2.8%		0.5%	3.3%	7.4%	
Greater than $5 million							
CEO/Executive Director	89	4.2%	-5.3%	-0.4%	3.3%	9.3%	13.6%
Top Administrative Position	18	1.3%		-3.3%	0.6%	5.6%	
Top Business Position	7	12.5%			13.3%		
Top Development Position	15	3.1%		0.1%	2.3%	8.2%	
Top Education Position	16	3.9%		1.2%	3.8%	5.1%	
Top Finance Position	40	6.0%	-0.8%	2.3%	5.4%	9.9%	14.4%
Top Human Resources Position	8	0.4%			3.1%		
Top Legal Position	10	2.9%		-1.5%	1.9%	5.6%	
Top Marketing Position	8	2.6%			-2.2%		
Top Operations Position	35	6.0%	-4.8%	2.2%	6.5%	11.3%	15.9%
Top PR/Communications Position	12	3.2%		-6.5%	3.6%	10.6%	
Top Program Position	6	0.1%			-0.5%		
Top Technology Position	8	3.1%			2.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	5	10.3%			13.1%		
Between $1 million and $5 million							
CEO/Executive Director	21	1.3%	-10.4%	0.0%	0.8%	4.4%	8.1%
Top Finance Position	5	12.0%			10.1%		
Top Program Position	6	1.7%			1.4%		
Greater than $5 million							
CEO/Executive Director	19	6.3%		2.6%	4.6%	10.5%	
Top Development Position	8	4.6%			5.5%		
Top Finance Position	11	7.4%		4.6%	5.8%	11.6%	
Top Legal Position	5	9.5%			11.2%		
Top Operations Position	6	7.9%			5.7%		
Top PR/Communications Position	10	4.3%		1.1%	5.4%	10.1%	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	15	0.9%		-3.3%	1.4%	9.1%	
Top Operations Position	8	3.6%			1.6%		
Top Program Position	5	1.1%			1.8%		
Greater than $5 million							
CEO/Executive Director	19	3.0%		2.0%	3.5%	4.5%	
Top Finance Position	11	4.8%		1.9%	4.4%	5.9%	
Top Operations Position	11	3.9%		2.5%	4.5%	5.0%	
Top Program Position	5	5.1%			3.8%		
Top Technology Position	8	-1.4%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	10	4.8%		1.1%	5.9%	9.1%	
Greater than $5 million							
CEO/Executive Director	5	6.6%			6.3%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.3%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	21	3.4%	-3.2%	-0.1%	2.7%	7.4%	9.2%
Greater than $5 million							
CEO/Executive Director	16	3.5%		1.0%	3.5%	5.5%	
Top Development Position	6	4.4%			4.5%		
Top Finance Position	11	6.4%		1.3%	6.8%	11.3%	
Top Operations Position	7	5.4%			1.5%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	10	4.4%		1.7%	5.0%	6.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	0.6%		-0.2%	0.4%	6.3%	
Between $1 million and $5 million							
CEO/Executive Director	29	3.4%	-2.5%	0.3%	4.2%	9.0%	9.7%
Top Finance Position	7	4.0%			8.6%		
Top Operations Position	5	9.7%			3.9%		
Greater than $5 million							
CEO/Executive Director	33	3.7%	-1.8%	1.2%	3.2%	6.0%	14.3%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, foreign affairs, & national security							
Greater than $5 million							
Top Development Position	6	6.3%			7.2%		
Top Finance Position	23	6.9%	0.9%	3.0%	5.9%	11.8%	15.4%
Top Operations Position	15	3.7%		0.8%	2.6%	6.0%	
Top PR/Communications Position	7	4.0%			1.7%		
Top Program Position	9	3.8%			3.9%		
Top Technology Position	6	3.1%			2.9%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	8	4.0%			4.1%		
Greater than $5 million							
CEO/Executive Director	5	8.1%			1.2%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	-2.7%			-0.2%		
Greater than $5 million							
CEO/Executive Director	9	5.9%			3.4%		
Top Finance Position	6	6.3%			6.2%		
Top Operations Position	5	3.2%			3.7%		
Top Program Position	5	7.6%			6.1%		
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.2%			2.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	23	3.7%	-4.6%	0.1%	2.1%	6.3%	10.2%
Top Finance Position	9	6.5%			4.6%		
Top Operations Position	7	9.2%			10.5%		
Top PR/Communications Position	5	8.6%			7.6%		
Greater than $5 million							
CEO/Executive Director	21	5.9%	0.1%	3.0%	4.0%	7.4%	12.9%
Top Development Position	5	8.1%			8.6%		
Top Finance Position	14	8.0%		3.2%	6.2%	9.3%	
Top Legal Position	8	4.5%			5.3%		
Top Operations Position	9	8.1%			5.7%		
Top PR/Communications Position	9	6.4%			5.9%		
Top Program Position	7	5.3%			6.8%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	2.4%			3.9%		
Religion-related, spiritual development							
Between $1 million and $5 million							
CEO/Executive Director	7	4.8%			1.7%		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	6	1.1%			3.0%		
Greater than $5 million							
CEO/Executive Director	10	7.3%		2.7%	8.5%	12.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Science & technology research institutes, services							
Greater than $5 million							
Top Finance Position	6	6.3%			6.8%		
Top Operations Position	8	3.4%			1.6%		
Top Program Position	6	7.1%			6.2%		
Social science research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	6	4.1%			2.9%		
Greater than $5 million							
CEO/Executive Director	12	0.0%		-3.3%	-0.3%	6.1%	
Top Finance Position	5	0.5%			3.2%		
Youth development							
$500 thousand or less							
CEO/Executive Director	9	6.0%			2.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	3.5%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	9	7.9%			2.1%		
Florida							
Animal-related							
$500 thousand or less							
CEO/Executive Director	15	1.4%		-5.3%	0.4%	6.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	10.4%			13.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	16	7.6%		3.7%	8.2%	11.3%	
Greater than $5 million							
CEO/Executive Director	12	8.0%		6.3%	8.5%	13.2%	
Top Finance Position	6	3.1%			3.3%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	57	1.7%	-8.8%	-3.4%	1.3%	5.7%	12.5%
Between $500 thousand and $1 million							
CEO/Executive Director	46	4.0%	-3.4%	0.0%	2.4%	9.1%	15.0%
Between $1 million and $5 million							
CEO/Executive Director	54	2.8%	-8.2%	-0.9%	2.4%	9.1%	15.6%
Top Finance Position	9	-0.9%			0.0%		
Greater than $5 million							
CEO/Executive Director	29	2.7%	-8.8%	-2.6%	0.4%	10.2%	16.4%
Top Development Position	11	2.7%		2.3%	3.5%	6.2%	
Top Finance Position	20	4.7%	-1.6%	1.4%	5.1%	7.2%	10.1%
Top Marketing Position	6	7.5%			6.0%		
Top Operations Position	9	3.1%			5.9%		
Top Program Position	5	6.1%			4.0%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	1.1%			2.4%		
Between $1 million and $5 million							
CEO/Executive Director	5	-1.7%			-3.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	27	2.8%	-7.2%	0.0%	1.1%	8.8%	13.6%
Between $500 thousand and $1 million							
CEO/Executive Director	6	7.1%			5.5%		
Between $1 million and $5 million							
CEO/Executive Director	17	7.5%		3.3%	6.9%	12.1%	
Greater than $5 million							
CEO/Executive Director	7	-0.8%			1.5%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	10	1.9%		0.0%	0.0%	3.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	6.1%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	2.4%		-0.8%	2.4%	3.5%	
Greater than $5 million							
CEO/Executive Director	6	8.4%			9.9%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	0.8%			0.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	3.9%		0.2%	3.5%	7.9%	
Between $1 million and $5 million							
CEO/Executive Director	13	4.8%		0.0%	5.3%	6.5%	
Top Finance Position	5	3.6%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	7	4.6%			6.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	48	0.0%	-8.1%	-1.1%	0.5%	4.0%	7.4%
Between $500 thousand and $1 million							
CEO/Executive Director	35	1.8%	-11.2%	0.0%	1.3%	6.1%	16.7%
Between $1 million and $5 million							
CEO/Executive Director	135	3.4%	-6.0%	0.0%	3.0%	7.2%	12.4%
Top Administrative Position	8	3.5%			4.2%		
Top Education Position	5	6.5%			3.1%		
Top Finance Position	16	2.6%		-0.1%	2.2%	5.4%	
Top Operations Position	9	2.5%			4.3%		
Greater than $5 million							
CEO/Executive Director	148	3.6%	-5.2%	-0.4%	2.7%	8.1%	17.0%
Top Administrative Position	18	4.3%		-0.1%	6.5%	9.5%	
Top Business Position	11	3.7%		1.0%	4.2%	7.3%	
Top Development Position	19	3.8%		1.5%	2.6%	5.9%	
Top Education Position	23	4.0%	-1.9%	0.3%	2.8%	5.0%	16.4%
Top Finance Position	54	4.0%	-3.9%	-0.2%	3.5%	7.9%	11.4%
Top Human Resources Position	12	3.8%		-0.3%	3.0%	3.8%	
Top Operations Position	21	6.4%	-8.5%	2.8%	7.7%	10.5%	15.2%
Top PR/Communications Position	5	-4.3%			-3.2%		
Top Technology Position	10	3.9%		2.4%	3.6%	8.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	6	0.5%			3.5%		
Greater than $5 million							
CEO/Executive Director	13	2.0%		-2.3%	1.6%	5.3%	
Top Finance Position	11	1.6%		0.3%	2.1%	4.6%	
Top Operations Position	5	3.0%			2.4%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	15	6.0%		-0.2%	8.5%	13.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	4.6%		0.0%	3.5%	9.6%	
Between $1 million and $5 million							
CEO/Executive Director	8	0.6%			0.7%		
Greater than $5 million							
CEO/Executive Director	6	0.1%			-1.9%		
Food, agriculture, & nutrition							
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.0%			3.6%		
Between $1 million and $5 million							
CEO/Executive Director	7	5.6%			0.6%		
Greater than $5 million							
CEO/Executive Director	10	6.5%		5.1%	6.1%	8.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	15	1.7%		-0.1%	2.4%	5.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	18	7.0%		2.1%	7.4%	13.3%	
Between $1 million and $5 million							
CEO/Executive Director	37	2.5%	-8.5%	0.0%	2.1%	5.6%	9.7%
Greater than $5 million							
CEO/Executive Director	76	3.3%	-10.4%	-0.4%	3.3%	8.3%	15.7%
Top Administrative Position	12	4.0%		0.6%	6.5%	9.8%	
Top Business Position	9	1.0%			2.4%		
Top Development Position	7	5.0%			4.8%		
Top Finance Position	46	5.7%	-6.3%	2.0%	5.9%	10.2%	16.6%
Top Human Resources Position	12	1.2%		-1.0%	3.6%	7.0%	
Top Legal Position	7	2.4%			3.6%		
Top Operations Position	36	6.0%	-2.9%	0.1%	5.0%	12.5%	18.0%
Top PR/Communications Position	7	-0.3%			4.0%		
Top Technology Position	19	8.5%		3.0%	5.7%	14.2%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	10	6.2%		0.3%	2.9%	12.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	15	7.7%		0.3%	8.0%	13.6%	
Between $1 million and $5 million							
CEO/Executive Director	41	4.5%	-0.7%	1.3%	3.8%	6.8%	11.7%
Top Finance Position	8	8.3%			8.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	20	2.7%	-3.1%	-0.5%	2.0%	5.3%	10.1%
Top Finance Position	10	5.4%		3.3%	4.5%	7.7%	
Top Operations Position	5	8.4%			8.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	71	2.4%	-8.3%	0.0%	1.9%	6.2%	13.2%
Top Finance Position	7	-0.3%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	49	4.7%	-7.8%	0.0%	3.2%	9.8%	20.2%
Top Finance Position	5	6.6%			11.3%		
Between $1 million and $5 million							
CEO/Executive Director	142	4.4%	-3.6%	0.0%	2.4%	8.6%	16.8%
Top Finance Position	37	2.9%	-5.6%	-1.4%	2.3%	7.1%	11.7%
Top Operations Position	13	4.1%		0.0%	3.7%	6.9%	
Greater than $5 million							
CEO/Executive Director	147	4.8%	-3.5%	0.4%	5.5%	9.4%	15.1%
Top Administrative Position	8	2.9%			6.3%		
Top Business Position	8	1.7%			2.6%		
Top Development Position	12	0.6%		-4.1%	1.6%	4.7%	
Top Finance Position	90	4.8%	-5.3%	1.4%	5.1%	10.6%	15.3%
Top Human Resources Position	17	2.9%		0.9%	3.1%	7.3%	
Top Marketing Position	13	2.5%		-6.0%	4.0%	7.6%	
Top Operations Position	43	5.7%	-4.2%	1.1%	6.0%	11.1%	16.1%
Top Program Position	6	5.6%			4.8%		
Top Technology Position	7	5.7%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	-5.3%			-1.0%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	13	-1.1%		-4.8%	1.0%	4.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	1.6%		-0.2%	0.0%	4.6%	
Between $1 million and $5 million							
CEO/Executive Director	22	3.2%	-4.3%	0.6%	3.0%	7.9%	11.0%
Top Finance Position	6	1.4%			1.8%		
Greater than $5 million							
CEO/Executive Director	36	2.4%	-2.2%	-0.4%	1.3%	5.2%	7.9%
Top Finance Position	26	3.7%	-2.7%	0.7%	4.6%	6.4%	8.0%
Top Operations Position	18	6.0%		2.2%	5.1%	11.7%	
Top Technology Position	5	4.3%			4.6%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	12	-0.4%		-8.7%	0.0%	8.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.6%			0.8%		
Between $1 million and $5 million							
CEO/Executive Director	17	3.8%		-1.8%	2.7%	7.1%	
Top Finance Position	6	7.6%			7.9%		
Greater than $5 million							
CEO/Executive Director	23	5.8%	-0.7%	2.4%	5.4%	8.9%	15.4%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
Top Development Position	6	4.0%			3.9%		
Top Finance Position	15	6.7%		3.6%	5.9%	9.1%	
Top Operations Position	5	10.1%			5.8%		
Public safety, disaster preparedness, & relief							
$500 thousand or less							
CEO/Executive Director	5	1.6%			0.0%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	18	2.7%		-0.4%	0.0%	12.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.0%			5.6%		
Between $1 million and $5 million							
CEO/Executive Director	6	12.5%			12.3%		
Greater than $5 million							
CEO/Executive Director	6	6.9%			4.0%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	18	-0.1%		-5.4%	0.0%	2.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.1%			4.8%		
Between $1 million and $5 million							
CEO/Executive Director	16	7.0%		0.4%	5.8%	8.6%	
Top Operations Position	5	-2.4%			-6.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Recreation, sports, leisure, athletics							
Greater than $5 million							
CEO/Executive Director	7	-2.5%			-1.3%		
Top Finance Position	7	6.7%			5.4%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	81	0.8%	-9.2%	-3.6%	0.0%	5.3%	11.6%
Between $500 thousand and $1 million							
CEO/Executive Director	15	2.2%		-0.1%	0.0%	6.4%	
Between $1 million and $5 million							
CEO/Executive Director	18	1.6%		-1.1%	1.3%	3.7%	
Top Finance Position	5	5.1%			2.8%		
Youth development							
$500 thousand or less							
CEO/Executive Director	26	0.5%	-17.7%	-6.8%	0.7%	9.2%	15.7%
Between $500 thousand and $1 million							
CEO/Executive Director	12	3.1%		-3.9%	0.8%	9.6%	
Between $1 million and $5 million							
CEO/Executive Director	28	4.7%	-3.2%	0.7%	3.1%	5.6%	13.6%
Top Finance Position	6	4.6%			3.2%		
Top Operations Position	5	2.6%			3.1%		
Greater than $5 million							
CEO/Executive Director	18	6.1%		2.0%	4.2%	8.8%	
Top Finance Position	12	4.7%		3.1%	4.0%	6.4%	
Top Operations Position	8	3.2%			5.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	29	3.2%	-0.1%	0.0%	2.2%	6.5%	12.2%
Between $500 thousand and $1 million							
CEO/Executive Director	15	2.8%		-1.9%	3.0%	6.9%	
Between $1 million and $5 million							
CEO/Executive Director	29	3.4%	-1.8%	0.0%	2.6%	6.8%	9.4%
Top Finance Position	6	2.6%			5.2%		
Greater than $5 million							
CEO/Executive Director	5	7.3%			12.3%		
Top Finance Position	5	-2.3%			0.8%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	7	1.6%			0.3%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	-5.4%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.2%			1.4%		
Between $1 million and $5 million							
CEO/Executive Director	9	9.8%			6.7%		
Greater than $5 million							
CEO/Executive Director	6	4.3%			2.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	5.1%			3.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	5.3%		0.1%	6.9%	8.2%	
Between $1 million and $5 million							
CEO/Executive Director	8	3.3%			3.3%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	10	4.6%		0.1%	1.8%	5.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.0%			4.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	25	0.9%	-8.8%	-0.2%	1.0%	4.5%	12.6%
Between $500 thousand and $1 million							
CEO/Executive Director	23	4.9%	-2.3%	0.0%	3.0%	8.1%	18.0%
Between $1 million and $5 million							
CEO/Executive Director	49	4.0%	-3.4%	0.0%	4.0%	7.5%	12.6%
Top Finance Position	9	3.4%			3.1%		
Greater than $5 million							
CEO/Executive Director	84	2.7%	-5.5%	-0.6%	2.7%	8.1%	11.0%
Top Administrative Position	17	1.5%		-1.0%	3.7%	5.1%	
Top Business Position	5	3.0%			2.8%		
Top Development Position	23	-0.9%	-11.2%	-6.1%	1.1%	3.7%	7.8%
Top Education Position	17	3.3%		-1.0%	2.8%	7.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational institutions & related activities							
Greater than $5 million							
Top Finance Position	61	4.2%	-3.6%	-0.3%	2.3%	8.2%	15.3%
Top Human Resources Position	10	4.4%		1.0%	3.1%	8.4%	
Top Legal Position	5	0.3%			3.2%		
Top Marketing Position	7	6.6%			5.4%		
Top Operations Position	16	3.9%		-0.8%	1.2%	10.1%	
Top PR/Communications Position	5	4.8%			2.9%		
Top Technology Position	7	7.4%			7.9%		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	6.9%			5.8%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	11	8.7%		2.9%	9.3%	14.7%	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	10	2.6%		0.0%	1.4%	3.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.9%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	14	6.0%		1.5%	3.6%	10.2%	
Top Finance Position	5	0.4%			-4.3%		
Greater than $5 million							
CEO/Executive Director	48	5.5%	-4.7%	1.8%	6.1%	10.8%	16.6%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—general & rehabilitative							
Greater than $5 million							
Top Administrative Position	13	6.1%		2.0%	6.0%	8.2%	
Top Finance Position	42	6.5%	-1.6%	2.3%	4.9%	11.6%	13.2%
Top Human Resources Position	7	7.3%			6.4%		
Top Legal Position	5	3.1%			3.2%		
Top Operations Position	28	4.7%	-2.4%	0.0%	3.5%	9.6%	12.5%
Top Technology Position	6	0.4%			5.5%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	17	-0.3%		-7.4%	2.2%	4.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	-0.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	5.5%		-1.7%	6.9%	12.9%	
Greater than $5 million							
CEO/Executive Director	7	9.5%			5.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	53	1.6%	-17.8%	0.0%	2.2%	7.5%	12.8%
Between $500 thousand and $1 million							
CEO/Executive Director	29	4.7%	-6.4%	-2.5%	2.3%	10.2%	21.7%
Between $1 million and $5 million							
CEO/Executive Director	65	4.3%	-2.1%	0.4%	3.3%	8.3%	14.2%
Top Finance Position	10	1.4%		-1.6%	3.3%	4.2%	
Top Operations Position	6	3.5%			2.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	33	3.8%	-3.6%	0.0%	3.5%	7.3%	14.0%
Top Business Position	5	6.8%			11.5%		
Top Finance Position	20	3.1%	-3.4%	0.7%	4.5%	6.8%	9.2%
Top Operations Position	9	6.2%			1.2%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	9	6.5%			0.0%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	14	0.8%		-0.9%	0.0%	3.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	4.6%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	9	3.0%			3.6%		
Greater than $5 million							
CEO/Executive Director	10	4.6%		0.5%	2.0%	8.0%	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	5.7%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	5	7.7%			4.2%		
Greater than $5 million							
CEO/Executive Director	7	7.6%			6.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	2.2%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	6	1.5%			-0.3%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	-1.9%			-1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	1.2%			0.8%		
Between $1 million and $5 million							
CEO/Executive Director	7	5.4%			7.4%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	57	1.3%	-12.3%	-3.8%	1.3%	7.4%	14.0%
Top Finance Position	8	-1.3%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	-1.7%		-5.8%	-4.4%	3.8%	
Between $1 million and $5 million							
CEO/Executive Director	13	5.8%		0.8%	5.4%	10.1%	
Greater than $5 million							
CEO/Executive Director	8	4.7%			3.3%		
Youth development							
$500 thousand or less							
CEO/Executive Director	14	2.8%		0.0%	0.4%	6.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.2%		0.1%	7.1%	8.5%	
Between $1 million and $5 million							
CEO/Executive Director	12	9.9%		2.8%	6.5%	16.4%	
Hawaii							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	-2.5%			0.1%		
Between $1 million and $5 million							
CEO/Executive Director	9	8.0%			9.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	2.5%			2.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.7%			0.5%		
Between $1 million and $5 million							
CEO/Executive Director	12	4.4%		0.5%	3.5%	6.1%	
Greater than $5 million							
CEO/Executive Director	12	6.9%		3.5%	5.4%	10.5%	
Top Administrative Position	5	2.0%			3.6%		
Top Finance Position	7	6.8%			6.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	2.2%			0.0%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	7	1.7%			-0.3%		
Greater than $5 million							
CEO/Executive Director	14	7.1%		0.2%	4.3%	16.7%	
Top Finance Position	8	6.4%			5.5%		
Top Operations Position	6	6.2%			3.2%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	1.6%			0.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	1.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	15	4.1%		0.1%	1.3%	8.5%	
Greater than $5 million							
CEO/Executive Director	11	5.7%		-1.2%	2.3%	11.1%	
Top Finance Position	5	13.1%			7.4%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	4.2%			1.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	1.2%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	7	3.9%			5.5%		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	5.0%			3.4%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.2%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	12	3.6%		1.6%	3.6%	5.1%	
Top Administrative Position	13	5.9%		3.5%	4.1%	8.5%	
Greater than $5 million							
CEO/Executive Director	7	4.7%			4.8%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	8.7%			6.8%		
Greater than $5 million							
CEO/Executive Director	9	8.2%			6.0%		
Top Finance Position	5	7.0%			10.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	6.7%			4.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.7%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	14	1.2%		-4.7%	-0.9%	7.1%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	6.9%			4.9%		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	0.9%			-2.8%		
Illinois							
Animal-related							
$500 thousand or less							
CEO/Executive Director	7	-1.7%			-5.2%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.4%			2.7%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	71	1.4%	-10.1%	-1.1%	0.0%	4.0%	14.3%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	36	1.2%	-11.6%	-3.9%	2.0%	6.2%	12.0%
Between $1 million and $5 million							
CEO/Executive Director	45	2.5%	-4.8%	0.2%	3.0%	5.8%	10.1%
Top Finance Position	6	2.5%			2.6%		
Greater than $5 million							
CEO/Executive Director	21	1.7%	-7.6%	-4.6%	1.4%	7.5%	14.0%
Top Administrative Position	6	5.1%			3.5%		
Top Development Position	12	2.4%		1.4%	4.1%	6.2%	
Top Education Position	5	0.1%			0.3%		
Top Finance Position	13	3.5%		2.3%	2.8%	9.6%	
Top Marketing Position	10	2.2%		0.2%	3.4%	6.8%	
Top PR/Communications Position	5	6.6%			3.8%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	12	6.6%		-0.1%	4.6%	9.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.7%			0.7%		
Between $1 million and $5 million							
CEO/Executive Director	8	6.6%			6.5%		
Greater than $5 million							
CEO/Executive Director	5	5.2%			3.0%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	22	3.3%	-3.0%	-0.2%	1.8%	8.3%	13.4%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.0%			4.2%		
Between $1 million and $5 million							
CEO/Executive Director	24	2.0%	-3.4%	-0.2%	1.0%	6.0%	8.9%
Greater than $5 million							
CEO/Executive Director	16	3.2%		0.6%	3.9%	6.2%	
Top Finance Position	9	4.8%			1.1%		
Top Operations Position	6	0.0%			1.7%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	9	3.2%			2.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.3%			1.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	4.7%		1.5%	3.7%	8.5%	
Greater than $5 million							
CEO/Executive Director	6	1.9%			2.7%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	1.5%			0.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.7%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	26	3.9%	-1.3%	0.1%	4.2%	6.1%	13.8%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	17	2.4%		1.0%	2.0%	5.2%	
Top Development Position	6	5.2%			5.2%		
Top Finance Position	11	5.2%		2.1%	3.3%	5.7%	
Top Technology Position	6	8.3%			4.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	38	1.3%	-7.7%	0.0%	1.0%	7.9%	12.2%
Between $500 thousand and $1 million							
CEO/Executive Director	32	2.8%	-3.8%	0.0%	1.8%	4.2%	9.0%
Between $1 million and $5 million							
CEO/Executive Director	86	3.3%	-3.7%	0.1%	3.4%	6.4%	11.3%
Top Education Position	7	5.1%			4.1%		
Top Finance Position	13	3.5%		-0.5%	2.3%	6.5%	
Top Operations Position	9	2.4%			2.7%		
Greater than $5 million							
CEO/Executive Director	105	4.0%	-3.4%	-0.3%	2.5%	8.5%	16.3%
Top Administrative Position	22	2.5%	-4.8%	0.4%	2.0%	5.0%	6.8%
Top Business Position	8	7.4%			4.1%		
Top Development Position	27	2.1%	-2.3%	-1.2%	1.9%	4.5%	9.3%
Top Education Position	33	3.1%	-1.9%	-0.4%	1.5%	6.1%	10.6%
Top Facilities Position	7	1.8%			2.1%		
Top Finance Position	67	2.9%	-4.7%	-0.2%	3.5%	5.6%	8.9%
Top Human Resources Position	10	5.0%		2.0%	3.8%	9.6%	
Top Legal Position	9	2.9%			3.1%		
Top Marketing Position	5	4.7%			5.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational institutions & related activities							
Greater than $5 million							
Top Operations Position	30	2.8%	-2.2%	0.2%	2.7%	6.6%	8.2%
Top PR/Communications Position	10	2.9%		0.8%	3.0%	4.8%	
Top Technology Position	21	2.0%	-5.0%	-2.2%	1.3%	4.9%	7.1%
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	7	1.1%			3.5%		
Between $500 thousand and $1 million							
Top Education Position	5	6.4%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	16	1.9%		-0.7%	1.1%	4.2%	
Greater than $5 million							
CEO/Executive Director	9	7.0%			5.3%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	-1.9%			3.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.8%			8.1%		
Between $1 million and $5 million							
CEO/Executive Director	14	4.3%		2.9%	4.3%	7.0%	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	5.2%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	6	5.8%			7.7%		
Greater than $5 million							
CEO/Executive Director	8	5.3%			4.9%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	13	2.5%		-1.3%	0.5%	11.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	6.1%		0.4%	4.2%	10.2%	
Between $1 million and $5 million							
CEO/Executive Director	28	1.8%	-7.5%	-3.3%	0.0%	5.4%	15.9%
Top Finance Position	5	-0.8%			-0.6%		
Greater than $5 million							
CEO/Executive Director	72	5.4%	-2.6%	0.1%	4.9%	10.4%	17.4%
Top Administrative Position	14	2.5%		-0.3%	3.8%	7.2%	
Top Business Position	6	2.4%			0.7%		
Top Development Position	5	0.7%			4.8%		
Top Finance Position	56	3.9%	-3.6%	0.2%	3.8%	7.9%	13.1%
Top Human Resources Position	12	7.6%		4.7%	8.2%	11.2%	
Top Legal Position	10	1.2%		-8.2%	3.0%	6.7%	
Top Marketing Position	6	-1.1%			1.4%		
Top Operations Position	30	5.1%	-4.5%	-1.3%	4.1%	13.5%	15.9%
Top Technology Position	16	2.4%		-3.1%	3.8%	7.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	2.1%			1.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	1.5%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	28	2.0%	-10.7%	-2.4%	2.2%	8.5%	12.5%
Greater than $5 million							
CEO/Executive Director	12	2.0%		-4.6%	1.4%	8.1%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	65	2.9%	-4.4%	0.0%	2.4%	6.0%	12.5%
Between $500 thousand and $1 million							
CEO/Executive Director	48	3.4%	-3.0%	0.0%	2.5%	6.3%	11.2%
Between $1 million and $5 million							
CEO/Executive Director	133	2.3%	-5.2%	-0.1%	2.1%	6.6%	11.0%
Top Finance Position	23	3.5%	-2.6%	0.1%	2.4%	6.2%	9.6%
Top Operations Position	7	1.6%			3.5%		
Greater than $5 million							
CEO/Executive Director	153	3.8%	-5.7%	0.0%	3.4%	7.7%	13.5%
Top Administrative Position	15	3.3%		0.2%	2.5%	4.5%	
Top Business Position	7	5.3%			1.8%		
Top Development Position	8	-0.9%			-0.7%		
Top Finance Position	74	4.3%	-1.8%	1.0%	4.0%	6.7%	11.9%
Top Human Resources Position	12	3.2%		1.1%	3.4%	6.3%	
Top Marketing Position	8	7.1%			6.6%		
Top Operations Position	37	3.6%	-4.2%	0.0%	4.4%	7.9%	11.4%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human services—multipurpose & other							
Greater than $5 million							
Top PR/Communications Position	8	5.2%			4.6%		
Top Program Position	15	4.2%		1.0%	4.8%	7.9%	
Top Technology Position	15	3.6%		1.0%	4.1%	6.1%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	5.9%			4.8%		
Between $1 million and $5 million							
CEO/Executive Director	7	-1.3%			0.0%		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	5	1.7%			2.6%		
Greater than $5 million							
CEO/Executive Director	6	6.2%			6.6%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	10	2.9%		0.0%	2.1%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	0.5%		-3.3%	1.2%	5.0%	
Between $1 million and $5 million							
CEO/Executive Director	44	3.1%	-8.6%	-0.8%	3.1%	7.4%	17.8%
Greater than $5 million							
CEO/Executive Director	24	6.3%	-1.3%	0.6%	7.0%	10.9%	15.4%
Top Finance Position	12	1.8%		-0.1%	4.0%	5.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Mental health, crisis intervention							
Greater than $5 million							
Top Operations Position	7	7.1%			10.2%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	13	0.6%		0.0%	0.0%	3.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	8.1%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	21	1.7%	-0.1%	1.1%	2.2%	3.3%	6.0%
Greater than $5 million							
CEO/Executive Director	10	4.3%		3.9%	4.2%	5.3%	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	5.3%			2.7%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.7%			9.0%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	1.2%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	13	0.9%		-0.3%	2.0%	4.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	40	0.8%	-7.6%	-4.0%	0.0%	3.7%	15.2%
Between $500 thousand and $1 million							
CEO/Executive Director	6	-2.3%			-1.1%		
Between $1 million and $5 million							
CEO/Executive Director	14	4.5%		-0.4%	2.8%	6.9%	
Greater than $5 million							
CEO/Executive Director	10	6.6%		2.1%	5.1%	9.4%	
Top Finance Position	7	0.4%			-0.3%		
Top Operations Position	5	1.4%			5.9%		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	6	7.0%			5.4%		
Youth development							
$500 thousand or less							
CEO/Executive Director	16	1.7%		0.0%	2.9%	6.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	5.1%		0.4%	2.9%	9.0%	
Between $1 million and $5 million							
CEO/Executive Director	33	3.2%	-6.2%	-0.6%	1.7%	5.8%	15.0%
Greater than $5 million							
CEO/Executive Director	11	4.4%		1.6%	3.3%	6.7%	
Top Operations Position	5	2.4%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	4.9%			2.9%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	27	0.1%	-10.4%	-2.9%	0.0%	5.0%	8.8%
Between $500 thousand and $1 million							
CEO/Executive Director	14	2.2%		-1.9%	1.5%	5.4%	
Between $1 million and $5 million							
CEO/Executive Director	20	1.0%	-7.8%	-3.2%	1.0%	5.5%	9.3%
Top Finance Position	6	0.2%			0.4%		
Greater than $5 million							
CEO/Executive Director	6	2.7%			3.2%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	15	-0.7%		-4.5%	0.0%	5.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	4.3%			5.6%		
Between $1 million and $5 million							
CEO/Executive Director	13	-0.6%		-1.7%	0.6%	1.6%	
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	9	5.0%			1.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	0.4%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.7%			6.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	28	3.3%	-2.4%	0.0%	2.0%	9.4%	12.6%
Between $500 thousand and $1 million							
CEO/Executive Director	8	5.2%			5.2%		
Between $1 million and $5 million							
CEO/Executive Director	42	4.0%	-5.6%	0.1%	3.8%	7.8%	13.3%
Greater than $5 million							
CEO/Executive Director	50	3.4%	-6.3%	0.0%	2.7%	7.5%	12.9%
Top Administrative Position	12	6.2%		2.0%	5.1%	10.1%	
Top Business Position	9	0.1%			1.5%		
Top Development Position	18	2.4%		0.7%	1.4%	3.8%	
Top Education Position	13	1.3%		0.0%	1.9%	6.7%	
Top Finance Position	35	4.7%	-1.7%	1.2%	4.3%	7.8%	13.7%
Top Legal Position	5	1.2%			-1.5%		
Top Operations Position	7	3.4%			4.3%		
Top Technology Position	5	1.9%			1.5%		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	8	-0.5%			1.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	7	-1.6%			-0.9%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	-0.9%			3.7%		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	4.5%			4.3%		
Greater than $5 million							
CEO/Executive Director	5	11.6%			13.8%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	-3.2%			2.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.5%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	14	5.9%		3.0%	6.0%	9.0%	
Greater than $5 million							
CEO/Executive Director	33	7.9%	1.4%	4.1%	8.2%	13.8%	15.2%
Top Finance Position	30	7.3%	0.1%	2.7%	6.3%	10.4%	15.8%
Top Human Resources Position	5	4.9%			4.3%		
Top Operations Position	9	7.6%			4.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	11	4.6%		0.0%	0.0%	7.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	0.7%			-0.7%		
Between $1 million and $5 million							
CEO/Executive Director	12	2.0%		-1.8%	1.5%	4.3%	
Greater than $5 million							
CEO/Executive Director	5	4.3%			4.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	41	3.2%	-2.1%	0.0%	1.4%	4.8%	15.6%
Between $500 thousand and $1 million							
CEO/Executive Director	43	2.3%	-3.4%	0.2%	2.0%	5.6%	9.6%
Between $1 million and $5 million							
CEO/Executive Director	65	3.6%	-1.6%	0.2%	2.8%	7.1%	13.7%
Top Finance Position	10	6.8%		2.7%	5.4%	10.8%	
Greater than $5 million							
CEO/Executive Director	59	4.9%	-3.3%	1.3%	4.3%	11.2%	15.4%
Top Finance Position	38	5.0%	-3.0%	0.4%	5.0%	8.8%	14.8%
Top Operations Position	10	6.6%		-0.8%	6.5%	14.7%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	0.5%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	10	2.3%		-0.3%	1.8%	4.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.9%			6.5%		
Between $1 million and $5 million							
CEO/Executive Director	9	6.1%			2.6%		
Greater than $5 million							
CEO/Executive Director	15	4.7%		0.3%	3.2%	6.1%	
Top Finance Position	6	1.1%			2.2%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	12	0.8%		0.0%	0.3%	4.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.9%		2.7%	4.5%	8.4%	
Between $1 million and $5 million							
CEO/Executive Director	28	2.3%	-5.5%	0.6%	3.4%	5.9%	8.7%
Greater than $5 million							
CEO/Executive Director	8	7.0%			4.0%		
Top Finance Position	5	9.6%			8.4%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	3.8%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	-0.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.9%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	7	-0.1%			2.7%		
Greater than $5 million							
CEO/Executive Director	6	-2.1%			-1.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	20	2.7%	-8.1%	-0.4%	2.7%	8.3%	11.8%
Between $500 thousand and $1 million							
CEO/Executive Director	11	6.3%		-0.6%	2.7%	10.0%	
Between $1 million and $5 million							
CEO/Executive Director	8	4.7%			3.7%		
Youth development							
$500 thousand or less							
CEO/Executive Director	15	4.5%		-0.7%	3.6%	8.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	6.4%		0.5%	7.0%	11.6%	
Between $1 million and $5 million							
CEO/Executive Director	16	3.7%		1.7%	4.5%	5.6%	
Greater than $5 million							
CEO/Executive Director	9	2.6%			1.8%		
Top Operations Position	5	7.7%			3.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	13	2.4%		1.0%	3.8%	4.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	7.0%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	16	2.1%		0.0%	1.4%	5.3%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	3.7%		-1.0%	1.2%	7.5%	
Between $1 million and $5 million							
CEO/Executive Director	5	5.9%			4.0%		
Greater than $5 million							
CEO/Executive Director	6	4.4%			2.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	-1.4%			1.7%		
Between $1 million and $5 million							
CEO/Executive Director	15	2.8%		0.8%	2.1%	4.1%	
Greater than $5 million							
CEO/Executive Director	30	3.8%	-4.0%	-1.4%	2.9%	7.8%	11.5%
Top Administrative Position	13	1.9%		-2.3%	1.7%	3.8%	
Top Development Position	13	5.2%		1.7%	5.1%	8.0%	
Top Education Position	16	4.0%		0.4%	1.7%	5.5%	
Top Finance Position	18	2.9%		0.1%	2.1%	3.7%	
Top Technology Position	7	4.2%			3.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	7	4.5%			3.6%		
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	6.6%			4.4%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	10	5.9%		1.1%	4.0%	10.4%	
Greater than $5 million							
CEO/Executive Director	31	-0.8%	-12.6%	-5.9%	1.8%	5.1%	7.6%
Top Administrative Position	6	1.0%			2.5%		
Top Finance Position	23	5.0%	-4.0%	2.3%	4.6%	9.5%	13.3%
Top Human Resources Position	5	3.0%			3.2%		
Top Operations Position	9	2.2%			2.1%		
Top Technology Position	5	1.3%			6.1%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	11	6.4%		3.4%	7.2%	10.2%	
Greater than $5 million							
CEO/Executive Director	10	8.5%		3.3%	6.8%	13.7%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	32	2.3%	-8.9%	-0.3%	2.9%	6.8%	11.7%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	18	2.3%		1.9%	3.6%	4.4%	
Between $1 million and $5 million							
CEO/Executive Director	38	2.9%	-3.8%	0.0%	3.5%	6.1%	10.2%
Greater than $5 million							
CEO/Executive Director	39	4.2%	-2.8%	1.6%	4.0%	7.1%	13.7%
Top Finance Position	30	5.8%	-1.8%	1.4%	5.7%	8.5%	14.5%
Top Operations Position	5	7.6%			8.5%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	5.9%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	15	3.4%		-0.9%	1.4%	7.3%	
Greater than $5 million							
CEO/Executive Director	9	4.9%			5.5%		
Top Finance Position	5	4.6%			2.4%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	9	2.2%			3.0%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	11	5.3%		1.5%	3.2%	9.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	11	1.7%		0.0%	0.7%	7.9%	
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.8%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	8	5.1%			6.6%		
Kansas							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	1.0%		-2.3%	0.0%	0.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.2%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	14	6.0%		3.7%	6.1%	8.6%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	0.2%			0.6%		
Between $1 million and $5 million							
CEO/Executive Director	6	6.8%			6.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	14	2.7%		-1.5%	1.5%	6.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	4.2%			4.0%		
Between $1 million and $5 million							
CEO/Executive Director	20	1.0%	-4.6%	-0.7%	0.7%	5.4%	6.4%
Greater than $5 million							
CEO/Executive Director	29	4.1%	-0.8%	1.2%	3.5%	8.1%	11.7%
Top Administrative Position	8	5.2%			4.1%		
Top Development Position	6	-3.5%			-3.6%		
Top Education Position	8	8.2%			6.4%		
Top Finance Position	21	2.7%	-8.9%	-1.7%	3.1%	7.5%	13.6%
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	4.6%			4.1%		
Greater than $5 million							
CEO/Executive Director	7	7.2%			3.9%		
Top Finance Position	5	9.6%			4.3%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	7.2%			4.6%		
Between $1 million and $5 million							
CEO/Executive Director	11	3.2%		0.4%	3.4%	7.8%	
Top Administrative Position	8	9.5%			8.1%		
Top Finance Position	5	4.9%			5.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	26	4.0%	-4.8%	-1.2%	3.3%	7.7%	15.2%
Top Administrative Position	8	0.6%			0.6%		
Top Finance Position	18	6.1%		1.6%	4.5%	9.1%	
Top Operations Position	12	8.2%		4.7%	7.0%	11.9%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	2.9%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	4.3%			3.4%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	19	4.5%		0.0%	4.1%	8.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.3%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	40	4.2%	-3.9%	0.0%	3.8%	8.4%	13.7%
Top Finance Position	9	4.0%			4.4%		
Greater than $5 million							
CEO/Executive Director	25	5.4%	-1.7%	2.3%	5.0%	6.6%	14.4%
Top Finance Position	16	7.0%		4.0%	5.7%	9.8%	
Top Operations Position	6	4.5%			3.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.9%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	6	2.4%			3.9%		
Greater than $5 million							
CEO/Executive Director	19	1.5%		0.4%	5.2%	6.4%	
Top Finance Position	8	5.4%			4.8%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	5	2.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	14	5.2%		1.9%	3.7%	9.2%	
Greater than $5 million							
CEO/Executive Director	7	6.6%			8.2%		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	6.1%			6.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	-3.8%			0.0%		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	3.4%			4.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	19	0.0%		-8.9%	0.0%	5.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	-0.8%			-0.9%		
Between $1 million and $5 million							
CEO/Executive Director	11	0.7%		-4.1%	1.2%	4.5%	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	3.7%			4.7%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	0.3%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	7.3%			4.1%		
Greater than $5 million							
CEO/Executive Director	7	6.7%			8.1%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	4.4%			2.2%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	-3.2%		-4.6%	0.0%	4.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	32	3.6%	-2.4%	-0.5%	2.3%	5.7%	12.9%
Greater than $5 million							
CEO/Executive Director	22	1.9%	-1.9%	-0.9%	0.9%	3.7%	5.7%
Top Administrative Position	9	3.9%			3.7%		
Top Development Position	8	3.7%			3.6%		
Top Education Position	6	8.2%			7.3%		
Top Finance Position	18	6.6%		2.5%	4.8%	9.2%	
Top Operations Position	6	3.5%			3.3%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	7.2%			3.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.2%			5.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	8.0%			9.8%		
Greater than $5 million							
CEO/Executive Director	27	4.5%	-4.0%	-0.1%	2.3%	10.7%	14.7%
Top Administrative Position	9	5.7%			2.6%		
Top Finance Position	21	4.9%	-0.4%	0.0%	0.7%	10.0%	17.3%
Top Operations Position	13	3.2%		0.7%	2.3%	5.4%	
Top Technology Position	5	9.6%			6.2%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	10	4.7%		1.7%	6.5%	8.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	10	3.1%		1.1%	4.3%	7.2%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	23	-0.1%	-10.5%	-5.1%	0.4%	4.4%	8.8%
Between $500 thousand and $1 million							
CEO/Executive Director	13	5.1%		1.1%	2.8%	8.1%	
Between $1 million and $5 million							
CEO/Executive Director	33	4.3%	-2.1%	1.5%	4.3%	6.8%	10.3%
Top Finance Position	5	6.0%			4.0%		
Greater than $5 million							
CEO/Executive Director	23	2.7%	-6.0%	-0.9%	1.1%	4.4%	15.0%
Top Administrative Position	5	7.0%			4.0%		
Top Finance Position	16	1.9%		-0.5%	2.2%	5.9%	
Top Human Resources Position	5	10.2%			5.6%		
Top Operations Position	5	7.3%			8.4%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	13	6.9%		1.8%	3.6%	11.4%	
Top Finance Position	7	6.6%			6.8%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	1.2%			-1.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	7.2%		1.0%	5.1%	12.0%	
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	3.8%			4.0%		
Louisiana							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	1.7%		0.0%	1.7%	7.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	-1.0%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	20	2.0%	-4.7%	-1.1%	1.3%	7.5%	8.1%
Crime, legal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.7%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	6	-7.9%			-5.4%		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	5	5.4%			7.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	-3.3%			-3.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	-4.9%			0.1%		
Between $1 million and $5 million							
CEO/Executive Director	26	0.9%	-4.9%	-1.9%	0.8%	5.7%	10.4%
Greater than $5 million							
CEO/Executive Director	45	3.7%	-2.7%	0.0%	3.0%	7.6%	10.7%
Top Development Position	9	5.2%			3.5%		
Top Education Position	5	-0.3%			0.0%		
Top Finance Position	19	4.0%		-1.1%	2.8%	8.2%	
Top Operations Position	8	3.9%			3.5%		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	5	4.6%			3.6%		
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	5.5%			2.0%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	2.1%			1.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.0%			1.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	9	3.9%			3.3%		
Greater than $5 million							
CEO/Executive Director	22	7.3%	-0.7%	3.0%	8.1%	12.9%	15.3%
Top Finance Position	18	7.7%		2.8%	9.4%	10.8%	
Top Operations Position	13	4.0%		3.4%	4.1%	8.8%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	0.5%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.8%			0.9%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	22	4.2%	-1.2%	0.7%	2.8%	7.6%	10.2%
Between $500 thousand and $1 million							
CEO/Executive Director	15	4.4%		2.1%	4.7%	6.8%	
Between $1 million and $5 million							
CEO/Executive Director	33	2.2%	-4.1%	-0.5%	1.2%	3.9%	11.9%
Greater than $5 million							
CEO/Executive Director	31	1.0%	-6.2%	-2.0%	0.8%	3.4%	8.5%
Top Finance Position	17	3.9%		-1.1%	2.2%	4.7%	
Top Operations Position	8	6.7%			5.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	9	4.0%			1.1%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	10	4.7%		1.2%	6.3%	7.7%	
Greater than $5 million							
CEO/Executive Director	5	-1.2%			2.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	17	4.4%		0.0%	0.0%	8.5%	
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	1.8%			3.4%		
Maine							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	-1.3%			-2.5%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	24	1.5%	-5.2%	-1.1%	0.4%	6.1%	9.4%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	14	4.9%		2.1%	5.0%	6.8%	
Between $1 million and $5 million							
CEO/Executive Director	15	-3.1%		-8.4%	-1.5%	1.9%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	-0.6%			-0.5%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	4.5%		0.0%	6.6%	14.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	8.9%			7.1%		
Between $1 million and $5 million							
CEO/Executive Director	20	4.3%	-5.7%	-0.4%	3.1%	11.0%	17.6%
Top Finance Position	5	-2.2%			-3.5%		
Greater than $5 million							
CEO/Executive Director	24	2.8%	-4.1%	0.5%	2.2%	5.2%	8.3%
Top Administrative Position	7	6.7%			4.7%		
Top Development Position	9	-4.4%			-1.9%		
Top Education Position	7	0.7%			1.4%		
Top Finance Position	17	4.2%		0.2%	3.7%	5.3%	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	4.1%		0.2%	4.3%	8.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	10	6.4%		1.1%	4.3%	9.7%	
Between $1 million and $5 million							
CEO/Executive Director	9	3.7%			4.8%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	5.5%			6.8%		
Between $1 million and $5 million							
CEO/Executive Director	15	6.5%		2.7%	7.7%	10.3%	
Greater than $5 million							
CEO/Executive Director	30	4.1%	-7.3%	-1.6%	3.1%	8.4%	19.2%
Top Finance Position	25	5.7%	-2.1%	1.1%	3.7%	9.0%	14.4%
Top Operations Position	10	4.7%		1.5%	7.6%	8.8%	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	10	4.4%		3.1%	4.6%	8.0%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	3.2%			2.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.6%			2.4%		
Between $1 million and $5 million							
CEO/Executive Director	28	2.7%	-5.1%	-0.3%	3.5%	6.0%	12.0%
Top Finance Position	6	-3.4%			-0.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	34	4.9%	-4.9%	-1.0%	5.6%	9.1%	16.9%
Top Finance Position	17	9.4%		4.2%	8.3%	14.3%	
Top Operations Position	9	0.5%			2.9%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	12	5.4%		3.2%	4.0%	6.6%	
Greater than $5 million							
CEO/Executive Director	10	8.7%		2.9%	8.4%	14.6%	
Top Finance Position	6	2.7%			0.4%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	5	9.3%			5.9%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	-3.6%			0.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	-0.9%			0.0%		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	2.4%			2.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.3%			7.0%		
Maryland							
Animal-related							
$500 thousand or less							
CEO/Executive Director	8	2.7%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	13	5.5%		1.3%	4.0%	5.8%	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	42	1.8%	-7.1%	0.0%	1.0%	3.3%	15.3%
Between $500 thousand and $1 million							
CEO/Executive Director	17	3.9%		-0.4%	4.1%	9.5%	
Between $1 million and $5 million							
CEO/Executive Director	30	3.1%	-1.9%	-0.4%	2.8%	6.3%	12.3%
Top Finance Position	5	1.2%			0.0%		
Greater than $5 million							
CEO/Executive Director	12	0.2%		-2.3%	1.4%	8.1%	
Top Finance Position	5	3.6%			3.1%		
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	7	3.2%			3.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	13	3.6%		0.4%	4.1%	7.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.7%			5.7%		
Between $1 million and $5 million							
CEO/Executive Director	11	2.6%		0.8%	3.8%	4.8%	
Greater than $5 million							
CEO/Executive Director	12	4.9%		-0.6%	2.9%	8.1%	
Top Finance Position	6	3.0%			2.8%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	2.6%			2.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	5.1%			3.3%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	7.0%			7.3%		
Between $1 million and $5 million							
CEO/Executive Director	11	3.8%		-0.7%	2.9%	10.6%	
Greater than $5 million							
CEO/Executive Director	7	6.9%			6.2%		
Top Finance Position	7	6.4%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	26	3.3%	-4.8%	-0.6%	2.0%	7.0%	11.3%
Between $500 thousand and $1 million							
CEO/Executive Director	17	1.4%		-0.6%	2.8%	3.3%	
Between $1 million and $5 million							
CEO/Executive Director	62	3.2%	-3.3%	0.0%	1.8%	6.5%	11.3%
Top Business Position	6	1.9%			0.6%		
Top Finance Position	6	2.9%			2.6%		
Greater than $5 million							
CEO/Executive Director	72	3.7%	-4.4%	-1.1%	2.4%	6.7%	17.6%
Top Administrative Position	9	3.6%			2.5%		
Top Business Position	10	4.6%		-0.4%	2.7%	7.0%	
Top Development Position	23	4.6%	-0.6%	2.4%	3.7%	6.6%	11.9%
Top Education Position	19	2.7%		-1.4%	2.2%	5.3%	
Top Facilities Position	5	3.7%			3.2%		
Top Finance Position	58	3.0%	-3.5%	-0.2%	2.5%	4.6%	8.8%
Top Human Resources Position	11	6.6%		2.5%	5.4%	8.8%	
Top Operations Position	16	3.4%		1.8%	2.9%	6.3%	
Top PR/Communications Position	5	4.7%			4.4%		
Top Program Position	7	4.2%			3.8%		
Top Technology Position	16	4.0%		1.8%	3.0%	6.7%	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	6.8%			5.6%		
Greater than $5 million							
CEO/Executive Director	9	2.5%			1.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Employment, job-related							
Greater than $5 million							
Top Finance Position	5	4.7%			4.6%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	11	-1.7%		-3.5%	0.0%	3.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.2%			0.3%		
Between $1 million and $5 million							
CEO/Executive Director	7	3.6%			3.5%		
Greater than $5 million							
CEO/Executive Director	6	2.4%			1.2%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	2.0%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.6%			2.4%		
Between $1 million and $5 million							
CEO/Executive Director	22	1.2%	-8.0%	-1.7%	0.7%	4.0%	9.3%
Top Finance Position	5	3.0%			3.0%		
Greater than $5 million							
CEO/Executive Director	54	1.5%	-14.8%	-4.4%	3.6%	8.2%	16.2%
Top Administrative Position	7	2.3%			2.2%		
Top Business Position	7	0.0%			2.6%		
Top Development Position	6	4.3%			3.9%		
Top Finance Position	36	4.0%	-5.8%	1.0%	3.4%	11.3%	13.9%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Health—general & rehabilitative							
Greater than $5 million							
Top Human Resources Position	15	0.4%		-2.8%	1.4%	4.3%	
Top Marketing Position	5	-0.2%			2.0%		
Top Operations Position	19	2.1%		-1.0%	1.6%	6.6%	
Top PR/Communications Position	9	5.5%			4.6%		
Top Program Position	6	3.8%			2.8%		
Top Technology Position	11	4.3%		0.6%	2.6%	8.6%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	8	3.7%			3.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.4%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	22	3.4%	-3.7%	-0.2%	2.2%	8.6%	13.5%
Top Finance Position	7	1.0%			4.2%		
Greater than $5 million							
CEO/Executive Director	8	1.6%			3.0%		
Top Finance Position	5	2.6%			2.9%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	31	6.0%	0.0%	1.8%	5.3%	8.3%	15.7%
Between $500 thousand and $1 million							
CEO/Executive Director	24	2.3%	-6.0%	-2.3%	1.1%	4.6%	13.0%
Between $1 million and $5 million							
CEO/Executive Director	54	4.6%	-1.3%	0.0%	3.5%	7.3%	13.8%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Human services—multipurpose & other							
Between $1 million and $5 million							
Top Finance Position	10	6.8%		3.4%	5.5%	9.5%	
Greater than $5 million							
CEO/Executive Director	88	2.9%	-4.5%	-0.4%	2.6%	5.8%	10.9%
Top Administrative Position	5	1.7%			1.1%		
Top Business Position	6	-1.7%			-3.3%		
Top Development Position	8	6.6%			5.4%		
Top Finance Position	52	4.1%	-3.6%	1.4%	4.4%	6.8%	9.6%
Top Human Resources Position	12	1.7%		-1.7%	1.7%	4.6%	
Top Marketing Position	6	3.1%			4.0%		
Top Operations Position	18	2.8%		0.2%	4.3%	6.9%	
Top Program Position	9	1.1%			1.1%		
Top Technology Position	5	-2.2%			0.0%		
Medical research							
Greater than $5 million							
CEO/Executive Director	8	1.6%			1.0%		
Top Finance Position	5	8.8%			6.8%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	11	3.0%		0.0%	3.2%	5.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	7.4%		1.5%	7.7%	10.8%	
Between $1 million and $5 million							
CEO/Executive Director	18	5.0%		0.5%	4.1%	9.9%	
Top Finance Position	5	4.6%			4.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	24	6.1%	-1.5%	0.9%	4.0%	10.2%	17.3%
Top Finance Position	11	2.0%		-0.4%	1.9%	5.9%	
Top Operations Position	10	3.4%		-2.6%	2.9%	11.3%	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	-1.3%			0.5%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	-3.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	-1.1%		-3.1%	1.7%	3.9%	
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	13	4.2%		0.4%	3.9%	9.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.7%			8.6%		
Between $1 million and $5 million							
CEO/Executive Director	12	7.3%		1.8%	3.8%	12.8%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	2.4%		-0.1%	1.8%	6.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	5	0.9%			-1.8%		
Greater than $5 million							
CEO/Executive Director	5	0.6%			0.4%		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	1.3%			0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	8.4%		5.2%	7.4%	12.0%	
Between $1 million and $5 million							
CEO/Executive Director	8	-0.3%			-1.8%		
Massachusetts							
Animal-related							
$500 thousand or less							
CEO/Executive Director	6	5.6%			5.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	8.6%			9.2%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	63	2.9%	-4.1%	0.0%	2.0%	6.5%	14.2%
Between $500 thousand and $1 million							
CEO/Executive Director	37	2.1%	-6.5%	-0.6%	1.9%	5.6%	11.3%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	54	2.1%	-8.6%	-0.2%	2.0%	6.4%	11.8%
Top Finance Position	8	2.3%			3.3%		
Greater than $5 million							
CEO/Executive Director	24	4.4%	-2.6%	0.1%	3.9%	7.7%	14.0%
Top Development Position	12	4.4%		1.8%	3.1%	3.9%	
Top Finance Position	20	3.6%	-3.8%	0.8%	3.3%	6.5%	13.2%
Top Operations Position	6	8.0%			5.4%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	2.9%			4.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.0%			3.5%		
Between $1 million and $5 million							
CEO/Executive Director	15	2.9%		-1.0%	4.5%	6.9%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	12	5.6%		0.8%	2.0%	6.6%	
Between $1 million and $5 million							
CEO/Executive Director	28	3.3%	-6.3%	-0.1%	2.7%	7.4%	12.8%
Top Finance Position	5	0.7%			1.7%		
Greater than $5 million							
CEO/Executive Director	7	5.0%			3.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	13	4.1%		2.3%	4.6%	5.8%	
Between $1 million and $5 million							
CEO/Executive Director	5	8.6%			7.5%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	10	3.8%		0.0%	0.0%	4.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.8%			3.5%		
Between $1 million and $5 million							
CEO/Executive Director	11	2.7%		-2.2%	5.9%	8.3%	
Greater than $5 million							
CEO/Executive Director	10	5.5%		0.2%	3.3%	8.3%	
Top Finance Position	6	6.5%			6.3%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	68	0.8%	-15.0%	-1.9%	2.1%	7.1%	11.9%
Top Finance Position	9	-1.3%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	45	4.9%	-2.2%	0.2%	3.4%	8.4%	13.0%
Between $1 million and $5 million							
CEO/Executive Director	117	2.8%	-3.3%	0.0%	2.5%	5.9%	11.2%
Top Development Position	5	1.0%			3.7%		
Top Education Position	5	3.1%			1.1%		
Top Finance Position	20	2.3%	-5.3%	-2.5%	0.5%	7.2%	12.0%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational institutions & related activities							
Between $1 million and $5 million							
Top Operations Position	9	8.1%			7.7%		
Top Program Position	5	2.2%			3.7%		
Greater than $5 million							
CEO/Executive Director	140	4.1%	-3.9%	0.2%	3.2%	7.1%	15.2%
Top Administrative Position	26	4.0%	0.3%	1.2%	2.6%	4.8%	9.9%
Top Business Position	14	2.9%		-0.7%	2.7%	4.5%	
Top Development Position	67	4.1%	-1.5%	1.3%	3.4%	8.2%	12.0%
Top Education Position	46	3.7%	-2.2%	0.3%	3.0%	6.4%	9.9%
Top Facilities Position	13	3.5%		2.2%	3.2%	6.6%	
Top Finance Position	106	3.9%	-1.4%	2.0%	3.4%	6.4%	10.5%
Top Human Resources Position	14	2.0%		-0.5%	2.8%	4.8%	
Top Legal Position	20	4.7%	-0.3%	1.6%	5.5%	8.9%	9.9%
Top Marketing Position	15	3.6%		0.8%	3.0%	7.9%	
Top Operations Position	52	5.3%	-0.6%	2.2%	4.1%	7.7%	12.6%
Top PR/Communications Position	23	4.5%	-0.9%	1.3%	3.1%	6.7%	9.3%
Top Program Position	18	4.7%		0.5%	1.8%	5.9%	
Top Technology Position	33	2.6%	-2.6%	2.5%	3.5%	5.1%	6.5%
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	6	2.9%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	20	0.8%	-5.1%	-0.2%	0.9%	3.7%	5.5%
Greater than $5 million							
CEO/Executive Director	7	-0.6%			-0.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	12	-0.4%		-4.4%	0.0%	3.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	2.3%		-1.1%	3.0%	4.0%	
Between $1 million and $5 million							
CEO/Executive Director	19	3.8%		1.8%	3.4%	6.8%	
Greater than $5 million							
CEO/Executive Director	12	6.2%		2.9%	4.5%	8.4%	
Top Development Position	6	9.2%			7.4%		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	8	1.0%			-0.5%		
Greater than $5 million							
CEO/Executive Director	8	5.4%			7.4%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	-0.1%		0.0%	0.2%	4.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	1.2%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	28	5.4%	-0.5%	0.4%	4.7%	9.3%	14.4%
Top Operations Position	7	7.5%			3.2%		
Greater than $5 million							
CEO/Executive Director	80	1.1%	-9.6%	-4.2%	1.7%	6.5%	12.2%
Top Administrative Position	13	6.2%		-0.2%	8.9%	10.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—general & rehabilitative							
Greater than $5 million							
Top Business Position	9	9.0%			9.7%		
Top Development Position	13	-0.7%		-4.5%	0.7%	4.3%	
Top Finance Position	61	5.4%	-2.2%	0.3%	3.8%	10.3%	18.3%
Top Human Resources Position	16	8.8%		1.8%	10.6%	14.9%	
Top Legal Position	6	3.5%			6.2%		
Top Marketing Position	5	5.6%			7.0%		
Top Operations Position	37	5.4%	-3.0%	0.1%	4.8%	9.8%	16.6%
Top PR/Communications Position	5	4.2%			3.9%		
Top Technology Position	18	4.0%		-4.6%	5.1%	10.9%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	9	5.0%			4.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	13	6.6%		1.6%	3.6%	11.8%	
Between $1 million and $5 million							
CEO/Executive Director	35	4.8%	-1.5%	2.1%	4.3%	7.9%	12.8%
Greater than $5 million							
CEO/Executive Director	18	3.9%		1.7%	4.0%	6.0%	
Top Finance Position	9	5.2%			5.6%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	3.3%	-12.2%	-2.5%	3.8%	12.0%	18.5%
Between $500 thousand and $1 million							
CEO/Executive Director	35	4.6%	-4.0%	1.2%	4.8%	10.9%	13.6%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	125	4.9%	-2.5%	0.3%	4.0%	10.1%	14.5%
Top Finance Position	27	4.0%	-6.1%	0.2%	3.0%	8.5%	13.3%
Top Operations Position	5	2.4%			1.7%		
Greater than $5 million							
CEO/Executive Director	144	3.7%	-3.2%	0.0%	3.4%	7.3%	12.8%
Top Administrative Position	13	8.2%		4.7%	8.5%	10.6%	
Top Development Position	14	4.0%		-0.7%	2.1%	9.9%	
Top Facilities Position	5	3.5%			1.4%		
Top Finance Position	103	4.6%	-2.9%	1.7%	3.7%	8.6%	13.6%
Top Human Resources Position	24	4.5%	-4.0%	3.1%	5.4%	8.0%	12.0%
Top Operations Position	36	4.4%	0.1%	1.4%	3.9%	6.6%	10.4%
Top PR/Communications Position	5	2.7%			1.6%		
Top Program Position	16	4.4%		1.7%	3.1%	6.7%	
Top Technology Position	15	3.0%		-0.6%	2.6%	3.6%	
International, foreign affairs, & national security							
Between $1 million and $5 million							
CEO/Executive Director	7	-0.8%			2.6%		
Greater than $5 million							
CEO/Executive Director	7	2.7%			2.3%		
Top Finance Position	6	1.8%			2.7%		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	8	4.6%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Medical research							
Greater than $5 million							
CEO/Executive Director	8	3.0%			4.3%		
Top Finance Position	6	5.6%			5.0%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	10	2.8%		-5.8%	1.0%	11.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.8%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	13	6.9%		1.3%	8.1%	10.6%	
Greater than $5 million							
CEO/Executive Director	23	4.5%	-1.8%	-0.3%	3.5%	7.8%	13.0%
Top Finance Position	14	4.6%		-2.4%	5.3%	8.7%	
Top Human Resources Position	5	3.2%			3.2%		
Top Operations Position	13	6.3%		3.9%	7.5%	10.7%	
Top Technology Position	5	2.6%			3.9%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	13	8.2%		3.6%	7.2%	12.3%	
Greater than $5 million							
CEO/Executive Director	12	3.4%		0.7%	2.3%	3.6%	
Top Finance Position	8	6.8%			4.5%		
Top Operations Position	5	3.7%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	2.9%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.1%			1.4%		
Between $1 million and $5 million							
CEO/Executive Director	6	8.1%			8.1%		
Greater than $5 million							
Top Finance Position	5	6.1%			5.3%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	1.5%			3.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	13	-0.1%		-3.7%	0.0%	3.0%	
Between $1 million and $5 million							
CEO/Executive Director	16	4.7%		-2.3%	3.8%	9.1%	
Top Finance Position	5	4.1%			3.0%		
Greater than $5 million							
CEO/Executive Director	6	4.0%			1.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	14	3.4%		-0.7%	3.1%	5.0%	
Youth development							
$500 thousand or less							
CEO/Executive Director	18	4.9%		-0.7%	3.0%	13.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	18	3.5%		-0.4%	2.6%	8.9%	
Between $1 million and $5 million							
CEO/Executive Director	45	2.7%	-3.9%	-1.4%	1.5%	7.4%	11.8%
Top Finance Position	5	0.5%			1.0%		
Greater than $5 million							
CEO/Executive Director	11	2.1%		-1.1%	2.6%	4.0%	
Top Development Position	5	4.3%			5.0%		
Top Operations Position	5	1.6%			1.7%		
Top Program Position	5	3.6%			2.0%		
Michigan							
Animal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.3%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	4.0%			4.5%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	53	1.5%	-10.0%	-2.6%	2.0%	6.0%	9.3%
Between $500 thousand and $1 million							
CEO/Executive Director	27	3.4%	-5.4%	0.6%	3.8%	6.8%	12.8%
Between $1 million and $5 million							
CEO/Executive Director	29	2.2%	-3.6%	-0.9%	2.0%	4.6%	7.0%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	11	3.6%		-1.8%	5.6%	8.6%	
Top Finance Position	7	4.0%			2.1%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	4.2%			1.8%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	16	3.6%		-1.1%	1.9%	8.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.8%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	18	4.9%		0.1%	5.2%	10.3%	
Greater than $5 million							
CEO/Executive Director	6	2.6%			2.2%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	6	-1.6%			-0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-0.3%			0.4%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.8%			3.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	9	-1.5%			2.4%		
Between $1 million and $5 million							
CEO/Executive Director	8	5.3%			3.2%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	31	3.2%	-1.5%	0.0%	2.1%	4.8%	14.2%
Between $500 thousand and $1 million							
CEO/Executive Director	19	1.7%		-0.4%	1.0%	4.3%	
Between $1 million and $5 million							
CEO/Executive Director	50	3.7%	-5.6%	-0.4%	2.2%	8.0%	16.5%
Top Finance Position	10	2.6%		-1.2%	1.5%	7.1%	
Top Operations Position	6	2.6%			4.1%		
Greater than $5 million							
CEO/Executive Director	50	2.0%	-4.8%	-0.8%	1.4%	4.6%	12.1%
Top Administrative Position	10	2.2%		-2.4%	4.0%	5.6%	
Top Development Position	16	1.1%		-0.5%	1.3%	2.9%	
Top Education Position	15	4.0%		1.5%	2.3%	5.0%	
Top Finance Position	30	5.5%	0.0%	1.4%	4.0%	10.0%	14.9%
Top Operations Position	6	0.9%			4.0%		
Top PR/Communications Position	5	3.2%			2.0%		
Top Technology Position	6	8.0%			5.6%		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	10	2.2%		-1.2%	2.2%	5.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	7	5.3%			3.5%		
Top Finance Position	6	2.0%			2.3%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	12	0.2%		-1.0%	1.4%	4.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.6%			7.6%		
Between $1 million and $5 million							
CEO/Executive Director	12	5.0%		1.2%	3.7%	9.2%	
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	11.4%			8.9%		
Greater than $5 million							
CEO/Executive Director	7	8.8%			7.6%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	9	6.2%			6.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-3.6%			-2.5%		
Between $1 million and $5 million							
CEO/Executive Director	16	0.1%		-4.1%	-0.3%	5.0%	
Greater than $5 million							
CEO/Executive Director	60	5.2%	-7.2%	-0.4%	5.3%	12.0%	17.2%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Health—general & rehabilitative							
Greater than $5 million							
Top Administrative Position	8	7.2%			8.4%		
Top Finance Position	42	3.5%	-7.6%	0.0%	3.9%	9.1%	12.6%
Top Human Resources Position	10	2.0%		-5.2%	3.9%	7.3%	
Top Marketing Position	5	-1.0%			-2.5%		
Top Operations Position	21	4.9%	-2.9%	2.1%	4.6%	9.1%	11.3%
Top Program Position	6	8.1%			7.7%		
Top Technology Position	9	4.4%			-0.1%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	17	1.8%		-1.0%	3.2%	8.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	25	3.7%	0.7%	1.6%	3.5%	7.4%	11.3%
Greater than $5 million							
CEO/Executive Director	12	2.9%		-1.5%	3.4%	7.6%	
Top Finance Position	6	0.9%			1.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	59	3.8%	-2.4%	0.0%	3.7%	7.2%	11.5%
Top Finance Position	5	-0.2%			-2.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	41	1.4%	-7.7%	-2.6%	1.6%	6.1%	10.6%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	119	3.3%	-4.4%	-0.8%	3.3%	7.4%	13.1%
Top Finance Position	15	5.2%		1.3%	1.9%	8.5%	
Greater than $5 million							
CEO/Executive Director	83	2.1%	-8.0%	-0.9%	2.0%	6.4%	11.2%
Top Administrative Position	5	1.7%			2.8%		
Top Development Position	7	6.7%			7.3%		
Top Finance Position	41	2.9%	-6.4%	-0.2%	3.1%	5.7%	10.2%
Top Human Resources Position	5	1.8%			2.1%		
Top Operations Position	14	8.0%		4.2%	10.1%	11.3%	
Top Technology Position	7	-0.5%			0.9%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	7	2.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	2.1%			-0.5%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	4.0%			2.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.7%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	13	0.7%		-0.5%	0.3%	5.3%	
Top Finance Position	7	1.7%			0.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	21	5.2%	-3.8%	-0.1%	3.7%	9.8%	14.8%
Top Finance Position	9	5.0%			4.6%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	9	3.3%			4.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.8%		0.1%	3.1%	11.9%	
Between $1 million and $5 million							
CEO/Executive Director	20	3.3%	-2.8%	1.1%	4.0%	6.3%	8.9%
Greater than $5 million							
CEO/Executive Director	14	6.0%		3.3%	6.8%	9.7%	
Top Finance Position	5	5.4%			6.8%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	13	5.3%		0.0%	4.2%	10.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	1.4%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	10	3.5%		0.1%	2.1%	7.9%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	18	1.1%		-2.4%	0.0%	6.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.9%		-0.1%	0.3%	4.4%	
Between $1 million and $5 million							
CEO/Executive Director	19	1.6%		1.0%	2.7%	4.7%	
Greater than $5 million							
CEO/Executive Director	5	-0.2%			0.2%		
Top Finance Position	5	1.9%			3.4%		
Youth development							
$500 thousand or less							
CEO/Executive Director	18	4.6%		0.1%	3.8%	9.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.0%			5.7%		
Between $1 million and $5 million							
CEO/Executive Director	8	6.1%			5.4%		
Minnesota							
Animal-related							
$500 thousand or less							
CEO/Executive Director	9	7.9%			5.6%		
Between $1 million and $5 million							
CEO/Executive Director	8	5.8%			3.9%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	44	2.0%	-15.0%	-2.4%	2.3%	8.9%	16.8%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	22	1.3%	-9.3%	0.8%	2.2%	3.4%	5.8%
Between $1 million and $5 million							
CEO/Executive Director	41	3.1%	-6.4%	0.9%	3.4%	8.0%	11.1%
Top Administrative Position	5	2.5%			2.9%		
Top Finance Position	7	4.6%			3.8%		
Greater than $5 million							
CEO/Executive Director	8	3.3%			3.7%		
Top Development Position	8	-3.5%			-0.7%		
Top Finance Position	8	5.8%			5.3%		
Top Operations Position	6	3.9%			4.3%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	6.8%			5.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	6.5%			5.2%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	17	4.5%		2.9%	4.4%	7.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.4%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	17	5.6%		1.4%	5.2%	9.1%	
Greater than $5 million							
CEO/Executive Director	8	4.8%			3.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	1.0%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.1%			4.6%		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	8	6.1%			6.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	25	4.8%	0.0%	0.6%	3.6%	7.8%	12.4%
Between $500 thousand and $1 million							
CEO/Executive Director	20	4.9%	-1.1%	2.3%	5.7%	8.7%	11.2%
Between $1 million and $5 million							
CEO/Executive Director	58	2.9%	-6.1%	-1.4%	3.1%	8.0%	12.8%
Top Administrative Position	5	2.0%			4.2%		
Top Business Position	5	6.2%			2.9%		
Top Finance Position	22	2.7%	-9.2%	-0.1%	4.0%	8.5%	11.2%
Greater than $5 million							
CEO/Executive Director	79	3.3%	-6.2%	0.6%	3.6%	6.7%	12.2%
Top Administrative Position	13	1.7%		-0.2%	1.0%	2.5%	
Top Development Position	19	5.8%		2.3%	3.9%	9.1%	
Top Education Position	12	0.6%		-1.5%	2.2%	3.7%	
Top Finance Position	35	1.8%	-13.5%	-2.5%	1.8%	6.4%	16.6%
Top Human Resources Position	5	4.8%			2.5%		
Top Operations Position	7	3.9%			5.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	6.6%			6.4%		
Greater than $5 million							
CEO/Executive Director	7	1.6%			3.0%		
Top Finance Position	6	5.0%			3.5%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	7.3%			8.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.3%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	11	4.4%		1.3%	3.3%	5.3%	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	7	6.2%			6.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.3%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	1.8%			1.4%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	1.8%			5.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.0%			6.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	12	3.3%		-0.1%	3.9%	8.3%	
Greater than $5 million							
CEO/Executive Director	40	3.3%	-3.8%	-1.3%	3.0%	9.7%	12.2%
Top Administrative Position	18	0.4%		-0.6%	2.5%	5.3%	
Top Finance Position	34	4.9%	-2.9%	0.9%	4.9%	8.6%	12.4%
Top Human Resources Position	6	5.1%			4.5%		
Top Operations Position	17	6.3%		3.0%	7.3%	9.1%	
Top Technology Position	5	3.7%			8.7%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	8	-5.8%			-2.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	5.8%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	31	4.3%	-1.5%	2.3%	4.4%	6.3%	8.4%
Top Finance Position	7	8.2%			8.6%		
Greater than $5 million							
CEO/Executive Director	10	7.0%		3.7%	7.8%	9.5%	
Top Administrative Position	6	4.7%			4.2%		
Top Finance Position	8	3.8%			4.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	52	2.9%	-5.7%	0.0%	2.0%	7.0%	13.7%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	29	3.0%	-8.9%	-0.3%	4.3%	10.3%	11.8%
Between $1 million and $5 million							
CEO/Executive Director	87	4.9%	-2.7%	0.5%	4.4%	9.7%	14.1%
Top Finance Position	22	1.9%	-8.8%	-3.8%	4.7%	7.6%	9.0%
Greater than $5 million							
CEO/Executive Director	64	4.8%	-2.3%	1.9%	3.6%	7.8%	14.9%
Top Administrative Position	10	3.4%		0.9%	4.2%	5.7%	
Top Finance Position	36	7.0%	-1.3%	1.8%	6.6%	11.9%	16.1%
Top Human Resources Position	7	4.1%			4.2%		
Top Operations Position	7	9.7%			10.0%		
Top Program Position	6	5.6%			4.8%		
International, foreign affairs, & national security							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.7%			4.6%		
Between $1 million and $5 million							
CEO/Executive Director	5	7.8%			9.3%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	3.0%			4.5%		
Between $1 million and $5 million							
CEO/Executive Director	6	-0.3%			1.7%		
Greater than $5 million							
CEO/Executive Director	19	7.0%		3.2%	7.0%	11.3%	
Top Finance Position	11	6.3%		2.6%	3.6%	10.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	12	2.4%		0.0%	2.1%	4.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.3%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	8	5.0%			2.7%		
Greater than $5 million							
CEO/Executive Director	12	6.3%		2.2%	5.0%	6.9%	
Top Finance Position	8	4.0%			3.9%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	-0.4%			0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-2.7%			0.1%		
Between $1 million and $5 million							
CEO/Executive Director	16	2.4%		-1.4%	2.4%	5.7%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	25	-0.4%	-12.5%	-4.2%	0.0%	5.2%	9.2%
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.2%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	7	1.7%			2.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Youth development							
$500 thousand or less							
CEO/Executive Director	12	1.2%		-1.9%	2.7%	6.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	7.7%		3.5%	6.0%	11.6%	
Between $1 million and $5 million							
CEO/Executive Director	19	2.9%		-0.7%	3.3%	8.0%	
Top Finance Position	6	3.2%			3.9%		
Greater than $5 million							
CEO/Executive Director	5	-2.5%			0.2%		
Mississippi							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	2.1%		0.0%	0.0%	3.6%	
Between $1 million and $5 million							
CEO/Executive Director	5	0.8%			0.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	8.1%			7.7%		
Between $1 million and $5 million							
CEO/Executive Director	5	1.0%			0.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	2.9%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	12	3.3%		0.2%	0.8%	3.5%	
Greater than $5 million							
CEO/Executive Director	13	5.9%		1.3%	3.3%	8.6%	
Top Finance Position	10	4.5%		2.4%	4.0%	5.3%	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	9	2.9%			2.9%		
Greater than $5 million							
CEO/Executive Director	21	2.7%	-8.7%	-0.6%	1.5%	9.5%	13.1%
Top Finance Position	17	2.8%		-2.0%	2.5%	9.3%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	4.0%		0.2%	2.5%	6.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	6.9%			5.7%		
Between $1 million and $5 million							
CEO/Executive Director	12	7.9%		2.7%	6.3%	12.2%	
Greater than $5 million							
CEO/Executive Director	7	4.6%			3.3%		
Top Finance Position	5	4.7%			3.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	13	3.2%		0.0%	1.4%	4.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	9.4%			7.6%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	29	-0.2%	-9.8%	-1.7%	0.0%	4.0%	7.9%
Between $500 thousand and $1 million							
CEO/Executive Director	9	0.2%			0.7%		
Between $1 million and $5 million							
CEO/Executive Director	20	0.9%	-5.8%	-2.1%	0.8%	3.2%	9.7%
Top Finance Position	6	3.5%			3.0%		
Greater than $5 million							
CEO/Executive Director	13	2.9%		0.6%	4.0%	7.3%	
Top Development Position	10	4.1%		2.3%	4.7%	5.8%	
Top Finance Position	8	1.8%			4.0%		
Top Operations Position	6	5.0%			4.0%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	14	4.4%		0.2%	3.8%	10.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	1.6%		-0.9%	1.5%	3.9%	
Between $1 million and $5 million							
CEO/Executive Director	11	3.8%		-1.4%	4.5%	7.4%	
Greater than $5 million							
CEO/Executive Director	6	5.7%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	7	5.7%			4.4%		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	6	-0.1%			4.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	26	3.2%	-3.5%	0.0%	1.8%	8.2%	15.1%
Between $500 thousand and $1 million							
CEO/Executive Director	10	3.7%		0.2%	3.3%	8.0%	
Between $1 million and $5 million							
CEO/Executive Director	30	1.9%	-10.5%	0.0%	2.1%	4.3%	12.1%
Top Finance Position	6	8.7%			7.7%		
Greater than $5 million							
CEO/Executive Director	56	3.8%	-1.8%	0.4%	3.0%	7.2%	10.9%
Top Administrative Position	16	4.3%		0.5%	3.1%	6.6%	
Top Business Position	7	6.0%			3.3%		
Top Development Position	12	3.3%		0.9%	2.3%	4.2%	
Top Education Position	13	1.9%		-1.2%	1.4%	2.8%	
Top Finance Position	24	3.8%	-0.2%	2.0%	3.4%	4.7%	7.4%
Top Legal Position	5	-0.3%			1.9%		
Top Operations Position	9	4.5%			5.0%		
Top Technology Position	8	2.5%			2.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	11	0.7%		0.1%	1.7%	6.8%	
Greater than $5 million							
CEO/Executive Director	6	2.6%			1.6%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	0.3%			0.0%		
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	3.8%			3.9%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	-3.1%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	12	2.0%		-2.5%	2.1%	7.9%	
Between $1 million and $5 million							
CEO/Executive Director	19	4.6%		0.9%	3.2%	7.8%	
Greater than $5 million							
CEO/Executive Director	52	6.7%	-2.7%	2.4%	7.1%	12.2%	17.4%
Top Administrative Position	17	4.7%		-0.7%	3.9%	7.9%	
Top Finance Position	31	5.1%	-2.8%	0.1%	5.0%	7.5%	17.0%
Top Human Resources Position	5	3.6%			6.7%		
Top Operations Position	16	10.2%		5.0%	10.4%	16.3%	
Top Technology Position	6	4.8%			5.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	10	0.6%		0.0%	1.7%	4.0%	
Greater than $5 million							
CEO/Executive Director	8	1.0%			3.9%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	36	2.0%	-3.3%	0.0%	1.6%	5.5%	10.3%
Between $500 thousand and $1 million							
CEO/Executive Director	26	5.8%	-4.6%	1.0%	5.3%	9.8%	17.3%
Between $1 million and $5 million							
CEO/Executive Director	63	3.8%	-4.3%	-0.4%	3.0%	5.9%	14.2%
Top Finance Position	8	-0.5%			-3.4%		
Greater than $5 million							
CEO/Executive Director	53	5.6%	-2.1%	0.9%	5.2%	9.3%	16.1%
Top Development Position	7	7.3%			6.9%		
Top Finance Position	29	7.0%	-1.2%	1.7%	6.5%	11.3%	18.4%
Top Human Resources Position	6	10.1%			9.1%		
Top Operations Position	10	0.7%		-2.7%	-0.7%	2.5%	
Top Technology Position	5	1.6%			-1.0%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	4.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	2.8%		1.0%	4.3%	6.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	15	3.9%		0.6%	2.2%	7.7%	
Top Finance Position	13	9.6%		5.5%	8.7%	16.4%	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	6.4%			2.8%		
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.0%			5.0%		
Between $1 million and $5 million							
CEO/Executive Director	9	1.2%			1.9%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	27	2.6%	-2.4%	0.0%	0.0%	4.7%	10.7%
Top Finance Position	5	0.6%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.3%			4.8%		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	5.2%			6.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.3%			0.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	9	6.3%			5.4%		
Greater than $5 million							
CEO/Executive Director	8	-2.9%			-1.8%		
Montana							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	2.8%			1.1%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	25	5.1%	-4.2%	0.0%	4.9%	10.0%	16.1%
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.2%			2.1%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	0.6%			0.7%		
Between $1 million and $5 million							
CEO/Executive Director	6	3.1%			2.3%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	2.2%			1.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	3.1%		-1.8%	1.3%	8.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	5.7%		1.6%	2.8%	7.9%	
Between $1 million and $5 million							
CEO/Executive Director	13	2.9%		0.4%	3.2%	5.7%	
Greater than $5 million							
CEO/Executive Director	9	0.9%			0.7%		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	8	6.2%			4.1%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	-5.4%			-4.7%		
Between $1 million and $5 million							
CEO/Executive Director	13	7.2%		0.4%	5.0%	11.7%	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	-0.8%			0.7%		
Greater than $5 million							
CEO/Executive Director	22	5.0%	-8.0%	-1.0%	2.9%	11.1%	17.8%
Top Finance Position	18	6.0%		1.9%	6.3%	12.5%	
Top Operations Position	7	2.6%			3.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	8	7.7%			2.9%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	3.6%		0.0%	2.0%	8.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	0.7%			0.8%		
Between $1 million and $5 million							
CEO/Executive Director	28	3.6%	-4.8%	0.0%	5.0%	8.0%	13.5%
Top Finance Position	6	6.3%			5.1%		
Greater than $5 million							
CEO/Executive Director	15	5.3%		2.2%	5.8%	11.3%	
Top Finance Position	7	7.6%			6.0%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	5.6%			4.0%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	-2.6%			1.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	3.7%		0.0%	1.2%	8.5%	
Between $1 million and $5 million							
CEO/Executive Director	10	3.8%		-0.1%	4.0%	6.2%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	2.4%		0.0%	1.5%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	8.6%			6.6%		
Greater than $5 million							
CEO/Executive Director	5	2.0%			3.7%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	-2.7%			-2.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.2%			5.8%		
Between $1 million and $5 million							
CEO/Executive Director	16	4.3%		-0.5%	3.3%	9.5%	
Greater than $5 million							
CEO/Executive Director	11	0.3%		-1.9%	1.5%	4.8%	
Top Development Position	6	4.5%			5.5%		
Top Education Position	5	4.6%			2.7%		
Top Finance Position	9	4.3%			1.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	8	3.1%			2.8%		
Greater than $5 million							
CEO/Executive Director	26	4.1%	-4.7%	2.3%	3.8%	7.8%	13.1%
Top Finance Position	25	3.5%	-7.7%	-0.2%	3.6%	7.8%	12.9%
Top Operations Position	9	4.0%			5.4%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	-2.5%			-1.2%		
Between $1 million and $5 million							
CEO/Executive Director	9	3.5%			6.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	18	4.6%		-0.1%	2.7%	3.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	19	2.3%		0.2%	3.5%	6.3%	
Between $1 million and $5 million							
CEO/Executive Director	27	3.9%	-2.9%	1.1%	3.5%	5.9%	10.4%
Greater than $5 million							
CEO/Executive Director	18	7.0%		4.2%	6.3%	10.7%	
Top Finance Position	11	7.4%		2.2%	5.6%	9.9%	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	-0.4%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	6	1.9%			1.3%		
Greater than $5 million							
CEO/Executive Director	5	4.5%			6.1%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	8	3.9%			4.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	2.1%			0.0%		
Youth development							
$500 thousand or less							
CEO/Executive Director	7	0.1%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	8.2%			3.9%		
Nevada							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	1.6%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	2.5%			0.6%		
Between $1 million and $5 million							
CEO/Executive Director	9	-0.5%			0.0%		
Greater than $5 million							
CEO/Executive Director	9	1.1%			1.1%		
Top Finance Position	6	6.3%			4.5%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	6.8%			6.8%		
Greater than $5 million							
CEO/Executive Director	8	-3.2%			-2.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	1.8%		0.1%	2.0%	7.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.2%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	20	6.1%	-2.4%	-0.5%	4.4%	11.1%	18.1%
Greater than $5 million							
CEO/Executive Director	7	8.3%			8.7%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	11.1%			7.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Youth development							
$500 thousand or less							
CEO/Executive Director	7	8.0%			7.4%		
New Hampshire							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	5.0%			7.3%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	2.5%		-1.4%	1.5%	3.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	3.3%			2.7%		
Between $1 million and $5 million							
CEO/Executive Director	14	0.6%		-8.0%	2.7%	7.5%	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	11.0%			9.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	-0.9%		-0.7%	2.0%	2.7%	
Between $1 million and $5 million							
CEO/Executive Director	22	2.9%	-8.5%	1.6%	3.8%	6.6%	10.1%
Greater than $5 million							
CEO/Executive Director	16	3.3%		-0.7%	4.4%	9.3%	
Top Administrative Position	6	1.5%			-0.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Educational institutions & related activities							
Greater than $5 million							
Top Development Position	10	4.1%		-0.2%	4.4%	9.2%	
Top Finance Position	13	2.2%		0.9%	2.3%	3.4%	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	7.4%			10.0%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	6.3%			4.8%		
Between $1 million and $5 million							
CEO/Executive Director	10	3.1%		-1.9%	3.2%	6.2%	
Top Finance Position	6	10.0%			8.9%		
Greater than $5 million							
CEO/Executive Director	21	6.3%	-1.8%	0.0%	6.4%	10.2%	15.6%
Top Finance Position	22	4.3%	-5.1%	0.8%	4.4%	6.4%	9.6%
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	3.3%			1.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	1.6%		0.0%	1.4%	5.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	4.7%		1.0%	6.2%	9.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	30	4.0%	-6.0%	0.9%	2.4%	8.1%	13.4%
Top Finance Position	5	7.3%			7.8%		
Greater than $5 million							
CEO/Executive Director	22	4.5%	-0.1%	1.1%	3.1%	8.8%	13.1%
Top Finance Position	16	6.4%		3.7%	8.0%	10.2%	
Top Operations Position	8	3.8%			4.2%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	10	1.1%		-4.6%	-1.2%	9.4%	
Top Finance Position	6	6.4%			6.8%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	3.8%			3.1%		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	7.9%			7.2%		
Between $1 million and $5 million							
CEO/Executive Director	8	-1.2%			-0.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	4.9%			2.1%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	26	1.5%	-10.8%	-5.6%	2.7%	10.2%	13.1%
Between $500 thousand and $1 million							
CEO/Executive Director	25	-0.8%	-7.9%	-4.1%	0.0%	2.3%	3.9%
Between $1 million and $5 million							
CEO/Executive Director	14	4.0%		0.4%	3.1%	9.8%	
Greater than $5 million							
CEO/Executive Director	13	3.1%		0.6%	4.5%	7.9%	
Top Development Position	5	1.7%			2.6%		
Top Finance Position	7	0.7%			2.1%		
Top Marketing Position	5	3.9%			2.9%		
Top Operations Position	6	2.2%			1.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	14	0.5%		-3.6%	0.0%	2.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	5.7%			5.2%		
Between $1 million and $5 million							
CEO/Executive Director	14	4.6%		-0.5%	4.3%	9.5%	
Greater than $5 million							
CEO/Executive Director	8	5.8%			4.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	3.4%			1.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.6%			9.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	4.5%		1.2%	4.0%	8.9%	
Greater than $5 million							
CEO/Executive Director	9	4.5%			2.6%		
Top Finance Position	5	-4.6%			0.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	16	1.2%		-1.0%	0.5%	4.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	1.7%		0.0%	2.3%	5.7%	
Between $1 million and $5 million							
CEO/Executive Director	63	2.6%	-7.3%	-0.1%	1.5%	6.1%	13.0%
Top Finance Position	8	10.3%			8.4%		
Greater than $5 million							
CEO/Executive Director	103	4.1%	-2.7%	0.0%	2.8%	8.4%	14.6%
Top Administrative Position	17	3.9%		0.4%	2.8%	8.7%	
Top Business Position	16	4.7%		-0.3%	3.8%	7.9%	
Top Development Position	22	4.3%	-2.2%	0.3%	3.3%	6.6%	14.6%
Top Education Position	29	3.7%	-1.3%	0.7%	3.2%	7.2%	11.8%
Top Facilities Position	8	3.4%			3.6%		
Top Finance Position	47	3.7%	-1.3%	0.6%	2.9%	6.8%	10.2%
Top Legal Position	5	8.6%			7.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational institutions & related activities							
Greater than $5 million							
Top Operations Position	13	4.0%		0.5%	2.4%	11.4%	
Top PR/Communications Position	5	7.4%			5.4%		
Top Program Position	6	3.2%			3.0%		
Top Technology Position	13	2.7%		0.5%	3.7%	6.1%	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	10	6.2%		0.9%	5.5%	13.3%	
Greater than $5 million							
CEO/Executive Director	5	5.4%			5.6%		
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.9%			3.2%		
Between $1 million and $5 million							
CEO/Executive Director	5	2.9%			1.6%		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	6	4.2%			2.8%		
Greater than $5 million							
CEO/Executive Director	5	7.0%			7.2%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	1.8%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	12	4.7%		1.8%	4.8%	7.7%	
Top Finance Position	5	5.6%			7.5%		
Greater than $5 million							
CEO/Executive Director	24	4.4%	-0.2%	0.3%	2.9%	8.2%	11.9%
Top Administrative Position	5	4.0%			1.4%		
Top Finance Position	15	3.9%		-1.5%	4.8%	9.8%	
Top Human Resources Position	8	8.8%			9.9%		
Top Operations Position	7	7.2%			5.7%		
Top Technology Position	7	11.1%			10.4%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	9	0.4%			0.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-1.6%			1.7%		
Between $1 million and $5 million							
CEO/Executive Director	15	5.2%		0.7%	3.3%	10.9%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	31	-0.7%	-18.9%	-3.4%	0.0%	6.1%	9.7%
Between $500 thousand and $1 million							
CEO/Executive Director	33	3.2%	-5.4%	-1.7%	5.0%	8.7%	11.4%
Between $1 million and $5 million							
CEO/Executive Director	90	4.0%	-3.4%	0.0%	2.2%	7.9%	13.3%
Top Finance Position	14	9.0%		6.2%	8.9%	9.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	90	4.5%	-5.0%	-0.3%	3.5%	10.5%	15.4%
Top Administrative Position	5	2.6%			1.5%		
Top Development Position	8	4.8%			4.1%		
Top Finance Position	50	3.6%	-2.2%	-0.4%	3.3%	6.4%	12.6%
Top Human Resources Position	10	6.0%		2.7%	5.3%	8.8%	
Top Operations Position	28	3.9%	-4.2%	-1.1%	3.0%	8.5%	16.0%
Top Program Position	6	-1.3%			1.8%		
Top Technology Position	6	4.3%			1.9%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	-1.8%			0.0%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	4.5%			4.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	6.7%		2.5%	4.0%	12.0%	
Between $1 million and $5 million							
CEO/Executive Director	20	2.6%	-7.1%	-0.3%	3.1%	6.8%	9.9%
Greater than $5 million							
CEO/Executive Director	30	4.0%	-6.3%	-1.3%	3.3%	6.7%	17.3%
Top Finance Position	26	2.6%	-6.7%	-1.6%	2.0%	7.7%	11.2%
Top Operations Position	12	2.6%		-2.9%	2.8%	8.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	10	5.5%		2.1%	5.8%	9.0%	
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	2.5%			3.3%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	7	5.9%			4.7%		
Greater than $5 million							
CEO/Executive Director	7	1.5%			0.3%		
Top Finance Position	5	-2.9%			-0.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	2.7%		0.0%	0.0%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	-1.3%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	9	0.5%			1.9%		
Greater than $5 million							
CEO/Executive Director	7	1.8%			0.6%		
Youth development							
$500 thousand or less							
CEO/Executive Director	14	1.4%		0.3%	4.6%	6.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.4%			-0.8%		
Between $1 million and $5 million							
CEO/Executive Director	14	1.0%		-2.0%	3.8%	6.0%	
New Mexico							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	2.1%		0.0%	0.0%	4.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	9.3%		6.8%	8.2%	11.4%	
Between $1 million and $5 million							
CEO/Executive Director	10	4.2%		0.0%	2.6%	4.9%	
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	5	1.7%			1.6%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	9	4.1%			2.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	6.6%			3.6%		
Between $1 million and $5 million							
CEO/Executive Director	6	8.9%			8.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	3.9%		0.0%	1.3%	7.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.7%			4.7%		
Between $1 million and $5 million							
CEO/Executive Director	18	5.5%		0.0%	3.7%	9.4%	
Top Finance Position	5	4.9%			3.2%		
Greater than $5 million							
CEO/Executive Director	14	4.0%		1.3%	3.7%	7.2%	
Top Finance Position	6	2.3%			2.6%		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	12.1%			13.6%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	9.8%			10.0%		
Greater than $5 million							
CEO/Executive Director	11	2.9%		-3.8%	3.5%	7.9%	
Top Finance Position	6	0.7%			-3.0%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	4.4%			1.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	2.0%		-2.8%	1.5%	7.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.4%		3.0%	4.9%	8.5%	
Between $1 million and $5 million							
CEO/Executive Director	36	4.0%	-5.5%	-0.9%	3.5%	8.7%	14.7%
Top Finance Position	12	5.2%		2.4%	4.8%	8.6%	
Greater than $5 million							
CEO/Executive Director	15	6.6%		1.6%	5.2%	10.8%	
Top Finance Position	6	9.9%			9.6%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	11.6%			14.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	9.5%			8.9%		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	1.2%			-0.3%		
Between $1 million and $5 million							
CEO/Executive Director	7	3.8%			4.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Animal-related							
$500 thousand or less							
CEO/Executive Director	10	2.9%		-4.3%	3.5%	10.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	-1.2%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	8.8%		4.0%	9.4%	16.4%	
Greater than $5 million							
CEO/Executive Director	9	6.5%			4.7%		
Top Finance Position	6	1.9%			2.3%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	176	0.9%	-12.1%	-3.8%	0.7%	5.8%	12.2%
Top Finance Position	15	-2.3%		-5.9%	-2.3%	0.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	106	4.4%	-3.4%	0.0%	3.1%	9.7%	16.6%
Between $1 million and $5 million							
CEO/Executive Director	194	3.3%	-5.4%	-0.7%	2.9%	7.4%	12.3%
Top Administrative Position	8	-0.6%			-0.6%		
Top Development Position	12	1.3%		0.4%	2.6%	4.4%	
Top Finance Position	29	1.0%	-9.0%	-2.3%	2.4%	5.0%	8.3%
Top Operations Position	8	7.9%			7.9%		
Greater than $5 million							
CEO/Executive Director	97	2.1%	-8.8%	-3.0%	1.9%	6.5%	14.4%
Top Administrative Position	24	2.0%	-4.7%	-1.7%	2.6%	6.0%	9.6%
Top Business Position	6	-4.7%			1.5%		
Top Development Position	43	3.6%	-7.7%	0.6%	3.5%	8.5%	13.4%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, culture, & humanities							
Greater than $5 million							
Top Education Position	14	2.7%		0.6%	3.1%	3.3%	
Top Facilities Position	9	2.7%			2.6%		
Top Finance Position	80	2.4%	-5.4%	-1.4%	2.5%	6.3%	11.1%
Top Human Resources Position	11	2.9%		0.6%	2.9%	4.3%	
Top Legal Position	13	6.9%		3.0%	4.0%	12.3%	
Top Marketing Position	20	2.8%	-5.2%	-1.4%	3.2%	5.7%	10.6%
Top Operations Position	33	1.9%	-6.6%	-2.7%	3.1%	6.4%	8.9%
Top PR/Communications Position	20	2.2%	-3.5%	1.6%	2.2%	5.5%	7.6%
Top Program Position	21	3.1%	-9.0%	-2.8%	3.8%	7.0%	14.3%
Top Technology Position	13	3.2%		2.8%	3.7%	4.9%	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	11	3.7%		0.0%	2.6%	5.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.0%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	25	3.5%	-4.9%	0.3%	4.7%	8.0%	11.5%
Greater than $5 million							
CEO/Executive Director	25	6.1%	-0.2%	1.1%	4.2%	8.6%	16.3%
Top Development Position	7	7.0%			9.8%		
Top Finance Position	14	5.5%		1.4%	4.7%	9.6%	
Top Legal Position	9	6.8%			5.3%		
Top Operations Position	8	4.6%			4.7%		
Top PR/Communications Position	6	5.4%			5.8%		
Top Program Position	7	6.8%			6.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	36	4.0%	-2.6%	0.0%	3.4%	7.7%	11.0%
Between $500 thousand and $1 million							
CEO/Executive Director	41	3.2%	-1.9%	0.0%	3.6%	8.1%	11.5%
Between $1 million and $5 million							
CEO/Executive Director	57	3.7%	-2.8%	0.8%	4.1%	6.3%	12.4%
Top Finance Position	11	4.2%		-0.5%	2.4%	9.8%	
Top Operations Position	8	5.7%			3.5%		
Greater than $5 million							
CEO/Executive Director	33	4.7%	-1.5%	0.8%	4.9%	8.1%	12.1%
Top Finance Position	21	6.9%	-0.1%	4.1%	7.3%	10.2%	15.2%
Top Operations Position	6	0.8%			0.9%		
Top Program Position	6	2.9%			2.4%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	16	-0.6%		-4.5%	0.0%	3.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	2.4%		-0.4%	0.9%	4.1%	
Between $1 million and $5 million							
CEO/Executive Director	16	4.0%		1.4%	4.1%	7.2%	
Top Legal Position	5	5.3%			5.2%		
Greater than $5 million							
CEO/Executive Director	28	4.9%	-1.3%	1.4%	4.5%	7.6%	13.3%
Top Finance Position	18	3.5%		2.0%	3.6%	5.6%	
Top Legal Position	14	3.6%		1.7%	3.1%	5.3%	
Top Operations Position	8	4.8%			2.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	12	-4.4%		-7.8%	-2.7%	-0.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	18	5.0%		0.3%	3.7%	7.1%	
Between $1 million and $5 million							
CEO/Executive Director	26	3.0%	-4.5%	0.1%	2.6%	6.0%	9.0%
Top Finance Position	7	5.1%			4.0%		
Greater than $5 million							
CEO/Executive Director	35	3.6%	-4.2%	-1.5%	2.9%	9.5%	16.5%
Top Development Position	8	0.9%			0.5%		
Top Finance Position	21	4.2%	-1.0%	-0.1%	4.0%	9.7%	10.8%
Top Human Resources Position	8	1.8%			5.2%		
Top Operations Position	16	5.1%		0.4%	5.6%	9.0%	
Top Program Position	10	4.4%		-0.8%	5.7%	7.2%	
Top Technology Position	6	4.9%			5.5%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	58	2.2%	-8.5%	-0.1%	1.2%	4.7%	13.8%
Top Finance Position	6	-6.1%			-5.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	57	1.1%	-10.9%	-5.7%	1.7%	5.9%	13.2%
Between $1 million and $5 million							
CEO/Executive Director	192	3.2%	-5.0%	0.0%	2.6%	6.8%	12.1%
Top Administrative Position	15	3.7%		0.0%	3.1%	6.5%	
Top Business Position	7	4.7%			3.2%		
Top Development Position	8	8.7%			8.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities							
Between $1 million and $5 million							
Top Education Position	9	4.3%			4.7%		
Top Finance Position	38	4.1%	-5.0%	0.1%	4.2%	7.7%	12.3%
Top Operations Position	21	4.7%	-3.9%	1.9%	5.5%	8.5%	11.2%
Top Program Position	12	3.4%		0.9%	3.8%	6.2%	
Greater than $5 million							
CEO/Executive Director	350	4.7%	-3.8%	0.3%	4.1%	8.4%	15.1%
Top Administrative Position	74	3.4%	-2.1%	0.1%	3.0%	6.6%	9.6%
Top Business Position	26	4.8%	-0.4%	0.4%	4.3%	10.3%	13.5%
Top Development Position	96	4.0%	-2.0%	1.5%	3.6%	7.5%	11.9%
Top Education Position	108	3.9%	-2.8%	0.9%	3.0%	6.5%	10.6%
Top Facilities Position	26	1.9%	-5.0%	0.1%	3.2%	4.6%	6.0%
Top Finance Position	199	4.2%	-2.7%	1.0%	3.8%	8.0%	12.5%
Top Human Resources Position	34	6.3%	-0.2%	1.2%	4.7%	11.2%	15.0%
Top Legal Position	28	4.9%	-2.5%	1.5%	3.5%	8.4%	12.6%
Top Marketing Position	9	4.4%			3.4%		
Top Operations Position	97	5.4%	-0.4%	1.8%	4.5%	8.8%	13.7%
Top PR/Communications Position	28	4.6%	-2.3%	0.5%	3.0%	5.2%	14.5%
Top Program Position	28	3.2%	-1.9%	0.0%	3.3%	5.5%	12.1%
Top Technology Position	65	1.9%	-6.0%	-0.9%	3.2%	5.2%	7.5%
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	24	2.6%	-12.6%	-1.2%	2.7%	9.5%	11.9%
Top Education Position	7	10.8%			10.1%		
Top Finance Position	5	-2.5%			0.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	14	10.1%		3.7%	6.9%	17.0%	
Top Finance Position	12	9.8%		7.4%	10.1%	12.0%	
Top Operations Position	8	12.3%			11.4%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	16	2.0%		-1.3%	2.6%	7.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	19	2.2%		1.0%	2.4%	5.9%	
Between $1 million and $5 million							
CEO/Executive Director	38	3.2%	-4.6%	-2.1%	2.8%	6.5%	11.6%
Top Development Position	5	0.0%			2.7%		
Greater than $5 million							
CEO/Executive Director	10	4.1%		0.9%	2.3%	5.6%	
Top Development Position	10	12.3%		7.9%	10.0%	17.9%	
Top Finance Position	6	5.3%			5.4%		
Top Operations Position	6	7.1%			6.0%		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	7	4.6%			2.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	6.8%		2.6%	7.9%	11.6%	
Between $1 million and $5 million							
CEO/Executive Director	12	0.7%		-1.6%	0.6%	4.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	9	1.7%			4.1%		
Top Finance Position	5	6.4%			6.5%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	27	0.1%	-8.4%	-1.4%	0.0%	4.1%	8.0%
Between $500 thousand and $1 million							
CEO/Executive Director	11	3.5%		0.1%	2.0%	7.1%	
Between $1 million and $5 million							
CEO/Executive Director	45	3.1%	-5.6%	0.0%	3.3%	7.3%	11.9%
Top Finance Position	5	0.2%			4.1%		
Top Operations Position	10	-0.3%		-6.0%	-0.4%	3.9%	
Greater than $5 million							
CEO/Executive Director	99	5.1%	-2.9%	1.3%	4.1%	9.1%	16.7%
Top Administrative Position	21	5.8%	-0.3%	1.5%	4.1%	9.1%	15.0%
Top Business Position	6	4.8%			3.1%		
Top Development Position	14	5.6%		1.1%	5.0%	7.4%	
Top Finance Position	71	6.3%	-3.3%	1.4%	6.7%	11.5%	20.0%
Top Human Resources Position	20	9.4%	3.1%	4.1%	8.0%	14.2%	18.1%
Top Legal Position	9	2.6%			3.1%		
Top Operations Position	46	6.4%	-2.0%	2.6%	6.5%	11.0%	13.8%
Top PR/Communications Position	6	-1.0%			0.7%		
Top Program Position	8	7.3%			7.6%		
Top Technology Position	13	4.3%		-0.8%	3.2%	9.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	20	3.1%	-0.9%	0.0%	1.7%	5.7%	14.3%
Between $500 thousand and $1 million							
CEO/Executive Director	28	3.1%	-1.6%	0.0%	2.7%	6.9%	10.6%
Between $1 million and $5 million							
CEO/Executive Director	66	4.8%	-2.1%	0.1%	3.7%	9.0%	14.9%
Top Finance Position	14	4.4%		0.1%	2.9%	11.0%	
Top Operations Position	6	-2.7%			0.4%		
Greater than $5 million							
CEO/Executive Director	38	6.0%	-1.6%	1.1%	3.7%	11.2%	16.3%
Top Development Position	5	8.0%			3.1%		
Top Finance Position	19	9.2%		3.8%	8.0%	15.4%	
Top Human Resources Position	5	9.9%			8.9%		
Top Legal Position	5	13.1%			16.2%		
Top Operations Position	10	4.8%		-1.0%	2.6%	11.9%	
Top Technology Position	5	6.1%			3.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	68	1.7%	-9.4%	-0.3%	2.0%	5.5%	12.9%
Between $500 thousand and $1 million							
CEO/Executive Director	75	1.6%	-7.0%	-1.8%	1.4%	5.8%	11.5%
Top Finance Position	5	-1.0%			-0.2%		
Between $1 million and $5 million							
CEO/Executive Director	210	2.8%	-6.2%	-0.5%	2.6%	7.2%	14.2%
Top Administrative Position	8	5.7%			5.7%		
Top Development Position	6	-0.1%			0.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human services—multipurpose & other							
Between $1 million and $5 million							
Top Finance Position	45	4.7%	-1.5%	0.0%	4.2%	8.5%	15.8%
Top Operations Position	10	5.4%		0.7%	4.5%	9.2%	
Top Program Position	8	6.9%			4.2%		
Greater than $5 million							
CEO/Executive Director	295	3.8%	-5.6%	0.0%	3.6%	7.7%	15.0%
Top Administrative Position	16	3.3%		-2.2%	1.9%	8.0%	
Top Business Position	5	4.0%			-0.7%		
Top Development Position	32	3.8%	-6.8%	0.6%	2.8%	7.7%	18.5%
Top Education Position	8	6.2%			6.2%		
Top Facilities Position	10	2.5%		-0.1%	0.3%	7.0%	
Top Finance Position	191	5.7%	-1.3%	1.5%	4.6%	10.2%	15.6%
Top Human Resources Position	34	5.4%	-3.2%	1.1%	6.1%	9.1%	15.5%
Top Legal Position	18	7.5%		2.7%	6.6%	8.9%	
Top Marketing Position	5	-1.0%			-2.6%		
Top Operations Position	81	4.6%	-7.1%	0.0%	4.5%	10.6%	17.2%
Top Program Position	59	4.7%	-3.5%	0.4%	4.9%	8.0%	13.8%
Top Technology Position	21	5.5%	-0.4%	1.9%	4.1%	9.3%	17.3%
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	-2.3%			-1.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	1.9%		-3.1%	1.7%	6.5%	
Between $1 million and $5 million							
CEO/Executive Director	28	5.3%	-6.7%	0.0%	3.4%	11.9%	19.2%
Top Finance Position	6	0.9%			-3.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
International, foreign affairs, & national security							
Greater than $5 million							
CEO/Executive Director	20	3.2%	-9.5%	0.3%	2.6%	8.1%	11.7%
Top Development Position	10	1.9%		-1.8%	3.3%	5.9%	
Top Finance Position	14	5.2%		1.8%	5.2%	9.1%	
Top Human Resources Position	7	9.1%			8.1%		
Top Operations Position	7	4.7%			8.1%		
Top Program Position	7	6.3%			4.5%		
Medical research							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-1.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.5%			2.5%		
Greater than $5 million							
CEO/Executive Director	17	3.4%		0.3%	2.6%	7.1%	
Top Finance Position	12	5.0%		1.1%	3.0%	6.3%	
Top Operations Position	5	2.2%			3.4%		
Top PR/Communications Position	5	11.4%			13.5%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	13	2.9%		-5.8%	2.1%	6.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	23	6.7%	-4.9%	1.2%	6.9%	12.0%	17.3%
Between $1 million and $5 million							
CEO/Executive Director	53	3.8%	-8.2%	0.0%	3.0%	10.1%	16.4%
Top Finance Position	17	2.8%		2.7%	3.3%	5.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	77	4.8%	-4.1%	0.3%	4.5%	9.8%	15.0%
Top Administrative Position	7	5.2%			6.1%		
Top Finance Position	48	4.8%	-4.9%	1.8%	4.9%	10.5%	12.8%
Top Human Resources Position	5	7.3%			3.4%		
Top Operations Position	18	5.3%		-0.1%	3.8%	11.0%	
Top PR/Communications Position	7	6.8%			7.1%		
Top Program Position	6	3.2%			2.4%		
Top Technology Position	5	7.2%			5.4%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	10	3.5%		0.6%	3.3%	6.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	3.7%		0.0%	0.5%	8.8%	
Between $1 million and $5 million							
CEO/Executive Director	30	4.7%	-3.4%	1.4%	4.7%	6.9%	13.1%
Top Finance Position	6	3.7%			2.7%		
Top Operations Position	5	5.6%			5.7%		
Greater than $5 million							
CEO/Executive Director	20	5.4%	-2.5%	1.1%	4.0%	9.8%	14.6%
Top Development Position	10	5.3%		3.1%	4.1%	8.0%	
Top Finance Position	20	4.3%	-1.7%	1.4%	5.4%	7.9%	9.3%
Top Operations Position	5	5.9%			6.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	3.1%		0.0%	0.0%	1.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.0%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	14	6.7%		0.8%	6.0%	14.2%	
Greater than $5 million							
CEO/Executive Director	17	2.0%		-1.4%	0.0%	6.6%	
Top Finance Position	14	4.6%		0.9%	5.1%	6.5%	
Top Operations Position	9	-0.8%			0.0%		
Top Technology Position	6	4.7%			4.4%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	19	3.1%		0.4%	2.3%	8.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	-2.0%		-8.3%	0.0%	3.4%	
Between $1 million and $5 million							
CEO/Executive Director	22	2.4%	-11.7%	-1.3%	0.0%	8.4%	20.7%
Greater than $5 million							
CEO/Executive Director	12	1.1%		-2.9%	3.1%	5.7%	
Top Finance Position	9	5.1%			3.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	30	1.2%	-7.6%	-3.2%	1.4%	3.7%	13.3%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.4%		0.0%	0.0%	3.2%	
Between $1 million and $5 million							
CEO/Executive Director	16	6.5%		3.4%	6.0%	8.9%	
Greater than $5 million							
CEO/Executive Director	12	-2.8%		-5.8%	0.5%	2.8%	
Top Finance Position	9	4.2%			5.2%		
Science & technology research institutes, services							
Greater than $5 million							
Top Finance Position	6	6.1%			7.0%		
Social science research institutes, services							
$500 thousand or less							
CEO/Executive Director	5	-6.2%			-9.7%		
Greater than $5 million							
CEO/Executive Director	5	7.3%			0.4%		
Unknown							
Between $1 million and $5 million							
CEO/Executive Director	6	-1.1%			-1.6%		
Youth development							
$500 thousand or less							
CEO/Executive Director	30	-0.1%	-17.0%	-4.1%	0.0%	5.8%	14.3%
Between $500 thousand and $1 million							
CEO/Executive Director	18	-0.6%		0.0%	0.9%	4.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	55	6.0%	-2.0%	0.2%	4.3%	10.6%	17.2%
Top Finance Position	6	-1.9%			-0.4%		
Greater than $5 million							
CEO/Executive Director	31	1.7%	-10.7%	-1.4%	1.7%	5.2%	12.2%
Top Development Position	7	8.4%			7.0%		
Top Finance Position	20	6.2%	-4.0%	-0.1%	4.6%	10.6%	17.3%
Top Human Resources Position	5	7.6%			7.5%		
Top Operations Position	8	4.9%			2.8%		
Top Program Position	5	6.6%			8.8%		
North Carolina							
Animal-related							
$500 thousand or less							
CEO/Executive Director	6	0.5%			-0.1%		
Between $1 million and $5 million							
CEO/Executive Director	9	8.1%			6.7%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	63	1.9%	-12.1%	0.0%	1.9%	5.4%	13.1%
Between $500 thousand and $1 million							
CEO/Executive Director	26	0.1%	-9.4%	-4.2%	0.0%	4.0%	9.7%
Between $1 million and $5 million							
CEO/Executive Director	34	2.3%	-9.6%	-0.6%	1.9%	8.4%	15.3%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	12	5.7%		2.3%	5.6%	10.0%	
Top Development Position	5	1.6%			3.0%		
Top Finance Position	5	-2.0%			2.5%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	9	5.3%			3.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	27	3.5%	-2.4%	0.0%	2.4%	6.7%	15.2%
Between $500 thousand and $1 million							
CEO/Executive Director	18	-0.8%		-3.9%	0.3%	4.1%	
Between $1 million and $5 million							
CEO/Executive Director	13	0.6%		-3.1%	1.6%	4.6%	
Greater than $5 million							
CEO/Executive Director	10	6.1%		3.9%	5.3%	10.3%	
Top Finance Position	7	3.2%			5.1%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	11	2.7%		0.4%	3.3%	6.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.8%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	8	2.9%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	13	1.9%		-0.2%	1.9%	6.4%	
Between $1 million and $5 million							
CEO/Executive Director	15	6.2%		0.8%	3.3%	14.3%	
Greater than $5 million							
CEO/Executive Director	5	10.6%			10.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	36	3.2%	-5.0%	0.0%	2.3%	5.5%	10.7%
Between $500 thousand and $1 million							
CEO/Executive Director	44	4.0%	-5.9%	0.0%	4.4%	8.8%	13.8%
Between $1 million and $5 million							
CEO/Executive Director	106	2.7%	-7.6%	-0.9%	2.5%	6.7%	13.4%
Top Finance Position	18	3.3%		-1.8%	3.3%	6.8%	
Greater than $5 million							
CEO/Executive Director	92	3.7%	-7.1%	0.0%	3.1%	7.8%	13.2%
Top Administrative Position	15	5.0%		0.5%	5.4%	9.0%	
Top Business Position	7	0.6%			1.3%		
Top Development Position	23	5.4%	0.1%	1.2%	3.7%	7.9%	12.6%
Top Education Position	21	3.8%	-2.8%	2.4%	3.7%	6.7%	8.4%
Top Facilities Position	5	0.6%			1.2%		
Top Finance Position	48	2.7%	-3.6%	0.5%	2.9%	6.3%	8.7%
Top Marketing Position	5	8.4%			7.3%		
Top Operations Position	14	3.1%		0.1%	2.2%	3.6%	
Top Technology Position	5	11.2%			5.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	7	-0.1%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	9	0.4%			0.4%		
Greater than $5 million							
CEO/Executive Director	10	6.3%		1.0%	4.0%	12.8%	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	24	-0.5%	-18.9%	-5.3%	0.1%	3.2%	12.1%
Between $500 thousand and $1 million							
CEO/Executive Director	8	5.5%			5.1%		
Between $1 million and $5 million							
CEO/Executive Director	17	3.4%		0.2%	2.5%	7.5%	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	7	1.2%			2.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	9.4%			10.4%		
Between $1 million and $5 million							
CEO/Executive Director	8	4.5%			5.6%		
Greater than $5 million							
CEO/Executive Director	9	5.7%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	13	3.0%		1.3%	3.1%	5.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	5.3%		0.0%	5.0%	10.2%	
Between $1 million and $5 million							
CEO/Executive Director	27	3.1%	-4.7%	0.0%	3.1%	5.8%	12.9%
Greater than $5 million							
CEO/Executive Director	53	4.7%	-6.7%	-1.5%	4.7%	10.4%	17.3%
Top Finance Position	26	5.5%	-4.4%	2.1%	5.2%	9.9%	17.8%
Top Human Resources Position	6	3.4%			5.2%		
Top Operations Position	23	5.4%	-0.3%	2.0%	5.2%	8.1%	16.6%
Top Technology Position	7	5.7%			7.1%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	13	-0.5%		-7.0%	0.0%	6.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	3.4%		1.2%	3.4%	6.4%	
Between $1 million and $5 million							
CEO/Executive Director	28	4.2%	-3.6%	0.2%	3.3%	7.4%	12.7%
Greater than $5 million							
CEO/Executive Director	17	4.5%		0.0%	3.1%	7.5%	
Top Finance Position	9	5.8%			5.4%		
Top Operations Position	5	6.4%			3.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	79	3.9%	-8.3%	0.0%	2.8%	8.3%	16.5%
Between $500 thousand and $1 million							
CEO/Executive Director	50	3.9%	-2.2%	0.0%	3.8%	8.0%	12.0%
Between $1 million and $5 million							
CEO/Executive Director	114	4.1%	-3.4%	0.3%	3.5%	7.8%	13.8%
Top Finance Position	15	5.0%		1.9%	3.3%	8.9%	
Greater than $5 million							
CEO/Executive Director	67	4.8%	-3.9%	0.5%	4.4%	7.7%	15.2%
Top Development Position	8	3.5%			3.9%		
Top Finance Position	40	1.4%	-11.8%	-0.5%	3.9%	7.3%	9.8%
Top Human Resources Position	9	3.1%			2.2%		
Top Marketing Position	5	4.8%			1.9%		
Top Operations Position	17	5.7%		3.5%	5.7%	9.0%	
Top Program Position	5	3.2%			2.8%		
Top Technology Position	5	3.1%			7.9%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	3.3%			2.3%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	10	3.3%		-2.3%	1.2%	2.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	7.2%		3.6%	5.3%	10.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	16	5.4%		-0.7%	3.6%	9.7%	
Greater than $5 million							
CEO/Executive Director	15	4.6%		1.0%	2.5%	7.9%	
Top Finance Position	11	3.0%		0.6%	3.9%	6.7%	
Top Operations Position	6	-0.4%			1.7%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	14	4.9%		-0.1%	1.7%	6.7%	
Between $1 million and $5 million							
CEO/Executive Director	9	2.4%			4.0%		
Top Finance Position	5	-2.7%			0.7%		
Greater than $5 million							
CEO/Executive Director	11	1.9%		-2.2%	2.6%	5.5%	
Top Development Position	7	4.2%			3.8%		
Top Finance Position	8	8.4%			6.2%		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	7.5%			9.0%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	16	1.7%		0.0%	0.0%	3.8%	
Between $1 million and $5 million							
CEO/Executive Director	12	2.1%		-1.7%	2.1%	4.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Recreation, sports, leisure, athletics							
Greater than $5 million							
CEO/Executive Director	7	4.2%			5.4%		
Top Finance Position	5	5.3%			7.3%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	37	0.5%	-13.4%	-4.0%	0.2%	3.6%	11.5%
Between $500 thousand and $1 million							
CEO/Executive Director	13	-0.9%		-8.6%	-1.8%	3.4%	
Between $1 million and $5 million							
CEO/Executive Director	13	1.0%		-2.2%	0.8%	3.1%	
Greater than $5 million							
CEO/Executive Director	5	2.1%			1.2%		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	5	9.6%			8.5%		
Greater than $5 million							
CEO/Executive Director	5	2.4%			3.2%		
Youth development							
$500 thousand or less							
CEO/Executive Director	15	-0.6%		-4.4%	0.0%	4.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	1.4%		0.7%	3.4%	5.2%	
Between $1 million and $5 million							
CEO/Executive Director	17	5.3%		1.6%	3.9%	5.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Youth development							
Greater than $5 million							
CEO/Executive Director	6	1.3%			3.0%		
North Dakota							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	2.0%			0.3%		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	9	7.1%			7.2%		
Health—general & rehabilitative							
Between $1 million and $5 million							
Top Administrative Position	7	9.4%			8.1%		
Greater than $5 million							
CEO/Executive Director	12	3.9%		0.8%	3.1%	5.4%	
Top Administrative Position	7	0.2%			0.4%		
Top Finance Position	17	5.2%		0.0%	4.4%	11.3%	
Top Operations Position	5	4.9%			4.4%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	2.5%			5.3%		
Between $1 million and $5 million							
CEO/Executive Director	17	1.7%		-0.6%	3.3%	6.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	12	6.1%		2.2%	8.3%	9.9%	
Top Finance Position	8	9.2%			10.6%		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	5.1%			2.5%		
Ohio							
Animal-related							
$500 thousand or less							
CEO/Executive Director	9	4.9%			1.7%		
Between $1 million and $5 million							
CEO/Executive Director	5	5.2%			1.5%		
Greater than $5 million							
CEO/Executive Director	5	9.6%			8.3%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	52	5.7%	-5.0%	0.0%	4.1%	12.7%	22.3%
Between $500 thousand and $1 million							
CEO/Executive Director	35	2.5%	-2.2%	0.0%	2.3%	5.1%	11.4%
Between $1 million and $5 million							
CEO/Executive Director	37	1.5%	-4.5%	0.0%	1.5%	5.5%	9.3%
Greater than $5 million							
CEO/Executive Director	29	1.0%	-5.4%	0.0%	1.8%	3.9%	7.8%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Arts, culture, & humanities							
Greater than $5 million							
Top Administrative Position	5	2.1%			3.2%		
Top Development Position	12	6.7%		2.6%	4.7%	8.3%	
Top Finance Position	21	3.8%	-3.6%	0.1%	4.5%	7.8%	10.5%
Top Marketing Position	6	5.3%			5.1%		
Top Operations Position	6	4.8%			3.9%		
Top Technology Position	8	3.4%			3.4%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	4.7%			3.1%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	26	2.6%	-3.2%	0.0%	3.3%	6.6%	8.3%
Between $500 thousand and $1 million							
CEO/Executive Director	12	3.2%		-0.5%	2.7%	12.7%	
Between $1 million and $5 million							
CEO/Executive Director	25	1.3%	-8.3%	-3.1%	2.3%	7.3%	10.1%
Greater than $5 million							
CEO/Executive Director	15	7.0%		2.4%	4.5%	14.6%	
Top Finance Position	9	5.6%			3.1%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	11	0.6%		-1.3%	0.0%	3.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	6.2%			3.4%		
Greater than $5 million							
CEO/Executive Director	5	5.8%			9.8%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	8	5.2%			6.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-0.6%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	16	4.2%		1.0%	3.5%	7.0%	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	52	2.9%	-10.7%	0.0%	3.3%	7.3%	14.3%
Between $500 thousand and $1 million							
CEO/Executive Director	22	4.0%	0.0%	0.0%	3.3%	7.4%	11.3%
Between $1 million and $5 million							
CEO/Executive Director	80	3.2%	-7.7%	0.0%	3.2%	7.3%	13.1%
Top Administrative Position	16	2.4%		0.2%	3.0%	5.2%	
Top Finance Position	19	3.9%		2.0%	3.0%	3.7%	
Top Operations Position	6	4.6%			2.3%		
Greater than $5 million							
CEO/Executive Director	86	4.5%	-2.7%	0.0%	3.3%	8.5%	15.9%
Top Administrative Position	24	3.6%	-1.6%	0.0%	2.6%	8.4%	11.4%
Top Business Position	9	4.2%			1.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational institutions & related activities							
Greater than $5 million							
Top Development Position	30	1.3%	-2.4%	0.5%	2.3%	3.6%	5.9%
Top Education Position	38	3.5%	-2.0%	-0.1%	2.4%	6.3%	11.6%
Top Finance Position	49	4.6%	-0.7%	1.4%	3.3%	8.8%	13.2%
Top Human Resources Position	5	3.7%			2.7%		
Top Legal Position	6	3.5%			3.5%		
Top Marketing Position	7	4.2%			6.1%		
Top Operations Position	6	3.5%			3.4%		
Top PR/Communications Position	7	0.5%			2.2%		
Top Program Position	7	1.4%			1.5%		
Top Technology Position	7	-2.0%			-1.2%		
Employment, job-related							
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.3%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	11	3.5%		-1.7%	1.2%	6.3%	
Greater than $5 million							
CEO/Executive Director	9	3.1%			3.7%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	9	3.5%			0.0%		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	10.0%			7.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	2.9%			2.5%		
Greater than $5 million							
CEO/Executive Director	8	0.8%			1.3%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	12	1.5%		-1.2%	3.0%	4.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.4%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	22	4.3%	-2.2%	0.3%	4.0%	5.3%	12.9%
Top Finance Position	6	2.1%			-0.5%		
Greater than $5 million							
CEO/Executive Director	48	4.1%	-2.0%	0.7%	3.9%	7.4%	10.7%
Top Administrative Position	6	-0.8%			0.3%		
Top Development Position	5	3.4%			5.4%		
Top Finance Position	32	6.1%	-1.7%	0.2%	5.4%	11.1%	18.9%
Top Human Resources Position	9	5.5%			5.2%		
Top Legal Position	7	6.3%			3.6%		
Top Operations Position	18	5.8%		-0.5%	4.3%	11.3%	
Top Technology Position	9	9.9%			6.5%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	19	3.1%		0.0%	1.7%	7.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	17	4.1%		0.0%	2.6%	7.5%	
Between $1 million and $5 million							
CEO/Executive Director	25	5.4%	-0.6%	2.0%	3.3%	7.9%	12.0%
Top Finance Position	5	1.4%			1.0%		
Greater than $5 million							
CEO/Executive Director	16	4.1%		-0.2%	4.6%	9.7%	
Top Finance Position	10	3.3%		0.1%	3.1%	5.8%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	60	1.9%	-8.1%	-2.4%	1.2%	5.8%	13.6%
Between $500 thousand and $1 million							
CEO/Executive Director	51	1.9%	-6.8%	-1.5%	2.2%	5.4%	12.3%
Between $1 million and $5 million							
CEO/Executive Director	99	4.5%	-3.2%	0.1%	3.6%	8.0%	15.1%
Top Administrative Position	6	9.9%			9.3%		
Top Finance Position	20	4.2%	-2.3%	0.2%	2.8%	9.2%	16.0%
Greater than $5 million							
CEO/Executive Director	86	6.1%	-1.5%	1.4%	5.2%	11.0%	16.2%
Top Administrative Position	8	1.1%			4.1%		
Top Business Position	5	-1.4%			0.2%		
Top Development Position	7	8.9%			9.3%		
Top Finance Position	51	5.2%	-3.4%	1.0%	4.6%	10.7%	15.7%
Top Human Resources Position	5	9.2%			9.8%		
Top Operations Position	28	4.6%	-2.0%	1.4%	3.3%	7.3%	14.0%
Top Program Position	5	6.1%			4.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	0.3%			-2.4%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	18	5.4%		0.2%	3.7%	9.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	2.8%		0.0%	1.7%	3.1%	
Between $1 million and $5 million							
CEO/Executive Director	40	4.1%	-5.4%	0.0%	3.7%	9.3%	14.8%
Top Finance Position	9	5.0%			1.9%		
Greater than $5 million							
CEO/Executive Director	54	3.7%	-8.9%	0.0%	2.7%	8.1%	18.0%
Top Finance Position	32	3.7%	-1.6%	0.7%	2.2%	6.7%	10.5%
Top Operations Position	13	4.2%		0.2%	4.7%	8.3%	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	9	4.6%			3.6%		
Between $1 million and $5 million							
CEO/Executive Director	20	2.7%	-10.9%	-2.5%	2.7%	11.2%	12.7%
Greater than $5 million							
CEO/Executive Director	19	5.4%		2.7%	3.7%	6.4%	
Top Development Position	6	4.1%			3.4%		
Top Finance Position	15	5.5%		1.9%	4.5%	7.6%	
Top Operations Position	5	6.7%			3.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	1.7%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	3.3%			0.8%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	8	5.5%			3.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	5.2%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	11	5.5%		1.4%	4.8%	7.6%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	36	4.1%	-3.9%	-0.2%	3.0%	6.6%	13.9%
Top Finance Position	6	-3.3%			-4.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.0%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	4.1%		0.7%	2.9%	5.3%	
Social science research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	6	8.9%			8.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Youth development							
$500 thousand or less							
CEO/Executive Director	21	5.2%	-10.3%	0.0%	4.6%	12.8%	20.3%
Between $500 thousand and $1 million							
CEO/Executive Director	12	-0.3%		-5.5%	0.4%	2.7%	
Between $1 million and $5 million							
CEO/Executive Director	18	3.0%		0.6%	2.6%	6.5%	
Oklahoma							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	2.5%		-0.4%	0.5%	4.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.6%			1.2%		
Between $1 million and $5 million							
CEO/Executive Director	12	1.8%		-0.7%	0.5%	4.2%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	-3.5%			-0.1%		
Between $1 million and $5 million							
CEO/Executive Director	5	2.7%			1.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	5.1%			0.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.9%			3.1%		
Between $1 million and $5 million							
CEO/Executive Director	14	4.0%		0.7%	2.9%	3.8%	
Greater than $5 million							
CEO/Executive Director	17	6.0%		1.6%	5.0%	10.7%	
Top Administrative Position	7	3.7%			3.5%		
Top Finance Position	11	9.6%		3.6%	8.5%	11.7%	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	0.5%			0.0%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	17	3.8%		0.0%	1.7%	11.9%	
Top Finance Position	12	0.4%		-1.5%	0.9%	3.5%	
Top Operations Position	7	3.5%			2.9%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	25	2.2%	-10.7%	-1.4%	0.5%	8.3%	12.4%
Between $500 thousand and $1 million							
CEO/Executive Director	14	2.3%		-0.3%	0.9%	6.9%	
Between $1 million and $5 million							
CEO/Executive Director	42	3.7%	-2.0%	-0.1%	2.4%	7.8%	11.9%
Top Finance Position	5	3.1%			3.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	22	6.6%	-4.3%	0.9%	5.1%	12.8%	22.3%
Top Finance Position	11	2.9%		-3.3%	4.0%	8.4%	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	12	2.8%		0.0%	1.7%	6.8%	
Between $1 million and $5 million							
CEO/Executive Director	8	2.5%			1.1%		
Greater than $5 million							
CEO/Executive Director	10	7.7%		1.8%	5.3%	10.0%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	19	3.6%		-1.2%	1.0%	7.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.7%			-0.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	-3.5%			0.0%		
Oregon							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	2.1%			0.8%		
Between $1 million and $5 million							
CEO/Executive Director	6	6.5%			7.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	40	0.9%	-14.2%	-7.0%	0.5%	7.9%	18.9%
Between $500 thousand and $1 million							
CEO/Executive Director	14	-0.6%		-4.2%	-0.1%	2.2%	
Between $1 million and $5 million							
CEO/Executive Director	28	2.6%	-4.1%	-0.9%	1.0%	6.2%	10.7%
Greater than $5 million							
CEO/Executive Director	8	-1.8%			-1.1%		
Top Finance Position	6	2.5%			1.9%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	6	5.2%			2.6%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	9	3.8%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-1.5%			-1.9%		
Between $1 million and $5 million							
CEO/Executive Director	13	4.6%		0.4%	4.4%	8.1%	
Greater than $5 million							
CEO/Executive Director	5	2.5%			0.0%		
Crime, legal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	6	-2.7%			-0.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	1.4%			0.7%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	-2.5%			-0.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	24	4.7%	-2.7%	0.0%	3.3%	9.6%	15.6%
Between $500 thousand and $1 million							
CEO/Executive Director	22	-1.1%	-16.4%	-3.9%	-0.3%	3.6%	9.1%
Between $1 million and $5 million							
CEO/Executive Director	49	3.8%	-3.4%	0.0%	3.5%	7.0%	12.2%
Top Finance Position	6	6.0%			10.1%		
Greater than $5 million							
CEO/Executive Director	33	1.7%	-10.0%	-2.3%	2.2%	4.8%	10.1%
Top Administrative Position	6	2.0%			4.0%		
Top Development Position	6	3.7%			2.0%		
Top Education Position	9	6.1%			3.5%		
Top Finance Position	19	6.8%		2.8%	6.2%	9.2%	
Top Operations Position	5	4.8%			3.2%		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	16	2.5%		0.0%	0.6%	5.2%	
Top Finance Position	7	0.5%			-1.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	9	-2.0%			0.7%		
Top Finance Position	5	3.6%			3.5%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	16	7.4%		-0.3%	5.0%	14.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	3.6%		0.0%	4.1%	6.3%	
Between $1 million and $5 million							
CEO/Executive Director	18	5.7%		2.8%	5.2%	9.1%	
Greater than $5 million							
CEO/Executive Director	6	5.3%			2.3%		
Top Finance Position	7	4.2%			5.7%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	13	3.6%		0.0%	4.3%	11.2%	
Between $1 million and $5 million							
CEO/Executive Director	12	6.0%		0.5%	4.2%	9.5%	
Greater than $5 million							
CEO/Executive Director	32	5.1%	-4.4%	-0.2%	4.8%	10.1%	19.6%
Top Finance Position	19	8.8%		3.3%	8.1%	17.3%	
Top Operations Position	14	10.3%		5.3%	10.5%	15.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	12	3.4%		-0.4%	2.8%	10.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	6.9%		1.8%	4.7%	7.8%	
Between $1 million and $5 million							
CEO/Executive Director	16	5.9%		1.5%	3.2%	11.1%	
Greater than $5 million							
CEO/Executive Director	17	3.8%		1.6%	4.5%	7.3%	
Top Finance Position	5	7.8%			3.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	37	2.5%	-8.6%	-1.4%	3.0%	6.5%	13.7%
Between $500 thousand and $1 million							
CEO/Executive Director	21	5.5%	-0.2%	0.0%	3.2%	10.8%	14.9%
Between $1 million and $5 million							
CEO/Executive Director	65	4.0%	-5.5%	0.0%	3.0%	9.9%	16.5%
Top Finance Position	7	4.6%			5.1%		
Greater than $5 million							
CEO/Executive Director	48	4.7%	-6.0%	0.6%	3.9%	8.3%	18.7%
Top Finance Position	19	4.8%		0.1%	5.3%	8.4%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	10	2.1%		-6.2%	4.6%	8.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	6.3%			6.6%		
Between $1 million and $5 million							
CEO/Executive Director	12	4.7%		1.6%	4.5%	6.6%	
Greater than $5 million							
CEO/Executive Director	23	3.6%	-8.9%	0.0%	4.1%	8.0%	13.5%
Top Finance Position	11	8.9%		4.2%	9.7%	12.5%	
Top Operations Position	5	-0.3%			-0.2%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	5	1.2%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.4%			6.4%		
Greater than $5 million							
Top Finance Position	5	3.7%			4.5%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	-3.2%			-1.6%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	7.4%			8.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	0.4%		-2.9%	0.0%	5.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	14	3.4%		0.0%	0.1%	6.3%	
Youth development							
$500 thousand or less							
CEO/Executive Director	10	3.0%		0.1%	1.0%	2.9%	
Between $1 million and $5 million							
CEO/Executive Director	11	5.1%		2.6%	5.5%	8.7%	
Greater than $5 million							
CEO/Executive Director	11	7.8%		3.2%	9.2%	13.8%	
Pennsylvania							
Animal-related							
$500 thousand or less							
CEO/Executive Director	7	4.6%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	11	1.4%		-3.6%	4.6%	6.0%	
Greater than $5 million							
CEO/Executive Director	6	-0.3%			1.5%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	101	0.9%	-12.9%	-1.6%	0.9%	6.0%	10.0%
Between $500 thousand and $1 million							
CEO/Executive Director	46	3.1%	-2.1%	1.0%	3.1%	5.2%	10.1%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	64	3.3%	-5.1%	-0.1%	3.6%	6.9%	11.9%
Top Finance Position	13	2.4%		0.7%	2.7%	5.0%	
Greater than $5 million							
CEO/Executive Director	33	2.6%	-10.1%	-0.1%	4.2%	7.7%	13.8%
Top Development Position	15	-0.5%		-4.0%	2.2%	3.7%	
Top Finance Position	20	3.1%	-0.8%	0.9%	3.5%	5.4%	8.9%
Top Operations Position	12	0.8%		-1.0%	1.9%	4.4%	
Top Technology Position	5	2.1%			-4.9%		
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	8	3.0%			3.3%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	33	0.3%	-8.6%	-2.1%	0.0%	1.9%	8.6%
Between $500 thousand and $1 million							
CEO/Executive Director	24	0.7%	-3.1%	-0.4%	1.1%	3.8%	6.2%
Between $1 million and $5 million							
CEO/Executive Director	38	3.7%	-0.2%	0.1%	2.3%	6.8%	8.5%
Top Finance Position	8	5.3%			4.5%		
Greater than $5 million							
CEO/Executive Director	12	-0.6%		-6.3%	0.5%	6.1%	
Top Technology Position	5	-0.5%			-0.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	9	3.0%			3.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.1%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	14	3.2%		0.3%	4.2%	7.8%	
Greater than $5 million							
CEO/Executive Director	7	6.5%			5.9%		
Top Finance Position	5	3.7%			4.0%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	12	3.6%		-1.5%	2.6%	12.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.8%			7.5%		
Between $1 million and $5 million							
CEO/Executive Director	22	4.0%	-2.0%	2.9%	4.6%	6.4%	9.3%
Top Finance Position	9	5.3%			4.9%		
Greater than $5 million							
CEO/Executive Director	8	4.0%			3.9%		
Top Finance Position	8	5.9%			4.2%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	62	2.3%	-5.8%	-1.9%	2.5%	9.9%	12.5%
Top Administrative Position	7	-3.1%			-1.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	44	6.2%	-1.4%	1.6%	5.0%	10.3%	14.2%
Top Administrative Position	9	0.7%			0.5%		
Between $1 million and $5 million							
CEO/Executive Director	143	3.2%	-3.1%	0.0%	3.0%	5.3%	10.3%
Top Administrative Position	12	4.6%		0.8%	2.4%	7.1%	
Top Finance Position	28	4.1%	-0.6%	1.1%	2.9%	5.4%	9.2%
Top Operations Position	5	0.7%			2.6%		
Greater than $5 million							
CEO/Executive Director	209	4.6%	-4.4%	0.7%	4.5%	8.5%	14.4%
Top Administrative Position	60	3.4%	-3.4%	0.2%	2.7%	6.1%	10.7%
Top Business Position	22	5.9%	0.1%	1.7%	5.0%	9.9%	14.3%
Top Development Position	69	3.9%	-3.0%	1.3%	3.4%	7.7%	10.9%
Top Education Position	65	3.8%	-0.7%	0.7%	3.2%	7.1%	14.0%
Top Facilities Position	10	5.5%		1.0%	4.9%	8.5%	
Top Finance Position	120	4.8%	-0.6%	1.7%	4.0%	7.9%	11.3%
Top Human Resources Position	21	4.1%	-1.3%	2.5%	4.2%	6.7%	13.1%
Top Legal Position	24	3.3%	-4.9%	0.4%	2.8%	6.1%	14.3%
Top Marketing Position	8	10.0%			10.9%		
Top Operations Position	37	3.8%	-1.6%	1.5%	4.0%	6.2%	9.3%
Top PR/Communications Position	18	4.5%		2.0%	3.0%	4.8%	
Top Program Position	7	2.1%			1.8%		
Top Technology Position	33	5.6%	-1.1%	0.9%	3.8%	9.0%	15.9%
Employment, job-related							
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.0%			2.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	18	4.8%		1.0%	2.9%	9.4%	
Greater than $5 million							
CEO/Executive Director	16	3.4%		0.0%	3.2%	9.1%	
Top Finance Position	11	4.8%		3.6%	5.2%	8.5%	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	5.6%		-1.3%	2.3%	7.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	1.6%		-1.4%	2.6%	4.9%	
Between $1 million and $5 million							
CEO/Executive Director	21	4.8%	-4.8%	2.9%	5.8%	9.1%	12.9%
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	7	2.8%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	5	7.2%			8.4%		
Greater than $5 million							
CEO/Executive Director	7	7.7%			3.7%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	18	-0.5%		-1.9%	0.0%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	16	5.3%		1.0%	6.3%	9.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	59	3.6%	-1.5%	1.5%	3.4%	6.4%	11.0%
Top Finance Position	12	5.4%		2.8%	5.3%	8.3%	
Greater than $5 million							
CEO/Executive Director	111	4.0%	-6.3%	0.0%	3.6%	8.7%	14.3%
Top Administrative Position	19	5.2%		1.6%	4.7%	9.6%	
Top Business Position	7	1.9%			1.3%		
Top Development Position	10	0.3%		-1.4%	2.0%	3.1%	
Top Education Position	5	6.9%			5.4%		
Top Finance Position	73	4.0%	-5.5%	0.3%	3.9%	7.1%	12.5%
Top Human Resources Position	27	2.0%	-4.1%	-1.2%	1.4%	6.5%	10.6%
Top Legal Position	9	1.4%			1.3%		
Top Marketing Position	8	5.3%			7.5%		
Top Operations Position	46	6.3%	-3.9%	2.6%	7.9%	10.2%	14.4%
Top PR/Communications Position	5	3.1%			2.1%		
Top Technology Position	19	5.3%		1.5%	5.9%	10.2%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	15	2.3%		-0.2%	0.0%	3.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	23	2.9%	-9.2%	-0.6%	1.2%	5.4%	18.9%
Between $1 million and $5 million							
CEO/Executive Director	37	5.0%	-1.2%	1.9%	4.4%	9.9%	14.0%
Top Finance Position	8	8.5%			7.6%		
Greater than $5 million							
CEO/Executive Director	19	6.2%		-0.1%	6.9%	10.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Housing, shelter							
Greater than $5 million							
Top Finance Position	12	4.7%		1.6%	3.3%	8.8%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	101	2.6%	-4.1%	0.0%	1.6%	6.1%	10.0%
Between $500 thousand and $1 million							
CEO/Executive Director	60	4.0%	-2.7%	0.4%	3.9%	8.1%	15.0%
Between $1 million and $5 million							
CEO/Executive Director	194	3.9%	-5.7%	0.0%	3.4%	7.3%	13.4%
Top Finance Position	38	2.3%	-8.1%	-0.9%	3.5%	5.4%	11.5%
Top Operations Position	8	8.7%			6.2%		
Greater than $5 million							
CEO/Executive Director	203	4.5%	-2.5%	0.4%	3.7%	9.0%	16.2%
Top Administrative Position	11	2.7%		-0.2%	5.4%	8.0%	
Top Business Position	8	6.1%			5.1%		
Top Development Position	16	6.8%		3.0%	6.8%	10.4%	
Top Facilities Position	9	6.5%			7.9%		
Top Finance Position	135	5.9%	-2.2%	1.1%	5.1%	9.4%	16.6%
Top Human Resources Position	28	6.6%	-1.2%	2.8%	5.9%	9.9%	17.7%
Top Marketing Position	18	4.0%		0.0%	3.5%	9.0%	
Top Operations Position	52	5.9%	0.0%	2.6%	5.8%	9.9%	13.5%
Top PR/Communications Position	6	3.3%			0.7%		
Top Program Position	6	1.5%			-0.6%		
Top Technology Position	18	3.5%		0.5%	3.6%	5.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	5.9%			1.3%		
Between $1 million and $5 million							
CEO/Executive Director	5	8.1%			9.6%		
Medical research							
Greater than $5 million							
CEO/Executive Director	5	-2.4%			-2.1%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	15	2.0%		-1.8%	0.7%	4.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	18	4.8%		0.0%	2.7%	10.1%	
Between $1 million and $5 million							
CEO/Executive Director	37	3.0%	-6.9%	-0.1%	3.2%	6.1%	11.6%
Greater than $5 million							
CEO/Executive Director	49	5.2%	-3.7%	-0.2%	4.7%	11.6%	15.6%
Top Finance Position	31	4.4%	-2.2%	1.0%	3.5%	7.3%	15.7%
Top Human Resources Position	6	5.2%			3.4%		
Top Operations Position	18	2.5%		-0.2%	2.8%	4.9%	
Top Program Position	6	3.2%			-2.0%		
Top Technology Position	7	0.2%			1.7%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	11	0.6%		-2.9%	2.3%	4.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.6%			0.2%		
Between $1 million and $5 million							
CEO/Executive Director	20	3.3%	-5.1%	-0.2%	3.2%	6.3%	12.1%
Greater than $5 million							
CEO/Executive Director	17	2.4%		2.7%	3.3%	4.5%	
Top Finance Position	11	5.4%		3.6%	4.6%	7.9%	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	2.4%		0.0%	2.5%	4.9%	
Between $1 million and $5 million							
CEO/Executive Director	10	4.4%		0.7%	3.4%	9.4%	
Greater than $5 million							
CEO/Executive Director	11	4.6%		0.2%	4.1%	8.4%	
Top Finance Position	8	2.7%			3.0%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	10	3.8%		0.1%	3.1%	7.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	15	5.5%		-0.7%	2.9%	13.3%	
Between $1 million and $5 million							
CEO/Executive Director	21	1.7%	-6.8%	0.1%	1.8%	7.4%	9.6%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	47	1.6%	-10.8%	-3.8%	1.7%	6.2%	13.2%
Between $500 thousand and $1 million							
CEO/Executive Director	11	2.4%		-1.0%	3.6%	4.8%	
Between $1 million and $5 million							
CEO/Executive Director	27	0.3%	-12.4%	-1.4%	1.2%	5.3%	9.1%
Top Finance Position	8	4.1%			1.3%		
Greater than $5 million							
CEO/Executive Director	10	8.2%		3.2%	7.9%	9.9%	
Top Finance Position	8	4.1%			2.4%		
Science & technology research institutes, services							
Greater than $5 million							
CEO/Executive Director	7	-1.8%			-2.2%		
Top Finance Position	6	-2.2%			-0.6%		
Top Operations Position	5	-1.0%			2.9%		
Youth development							
$500 thousand or less							
CEO/Executive Director	25	8.0%	-0.8%	0.6%	4.5%	16.0%	22.9%
Between $500 thousand and $1 million							
CEO/Executive Director	20	-1.0%	-5.2%	-2.8%	0.0%	1.3%	3.5%
Between $1 million and $5 million							
CEO/Executive Director	28	3.4%	-5.9%	-0.5%	2.4%	7.8%	13.4%
Greater than $5 million							
CEO/Executive Director	6	0.3%			-1.2%		
Top Finance Position	5	0.2%			1.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Puerto Rico							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	12	1.3%		0.0%	0.3%	1.9%	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	3.3%			3.1%		
Top Finance Position	5	8.8%			11.7%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.0%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	-0.2%			-0.5%		
Rhode Island							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	11	3.6%		0.7%	3.2%	4.7%	
Greater than $5 million							
CEO/Executive Director	5	-4.5%			-0.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	-3.3%			-2.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.6%			2.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	24	6.6%	0.0%	2.0%	5.8%	12.4%	16.7%
Greater than $5 million							
CEO/Executive Director	19	3.4%		1.2%	3.5%	5.5%	
Top Administrative Position	5	4.2%			5.8%		
Top Development Position	6	4.1%			2.5%		
Top Education Position	7	6.5%			5.1%		
Top Finance Position	16	1.7%		0.5%	3.7%	5.5%	
Top Operations Position	6	-2.8%			0.7%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	9.3%			8.3%		
Top Finance Position	6	4.7%			6.1%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	4.6%			3.3%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	13	5.2%		1.7%	5.2%	10.7%	
Greater than $5 million							
CEO/Executive Director	23	2.9%	-3.4%	-0.5%	3.5%	6.3%	8.5%
Top Finance Position	12	6.2%		-0.3%	5.2%	9.3%	
Top Operations Position	5	8.8%			9.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	6	-0.5%			-1.5%		
Top Finance Position	5	5.3%			5.0%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	7.8%			5.6%		
South Carolina							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	23	1.6%	-8.0%	-0.8%	0.3%	6.8%	9.8%
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.8%			2.0%		
Between $1 million and $5 million							
CEO/Executive Director	19	2.4%		-2.4%	0.4%	4.7%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	0.3%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	13	5.5%		0.0%	3.8%	10.3%	
Greater than $5 million							
CEO/Executive Director	7	2.9%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Crime, legal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.3%			0.0%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	8	4.5%			3.8%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	27	2.8%	-5.3%	0.0%	2.6%	6.3%	11.3%
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.7%		0.0%	1.8%	7.9%	
Between $1 million and $5 million							
CEO/Executive Director	44	3.0%	-2.7%	0.0%	3.0%	6.4%	10.4%
Greater than $5 million							
CEO/Executive Director	36	4.8%	-5.9%	0.0%	2.9%	12.2%	20.7%
Top Administrative Position	11	2.4%		0.3%	2.8%	4.5%	
Top Development Position	11	3.9%		2.0%	3.1%	5.6%	
Top Education Position	13	3.7%		-1.3%	0.0%	4.2%	
Top Finance Position	17	6.2%		1.5%	5.3%	8.3%	
Top Operations Position	6	3.2%			3.4%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	9	5.4%			3.1%		
Between $1 million and $5 million							
CEO/Executive Director	5	4.2%			8.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	13	2.5%		0.0%	2.2%	9.1%	
Between $1 million and $5 million							
CEO/Executive Director	9	0.1%			0.0%		
Greater than $5 million							
CEO/Executive Director	28	4.3%	-3.1%	0.5%	4.2%	8.5%	13.9%
Top Finance Position	19	6.3%		2.0%	4.5%	10.9%	
Top Operations Position	11	3.8%		1.4%	3.9%	7.4%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	3.3%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-3.0%			0.2%		
Between $1 million and $5 million							
CEO/Executive Director	10	3.5%		0.0%	3.2%	9.5%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	1.1%	-9.0%	-0.5%	0.0%	4.3%	10.1%
Between $500 thousand and $1 million							
CEO/Executive Director	19	0.2%		0.0%	0.5%	4.0%	
Between $1 million and $5 million							
CEO/Executive Director	42	4.8%	-0.8%	0.1%	3.3%	7.7%	15.4%
Greater than $5 million							
CEO/Executive Director	23	4.6%	-3.2%	0.1%	4.8%	6.8%	11.8%
Top Finance Position	10	5.0%		3.6%	4.8%	8.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Human services—multipurpose & other							
Greater than $5 million							
Top Human Resources Position	5	1.5%			4.5%		
Top Operations Position	6	0.7%			4.8%		
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.7%			8.5%		
Between $1 million and $5 million							
CEO/Executive Director	13	7.2%		0.8%	3.9%	11.0%	
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	5.5%			5.0%		
Greater than $5 million							
CEO/Executive Director	5	8.1%			4.3%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	-0.7%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	8	0.2%			1.9%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	24	-2.0%	-14.8%	-2.5%	0.0%	0.4%	4.3%
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.2%			-1.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Religion-related, spiritual development							
Between $1 million and $5 million							
CEO/Executive Director	8	4.2%			2.3%		
Youth development							
$500 thousand or less							
CEO/Executive Director	9	9.6%			5.8%		
Between $1 million and $5 million							
CEO/Executive Director	5	3.2%			2.7%		
South Dakota							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	3.6%			2.8%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	4.0%			5.5%		
Greater than $5 million							
CEO/Executive Director	12	2.2%		0.9%	2.6%	7.2%	
Top Finance Position	6	0.6%			0.7%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	16	6.0%		2.7%	3.6%	10.8%	
Top Finance Position	12	4.6%		2.3%	3.9%	6.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	-4.4%			-3.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.1%			5.6%		
Between $1 million and $5 million							
CEO/Executive Director	12	3.8%		-0.6%	2.6%	9.2%	
Greater than $5 million							
CEO/Executive Director	12	2.2%		-0.2%	3.4%	4.5%	
Top Finance Position	8	2.3%			-0.3%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	6	3.0%			5.6%		
Religion-related, spiritual development							
Between $1 million and $5 million							
CEO/Executive Director	5	9.5%			11.1%		
Tennessee							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	32	2.1%	-9.0%	-0.1%	1.6%	6.5%	10.7%
Between $500 thousand and $1 million							
CEO/Executive Director	12	0.3%		-4.6%	-0.1%	6.0%	
Between $1 million and $5 million							
CEO/Executive Director	33	2.2%	-5.5%	-2.3%	1.5%	4.6%	12.3%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Arts, culture, & humanities							
Between $1 million and $5 million							
Top Finance Position	7	4.4%			3.9%		
Greater than $5 million							
CEO/Executive Director	10	4.3%		0.1%	3.2%	5.3%	
Top Finance Position	5	3.4%			2.2%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	4.2%		0.7%	2.5%	4.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.0%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	24	3.3%	-5.4%	-1.2%	3.0%	8.6%	11.7%
Top Operations Position	5	2.4%			-0.1%		
Greater than $5 million							
CEO/Executive Director	6	6.8%			4.9%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	6	1.6%			1.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.4%			0.0%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	12	5.1%		0.5%	3.2%	6.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	6	2.6%			1.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	25	2.6%	-10.0%	0.0%	2.1%	6.7%	13.4%
Between $500 thousand and $1 million							
CEO/Executive Director	13	6.2%		0.1%	4.3%	11.6%	
Between $1 million and $5 million							
CEO/Executive Director	52	3.6%	-3.8%	0.0%	3.1%	7.2%	12.7%
Top Finance Position	5	0.8%			3.7%		
Top Operations Position	5	3.9%			6.8%		
Greater than $5 million							
CEO/Executive Director	79	3.7%	-7.5%	-0.3%	3.1%	8.8%	14.3%
Top Administrative Position	16	2.2%		1.2%	2.6%	5.1%	
Top Development Position	29	4.2%	-3.4%	0.0%	3.6%	7.7%	13.5%
Top Education Position	16	4.4%		0.4%	3.0%	6.5%	
Top Finance Position	48	3.9%	-3.9%	0.3%	3.3%	6.6%	13.2%
Top Human Resources Position	7	5.1%			3.1%		
Top Operations Position	17	4.7%		3.1%	4.2%	6.2%	
Top PR/Communications Position	5	6.0%			5.2%		
Top Technology Position	6	2.7%			2.7%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	10	3.4%		0.2%	1.8%	7.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	-2.1%			-2.5%		
Greater than $5 million							
CEO/Executive Director	7	2.4%			3.2%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	9	5.6%			4.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	5.0%			4.7%		
Between $1 million and $5 million							
CEO/Executive Director	20	1.6%	-3.5%	0.0%	1.4%	5.5%	7.2%
Greater than $5 million							
CEO/Executive Director	37	4.7%	-3.0%	0.6%	4.4%	8.3%	13.5%
Top Administrative Position	8	3.8%			2.6%		
Top Development Position	6	0.9%			3.1%		
Top Finance Position	34	8.1%	-0.5%	3.5%	6.6%	12.5%	17.1%
Top Operations Position	16	4.1%		1.3%	3.0%	8.4%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	10	7.6%		0.6%	6.5%	11.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.2%			2.0%		
Between $1 million and $5 million							
CEO/Executive Director	18	4.5%		-0.2%	3.9%	8.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	7	2.7%			2.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	47	3.5%	-6.7%	0.0%	3.3%	6.5%	15.3%
Between $500 thousand and $1 million							
CEO/Executive Director	28	3.4%	-4.8%	-0.7%	3.6%	6.9%	12.5%
Between $1 million and $5 million							
CEO/Executive Director	47	5.1%	-0.9%	1.0%	4.0%	8.0%	12.6%
Top Finance Position	11	6.2%		0.7%	8.3%	13.0%	
Greater than $5 million							
CEO/Executive Director	46	3.2%	-4.5%	-0.9%	3.0%	8.2%	13.6%
Top Finance Position	20	3.9%	-8.9%	1.4%	3.9%	7.8%	12.8%
Top Operations Position	9	4.2%			4.4%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	12	-4.4%		-9.0%	0.0%	2.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.0%			0.5%		
Between $1 million and $5 million							
CEO/Executive Director	22	-1.7%	-11.9%	-4.5%	-0.9%	1.5%	7.5%
Top Operations Position	5	6.4%			4.4%		
Greater than $5 million							
CEO/Executive Director	9	0.3%			0.8%		
Top Finance Position	10	4.5%		-1.1%	2.6%	11.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	1.7%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	10	0.6%		0.4%	1.4%	5.6%	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	9.4%			11.8%		
Between $1 million and $5 million							
CEO/Executive Director	7	5.1%			5.1%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	6	1.7%			0.7%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	49	0.9%	-16.0%	-2.8%	0.0%	6.0%	15.0%
Top Finance Position	5	-3.8%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	8.3%			5.1%		
Between $1 million and $5 million							
CEO/Executive Director	13	-0.3%		-4.0%	2.3%	5.2%	
Top Finance Position	6	0.2%			-1.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Youth development							
$500 thousand or less							
CEO/Executive Director	13	-0.8%		-2.2%	0.0%	1.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	4.7%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	19	3.5%		-3.2%	3.1%	8.3%	
Top Finance Position	5	9.0%			9.1%		
Texas							
Animal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.2%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	14	6.3%		0.4%	4.0%	11.1%	
Greater than $5 million							
CEO/Executive Director	10	2.7%		-0.1%	2.8%	6.6%	
Top Finance Position	6	8.0%			6.3%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	96	0.4%	-10.1%	-1.8%	0.0%	4.5%	9.7%
Between $500 thousand and $1 million							
CEO/Executive Director	36	2.3%	-4.2%	0.0%	1.7%	6.1%	9.9%
Between $1 million and $5 million							
CEO/Executive Director	54	2.9%	-5.0%	-1.3%	1.0%	7.4%	13.5%
Top Finance Position	10	1.8%		0.5%	2.2%	3.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	32	-1.2%	-13.1%	-2.2%	0.1%	1.7%	4.7%
Top Development Position	13	4.0%		0.3%	3.3%	6.4%	
Top Finance Position	22	2.4%	-5.5%	-0.9%	3.3%	6.3%	12.1%
Top Marketing Position	6	4.6%			6.0%		
Top Operations Position	9	5.9%			7.1%		
Top Program Position	5	0.2%			4.5%		
Top Technology Position	8	0.8%			2.1%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	8	2.2%			0.6%		
Between $1 million and $5 million							
CEO/Executive Director	6	9.5%			9.2%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	16	2.5%		-0.1%	1.4%	4.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	1.1%		-4.7%	1.8%	5.1%	
Between $1 million and $5 million							
CEO/Executive Director	19	1.8%		-3.3%	3.5%	6.2%	
Greater than $5 million							
CEO/Executive Director	10	6.3%		2.8%	7.2%	10.2%	
Top Finance Position	9	3.5%			-0.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	14	4.8%		0.0%	2.4%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	3.3%		0.7%	1.7%	4.8%	
Between $1 million and $5 million							
CEO/Executive Director	14	4.4%		-0.2%	2.2%	10.1%	
Greater than $5 million							
CEO/Executive Director	6	3.1%			4.7%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	15	2.4%		-0.6%	0.8%	6.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.1%			-0.3%		
Between $1 million and $5 million							
CEO/Executive Director	14	5.9%		0.4%	6.4%	8.8%	
Greater than $5 million							
CEO/Executive Director	6	8.5%			9.7%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	65	2.2%	-6.1%	-0.8%	0.1%	5.8%	11.1%
Between $500 thousand and $1 million							
CEO/Executive Director	44	4.3%	-1.0%	0.0%	3.3%	8.6%	14.0%
Top Finance Position	6	0.0%			-1.6%		
Between $1 million and $5 million							
CEO/Executive Director	131	3.3%	-5.1%	0.0%	2.9%	6.5%	12.4%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational institutions & related activities							
Between $1 million and $5 million							
Top Administrative Position	12	2.5%		0.0%	2.2%	5.4%	
Top Business Position	6	-1.2%			1.5%		
Top Finance Position	21	1.0%	-9.7%	-2.3%	1.4%	5.4%	12.4%
Top Operations Position	6	0.7%			-0.1%		
Greater than $5 million							
CEO/Executive Director	157	4.7%	-5.4%	0.8%	4.0%	9.5%	16.3%
Top Administrative Position	56	4.3%	-2.0%	0.5%	3.3%	7.2%	13.1%
Top Business Position	16	3.5%		1.3%	3.2%	7.9%	
Top Development Position	35	4.3%	-3.1%	1.4%	3.7%	7.5%	11.9%
Top Education Position	27	0.5%	-8.4%	-1.7%	1.6%	4.7%	8.2%
Top Facilities Position	8	4.7%			2.7%		
Top Finance Position	93	4.5%	-1.6%	2.0%	3.9%	6.9%	13.2%
Top Human Resources Position	15	3.1%		-1.6%	4.0%	8.5%	
Top Legal Position	7	5.0%			2.9%		
Top Marketing Position	5	5.5%			0.4%		
Top Operations Position	34	4.9%	-3.7%	0.0%	4.2%	11.2%	16.7%
Top PR/Communications Position	11	3.3%		0.9%	2.3%	3.9%	
Top Program Position	5	7.3%			5.4%		
Top Technology Position	19	3.9%		-0.1%	2.9%	5.2%	
Employment, job-related							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-1.2%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	3.9%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	13	3.7%		-2.5%	0.7%	5.7%	
Top Finance Position	6	3.8%			3.2%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	13	7.8%		1.0%	5.0%	10.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	7.4%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	5.0%		0.5%	2.4%	6.9%	
Greater than $5 million							
CEO/Executive Director	7	4.4%			9.1%		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	8	0.9%			2.1%		
Greater than $5 million							
CEO/Executive Director	16	4.9%		1.6%	4.3%	6.5%	
Top Finance Position	6	0.6%			5.2%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	22	2.0%	-11.7%	-2.0%	2.1%	5.7%	13.7%
Between $500 thousand and $1 million							
CEO/Executive Director	18	-0.1%		-6.0%	0.0%	6.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	51	4.1%	-3.6%	-0.2%	2.7%	9.7%	13.7%
Top Finance Position	5	7.1%			10.1%		
Greater than $5 million							
CEO/Executive Director	90	3.2%	-8.1%	0.0%	3.7%	6.0%	13.6%
Top Administrative Position	7	8.5%			8.6%		
Top Business Position	8	7.0%			8.1%		
Top Development Position	9	4.6%			7.5%		
Top Finance Position	69	5.9%	-0.8%	1.4%	4.3%	10.1%	17.9%
Top Human Resources Position	7	4.1%			3.2%		
Top Legal Position	6	9.4%			8.2%		
Top Operations Position	38	5.4%	-3.2%	2.3%	4.6%	9.8%	13.8%
Top PR/Communications Position	5	7.6%			6.5%		
Top Technology Position	14	2.5%		-6.2%	0.7%	6.3%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	19	3.7%		0.7%	4.1%	6.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	19	2.6%		0.0%	0.9%	4.5%	
Between $1 million and $5 million							
CEO/Executive Director	28	6.2%	-4.8%	1.0%	6.0%	10.7%	18.4%
Greater than $5 million							
CEO/Executive Director	21	3.4%	-7.3%	0.0%	3.6%	7.2%	14.8%
Top Finance Position	10	4.8%		0.3%	5.4%	8.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	78	2.8%	-5.6%	-0.6%	2.9%	8.4%	13.8%
Top Finance Position	6	-4.3%			-5.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	66	3.1%	-7.5%	-0.8%	2.2%	8.0%	13.7%
Between $1 million and $5 million							
CEO/Executive Director	164	4.1%	-2.4%	0.0%	3.0%	7.8%	14.6%
Top Administrative Position	5	2.0%			2.0%		
Top Development Position	5	6.6%			4.2%		
Top Finance Position	33	2.3%	-5.6%	0.4%	2.4%	4.7%	8.9%
Top Operations Position	12	4.0%		0.1%	3.8%	8.0%	
Greater than $5 million							
CEO/Executive Director	117	4.8%	-2.3%	0.5%	3.8%	9.1%	14.6%
Top Administrative Position	7	8.4%			8.6%		
Top Development Position	17	5.0%		0.6%	4.1%	7.6%	
Top Finance Position	58	5.8%	-2.1%	0.3%	5.5%	10.6%	17.9%
Top Human Resources Position	12	3.4%		-2.6%	3.6%	6.2%	
Top Marketing Position	7	4.1%			5.2%		
Top Operations Position	25	2.7%	-8.9%	-3.9%	3.2%	10.6%	15.4%
Top Program Position	16	4.9%		2.6%	5.4%	10.5%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	10	0.9%		0.0%	0.0%	3.8%	
Between $1 million and $5 million							
CEO/Executive Director	6	10.1%			9.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	13	1.7%		-0.3%	0.0%	6.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.2%		-0.4%	0.0%	5.5%	
Between $1 million and $5 million							
CEO/Executive Director	28	4.6%	-8.0%	1.3%	4.9%	7.8%	12.3%
Top Finance Position	5	-0.3%			-1.2%		
Top Operations Position	5	3.1%			2.3%		
Greater than $5 million							
CEO/Executive Director	17	4.7%		0.9%	4.9%	10.2%	
Top Finance Position	8	7.9%			8.1%		
Top Operations Position	6	8.5%			8.5%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	19	3.3%		0.7%	3.5%	4.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.3%			2.1%		
Between $1 million and $5 million							
CEO/Executive Director	20	0.8%	-9.4%	-0.7%	2.4%	4.2%	6.2%
Top Finance Position	7	-1.1%			3.0%		
Greater than $5 million							
CEO/Executive Director	9	8.0%			6.6%		
Top Finance Position	8	6.7%			7.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	2.1%			4.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	7.2%			7.0%		
Between $1 million and $5 million							
CEO/Executive Director	9	6.2%			6.1%		
Greater than $5 million							
CEO/Executive Director	11	4.1%		1.8%	6.4%	11.4%	
Top Finance Position	5	5.9%			5.7%		
Top Operations Position	7	7.7%			7.3%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	17	4.9%		-0.7%	7.2%	11.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.5%			4.0%		
Between $1 million and $5 million							
CEO/Executive Director	23	2.8%	-5.2%	-0.8%	1.3%	7.5%	12.3%
Top Finance Position	7	5.4%			4.3%		
Greater than $5 million							
CEO/Executive Director	13	8.5%		2.6%	10.5%	13.2%	
Top Finance Position	11	5.7%		3.7%	5.1%	6.1%	
Top Operations Position	6	8.8%			9.8%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	132	1.1%	-9.2%	-2.7%	0.0%	4.8%	15.1%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Religion-related, spiritual development							
$500 thousand or less							
Top Finance Position	7	0.8%			0.0%		
Top Operations Position	5	3.0%			5.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	17	3.2%		0.0%	2.7%	5.8%	
Between $1 million and $5 million							
CEO/Executive Director	30	3.0%	-9.5%	-0.4%	1.6%	7.1%	13.4%
Greater than $5 million							
CEO/Executive Director	16	5.7%		-1.4%	7.8%	12.8%	
Top Finance Position	9	5.0%			3.6%		
Top Operations Position	7	-0.9%			1.8%		
Youth development							
$500 thousand or less							
CEO/Executive Director	30	2.6%	-6.2%	0.0%	2.1%	7.4%	11.7%
Between $500 thousand and $1 million							
CEO/Executive Director	18	2.1%		-0.5%	1.5%	8.0%	
Between $1 million and $5 million							
CEO/Executive Director	38	5.1%	-3.5%	0.1%	4.5%	10.2%	17.3%
Top Finance Position	7	6.3%			6.1%		
Greater than $5 million							
CEO/Executive Director	12	3.8%		0.3%	4.0%	8.9%	
Top Finance Position	9	3.9%			3.3%		
Top Operations Position	6	11.3%			10.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	12	2.4%		-0.1%	3.1%	7.6%	
Between $1 million and $5 million							
CEO/Executive Director	10	2.9%		-0.6%	2.3%	5.9%	
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	3.9%			4.8%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	-0.1%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	15	3.4%		-1.0%	1.5%	7.3%	
Greater than $5 million							
CEO/Executive Director	22	4.4%	-6.3%	0.8%	3.1%	5.1%	16.6%
Top Finance Position	6	0.9%			3.5%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	7	3.4%			5.9%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	11	2.6%		-2.7%	-0.5%	8.8%	
Top Finance Position	5	7.6%			6.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	1.4%			2.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	1.2%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.6%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	19	5.0%		0.0%	4.6%	13.3%	
Greater than $5 million							
CEO/Executive Director	9	3.9%			2.7%		
Vermont							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	20	4.1%	-0.4%	1.2%	4.4%	8.1%	9.9%
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.2%			3.6%		
Between $1 million and $5 million							
CEO/Executive Director	10	4.7%		-1.9%	4.9%	8.2%	
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	1.9%			2.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	12	6.8%		1.8%	4.2%	8.7%	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	-0.6%			-2.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-0.8%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	1.3%		-1.8%	2.8%	6.2%	
Greater than $5 million							
CEO/Executive Director	14	0.6%		0.5%	1.5%	4.3%	
Top Finance Position	11	5.5%		0.8%	5.3%	8.5%	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	2.4%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	5	5.5%			4.1%		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.0%			6.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	4.2%		1.2%	4.9%	9.6%	
Greater than $5 million							
CEO/Executive Director	10	3.9%		2.5%	4.2%	6.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Health—general & rehabilitative							
Greater than $5 million							
Top Finance Position	10	8.6%		3.7%	10.7%	11.1%	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	3.8%			1.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	4.5%		-3.7%	5.8%	11.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	2.5%		0.0%	1.7%	5.5%	
Between $1 million and $5 million							
CEO/Executive Director	20	4.7%	-0.4%	1.4%	3.8%	7.0%	12.3%
Greater than $5 million							
CEO/Executive Director	13	4.2%		-0.1%	3.6%	8.4%	
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	7	6.2%			3.1%		
Top Finance Position	7	8.1%			7.7%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	0.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.9%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Youth development							
$500 thousand or less							
CEO/Executive Director	5	-0.9%			1.9%		
Virginia							
Animal-related							
$500 thousand or less							
CEO/Executive Director	6	5.7%			3.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	4.6%			2.7%		
Between $1 million and $5 million							
CEO/Executive Director	10	3.9%		0.5%	4.9%	7.9%	
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	46	1.1%	-6.2%	-1.0%	0.0%	4.3%	11.8%
Between $500 thousand and $1 million							
CEO/Executive Director	28	3.8%	-3.3%	-0.4%	3.2%	6.3%	9.8%
Between $1 million and $5 million							
CEO/Executive Director	35	3.4%	-3.7%	0.3%	3.3%	6.8%	9.3%
Greater than $5 million							
CEO/Executive Director	17	3.7%		1.3%	3.0%	4.7%	
Top Finance Position	8	5.1%			5.5%		
Civil rights, social action, advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.8%			1.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Civil rights, social action, advocacy							
Greater than $5 million							
CEO/Executive Director	5	-2.0%			0.8%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	14	5.3%		0.0%	5.4%	8.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.1%			0.6%		
Between $1 million and $5 million							
CEO/Executive Director	16	6.5%		1.5%	8.1%	11.2%	
Greater than $5 million							
CEO/Executive Director	10	5.1%		0.3%	4.4%	11.7%	
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	7	4.3%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	10	1.5%		-1.8%	0.8%	5.8%	
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	14	3.0%		-0.5%	0.8%	7.8%	
Greater than $5 million							
CEO/Executive Director	6	4.2%			4.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	42	1.2%	-9.0%	-0.9%	0.4%	4.7%	15.2%
Between $500 thousand and $1 million							
CEO/Executive Director	24	1.8%	-5.1%	0.0%	1.3%	3.9%	8.6%
Between $1 million and $5 million							
CEO/Executive Director	98	4.4%	-2.3%	0.1%	3.4%	7.8%	14.2%
Top Administrative Position	6	6.2%			1.0%		
Top Finance Position	8	5.3%			3.1%		
Top Operations Position	9	2.0%			0.3%		
Greater than $5 million							
CEO/Executive Director	96	2.6%	-6.6%	-0.3%	2.5%	6.6%	12.1%
Top Administrative Position	20	4.8%	-3.3%	0.6%	4.3%	8.5%	15.0%
Top Business Position	10	3.3%		-0.5%	2.4%	9.9%	
Top Development Position	37	1.9%	-3.0%	-0.6%	2.4%	3.6%	4.9%
Top Education Position	26	2.1%	-5.0%	-2.0%	2.8%	4.6%	8.8%
Top Finance Position	53	3.2%	-0.8%	0.9%	2.8%	4.7%	10.7%
Top Human Resources Position	6	0.0%			-0.1%		
Top Legal Position	8	1.2%			0.0%		
Top Marketing Position	5	2.0%			0.6%		
Top Operations Position	23	1.4%	-3.0%	-0.7%	1.8%	3.3%	5.8%
Top PR/Communications Position	7	2.7%			4.0%		
Top Program Position	9	4.3%			4.1%		
Top Technology Position	10	-0.3%		-3.0%	0.3%	2.9%	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	8	2.1%			0.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	6	8.7%			7.7%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	18	3.8%		0.0%	3.3%	4.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	8.3%			5.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	4.3%		1.0%	5.0%	6.8%	
Greater than $5 million							
CEO/Executive Director	8	7.2%			4.3%		
Top Development Position	6	4.8%			4.1%		
Top Finance Position	6	6.8%			6.9%		
Top Operations Position	5	5.1%			4.7%		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	8	3.6%			2.1%		
Greater than $5 million							
CEO/Executive Director	6	6.1%			3.5%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	21	5.7%	0.0%	1.8%	3.6%	6.3%	22.9%
Between $500 thousand and $1 million							
CEO/Executive Director	18	0.5%		-6.0%	-0.1%	6.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	32	4.0%	-1.7%	1.6%	3.6%	5.9%	9.3%
Top Finance Position	5	0.8%			7.2%		
Greater than $5 million							
CEO/Executive Director	38	2.6%	-9.7%	0.5%	3.3%	6.9%	11.1%
Top Administrative Position	5	0.2%			1.3%		
Top Finance Position	24	6.0%	0.2%	1.8%	4.1%	9.4%	15.8%
Top Operations Position	15	6.5%		3.2%	6.5%	10.3%	
Top Technology Position	5	7.9%			6.4%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	12	3.2%		0.0%	0.1%	6.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	5.6%		3.1%	3.8%	5.1%	
Between $1 million and $5 million							
CEO/Executive Director	23	4.0%	-0.4%	1.6%	2.5%	6.5%	9.2%
Greater than $5 million							
CEO/Executive Director	10	5.4%		1.1%	2.9%	7.3%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	46	1.5%	-8.1%	-0.1%	0.3%	5.4%	14.1%
Between $500 thousand and $1 million							
CEO/Executive Director	40	5.1%	-2.9%	0.5%	5.5%	8.9%	15.9%
Between $1 million and $5 million							
CEO/Executive Director	94	4.2%	-4.2%	0.2%	2.6%	8.2%	13.9%

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human services—multipurpose & other							
Between $1 million and $5 million							
Top Administrative Position	5	3.1%			4.6%		
Top Finance Position	14	3.1%		0.0%	2.3%	7.4%	
Greater than $5 million							
CEO/Executive Director	67	3.5%	-6.5%	-0.3%	2.6%	7.3%	19.0%
Top Finance Position	39	4.0%	-2.1%	2.0%	3.8%	7.6%	9.5%
Top Human Resources Position	8	0.6%			2.5%		
Top Marketing Position	5	0.0%			6.2%		
Top Operations Position	22	6.1%	-5.3%	3.0%	5.5%	10.8%	18.0%
Top Program Position	7	8.3%			8.0%		
Top Technology Position	9	2.6%			3.3%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	0.0%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.8%			2.3%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.5%			1.5%		
Greater than $5 million							
CEO/Executive Director	5	3.9%			3.6%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	-1.2%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.9%			2.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	9	9.0%			11.3%		
Top Finance Position	5	5.8%			1.3%		
Mutual/membership benefit organizations, other							
Greater than $5 million							
CEO/Executive Director	5	4.5%			5.2%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	10	-0.3%		-3.1%	0.0%	0.5%	
Between $1 million and $5 million							
CEO/Executive Director	16	3.9%		1.3%	3.8%	6.2%	
Greater than $5 million							
CEO/Executive Director	11	-0.5%		-2.6%	0.5%	2.5%	
Top Finance Position	6	4.7%			2.8%		
Public, society benefit—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	8	0.9%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	11	6.4%		1.4%	6.8%	9.8%	
Greater than $5 million							
CEO/Executive Director	9	0.5%			2.3%		
Top Finance Position	9	7.8%			5.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	-0.4%			0.5%		
Between $1 million and $5 million							
CEO/Executive Director	15	0.9%		-4.1%	2.4%	8.4%	
Greater than $5 million							
CEO/Executive Director	5	-4.5%			1.1%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	24	0.6%	-8.3%	-0.4%	0.0%	5.1%	9.5%
Top Finance Position	5	-3.7%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	19	-1.9%		-5.7%	-0.6%	2.3%	
Between $1 million and $5 million							
CEO/Executive Director	9	-1.9%			0.0%		
Greater than $5 million							
CEO/Executive Director	6	-0.2%			-0.8%		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	5	10.3%			14.6%		
Greater than $5 million							
CEO/Executive Director	10	7.0%		2.7%	5.3%	9.9%	
Top Finance Position	6	6.4%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Youth development							
$500 thousand or less							
CEO/Executive Director	7	3.8%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	9.2%			6.0%		
Between $1 million and $5 million							
CEO/Executive Director	16	6.0%		-0.2%	5.2%	11.5%	
Washington							
Animal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	6	-1.2%			-2.5%		
Between $1 million and $5 million							
CEO/Executive Director	8	5.0%			5.2%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	35	-1.6%	-18.7%	-10.3%	0.0%	4.4%	11.1%
Between $500 thousand and $1 million							
CEO/Executive Director	20	0.8%	-5.1%	-2.3%	0.3%	3.7%	6.7%
Between $1 million and $5 million							
CEO/Executive Director	33	0.6%	-6.1%	-1.2%	1.0%	4.2%	7.4%
Greater than $5 million							
CEO/Executive Director	15	2.6%		-1.9%	1.8%	8.3%	
Top Administrative Position	5	1.5%			1.9%		
Top Development Position	5	3.2%			3.6%		
Top Finance Position	10	3.4%		1.7%	3.3%	5.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Arts, culture, & humanities							
Greater than $5 million							
Top Operations Position	5	5.0%			4.3%		
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	5	-0.4%			0.1%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	-0.1%			-0.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.9%			0.4%		
Between $1 million and $5 million							
CEO/Executive Director	5	4.1%			6.0%		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	7.2%			8.6%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	1.1%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	5	4.1%			3.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	20	-0.9%	-10.3%	-8.1%	1.5%	5.0%	8.6%
Between $500 thousand and $1 million							
CEO/Executive Director	16	0.7%		-5.4%	2.3%	8.6%	
Between $1 million and $5 million							
CEO/Executive Director	55	3.0%	-6.4%	-1.4%	2.9%	8.5%	13.3%
Top Finance Position	11	-2.1%		-4.6%	-3.4%	2.4%	
Greater than $5 million							
CEO/Executive Director	51	3.4%	-11.2%	0.2%	3.7%	8.1%	15.5%
Top Administrative Position	8	6.6%			4.2%		
Top Business Position	9	5.5%			2.9%		
Top Development Position	18	3.6%		2.2%	3.2%	4.8%	
Top Education Position	16	2.7%		-1.2%	2.3%	3.4%	
Top Finance Position	37	5.4%	-2.7%	0.2%	5.0%	10.5%	15.8%
Top Operations Position	12	7.7%		1.8%	8.1%	11.3%	
Top Technology Position	13	4.3%		2.3%	3.7%	6.6%	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	10	2.5%		-4.7%	4.2%	9.0%	
Greater than $5 million							
CEO/Executive Director	12	6.6%		3.0%	5.1%	10.8%	
Top Finance Position	5	5.0%			3.7%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	17	7.2%		1.8%	5.2%	10.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.5%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	22	1.6%	-5.0%	-0.2%	3.0%	4.1%	9.6%
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	9	8.7%			7.2%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	7.3%		0.2%	9.2%	12.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.6%			8.7%		
Between $1 million and $5 million							
CEO/Executive Director	18	3.4%		0.8%	4.4%	7.2%	
Greater than $5 million							
CEO/Executive Director	33	5.8%	-5.0%	1.3%	5.9%	10.7%	16.3%
Top Finance Position	24	7.6%	1.1%	3.6%	6.8%	11.0%	14.5%
Top Operations Position	15	6.8%		2.3%	6.2%	11.7%	
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	8	1.4%			0.5%		
Between $1 million and $5 million							
CEO/Executive Director	16	5.6%		2.6%	4.9%	8.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	8	7.6%			8.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	31	1.7%	-7.3%	-2.4%	0.0%	5.6%	14.3%
Between $500 thousand and $1 million							
CEO/Executive Director	32	4.5%	-0.5%	2.3%	3.3%	6.8%	12.6%
Top Finance Position	5	9.4%			11.5%		
Between $1 million and $5 million							
CEO/Executive Director	73	5.3%	-0.4%	1.3%	5.0%	9.1%	13.1%
Top Finance Position	9	11.9%			13.5%		
Greater than $5 million							
CEO/Executive Director	57	2.9%	-10.4%	0.1%	4.0%	8.6%	14.4%
Top Administrative Position	6	5.9%			6.2%		
Top Finance Position	35	5.5%	-2.4%	0.3%	5.1%	11.1%	17.5%
Top Human Resources Position	6	3.4%			1.7%		
Top Operations Position	20	4.1%	-11.1%	0.1%	7.2%	11.5%	15.8%
Top Program Position	6	4.1%			3.4%		
Top Technology Position	5	10.7%			10.1%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	5.3%			6.3%		
Greater than $5 million							
CEO/Executive Director	5	0.1%			0.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	8	7.1%			9.5%		
Greater than $5 million							
CEO/Executive Director	19	8.6%		4.3%	8.6%	14.8%	
Top Finance Position	15	12.2%		9.7%	15.2%	17.5%	
Top Operations Position	7	12.3%			12.4%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.8%			1.3%		
Between $1 million and $5 million							
CEO/Executive Director	13	4.3%		0.0%	2.3%	4.8%	
Greater than $5 million							
CEO/Executive Director	7	4.8%			3.2%		
Top Finance Position	5	12.6%			11.9%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	9.2%			10.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-0.1%			2.2%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	-5.9%			-8.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.6%			3.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	12	7.2%		3.6%	9.3%	14.1%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	18	0.9%		-2.1%	0.0%	5.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.4%			3.8%		
Unknown							
$500 thousand or less							
CEO/Executive Director	7	7.5%			5.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.2%			2.8%		
Youth development							
$500 thousand or less							
CEO/Executive Director	11	5.2%		0.0%	6.1%	7.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	1.6%		-2.0%	2.3%	3.1%	
Between $1 million and $5 million							
CEO/Executive Director	16	4.2%		0.3%	3.2%	9.1%	
Greater than $5 million							
CEO/Executive Director	7	10.4%			8.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	-1.1%		-6.1%	0.0%	3.1%	
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	7	4.4%			3.6%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	3.3%			2.4%		
Greater than $5 million							
CEO/Executive Director	7	4.5%			4.3%		
Top Finance Position	5	-0.9%			1.1%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	10	2.1%		-0.3%	0.2%	2.8%	
Greater than $5 million							
CEO/Executive Director	21	6.1%	-2.1%	0.0%	3.9%	9.5%	18.4%
Top Finance Position	13	3.2%		0.1%	3.8%	6.6%	
Top Operations Position	7	8.5%			8.8%		
Top Technology Position	5	4.6%			1.1%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	-0.7%			1.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	-0.3%		-9.0%	0.2%	6.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	3.1%		0.0%	0.8%	5.1%	
Between $1 million and $5 million							
CEO/Executive Director	36	5.4%	-0.7%	1.3%	5.4%	8.7%	13.1%
Top Finance Position	5	-0.9%			1.3%		
Greater than $5 million							
CEO/Executive Director	18	3.3%		0.0%	2.7%	6.4%	
Top Finance Position	8	3.5%			2.3%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	9	6.3%			3.9%		
Top Finance Position	6	2.5%			2.3%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	5.5%			4.8%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	3.3%			4.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	36	1.7%	-12.9%	-0.4%	2.2%	7.8%	11.8%
Between $500 thousand and $1 million							
CEO/Executive Director	24	2.1%	-7.8%	-2.4%	1.8%	6.7%	12.4%
Between $1 million and $5 million							
CEO/Executive Director	19	3.1%		0.0%	2.5%	5.0%	
Greater than $5 million							
CEO/Executive Director	7	4.3%			6.9%		
Top Finance Position	5	3.5%			0.5%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	5	-4.2%			-7.1%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	13	3.6%		-1.6%	4.1%	10.6%	
Between $1 million and $5 million							
CEO/Executive Director	10	7.1%		1.8%	6.5%	8.8%	
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	7.5%			7.8%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	-2.5%			0.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	36	5.5%	-2.5%	0.0%	4.9%	11.9%	17.5%
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.4%			4.2%		
Between $1 million and $5 million							
CEO/Executive Director	48	3.6%	-8.0%	-0.3%	3.2%	7.9%	15.0%
Top Administrative Position	7	3.4%			1.1%		
Top Business Position	5	1.0%			0.4%		
Greater than $5 million							
CEO/Executive Director	38	1.5%	-10.7%	-4.4%	2.6%	7.2%	10.5%
Top Administrative Position	7	0.7%			2.3%		
Top Business Position	6	2.7%			2.0%		
Top Development Position	7	0.1%			0.2%		
Top Education Position	8	4.2%			4.6%		
Top Finance Position	20	5.8%	-0.3%	2.2%	4.0%	9.3%	13.3%
Top Operations Position	9	5.6%			3.6%		
Top PR/Communications Position	5	2.3%			1.6%		
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	13	3.6%		1.2%	4.4%	6.4%	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	12	1.7%		-4.0%	0.0%	7.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	1.5%		-2.6%	1.1%	4.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	10	0.8%		-0.9%	2.0%	2.4%	
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	6	1.3%			0.8%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	10	5.1%		2.5%	6.2%	8.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.0%			4.2%		
Between $1 million and $5 million							
CEO/Executive Director	10	1.4%		-6.3%	2.4%	6.8%	
Greater than $5 million							
CEO/Executive Director	44	3.5%	-6.6%	-1.2%	3.6%	8.6%	14.5%
Top Finance Position	33	5.9%	-3.3%	0.8%	4.9%	10.8%	13.7%
Top Human Resources Position	8	-1.3%			0.1%		
Top Operations Position	9	6.0%			4.9%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	8	5.9%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	13	5.4%		0.0%	3.8%	10.3%	
Greater than $5 million							
CEO/Executive Director	7	-0.6%			2.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	41	4.0%	0.0%	0.7%	3.4%	6.4%	11.7%
Between $500 thousand and $1 million							
CEO/Executive Director	21	9.0%	-0.9%	4.2%	8.7%	14.9%	19.1%
Between $1 million and $5 million							
CEO/Executive Director	77	2.8%	-8.3%	0.6%	3.3%	7.6%	10.8%
Top Finance Position	17	2.6%		0.1%	4.4%	7.1%	
Greater than $5 million							
CEO/Executive Director	51	2.7%	-6.3%	-1.1%	3.6%	6.5%	11.0%
Top Administrative Position	5	-0.5%			4.0%		
Top Finance Position	28	3.9%	-5.7%	0.5%	4.8%	8.3%	10.8%
Top Human Resources Position	5	2.9%			5.2%		
Top Operations Position	12	5.0%		-0.1%	4.7%	11.2%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	5.1%			3.6%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	2.6%			2.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.9%			4.1%		
Between $1 million and $5 million							
CEO/Executive Director	7	3.9%			3.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Philanthropy, voluntarism, & grantmaking foundations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	8.2%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	13	2.6%		-3.3%	2.8%	4.0%	
Greater than $5 million							
CEO/Executive Director	7	4.0%			3.0%		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	3.0%			3.1%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	-2.2%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	2.7%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.6%			4.7%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	15	-0.4%		-2.5%	1.5%	3.1%	
Between $1 million and $5 million							
CEO/Executive Director	10	7.2%		4.9%	7.5%	11.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Youth development							
$500 thousand or less							
CEO/Executive Director	9	3.0%			1.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	7.3%			5.9%		
Between $1 million and $5 million							
CEO/Executive Director	17	3.1%		-0.3%	3.7%	7.8%	
Wyoming							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	8.4%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	7	-0.6%			2.0%		
Greater than $5 million							
CEO/Executive Director	5	10.7%			13.7%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	3.2%		-1.1%	4.1%	9.1%	
Between $1 million and $5 million							
CEO/Executive Director	13	4.8%		0.2%	2.6%	8.1%	
Greater than $5 million							
CEO/Executive Director	7	1.8%			-4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	9	4.5%			6.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	-1.0%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	1.3%			0.6%		
Community improvement, capacity building: economic development							
CEO/Executive Director	5	2.0%			0.0%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	0.8%			4.3%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	-3.0%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	26	3.0%	-4.7%	-2.3%	2.3%	7.5%	13.6%
Top Finance Position	6	3.0%			3.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	5.2%			1.2%		
Top Administrative Position	8	-2.2%			-1.7%		
Top Education Position	7	4.0%			3.4%		
Top Finance Position	9	3.4%			2.8%		
Educational institutions & related activities: service & other							
CEO/Executive Director	11	1.0%		0.0%	0.0%	3.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	8.0%			7.6%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	3.7%			0.8%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	-0.3%			2.1%		
Top Finance Position	6	4.0%			6.3%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	4.7%		-0.4%	3.2%	8.7%	
Housing, shelter: temporary housing							
CEO/Executive Director	5	4.0%			3.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	26	3.0%	-2.3%	0.0%	2.2%	5.4%	11.8%
Top Finance Position	5	1.9%			2.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	14	0.6%		0.0%	0.8%	3.4%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	2.0%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Human services—multipurpose & other: family services							
CEO/Executive Director	16	1.8%		-0.1%	2.0%	5.9%	
Human services—multipurpose & other: human services							
CEO/Executive Director	28	3.2%	-5.8%	-0.1%	2.5%	6.0%	14.9%
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	12.3%			12.8%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	5.3%		2.8%	4.1%	6.7%	
Top Finance Position	5	7.5%			6.8%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	5.7%			2.3%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	15	0.4%		-3.8%	0.0%	2.3%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	1.1%			2.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	5.4%			3.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	37	2.9%	-11.2%	0.0%	1.7%	6.5%	15.8%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Religion-related, spiritual development: service & other							
CEO/Executive Director	6	4.6%			3.8%		
Youth development: youth centers & clubs							
CEO/Executive Director	7	-2.7%			0.5%		
Youth development: youth development programs							
CEO/Executive Director	6	5.3%			2.5%		
Alaska							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	-2.6%			-3.0%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	9	-0.3%			0.9%		
Top Administrative Position	6	-2.2%			0.1%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	2.3%			-0.2%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	6.7%			7.2%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	3.7%			0.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alaska							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	7.3%			5.1%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	3.3%			1.9%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	6.0%			5.6%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	3.2%			4.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	17	6.3%		-0.2%	0.8%	16.0%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	8.6%			8.6%		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	1.3%			0.9%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	3.5%			0.9%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	5.7%			3.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Animal-related: animal protection & welfare							
CEO/Executive Director	8	2.2%			2.4%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	8	0.2%			0.0%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	0.8%			-2.5%		
Arts, culture, & humanities: museums							
CEO/Executive Director	7	5.4%			6.1%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	20	-0.1%	-16.3%	-0.3%	0.9%	4.7%	8.2%
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	-0.9%		-6.2%	0.0%	5.4%	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	9	4.7%			4.2%		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	1.9%			0.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	108	3.9%	-5.6%	0.0%	2.9%	8.8%	15.2%
Top Administrative Position	5	9.3%			10.7%		
Top Business Position	6	5.3%			4.5%		
Top Finance Position	14	2.9%		0.2%	2.4%	8.7%	
Educational institutions & related activities: service & other							
CEO/Executive Director	15	2.4%		-0.8%	2.5%	6.0%	
Educational institutions & related activities: student services							
CEO/Executive Director	12	2.1%		-1.2%	1.2%	6.0%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	0.3%		-1.2%	2.3%	4.4%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	1.8%			4.7%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	14	4.2%		-0.8%	3.9%	9.7%	
Top Finance Position	6	9.5%			10.0%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	8.2%			7.3%		
Top Finance Position	6	-0.4%			-0.9%		
Top Operations Position	5	10.4%			13.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	-1.2%			2.5%		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	7.9%			0.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	9	1.0%			2.3%		
Housing, shelter: temporary housing							
CEO/Executive Director	9	5.0%			3.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	33	4.2%	-5.8%	-0.8%	4.3%	10.4%	13.8%
Top Finance Position	7	4.3%			3.5%		
Top Operations Position	5	5.4%			5.6%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	25	4.5%	-1.6%	0.0%	3.5%	8.8%	17.7%
Top Finance Position	6	3.8%			2.3%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	7.4%			5.7%		
Human services—multipurpose & other: family services							
CEO/Executive Director	18	3.5%		0.1%	3.2%	9.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Human services—multipurpose & other: human services							
CEO/Executive Director	25	2.3%	-10.4%	-2.4%	3.2%	8.2%	13.9%
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	-2.8%			-2.3%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	1.9%		-4.9%	1.0%	8.1%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	7.5%			7.6%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	6.5%			7.0%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	4.3%			6.1%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	8.0%			6.3%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	8.4%			2.9%		
Recreation, sports, leisure, athletics: amateur sports							
Top Finance Position	5	4.1%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	25	0.8%	-16.1%	0.0%	1.4%	6.7%	10.6%
Youth development: adult & child matching programs							
CEO/Executive Director	5	3.4%			3.9%		
Youth development: youth development N.E.C.							
CEO/Executive Director	5	-2.0%			-0.7%		
Youth development: youth development programs							
CEO/Executive Director	15	0.7%		-2.8%	2.0%	6.5%	
Arkansas							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	8	5.6%			5.9%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	5.3%			1.0%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	7	5.3%			6.2%		
Community improvement, capacity building: economic development							
CEO/Executive Director	9	5.1%			3.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Educational institutions & related activities: educational services							
CEO/Executive Director	6	4.6%			2.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	19	2.4%		0.0%	2.0%	3.5%	
Top Administrative Position	5	0.6%			2.0%		
Top Finance Position	5	5.1%			4.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	1.6%			1.5%		
Top Education Position	6	2.2%			1.5%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	3.0%			2.5%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	8.2%			11.3%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	15	3.5%		1.0%	3.8%	7.6%	
Top Finance Position	12	3.6%		-0.3%	1.6%	5.6%	
Top Operations Position	5	2.9%			3.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	2.4%		0.0%	0.1%	6.3%	
Top Finance Position	7	4.8%			1.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	0.2%			3.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	4.3%			3.4%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	3.4%			2.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	-1.0%		-6.0%	0.0%	3.0%	
California							
Animal-related: animal protection & welfare							
CEO/Executive Director	51	3.2%	-1.6%	0.0%	0.8%	5.4%	11.9%
Top Finance Position	8	6.0%			5.0%		
Top Operations Position	7	3.0%			1.9%		
Animal-related: service & other							
CEO/Executive Director	9	3.1%			0.0%		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	15	6.0%		1.0%	4.4%	12.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	124	3.1%	-8.2%	-0.5%	3.0%	9.2%	16.1%
Top Development Position	8	1.8%			2.7%		
Top Finance Position	14	1.9%		0.0%	2.0%	4.8%	
Top Operations Position	8	4.3%			2.5%		
Arts, culture, & humanities: arts services							
CEO/Executive Director	8	5.2%			6.2%		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	9	3.5%			1.1%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	10	-1.8%		-3.1%	0.5%	1.3%	
Arts, culture, & humanities: humanities							
CEO/Executive Director	6	3.1%			2.6%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	47	2.9%	-9.5%	0.0%	3.4%	7.7%	13.0%
Top Administrative Position	5	4.7%			3.4%		
Top Development Position	6	-0.8%			4.0%		
Top Finance Position	14	1.5%		-0.3%	2.5%	6.7%	
Top Operations Position	7	4.8%			4.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Arts, culture, & humanities: museums							
CEO/Executive Director	72	1.6%	-9.0%	-1.7%	0.9%	6.6%	10.6%
Top Development Position	13	2.5%		-0.2%	2.6%	3.7%	
Top Education Position	6	3.1%			4.7%		
Top Finance Position	18	2.6%		-1.5%	4.2%	6.7%	
Top Marketing Position	7	4.9%			5.9%		
Top Operations Position	15	3.6%		-2.7%	4.3%	6.4%	
Top Technology Position	7	4.5%			6.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	189	2.3%	-8.5%	-0.3%	1.7%	7.0%	13.3%
Top Administrative Position	15	6.4%		0.7%	4.3%	12.1%	
Top Development Position	16	3.4%		0.5%	2.1%	6.2%	
Top Education Position	5	-0.9%			1.3%		
Top Finance Position	35	3.9%	-10.0%	0.4%	3.9%	8.6%	16.2%
Top Marketing Position	8	4.0%			2.7%		
Top Operations Position	10	3.5%		0.4%	2.1%	8.6%	
Top Technology Position	6	0.3%			0.6%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	18	2.5%		-0.1%	0.4%	4.6%	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	15	-1.5%		-3.5%	0.0%	4.7%	
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	11	3.1%		1.3%	4.5%	8.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	45	3.6%	-7.7%	-0.7%	3.2%	8.5%	16.2%
Top Finance Position	8	3.0%			4.2%		
Top Legal Position	7	7.8%			8.6%		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	9	0.7%			1.8%		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	19	5.0%		-1.2%	3.0%	11.8%	
Community improvement, capacity building: business & industry							
CEO/Executive Director	7	9.5%			11.4%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	44	6.0%	-2.5%	0.3%	5.5%	10.1%	16.4%
Top Finance Position	5	10.6%			10.2%		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	12	6.4%		-0.5%	2.9%	13.6%	
Community improvement, capacity building: community service clubs							
CEO/Executive Director	5	-0.9%			0.0%		
Community improvement, capacity building: economic development							
CEO/Executive Director	24	5.1%	-6.1%	0.3%	5.4%	12.3%	13.8%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	9	2.9%			1.2%		
Community improvement, capacity building: service & other							
CEO/Executive Director	30	3.7%	-9.5%	0.1%	3.1%	9.1%	16.7%
Top Finance Position	7	7.5%			10.6%		
Crime, legal-related: crime prevention							
CEO/Executive Director	7	3.8%			4.7%		
Crime, legal-related: legal services							
CEO/Executive Director	42	5.2%	-4.1%	0.6%	4.8%	9.0%	14.5%
Top Legal Position	14	7.9%		3.1%	7.5%	12.1%	
Crime, legal-related: protection against abuse							
CEO/Executive Director	15	4.2%		0.4%	2.3%	8.3%	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	9	3.2%			0.2%		
Crime, legal-related: service & other							
CEO/Executive Director	5	7.3%			6.2%		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	8	3.2%			1.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	21	3.2%	-4.1%	0.0%	1.4%	7.5%	12.9%
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	12	2.5%		-4.2%	1.0%	5.4%	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	9	1.8%			1.4%		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	7	10.6%			12.5%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	23	4.3%	-2.3%	0.0%	3.7%	6.5%	13.7%
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	55	1.6%	-8.3%	-1.1%	1.6%	5.0%	9.1%
Top Business Position	6	3.1%			2.9%		
Top Education Position	6	7.1%			5.5%		
Top Finance Position	17	2.6%		0.0%	3.7%	6.4%	
Top Operations Position	10	0.3%		-2.5%	2.9%	6.6%	
Top Technology Position	7	1.3%			1.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities: educational services							
CEO/Executive Director	73	4.2%	-6.2%	0.0%	2.2%	9.1%	18.7%
Top Development Position	5	-1.3%			3.5%		
Top Education Position	5	5.3%			6.5%		
Top Finance Position	18	4.4%		0.6%	4.8%	7.9%	
Top Operations Position	13	9.5%		4.6%	7.0%	14.1%	
Top Program Position	5	9.4%			10.2%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	584	4.2%	-5.8%	0.0%	4.1%	9.1%	14.8%
Top Administrative Position	76	4.1%	-3.6%	1.1%	4.1%	8.0%	12.6%
Top Business Position	43	3.3%	-5.7%	-0.9%	3.3%	8.3%	13.4%
Top Development Position	62	3.5%	-3.8%	2.3%	4.0%	6.0%	10.6%
Top Education Position	68	4.4%	-2.8%	1.7%	4.0%	8.1%	13.1%
Top Facilities Position	10	1.3%		-3.7%	0.9%	3.9%	
Top Finance Position	171	4.6%	-2.8%	1.2%	4.0%	8.5%	15.8%
Top Human Resources Position	14	7.2%		2.8%	5.0%	11.2%	
Top Marketing Position	6	4.4%			2.7%		
Top Operations Position	85	3.9%	-6.1%	1.3%	4.6%	8.5%	13.4%
Top PR/Communications Position	10	3.2%		0.0%	3.1%	6.7%	
Top Program Position	19	3.9%		2.4%	4.4%	8.1%	
Top Technology Position	32	4.2%	-2.5%	1.4%	3.7%	6.9%	12.1%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	20	-0.9%	-13.5%	-3.7%	-0.2%	4.6%	7.3%
Top Development Position	5	6.8%			7.2%		
Top Education Position	11	1.4%		-0.8%	1.4%	3.6%	
Top Finance Position	11	6.6%		4.7%	7.4%	9.7%	
Educational institutions & related activities: higher education							
CEO/Executive Director	56	3.7%	-6.7%	0.0%	4.0%	8.3%	14.1%
Top Administrative Position	27	3.1%	-5.8%	1.6%	3.1%	6.4%	8.9%
Top Business Position	8	4.5%			4.1%		
Top Development Position	26	3.2%	-3.6%	-0.3%	1.7%	5.2%	10.0%
Top Education Position	32	3.8%	-5.8%	1.1%	3.3%	5.7%	12.5%
Top Facilities Position	6	2.1%			2.6%		
Top Finance Position	46	5.7%	-1.2%	2.7%	5.6%	8.9%	14.0%
Top Human Resources Position	11	7.3%		4.2%	5.6%	11.2%	
Top Legal Position	6	2.6%			2.6%		
Top Marketing Position	7	4.5%			2.3%		
Top Operations Position	13	5.4%		2.6%	6.8%	9.0%	
Top PR/Communications Position	8	6.4%			3.4%		
Top Technology Position	15	4.1%		0.2%	2.9%	5.2%	
Educational institutions & related activities: libraries							
CEO/Executive Director	9	2.8%			1.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Educational institutions & related activities: service & other							
CEO/Executive Director	105	3.5%	-9.9%	-0.3%	2.8%	9.0%	17.5%
Top Business Position	7	1.4%			3.1%		
Top Development Position	6	-4.1%			-1.8%		
Top Finance Position	17	3.7%		0.4%	3.4%	6.0%	
Top Operations Position	9	4.1%			4.5%		
Top Technology Position	8	5.9%			3.0%		
Educational institutions & related activities: student services							
CEO/Executive Director	33	4.5%	-4.5%	0.0%	3.0%	8.9%	18.2%
Top Finance Position	5	4.6%			7.5%		
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	6	5.4%			6.8%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	40	1.2%	-8.8%	-2.2%	0.1%	5.3%	11.7%
Top Education Position	11	3.6%		3.1%	3.6%	5.2%	
Top Finance Position	15	1.8%		-0.1%	0.9%	5.1%	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	17	3.1%		-3.1%	5.7%	8.2%	
Top Finance Position	9	9.0%			8.9%		
Environmental quality, protection, & beautification: botanical, horticultural, & landscape services							
CEO/Executive Director	9	5.4%			8.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	18	2.3%		-0.2%	1.3%	3.9%	
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	15	0.3%		-6.0%	2.2%	8.3%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	87	5.0%	-3.0%	0.5%	4.5%	8.0%	16.5%
Top Administrative Position	8	0.2%			2.8%		
Top Development Position	9	4.0%			4.7%		
Top Finance Position	19	1.4%		-2.6%	1.0%	5.5%	
Top Operations Position	10	5.2%		1.0%	4.0%	10.0%	
Top PR/Communications Position	5	6.1%			6.0%		
Top Program Position	7	7.2%			5.5%		
Environmental quality, protection, & beautification: pollution abatement & control							
CEO/Executive Director	9	5.0%			1.8%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	23	3.9%	-2.6%	-0.4%	3.2%	7.2%	12.5%
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	12	2.6%		-0.7%	1.3%	4.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	41	6.3%	0.0%	2.0%	5.9%	12.9%	16.3%
Top Development Position	9	3.0%			5.9%		
Top Finance Position	10	3.7%		-0.5%	6.4%	8.5%	
Top Operations Position	7	9.0%			6.7%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	73	4.6%	-8.9%	0.0%	5.0%	10.5%	18.0%
Top Development Position	6	6.2%			3.5%		
Top Finance Position	50	6.7%	-2.5%	1.4%	7.7%	13.8%	18.2%
Top Operations Position	26	8.1%	1.6%	4.1%	7.2%	12.0%	17.2%
Top Technology Position	9	2.0%			2.3%		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	7	4.9%			2.8%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	12	6.5%		0.3%	3.8%	12.1%	
Top Finance Position	5	7.3%			9.1%		
Health—general & rehabilitative: health support							
CEO/Executive Director	21	0.7%	-11.4%	-4.5%	0.1%	7.5%	9.1%
Top Finance Position	7	6.3%			6.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	61	4.6%	-5.7%	0.0%	2.8%	11.4%	18.9%
Top Administrative Position	5	10.2%			11.5%		
Top Business Position	5	12.5%			15.0%		
Top Development Position	6	1.5%			6.0%		
Top Finance Position	35	4.7%	-4.0%	0.3%	4.6%	9.8%	18.2%
Top Human Resources Position	14	8.2%		3.5%	7.7%	12.0%	
Top Legal Position	6	1.2%			0.0%		
Top Operations Position	26	6.8%	-2.9%	1.3%	6.2%	12.1%	14.3%
Top Technology Position	16	12.3%		4.8%	13.4%	20.9%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	6.7%			4.0%		
Health—general & rehabilitative: public health							
CEO/Executive Director	11	9.1%		-0.3%	11.4%	20.0%	
Top Operations Position	6	2.7%			3.3%		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	12	10.1%		6.2%	8.8%	15.7%	
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	20	4.8%	-2.0%	0.1%	3.1%	8.0%	18.1%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Health—general & rehabilitative: service & other							
CEO/Executive Director	34	5.4%	-0.4%	0.1%	5.0%	10.2%	13.5%
Top Finance Position	8	3.7%			3.0%		
Top Operations Position	6	3.4%			4.2%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	10	1.9%		-6.4%	6.0%	8.8%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	89	4.9%	-5.5%	0.0%	3.9%	10.1%	16.9%
Top Administrative Position	6	3.7%			3.4%		
Top Development Position	8	7.9%			7.8%		
Top Finance Position	33	5.8%	1.9%	3.7%	6.1%	11.2%	13.7%
Top Human Resources Position	6	7.4%			9.2%		
Top Operations Position	11	8.9%		4.1%	9.0%	12.7%	
Top Program Position	5	3.6%			4.1%		
Top Technology Position	7	8.0%			6.2%		
Housing, shelter: housing support							
CEO/Executive Director	23	4.2%	-11.8%	-2.6%	4.2%	10.4%	18.2%
Housing, shelter: service & other							
CEO/Executive Director	15	6.0%		1.3%	5.1%	10.0%	
Housing, shelter: temporary housing							
CEO/Executive Director	43	6.0%	-4.5%	0.8%	6.1%	13.7%	17.8%
Top Finance Position	9	6.0%			5.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	226	4.4%	-3.5%	0.0%	3.7%	9.4%	16.7%
Top Administrative Position	7	2.0%			1.8%		
Top Development Position	16	5.0%		2.2%	4.2%	9.1%	
Top Finance Position	68	4.6%	-0.6%	0.4%	3.9%	7.5%	13.4%
Top Human Resources Position	11	0.5%		-1.3%	1.7%	4.0%	
Top Marketing Position	5	6.9%			3.1%		
Top Operations Position	19	6.0%		1.7%	5.3%	14.7%	
Top Program Position	18	5.6%		1.0%	4.3%	11.3%	
Top Technology Position	10	4.3%		1.0%	3.1%	5.5%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	189	5.2%	-3.3%	0.0%	3.9%	10.2%	17.4%
Top Administrative Position	9	3.5%			5.2%		
Top Development Position	14	2.0%		-5.0%	0.9%	8.1%	
Top Finance Position	48	4.8%	-1.7%	1.7%	4.7%	8.5%	11.3%
Top Human Resources Position	10	3.4%		-2.2%	2.2%	9.6%	
Top Operations Position	20	4.8%	0.6%	2.9%	5.3%	7.9%	9.0%
Top Program Position	24	5.9%	-3.0%	0.0%	5.2%	9.2%	15.1%
Top Technology Position	6	3.9%			5.0%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	23	4.8%	-0.5%	0.0%	5.9%	7.7%	13.6%
Top Finance Position	6	2.4%			0.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other: family services							
CEO/Executive Director	110	4.6%	-4.6%	0.0%	4.5%	9.5%	15.7%
Top Administrative Position	6	7.6%			4.2%		
Top Development Position	9	4.7%			2.5%		
Top Finance Position	34	4.2%	-2.5%	-0.2%	2.5%	8.4%	13.4%
Top Human Resources Position	5	10.9%			10.2%		
Top Operations Position	9	5.9%			4.1%		
Top Program Position	8	5.8%			4.6%		
Top Technology Position	6	5.0%			4.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	151	4.1%	-5.7%	0.4%	3.7%	9.0%	14.0%
Top Development Position	12	3.6%		0.5%	1.9%	4.2%	
Top Facilities Position	5	5.5%			3.5%		
Top Finance Position	43	2.9%	-11.0%	-0.3%	3.1%	6.6%	14.2%
Top Human Resources Position	9	4.6%			5.4%		
Top Operations Position	28	3.2%	-5.6%	-3.2%	2.2%	9.7%	13.4%
Top Program Position	11	0.8%		-3.7%	0.0%	5.2%	
Top Technology Position	7	2.7%			1.9%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	28	5.1%	-2.8%	0.1%	5.4%	10.2%	15.7%
Top Finance Position	9	6.2%			4.8%		
Top Operations Position	5	4.1%			2.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Human services—multipurpose & other: personal social services							
CEO/Executive Director	24	3.2%	-3.5%	-0.9%	3.3%	7.5%	9.6%
Top Finance Position	6	10.0%			11.6%		
Top Operations Position	5	3.1%			8.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	77	2.7%	-4.9%	-1.1%	2.0%	6.9%	11.9%
Top Administrative Position	12	7.0%		-0.8%	8.3%	12.2%	
Top Finance Position	21	6.4%	-2.0%	1.0%	5.3%	9.5%	17.2%
Top Human Resources Position	10	9.8%		2.9%	10.1%	14.0%	
Top Operations Position	6	8.4%			7.5%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	22	3.7%	-6.2%	-1.2%	3.0%	9.6%	15.0%
Top Finance Position	5	7.3%			7.3%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	32	2.5%	-4.9%	-2.0%	0.1%	5.2%	16.2%
Top Development Position	5	3.1%			5.4%		
Top Finance Position	7	0.8%			1.8%		
Top Operations Position	5	2.3%			4.5%		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	5	4.7%			0.6%		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	11	0.0%		-2.1%	0.0%	6.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Medical research: medical disciplines research							
CEO/Executive Director	6	8.6%			6.6%		
Medical research: medical research N.E.C.							
CEO/Executive Director	10	4.9%		-1.0%	3.0%	9.2%	
Medical research: service & other							
CEO/Executive Director	6	5.4%			3.4%		
Mental health, crisis intervention: counseling							
CEO/Executive Director	10	1.0%		-6.1%	-0.4%	5.5%	
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	17	5.4%		3.2%	5.2%	7.2%	
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	7	0.3%			1.5%		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	6	3.9%			4.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	87	4.6%	-4.9%	0.0%	3.2%	7.9%	18.2%
Top Administrative Position	5	2.1%			0.8%		
Top Development Position	10	1.3%		-0.7%	0.8%	7.5%	
Top Finance Position	41	5.4%	-1.4%	0.4%	4.8%	8.4%	17.2%
Top Human Resources Position	14	3.7%		-1.7%	3.7%	7.1%	
Top Operations Position	21	5.0%	-3.1%	0.2%	2.6%	13.7%	14.7%
Top Program Position	14	6.6%		1.0%	3.4%	11.3%	
Mental health, crisis intervention: service & other							
CEO/Executive Director	6	5.0%			2.9%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	76	4.5%	-6.2%	0.0%	3.1%	11.1%	15.8%
Top Finance Position	11	1.3%		-1.8%	0.6%	4.8%	
Mutual/membership benefit organizations, other: service & other							
CEO/Executive Director	7	0.1%			4.5%		
Top Operations Position	6	-2.6%			-1.7%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	11	4.4%		2.5%	4.5%	5.6%	
Top Finance Position	6	2.7%			2.6%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	12	5.2%		0.5%	6.3%	8.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
CEO/Executive Director	8	2.0%			1.4%		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	7	3.3%			8.3%		
Top Finance Position	6	6.7%			4.7%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	46	2.8%	-3.8%	0.0%	2.7%	5.5%	10.6%
Top Development Position	7	9.3%			4.7%		
Top Finance Position	13	4.7%		0.0%	2.7%	7.1%	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	18	5.3%		0.5%	5.1%	10.8%	
Top Finance Position	6	4.3%			4.3%		
Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion							
CEO/Executive Director	7	0.1%			0.1%		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	8	4.9%			2.4%		
Public safety, disaster preparedness, & relief: safety education							
CEO/Executive Director	5	0.5%			-0.5%		
Public safety, disaster preparedness, & relief: service & other							
CEO/Executive Director	5	5.4%			8.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	11	1.9%		-0.2%	3.8%	6.2%	
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	14	4.2%		0.1%	5.1%	9.3%	
Top Finance Position	5	13.2%			14.3%		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	25	2.4%	-9.4%	-1.1%	3.2%	7.2%	12.6%
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	23	3.0%	-6.5%	-0.9%	3.3%	9.1%	13.3%
Top Finance Position	10	3.3%		-0.5%	4.6%	8.0%	
Top Operations Position	6	3.7%			4.8%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	57	0.7%	-11.0%	-3.4%	0.0%	5.3%	11.1%
Top Finance Position	9	-0.7%			0.0%		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	9	2.6%			2.9%		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	7	-2.7%			-4.6%		
Recreation, sports, leisure, athletics: recreational clubs							
CEO/Executive Director	5	3.5%			4.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	8	0.2%			-0.1%		
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	9	1.6%			5.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	123	0.9%	-13.7%	-3.3%	0.0%	5.9%	14.7%
Top Finance Position	20	2.6%	-1.1%	0.0%	4.2%	6.6%	7.8%
Top Operations Position	9	1.1%			0.0%		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	8	7.1%			6.7%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	20	3.8%	-6.8%	-0.2%	1.7%	6.8%	16.1%
Top Finance Position	6	0.9%			-0.2%		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	13	-1.1%		-7.1%	-0.1%	8.3%	
Religion-related, spiritual development: service & other							
CEO/Executive Director	11	1.1%		-2.2%	0.0%	7.0%	
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	6	5.2%			3.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Science & technology research institutes, services: general science							
CEO/Executive Director	5	-1.1%			0.0%		
Science & technology research institutes, services: physical & earth sciences							
CEO/Executive Director	7	1.1%			2.3%		
Top Finance Position	5	1.1%			0.1%		
Social science research institutes, services: social science							
CEO/Executive Director	5	4.0%			1.7%		
Unknown							
CEO/Executive Director	45	2.5%	-14.4%	-1.7%	3.0%	9.1%	14.5%
Top Finance Position	6	0.1%			3.0%		
Youth development: adult & child matching programs							
CEO/Executive Director	8	2.1%			0.1%		
Youth development: scouting							
CEO/Executive Director	11	-1.2%		-6.3%	-3.4%	3.2%	
Youth development: service & other							
CEO/Executive Director	17	1.8%		-2.1%	1.6%	7.0%	
Youth development: youth centers & clubs							
CEO/Executive Director	68	2.3%	-3.9%	0.0%	1.5%	5.3%	10.0%
Top Finance Position	8	1.8%			0.4%		
Top Operations Position	5	2.4%			2.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
Youth development: youth development N.E.C.							
CEO/Executive Director	15	6.0%		4.4%	5.9%	11.4%	
Youth development: youth development programs							
CEO/Executive Director	136	3.7%	-7.3%	-0.5%	2.7%	10.3%	15.4%
Top Development Position	8	7.8%			9.2%		
Top Finance Position	22	4.5%	-7.9%	-2.7%	3.1%	9.6%	19.4%
Top Operations Position	12	6.4%		0.0%	6.0%	14.7%	
Top Program Position	7	8.1%			8.0%		
Colorado							
Animal-related: animal protection & welfare							
CEO/Executive Director	8	6.7%			8.4%		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	8	0.4%			0.6%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	21	6.5%	-3.6%	0.0%	5.9%	12.5%	20.3%
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	5	3.5%			7.0%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	15	5.2%		-0.9%	7.0%	14.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Arts, culture, & humanities: museums							
CEO/Executive Director	17	2.7%		0.3%	2.6%	6.9%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	33	2.0%	-4.7%	0.0%	2.0%	4.3%	11.4%
Top Development Position	5	-4.0%			-1.2%		
Top Finance Position	5	9.7%			9.5%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	7	2.5%			5.1%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	9	3.5%			3.9%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	5	3.5%			3.0%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	12	6.3%		2.7%	4.6%	9.5%	
Community improvement, capacity building: economic development							
CEO/Executive Director	10	7.7%		1.2%	5.8%	14.3%	
Community improvement, capacity building: service & other							
CEO/Executive Director	7	4.7%			5.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Crime, legal-related: crime prevention							
CEO/Executive Director	5	0.3%			0.0%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	8	3.7%			2.6%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	5	13.5%			14.4%		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	5	1.9%			4.1%		
Educational institutions & related activities: adult education							
CEO/Executive Director	5	2.3%			0.4%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	25	5.9%	-0.9%	0.0%	4.8%	9.0%	17.1%
Educational institutions & related activities: educational services							
CEO/Executive Director	23	3.0%	-5.0%	0.0%	3.0%	5.0%	9.7%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	108	3.5%	-7.3%	-0.4%	4.2%	8.4%	14.3%
Top Administrative Position	5	6.1%			3.6%		
Top Development Position	9	5.6%			3.3%		
Top Education Position	6	6.7%			5.9%		
Top Finance Position	24	2.3%	-4.9%	-2.9%	2.4%	5.8%	11.9%
Top Operations Position	12	4.4%		2.1%	5.1%	8.2%	
Educational institutions & related activities: higher education							
CEO/Executive Director	12	1.9%		0.7%	1.4%	4.7%	
Top Finance Position	5	7.5%			9.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	21	-0.4%	-11.0%	-6.7%	1.6%	5.9%	7.1%
Educational institutions & related activities: student services							
CEO/Executive Director	13	3.3%		-1.5%	3.8%	7.1%	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	1.8%			-0.6%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	10	2.9%		0.0%	2.3%	3.1%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	33	5.4%	-1.5%	0.3%	4.3%	9.8%	16.3%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	10	0.9%		-0.7%	2.3%	5.0%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	15	7.6%		1.6%	6.4%	15.0%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	15	3.3%		-0.7%	3.3%	7.4%	
Top Finance Position	5	7.2%			8.5%		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	1.7%			3.3%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	16	5.0%		-0.6%	3.1%	15.9%	
Top Finance Position	10	2.9%		-0.7%	4.5%	8.4%	
Top Operations Position	6	0.9%			3.4%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	4.6%			5.3%		
Health—general & rehabilitative: public health							
CEO/Executive Director	11	2.8%		-1.8%	5.1%	9.9%	
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	2.7%			2.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Health—general & rehabilitative: service & other							
CEO/Executive Director	13	1.2%		-0.2%	0.0%	2.6%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	25	5.2%	-4.3%	0.0%	4.3%	9.7%	15.7%
Top Finance Position	5	10.5%			10.5%		
Housing, shelter: temporary housing							
CEO/Executive Director	7	4.4%			1.7%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	44	4.6%	-3.2%	0.0%	3.0%	10.1%	15.6%
Top Finance Position	11	2.9%		-0.3%	1.8%	3.0%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	43	4.2%	-2.4%	-0.2%	3.3%	10.6%	13.7%
Top Finance Position	8	5.5%			7.4%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	17	4.6%		-1.3%	4.5%	11.1%	
Human services—multipurpose & other: family services							
CEO/Executive Director	24	5.5%	-1.4%	0.6%	3.0%	10.6%	14.5%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Human services—multipurpose & other: human services							
CEO/Executive Director	44	1.3%	-10.3%	-2.8%	1.8%	5.3%	13.2%
Top Development Position	5	8.8%			6.4%		
Top Finance Position	5	8.9%			6.6%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	7.7%		4.2%	6.1%	10.9%	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	4.7%			4.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	18	4.3%		0.9%	3.2%	9.0%	
Top Finance Position	7	3.6%			4.1%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	2.9%			2.6%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	12	0.2%		-6.0%	0.3%	6.4%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	20	2.4%	-8.7%	0.0%	2.8%	6.5%	12.7%
Top Finance Position	8	2.3%			2.7%		
Top Operations Position	5	11.7%			12.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	12	5.2%		-3.7%	4.6%	13.0%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	1.9%			1.1%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	15	5.5%		1.0%	6.5%	11.0%	
Top Finance Position	5	7.9%			10.4%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	7	9.9%			11.6%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	22	4.1%	-6.6%	-1.0%	2.5%	9.4%	16.8%
Top Finance Position	5	-0.6%			-0.9%		
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	9	4.2%			4.5%		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	7	2.8%			3.5%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	49	6.1%	-3.1%	0.0%	4.4%	14.5%	20.7%
Top Finance Position	9	7.6%			10.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	9	2.1%			0.0%		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	4.9%			5.4%		
Unknown							
CEO/Executive Director	5	-2.5%			4.4%		
Youth development: adult & child matching programs							
CEO/Executive Director	5	3.7%			5.3%		
Youth development: youth centers & clubs							
CEO/Executive Director	7	2.7%			2.8%		
Youth development: youth development programs							
CEO/Executive Director	39	3.6%	-7.2%	-0.3%	3.8%	9.0%	14.5%
Connecticut							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	0.1%			1.4%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	21	1.0%	-4.0%	-0.9%	0.1%	7.0%	10.4%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	8	2.9%			1.5%		
Arts, culture, & humanities: museums							
CEO/Executive Director	20	3.1%	-3.8%	-0.1%	1.1%	4.3%	12.8%
Arts, culture, & humanities: performing arts							
CEO/Executive Director	18	3.9%		0.4%	3.8%	8.1%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	7	8.7%			4.5%		
Community improvement, capacity building: economic development							
CEO/Executive Director	8	1.4%			0.0%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	3.0%			3.4%		
Educational institutions & related activities: adult education							
CEO/Executive Director	5	1.1%			7.9%		
Educational institutions & related activities: educational services							
CEO/Executive Director	16	5.5%		0.1%	4.4%	9.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	107	2.6%	-7.8%	-1.4%	2.6%	7.0%	12.6%
Top Administrative Position	7	-1.7%			0.6%		
Top Business Position	9	5.8%			3.9%		
Top Development Position	21	-0.3%	-14.0%	-0.2%	2.6%	4.0%	6.4%
Top Education Position	15	-0.6%		-6.5%	2.5%	5.4%	
Top Facilities Position	10	0.1%		-3.8%	2.6%	3.9%	
Top Finance Position	41	3.5%	-5.1%	0.6%	4.3%	8.1%	9.3%
Top Operations Position	11	2.1%		-0.6%	4.2%	4.9%	
Top PR/Communications Position	5	5.3%			3.5%		
Top Technology Position	7	2.8%			2.8%		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	6.4%			4.7%		
Top Development Position	8	2.4%			2.3%		
Top Education Position	8	7.6%			5.7%		
Top Finance Position	8	5.9%			4.0%		
Educational institutions & related activities: libraries							
CEO/Executive Director	13	4.2%		1.3%	3.4%	4.4%	
Educational institutions & related activities: service & other							
CEO/Executive Director	8	1.7%			0.7%		
Educational institutions & related activities: student services							
CEO/Executive Director	5	2.8%			2.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	2.8%		0.8%	3.7%	5.3%	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	4.5%			1.5%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	5.7%		1.3%	4.9%	12.7%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	0.3%			0.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	12	5.3%		0.0%	5.7%	10.1%	
Top Finance Position	8	1.7%			0.0%		
Health—general & rehabilitative: health support							
CEO/Executive Director	10	7.4%		1.2%	4.2%	14.4%	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	17	2.6%		1.7%	4.3%	8.4%	
Top Finance Position	10	2.0%		0.6%	3.7%	6.4%	
Top Operations Position	6	4.5%			4.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Health—general & rehabilitative: nursing							
CEO/Executive Director	15	7.0%		1.8%	3.1%	11.1%	
Top Administrative Position	5	2.2%			3.9%		
Top Finance Position	8	2.4%			3.3%		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	-3.8%			-1.2%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	8	3.5%			5.3%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	14	0.4%		-2.0%	1.6%	4.0%	
Housing, shelter: temporary housing							
CEO/Executive Director	8	3.5%			1.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	43	5.2%	-1.2%	0.0%	2.2%	9.7%	13.8%
Top Finance Position	17	2.9%		-0.2%	0.9%	9.5%	
Top Operations Position	5	6.0%			5.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	23	3.4%	-3.9%	0.5%	2.8%	6.6%	12.5%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Human services—multipurpose & other: family services							
CEO/Executive Director	15	3.8%		-0.3%	4.2%	7.0%	
Top Finance Position	6	4.5%			5.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	41	2.9%	-6.2%	-2.4%	1.6%	6.6%	12.4%
Top Finance Position	15	5.5%		2.1%	2.9%	9.8%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	5.3%			3.5%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	-1.6%			-0.1%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	17	4.7%		1.1%	3.1%	10.4%	
Top Finance Position	8	4.2%			4.1%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	24	2.8%	-0.9%	0.7%	2.7%	5.0%	6.9%
Top Finance Position	15	8.9%		4.8%	6.2%	13.1%	
Top Operations Position	5	7.8%			7.1%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	4.2%			1.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	9	1.4%			3.8%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	9	6.0%			4.0%		
Top Finance Position	5	2.8%			2.6%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	1.8%			0.0%		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	-2.7%			0.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	-0.6%			0.0%		
Youth development: youth centers & clubs							
CEO/Executive Director	10	5.6%		1.2%	3.7%	7.0%	
Youth development: youth development programs							
CEO/Executive Director	21	3.3%	-5.8%	0.9%	1.7%	7.4%	11.1%
Top Finance Position	5	5.4%			6.8%		
Top Operations Position	5	0.5%			6.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Delaware							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	-1.3%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	-3.2%			-0.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	1.1%			-0.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	21	4.1%	0.0%	1.0%	2.7%	5.6%	12.1%
Health—general & rehabilitative: hospitals							
Top Finance Position	5	1.0%			3.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	1.9%		0.0%	2.1%	4.8%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	1.6%			1.3%		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	4.1%		0.0%	1.6%	5.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	9.6%			7.2%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	17	4.5%		0.0%	1.4%	3.6%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	2.8%			3.7%		
Top Finance Position	5	9.9%			10.3%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	11	4.4%		0.8%	2.8%	6.5%	
Top Finance Position	8	5.0%			3.8%		
Arts, culture, & humanities: museums							
CEO/Executive Director	12	2.6%		-3.6%	2.5%	8.2%	
Top Development Position	6	-0.9%			0.7%		
Top Finance Position	6	11.1%			10.2%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	22	1.1%	-6.1%	-2.5%	0.9%	5.5%	8.7%
Arts, culture, & humanities: service & other							
CEO/Executive Director	7	1.3%			1.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	13	4.5%		1.3%	2.9%	5.5%	
Top Legal Position	7	0.0%			3.8%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	20	4.0%	0.0%	0.5%	2.6%	6.2%	12.5%
Top Finance Position	6	4.3%			3.3%		
Top Program Position	5	5.6%			7.5%		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	9	1.7%			3.9%		
Top Operations Position	5	0.5%			0.4%		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	12	7.0%		1.8%	5.8%	13.2%	
Civil rights, social action, advocacy: voter education & registration							
CEO/Executive Director	6	4.0%			5.0%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	12	2.8%		-3.2%	3.0%	5.8%	
Community improvement, capacity building: economic development							
CEO/Executive Director	9	1.8%			0.4%		
Community improvement, capacity building: service & other							
CEO/Executive Director	8	0.7%			0.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Crime, legal-related: legal services							
CEO/Executive Director	10	3.9%		0.9%	3.6%	7.6%	
Top Legal Position	6	4.1%			4.9%		
Crime, legal-related: service & other							
CEO/Executive Director	5	3.8%			4.0%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	3.0%			2.0%		
Educational institutions & related activities: adult education							
CEO/Executive Director	5	0.1%			1.3%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	6.5%			6.6%		
Educational institutions & related activities: educational services							
CEO/Executive Director	11	3.9%		-1.1%	1.1%	5.5%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	70	3.7%	-5.3%	-0.5%	3.7%	8.1%	12.8%
Top Development Position	8	1.1%			2.5%		
Top Education Position	7	5.9%			4.3%		
Top Finance Position	19	7.8%		2.9%	6.7%	12.9%	
Top Operations Position	23	5.3%	-2.1%	2.2%	6.0%	10.7%	13.0%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Educational institutions & related activities: higher education							
CEO/Executive Director	10	1.3%		-1.3%	1.5%	9.4%	
Top Finance Position	5	1.1%			-0.2%		
Educational institutions & related activities: service & other							
CEO/Executive Director	51	3.9%	-4.2%	0.0%	2.8%	8.9%	15.0%
Top Administrative Position	6	1.9%			0.6%		
Top Development Position	5	11.6%			11.0%		
Top Education Position	6	4.2%			4.5%		
Top Finance Position	18	3.0%		-0.5%	4.3%	7.1%	
Top Human Resources Position	6	1.1%			2.4%		
Top Operations Position	14	3.2%		-4.0%	4.1%	9.9%	
Top PR/Communications Position	8	0.3%			-0.6%		
Educational institutions & related activities: student services							
CEO/Executive Director	10	8.1%		0.8%	7.1%	14.8%	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	7.8%			3.3%		
Employment, job-related: service & other							
CEO/Executive Director	5	9.0%			13.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	17	4.6%		0.0%	4.0%	7.6%	
Top Development Position	6	3.7%			5.0%		
Top Finance Position	8	8.3%			7.5%		
Top Operations Position	5	4.0%			4.3%		
Top PR/Communications Position	6	3.0%			3.6%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	26	3.5%	-8.3%	-1.9%	3.5%	10.7%	13.3%
Top Finance Position	6	9.2%			8.8%		
Top PR/Communications Position	5	5.7%			6.8%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	5.4%			3.5%		
Top Operations Position	5	2.6%			4.5%		
Health—general & rehabilitative: public health							
CEO/Executive Director	8	-0.9%			1.6%		
Top Operations Position	5	5.8%			2.9%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	15	3.3%		3.3%	5.0%	8.9%	
Top Operations Position	7	2.3%			3.2%		
Top Program Position	6	3.7%			4.9%		
Top Technology Position	5	0.7%			3.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Housing, shelter: service & other							
CEO/Executive Director	5	3.5%			6.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	17	3.6%		1.8%	3.2%	4.4%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	12	2.9%		0.8%	3.9%	8.0%	
Top Finance Position	5	1.1%			0.6%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	2.6%			1.6%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	21	3.4%	-2.0%	0.3%	2.7%	6.0%	10.0%
Top Finance Position	10	9.7%		5.6%	7.6%	12.9%	
Top Operations Position	7	5.6%			2.5%		
Top Program Position	5	5.5%			9.1%		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	10	-0.9%		-0.4%	2.0%	3.9%	
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	14	4.0%		0.3%	5.3%	8.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	18	3.4%		0.8%	4.4%	5.0%	
Top Finance Position	5	8.9%			8.3%		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	15	2.4%		-1.3%	3.4%	9.4%	
Top Finance Position	5	7.1%			10.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	4.3%			0.3%		
Mutual/membership benefit organizations, other: service & other							
CEO/Executive Director	5	3.8%			8.1%		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	14	3.3%		0.1%	2.6%	5.5%	
Top Operations Position	5	4.9%			3.5%		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	8	2.6%			2.5%		
Top Finance Position	5	7.1%			6.8%		
Top Operations Position	5	10.7%			10.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	26	5.9%	0.0%	1.7%	4.1%	7.4%	13.6%
Top Finance Position	13	8.5%		4.6%	5.7%	9.4%	
Top Operations Position	5	11.7%			11.3%		
Top PR/Communications Position	9	7.6%			7.6%		
Top Program Position	7	5.6%			6.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	0.1%			0.1%		
Science & technology research institutes, services: physical & earth sciences							
CEO/Executive Director	5	-0.7%			1.2%		
Science & technology research institutes, services: science & technology N.E.C.							
CEO/Executive Director	5	5.5%			2.7%		
Science & technology research institutes, services: service & other							
CEO/Executive Director	5	5.9%			8.3%		
Social science research institutes, services: service & other							
CEO/Executive Director	7	2.1%			3.5%		
Social science research institutes, services: social science							
CEO/Executive Director	12	0.2%		-0.6%	1.5%	3.1%	
Youth development: youth development programs							
CEO/Executive Director	22	5.5%	-0.4%	0.0%	1.1%	9.8%	19.1%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Animal-related: animal protection & welfare							
CEO/Executive Director	25	6.4%	-5.3%	2.0%	7.5%	12.2%	15.7%
Animal-related: wildlife preservation & protection							
CEO/Executive Director	12	7.1%		0.3%	7.3%	14.4%	
Animal-related: zoos & aquariums							
CEO/Executive Director	6	5.0%			5.8%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	40	5.5%	-0.1%	1.4%	5.5%	9.7%	15.0%
Top Finance Position	7	5.6%			7.3%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	17	4.8%		0.2%	3.5%	10.2%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	8	-3.6%			0.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	38	1.4%	-7.8%	-3.6%	0.0%	8.3%	12.0%
Top Finance Position	10	3.4%		0.0%	2.6%	6.1%	
Top Operations Position	7	7.7%			8.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	70	1.8%	-9.5%	-2.3%	1.1%	5.3%	15.1%
Top Development Position	7	-4.4%			1.7%		
Top Finance Position	8	2.2%			2.3%		
Top Marketing Position	6	7.5%			7.1%		
Top Operations Position	6	-0.3%			0.1%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	7	2.4%			3.0%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	-0.9%			2.9%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	27	4.7%	-1.6%	0.8%	3.1%	10.0%	13.6%
Community improvement, capacity building: economic development							
CEO/Executive Director	11	4.0%		-0.4%	3.0%	8.3%	
Community improvement, capacity building: service & other							
CEO/Executive Director	7	4.9%			6.9%		
Crime, legal-related: crime prevention							
CEO/Executive Director	8	3.2%			1.0%		
Crime, legal-related: legal services							
CEO/Executive Director	11	5.1%		-0.1%	3.1%	10.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	0.0%			0.0%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	6.2%			2.5%		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	8	5.7%			4.3%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	10	2.9%		0.0%	0.5%	5.3%	
Educational institutions & related activities: adult education							
CEO/Executive Director	8	5.6%			3.3%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	17	5.3%		0.0%	4.6%	9.4%	
Educational institutions & related activities: educational services							
CEO/Executive Director	30	-0.1%	-10.0%	-2.2%	0.2%	2.9%	8.4%
Top Finance Position	5	1.0%			2.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	215	2.9%	-7.2%	-0.1%	2.6%	8.0%	13.7%
Top Administrative Position	11	5.3%		-1.0%	4.7%	13.6%	
Top Development Position	8	4.5%			3.4%		
Top Education Position	10	6.2%		0.3%	3.5%	15.7%	
Top Finance Position	36	2.8%	-4.8%	-2.0%	3.1%	6.7%	10.7%
Top Operations Position	22	4.7%	-8.1%	0.0%	6.0%	8.9%	13.5%
Educational institutions & related activities: higher education							
CEO/Executive Director	19	2.0%		-2.4%	1.4%	3.4%	
Top Administrative Position	10	5.9%		3.4%	5.6%	8.2%	
Top Business Position	7	2.8%			1.8%		
Top Development Position	8	4.2%			2.3%		
Top Education Position	14	3.5%		1.8%	2.8%	4.2%	
Top Finance Position	17	3.7%		0.2%	2.3%	6.3%	
Top Technology Position	5	-0.1%			3.1%		
Educational institutions & related activities: libraries							
CEO/Executive Director	6	3.7%			3.6%		
Educational institutions & related activities: service & other							
CEO/Executive Director	46	2.9%	-2.4%	0.0%	2.2%	5.7%	10.7%
Top Finance Position	9	4.9%			3.3%		
Top Operations Position	6	2.2%			2.1%		
Educational institutions & related activities: student services							
CEO/Executive Director	14	6.1%		0.1%	5.0%	12.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Educational institutions & related activities: vocational & technical schools							
CEO/Executive Director	8	1.6%			1.1%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	21	1.2%	-7.4%	-2.3%	2.9%	6.0%	11.5%
Top Finance Position	14	2.1%		-0.1%	2.0%	5.1%	
Top Operations Position	5	1.7%			2.4%		
Environmental quality, protection, & beautification: botanical, horticultural, & landscape services							
CEO/Executive Director	6	4.9%			7.4%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	6.0%		0.8%	8.8%	9.4%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	8	-3.1%			0.0%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	19	5.4%		0.3%	5.2%	8.1%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	31	4.8%	-6.7%	0.4%	5.0%	8.5%	18.3%
Top Finance Position	13	4.4%		0.0%	3.4%	9.5%	
Top Operations Position	8	9.4%			3.0%		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	8	-0.4%			-1.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	3.2%			1.9%		
Health—general & rehabilitative: health support							
CEO/Executive Director	12	-1.3%		-3.9%	-0.6%	0.6%	
Top Finance Position	5	7.7%			7.8%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	39	3.0%	-10.3%	0.1%	3.2%	8.3%	13.7%
Top Administrative Position	6	4.8%			8.1%		
Top Finance Position	20	5.5%	-2.4%	2.6%	6.2%	9.5%	15.0%
Top Human Resources Position	9	4.3%			4.6%		
Top Operations Position	21	5.2%	-3.8%	0.5%	6.3%	11.3%	15.5%
Top Technology Position	5	12.3%			12.4%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	2.4%			4.6%		
Top Administrative Position	6	4.0%			3.7%		
Top Finance Position	5	7.6%			6.3%		
Health—general & rehabilitative: public health							
CEO/Executive Director	16	5.2%		1.2%	5.1%	10.3%	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	7	6.0%			5.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	7	7.1%			5.5%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	15	2.6%		-0.7%	1.6%	7.2%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	49	4.7%	-0.6%	0.2%	3.7%	8.4%	15.6%
Top Finance Position	9	7.6%			5.7%		
Housing, shelter: housing support							
CEO/Executive Director	10	2.9%		0.1%	1.1%	4.0%	
Housing, shelter: service & other							
CEO/Executive Director	7	5.8%			4.6%		
Housing, shelter: temporary housing							
CEO/Executive Director	16	5.8%		0.9%	5.4%	8.6%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	112	4.9%	-4.0%	0.0%	3.3%	9.5%	17.0%
Top Administrative Position	5	3.9%			4.7%		
Top Finance Position	29	7.5%	-0.9%	3.2%	8.3%	11.8%	16.1%
Top Operations Position	16	8.1%		2.9%	7.0%	14.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	85	4.4%	-7.2%	0.0%	4.2%	9.4%	13.9%
Top Finance Position	33	2.7%	-5.4%	-1.8%	2.2%	8.7%	12.4%
Top Operations Position	16	4.7%		1.1%	3.4%	6.9%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	15	1.6%		-2.4%	0.0%	4.9%	
Human services—multipurpose & other: family services							
CEO/Executive Director	49	3.7%	-2.6%	0.0%	2.6%	7.4%	14.2%
Top Finance Position	10	5.2%		1.6%	4.6%	10.0%	
Top Operations Position	5	-0.3%			0.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	72	4.8%	-2.0%	0.1%	5.1%	8.8%	12.7%
Top Finance Position	32	3.1%	-10.6%	0.0%	5.4%	10.4%	13.2%
Top Human Resources Position	9	0.2%			0.9%		
Top Operations Position	12	2.2%		-2.8%	6.4%	9.4%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	20	0.7%	-11.2%	-1.0%	1.2%	4.2%	9.9%
Top Finance Position	7	9.6%			12.4%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	13	0.8%		-5.1%	0.0%	5.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	32	5.4%	-5.7%	0.2%	4.8%	10.2%	16.7%
Top Business Position	5	2.0%			4.0%		
Top Finance Position	17	4.3%		1.5%	3.1%	7.1%	
Top Marketing Position	7	2.8%			4.0%		
Top Operations Position	8	7.5%			6.8%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	11	6.4%		-0.1%	2.5%	12.9%	
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	-0.2%		-1.2%	0.4%	2.8%	
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	6.8%			8.3%		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	5	1.2%			0.0%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	32	2.2%	-4.2%	-0.5%	0.9%	5.8%	8.0%
Top Finance Position	16	3.7%		-0.5%	3.3%	6.6%	
Top Operations Position	12	5.8%		1.6%	3.8%	12.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	31	2.7%	-2.2%	0.0%	2.3%	5.2%	8.0%
Top Finance Position	12	4.2%		2.7%	5.1%	6.5%	
Top Operations Position	8	7.8%			8.9%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	12	6.0%		1.9%	3.9%	8.3%	
Top Finance Position	7	7.8%			7.3%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	8	1.5%			0.8%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	23	5.8%	-2.8%	1.8%	5.0%	7.3%	19.3%
Top Finance Position	10	6.3%		3.0%	5.6%	9.7%	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	8	-3.5%			-3.9%		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	7	1.4%			2.1%		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	8	8.0%			5.1%		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	8	6.8%			9.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	7	7.7%			3.7%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	7	2.7%			4.2%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	23	4.1%	-6.0%	-2.6%	0.7%	8.1%	20.7%
Top Finance Position	6	9.9%			11.1%		
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	7	-0.5%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	80	0.2%	-9.3%	-3.8%	0.0%	4.0%	10.9%
Top Finance Position	6	5.9%			4.9%		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	6	3.9%			4.4%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	15	4.2%		0.8%	3.6%	8.3%	
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	12	2.9%		-0.4%	0.3%	4.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
Youth development: adult & child matching programs							
CEO/Executive Director	7	3.0%			2.9%		
Youth development: scouting							
CEO/Executive Director	8	1.4%			2.1%		
Youth development: service & other							
CEO/Executive Director	9	1.9%			2.0%		
Youth development: youth centers & clubs							
CEO/Executive Director	21	6.8%	-0.4%	1.9%	5.2%	9.3%	15.4%
Youth development: youth development programs							
CEO/Executive Director	36	2.8%	-16.6%	-3.8%	2.3%	12.5%	17.6%
Top Finance Position	6	2.7%			1.4%		
Top Operations Position	5	1.7%			4.1%		
Georgia							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	2.6%			0.0%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	16	2.1%		-0.8%	2.4%	8.1%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	8	7.8%			5.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	4.7%			0.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	12	4.0%		-0.1%	1.0%	8.9%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	27	1.7%	-3.8%	-0.5%	1.3%	3.7%	9.9%
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	0.1%			0.2%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	8.2%			3.9%		
Crime, legal-related: legal services							
CEO/Executive Director	8	6.5%			6.4%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	15	3.0%		-2.1%	2.3%	6.2%	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	4.2%			4.1%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	6.2%			1.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	9	8.7%			5.5%		
Educational institutions & related activities: educational services							
CEO/Executive Director	22	1.0%	-10.9%	0.0%	1.9%	6.1%	8.4%
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	97	3.1%	-5.1%	-0.1%	3.5%	8.4%	12.1%
Top Development Position	12	-0.2%		-2.8%	1.9%	4.0%	
Top Education Position	5	4.3%			2.8%		
Top Finance Position	41	4.2%	-3.3%	0.0%	3.1%	7.7%	14.7%
Top Operations Position	9	3.1%			0.8%		
Educational institutions & related activities: higher education							
CEO/Executive Director	19	0.1%		-3.4%	0.8%	2.4%	
Top Administrative Position	9	-0.3%			3.1%		
Top Development Position	6	-1.9%			1.0%		
Top Education Position	13	3.5%		-1.1%	3.8%	7.7%	
Top Finance Position	13	3.3%		-1.2%	2.1%	4.1%	
Top Human Resources Position	5	6.3%			1.9%		
Top PR/Communications Position	5	4.8%			2.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	25	5.0%	-0.4%	1.4%	3.7%	9.8%	15.3%
Top Administrative Position	5	6.1%			4.8%		
Top Finance Position	12	6.1%		3.3%	5.1%	8.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	5.8%			9.0%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	2.7%			2.4%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	10.2%			11.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	19	4.5%		1.6%	2.8%	6.4%	
Top Finance Position	16	6.5%		2.7%	6.4%	12.6%	
Top Operations Position	5	4.9%			2.8%		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	4.2%			4.6%		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	5.1%			4.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	26	5.5%	-10.5%	1.8%	7.5%	13.3%	20.5%
Top Administrative Position	8	4.8%			5.2%		
Top Finance Position	25	6.9%	-2.0%	2.2%	4.8%	11.9%	19.7%
Top Human Resources Position	7	7.3%			6.4%		
Top Legal Position	5	3.1%			3.2%		
Top Operations Position	17	5.5%		1.2%	4.1%	9.0%	
Top Technology Position	5	-0.8%			4.4%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	2.8%			2.9%		
Top Operations Position	5	3.9%			1.8%		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	10.4%			12.0%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	4.6%			2.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	27	0.9%	-12.9%	-1.6%	2.4%	5.6%	12.3%
Housing, shelter: temporary housing							
CEO/Executive Director	9	7.8%			11.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	37	3.3%	-3.8%	0.0%	2.5%	6.0%	12.4%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	37	2.9%	-5.6%	0.0%	3.0%	8.8%	12.2%
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	7	2.0%			0.0%		
Human services—multipurpose & other: family services							
CEO/Executive Director	34	3.6%	-3.3%	0.0%	3.5%	8.4%	13.6%
Human services—multipurpose & other: human services							
CEO/Executive Director	41	2.9%	-12.2%	0.0%	3.5%	9.0%	14.8%
Top Finance Position	12	2.4%		-1.8%	2.9%	6.4%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	5.9%			1.8%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	11	6.0%		0.8%	7.8%	11.2%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	7.4%			9.8%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	9	1.2%			0.0%		
Mental health, crisis intervention: counseling							
CEO/Executive Director	6	4.5%			4.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	15	1.9%		0.0%	0.4%	2.9%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	14	4.4%		0.2%	3.0%	11.4%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	5.0%			4.0%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	8.8%			8.2%		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	0.6%			1.8%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	13	-1.5%		-3.0%	-0.8%	3.9%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	69	1.1%	-12.8%	-3.8%	1.5%	6.8%	14.0%
Top Finance Position	12	2.1%		1.7%	4.3%	4.8%	
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	1.5%			2.2%		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	8	5.5%			6.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
Youth development: youth centers & clubs							
CEO/Executive Director	10	8.5%		3.6%	6.7%	9.2%	
Youth development: youth development programs							
CEO/Executive Director	22	3.3%	-3.3%	0.0%	0.5%	7.4%	12.3%
Hawaii							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	3.5%			1.5%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	5.8%			2.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	23	5.2%	-2.4%	1.2%	4.2%	8.5%	17.6%
Top Administrative Position	5	3.3%			4.4%		
Top Finance Position	6	10.7%			10.2%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	6.1%			3.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	10.2%			8.8%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	6.2%			-1.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hawaii							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	9	2.0%			0.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	9.0%			8.7%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	-2.1%			0.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	2.9%		-1.2%	1.9%	4.5%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	8.2%			4.0%		
Youth development: youth development programs							
CEO/Executive Director	5	2.5%			0.7%		
Idaho							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	2.6%			5.5%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	6.7%			5.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	18	4.3%		2.4%	4.0%	6.9%	
Top Administrative Position	14	4.4%		1.8%	3.5%	5.0%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	4.6%			2.9%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	9.4%			10.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	2.2%			-0.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	4.7%			-0.2%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	1.9%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	4.1%			4.9%		
Illinois							
Animal-related: animal protection & welfare							
CEO/Executive Director	18	1.4%		-0.3%	1.9%	4.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	44	1.7%	-11.8%	-3.0%	1.9%	5.5%	18.9%
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	9	-0.2%			2.3%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	11	3.3%		0.6%	3.0%	8.5%	
Arts, culture, & humanities: museums							
CEO/Executive Director	21	1.8%	-6.3%	0.0%	1.6%	7.6%	12.3%
Top Finance Position	6	2.9%			2.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	62	0.6%	-10.6%	-2.8%	0.1%	3.1%	10.5%
Top Administrative Position	5	3.3%			0.0%		
Top Finance Position	7	3.6%			2.0%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	11	1.7%		0.1%	1.4%	4.7%	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	5.0%			2.9%		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	5	4.0%			3.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	16	7.2%		0.8%	4.6%	12.0%	
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	5	3.7%			3.6%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	7	0.7%			0.8%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	28	4.0%	-3.4%	0.3%	3.2%	7.3%	9.6%
Top Finance Position	6	0.8%			1.2%		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	6	5.0%			3.7%		
Community improvement, capacity building: economic development							
CEO/Executive Director	11	1.5%		0.0%	1.2%	3.7%	
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	5	4.6%			4.7%		
Community improvement, capacity building: service & other							
CEO/Executive Director	9	1.7%			0.0%		
Crime, legal-related: legal services							
CEO/Executive Director	10	1.6%		-1.0%	2.8%	3.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Crime, legal-related: protection against abuse							
CEO/Executive Director	15	2.6%		1.1%	2.8%	6.0%	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	8.2%			5.9%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	10	-0.7%		-4.4%	1.2%	3.7%	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	14	5.5%		1.4%	4.2%	11.7%	
Top Finance Position	5	7.1%			3.3%		
Top Technology Position	5	9.3%			6.7%		
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
CEO/Executive Director	6	5.0%			5.6%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	12	0.8%		-0.9%	2.3%	4.1%	
Educational institutions & related activities: adult education							
CEO/Executive Director	8	0.9%			1.3%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	11	1.2%		0.5%	4.6%	6.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational institutions & related activities: educational services							
CEO/Executive Director	22	6.5%	-1.6%	0.2%	2.6%	11.4%	22.8%
Top Operations Position	5	0.9%			2.6%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	120	2.8%	-5.6%	-0.9%	2.0%	6.8%	13.0%
Top Administrative Position	14	2.1%		-0.7%	2.5%	5.0%	
Top Business Position	6	1.3%			3.3%		
Top Development Position	10	1.1%		-0.8%	1.5%	4.5%	
Top Education Position	11	3.6%		0.7%	1.9%	7.7%	
Top Finance Position	26	2.3%	-4.1%	0.0%	2.9%	4.7%	8.2%
Top Operations Position	17	3.8%		1.3%	2.7%	6.5%	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	9	-1.1%			-0.7%		
Top Education Position	5	1.0%			-1.3%		
Top Finance Position	8	2.2%			2.7%		
Educational institutions & related activities: higher education							
CEO/Executive Director	32	3.3%	-3.1%	0.0%	1.5%	7.0%	11.0%
Top Administrative Position	12	2.2%		0.5%	1.4%	5.1%	
Top Development Position	16	1.7%		-1.3%	0.4%	2.6%	
Top Education Position	18	2.7%		-0.3%	1.0%	5.6%	
Top Finance Position	24	2.1%	-5.7%	-0.6%	2.6%	5.8%	9.0%
Top Operations Position	5	3.6%			-1.0%		
Top Technology Position	11	3.2%		-1.2%	2.0%	5.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Educational institutions & related activities: service & other							
CEO/Executive Director	39	4.8%	-0.1%	1.4%	3.6%	8.5%	11.2%
Top Finance Position	13	4.1%		2.5%	3.8%	6.5%	
Top Operations Position	5	6.3%			6.6%		
Educational institutions & related activities: student services							
CEO/Executive Director	16	4.1%		0.4%	2.8%	4.4%	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	17	1.3%		-0.6%	1.7%	5.1%	
Top Education Position	8	5.7%			4.2%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	10	3.8%		0.7%	2.5%	5.1%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	12	3.3%		0.1%	4.1%	8.7%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	8	2.8%			4.2%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	13	4.9%		2.8%	6.0%	8.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	20	4.9%	-2.1%	0.0%	3.1%	11.1%	15.2%
Top Finance Position	11	2.1%		-2.9%	0.4%	5.2%	
Top Operations Position	7	5.9%			4.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	44	4.1%	-4.6%	-1.5%	3.4%	8.1%	16.5%
Top Business Position	5	3.3%			1.9%		
Top Finance Position	34	3.6%	-7.9%	0.1%	3.6%	9.9%	13.2%
Top Human Resources Position	6	7.7%			8.8%		
Top Legal Position	6	-3.8%			-5.2%		
Top Operations Position	19	5.8%		-2.6%	5.5%	13.9%	
Top Technology Position	10	0.3%		-8.5%	0.5%	6.3%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	7.7%			4.4%		
Top Administrative Position	9	4.5%			5.2%		
Top Finance Position	7	6.4%			4.4%		
Health—general & rehabilitative: public health							
CEO/Executive Director	10	-0.1%		-2.5%	-1.0%	3.5%	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	7	6.3%			4.6%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	0.1%			-1.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Health—general & rehabilitative: service & other							
CEO/Executive Director	19	8.1%		1.0%	8.2%	15.8%	
Top Finance Position	5	3.8%			4.2%		
Top Technology Position	5	4.9%			3.9%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	7	2.8%			0.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	23	2.6%	-9.4%	-1.8%	2.2%	5.8%	13.7%
Housing, shelter: housing support							
CEO/Executive Director	8	2.9%			2.5%		
Housing, shelter: temporary housing							
CEO/Executive Director	9	3.1%			3.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	118	2.7%	-5.3%	-0.2%	2.9%	6.3%	11.1%
Top Administrative Position	7	1.6%			2.4%		
Top Finance Position	31	3.2%	-4.3%	-0.1%	2.6%	6.8%	12.9%
Top Human Resources Position	6	0.0%			2.4%		
Top Operations Position	10	2.3%		1.2%	3.3%	7.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	67	5.0%	-1.2%	0.8%	3.4%	8.7%	13.2%
Top Finance Position	13	3.3%		3.6%	4.8%	5.7%	
Top Operations Position	11	2.3%		-2.8%	4.4%	8.4%	
Top Program Position	6	8.5%			7.2%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	-0.7%			1.2%		
Human services—multipurpose & other: family services							
CEO/Executive Director	50	2.0%	-9.0%	-2.6%	1.6%	7.9%	13.7%
Top Finance Position	8	4.0%			2.3%		
Top Operations Position	5	1.9%			-0.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	85	2.8%	-3.9%	0.0%	2.2%	6.6%	10.7%
Top Finance Position	24	2.9%	-2.7%	0.6%	3.3%	5.0%	10.5%
Top Operations Position	12	5.7%		2.2%	4.4%	7.9%	
Top Program Position	5	3.7%			1.9%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	20	2.1%	-7.4%	-4.4%	2.8%	7.4%	12.0%
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	5.2%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	37	4.1%	-4.4%	0.0%	2.9%	9.4%	16.3%
Top Administrative Position	7	3.6%			2.8%		
Top Finance Position	17	5.2%		1.6%	4.3%	8.0%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	8	3.1%			2.0%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	16	3.4%		0.0%	2.6%	5.8%	
Mental health, crisis intervention: counseling							
CEO/Executive Director	9	1.8%			3.0%		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	9	5.8%			2.0%		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	8	6.6%			6.8%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	39	3.9%	-6.9%	0.0%	2.8%	10.1%	16.1%
Top Finance Position	8	3.7%			4.0%		
Top Operations Position	6	4.1%			5.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	15	1.0%		-2.9%	0.5%	7.1%	
Top Finance Position	5	-0.4%			4.2%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	13	-0.3%		-0.1%	0.0%	2.2%	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	5	0.1%			0.0%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	18	5.4%		1.8%	4.2%	4.8%	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	8	4.2%			3.0%		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	1.9%			2.4%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	11	-0.8%		-3.7%	0.0%	3.6%	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	7	0.2%			0.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	52	1.5%	-5.0%	-3.1%	0.1%	4.2%	14.5%
Top Finance Position	8	1.4%			-0.3%		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	5	8.9%			8.1%		
Youth development: adult & child matching programs							
CEO/Executive Director	6	5.0%			3.8%		
Youth development: scouting							
CEO/Executive Director	7	-1.9%			0.1%		
Youth development: youth centers & clubs							
CEO/Executive Director	16	3.6%		-0.1%	3.6%	8.0%	
Youth development: youth development programs							
CEO/Executive Director	45	4.5%	-3.5%	0.0%	2.4%	9.0%	20.7%
Top Operations Position	6	4.3%			7.5%		
Indiana							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	2.9%		-0.6%	3.1%	7.6%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	15	2.4%		-1.2%	0.0%	6.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	10	1.7%		0.0%	0.8%	4.4%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	-0.1%			0.4%		
Arts, culture, & humanities: museums							
CEO/Executive Director	11	0.5%		-1.6%	1.1%	4.7%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	20	-0.6%	-14.3%	-5.9%	-0.4%	4.8%	14.2%
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	16	1.4%		-1.3%	1.5%	7.6%	
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	5.9%			8.7%		
Community improvement, capacity building: economic development							
CEO/Executive Director	11	-1.0%		-2.5%	0.6%	3.0%	
Crime, legal-related: protection against abuse							
CEO/Executive Director	5	4.1%			1.1%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	6	3.7%			5.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Educational institutions & related activities: adult education							
CEO/Executive Director	5	7.2%			9.2%		
Educational institutions & related activities: educational services							
CEO/Executive Director	13	1.0%		0.0%	1.6%	6.5%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	50	3.1%	-5.8%	-0.4%	2.7%	6.8%	11.7%
Top Business Position	7	1.8%			1.5%		
Top Finance Position	16	2.9%		0.1%	3.9%	6.5%	
Educational institutions & related activities: higher education							
CEO/Executive Director	17	4.2%		0.0%	1.9%	9.5%	
Top Administrative Position	9	4.2%			3.8%		
Top Development Position	13	1.5%		0.6%	1.4%	4.1%	
Top Education Position	11	0.8%		-1.3%	1.9%	6.1%	
Top Finance Position	18	3.6%		1.0%	2.3%	7.6%	
Educational institutions & related activities: libraries							
CEO/Executive Director	5	4.1%			3.6%		
Educational institutions & related activities: service & other							
CEO/Executive Director	29	5.8%	-2.3%	0.0%	5.6%	10.2%	17.4%
Educational institutions & related activities: student services							
CEO/Executive Director	7	1.5%			1.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	13	-2.2%		-12.2%	-1.7%	6.6%	
Top Finance Position	5	1.4%			4.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	3.1%			3.4%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	12	7.7%		4.0%	5.3%	10.8%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	12	1.4%		0.1%	4.1%	6.1%	
Top Finance Position	5	6.6%			7.6%		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	7.2%			6.6%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	18	9.4%		4.5%	12.0%	14.3%	
Top Finance Position	14	5.8%		1.9%	5.5%	10.4%	
Top Operations Position	5	6.8%			3.2%		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	2.6%			3.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	16	2.1%		-1.6%	0.0%	2.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Housing, shelter: temporary housing							
CEO/Executive Director	12	3.5%		0.7%	2.7%	5.6%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	54	4.2%	-2.9%	0.4%	3.2%	7.9%	15.9%
Top Finance Position	13	2.5%		-1.0%	3.0%	8.6%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	27	3.7%	-2.9%	0.3%	3.1%	8.8%	14.0%
Top Finance Position	6	1.2%			3.9%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	8.0%			7.6%		
Human services—multipurpose & other: family services							
CEO/Executive Director	25	2.1%	-0.8%	0.1%	1.8%	4.0%	8.8%
Top Finance Position	6	2.9%			3.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	52	2.7%	-5.0%	-0.8%	2.5%	5.5%	10.9%
Top Finance Position	15	5.3%		1.9%	3.8%	9.5%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	9	6.8%			4.5%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	6.7%			6.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	14	2.2%		0.1%	1.8%	3.6%	
Top Finance Position	5	5.8%			3.9%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	11	2.5%		1.8%	3.0%	6.0%	
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	3.2%			0.9%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	20	4.7%	-1.0%	-0.4%	2.1%	7.4%	16.7%
Top Finance Position	6	1.1%			2.2%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	12	6.4%		0.3%	4.1%	12.4%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	7	2.2%			2.7%		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	6	2.1%			5.6%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	38	3.6%	-4.6%	0.9%	4.1%	5.7%	11.1%
Top Finance Position	7	7.8%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	6.0%			4.6%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	-2.3%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	29	4.1%	-4.1%	-0.7%	2.6%	7.9%	14.5%
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	7	8.3%			4.7%		
Youth development: scouting							
CEO/Executive Director	7	2.9%			2.1%		
Youth development: service & other							
CEO/Executive Director	6	8.6%			6.2%		
Youth development: youth centers & clubs							
CEO/Executive Director	11	4.7%		0.2%	4.1%	9.9%	
Youth development: youth development programs							
CEO/Executive Director	23	3.5%	-5.5%	0.0%	2.9%	7.0%	12.3%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	3.5%		2.6%	4.3%	4.8%	
Arts, culture, & humanities: museums							
CEO/Executive Director	6	-2.2%			1.1%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	4.6%		0.9%	2.2%	7.6%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	11	4.6%		2.0%	3.7%	5.6%	
Community improvement, capacity building: economic development							
CEO/Executive Director	5	1.6%			1.2%		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	-1.1%			0.0%		
Top Finance Position	5	-3.5%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	4.1%		1.1%	3.6%	6.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Educational institutions & related activities: higher education							
CEO/Executive Director	18	-0.1%		-2.6%	-0.9%	6.7%	
Top Administrative Position	10	1.1%		-1.8%	1.6%	3.5%	
Top Development Position	10	5.3%		0.8%	3.6%	8.6%	
Top Education Position	15	3.4%		0.3%	1.6%	3.4%	
Top Finance Position	13	3.6%		1.2%	2.4%	3.2%	
Educational institutions & related activities: service & other							
CEO/Executive Director	8	4.7%			2.8%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	8	6.5%			5.8%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	3.9%			3.0%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	7.6%			6.1%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	10	4.7%		1.6%	5.7%	9.6%	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	16	-4.1%		-10.0%	-2.8%	3.7%	
Top Finance Position	16	4.1%		-0.2%	4.4%	9.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	5.4%			4.1%		
Top Administrative Position	7	1.9%			1.6%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	16	4.9%		1.6%	4.8%	7.9%	
Housing, shelter: temporary housing							
CEO/Executive Director	7	9.7%			8.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	32	3.6%	-2.6%	1.4%	3.7%	7.6%	10.7%
Top Finance Position	12	10.3%		6.3%	8.6%	14.1%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	3.1%		1.3%	4.3%	5.4%	
Human services—multipurpose & other: family services							
CEO/Executive Director	11	2.5%		0.4%	2.6%	3.8%	
Human services—multipurpose & other: human services							
CEO/Executive Director	32	1.4%	-6.7%	-0.1%	3.1%	5.3%	7.0%
Top Finance Position	9	5.0%			5.8%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	7.8%			11.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	18	4.0%		-1.8%	5.0%	7.8%	
Top Administrative Position	6	4.9%			3.8%		
Top Finance Position	11	4.2%		-1.3%	3.9%	9.7%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	1.7%			5.6%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	13	3.3%		-0.6%	1.4%	10.1%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	11	2.3%		-1.7%	2.8%	8.6%	
Top Finance Position	5	6.0%			4.8%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	7	3.5%			3.4%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	1.4%			1.3%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	0.9%			0.6%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	-5.7%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
Youth development: youth development programs							
CEO/Executive Director	8	4.9%			5.3%		
Kansas							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	6.6%			4.7%		
Arts, culture, & humanities: museums							
CEO/Executive Director	8	3.9%			4.3%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	1.1%		-2.1%	2.0%	6.3%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	24	2.9%	-1.9%	0.0%	3.3%	6.0%	11.0%
Top Finance Position	6	-0.8%			0.1%		
Educational institutions & related activities: higher education							
CEO/Executive Director	19	3.2%		0.5%	3.3%	6.9%	
Top Administrative Position	7	5.2%			3.0%		
Top Education Position	8	7.0%			6.4%		
Top Finance Position	11	2.4%		-4.8%	2.5%	5.6%	
Educational institutions & related activities: service & other							
CEO/Executive Director	11	3.5%		0.1%	4.0%	6.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Educational institutions & related activities: student services							
CEO/Executive Director	11	4.4%		0.2%	3.3%	7.9%	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	3.4%			2.6%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	8.1%			4.4%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	2.8%			2.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	4.0%			3.7%		
Top Finance Position	5	3.7%			4.7%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	2.1%			1.9%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	16	3.5%		-2.1%	1.4%	8.2%	
Top Finance Position	9	5.3%			2.3%		
Top Operations Position	8	1.8%			4.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	4.7%			5.8%		
Top Administrative Position	11	4.6%		2.0%	6.8%	10.1%	
Top Finance Position	6	7.1%			7.6%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	5.2%		0.6%	5.0%	9.5%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	39	5.9%	-0.7%	2.5%	5.2%	10.1%	15.0%
Top Finance Position	11	5.4%		3.9%	4.4%	5.8%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	4.7%		-0.2%	4.1%	9.4%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	1.8%			2.6%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	4.0%			3.2%		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	4.8%		0.6%	3.8%	8.8%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	4.3%			3.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	16	4.5%		1.2%	5.5%	8.4%	
Top Finance Position	9	5.7%			6.2%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	10	0.4%		-4.7%	3.1%	7.6%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	0.3%			0.0%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	16	7.4%		3.4%	6.1%	10.2%	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	-0.1%			3.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	0.9%		-1.3%	0.0%	5.1%	
Youth development: youth development programs							
CEO/Executive Director	5	6.2%			5.0%		
Kentucky							
Animal-related: animal protection & welfare							
CEO/Executive Director	5	3.3%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	-0.6%			0.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	-0.6%			-0.7%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	19	-0.6%		-8.5%	0.0%	4.5%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	6.0%			1.8%		
Community improvement, capacity building: economic development							
CEO/Executive Director	10	3.7%		0.5%	2.9%	8.7%	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	0.2%			4.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	8	3.2%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	23	4.2%	-1.2%	-0.4%	2.5%	6.3%	9.1%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Educational institutions & related activities: higher education							
CEO/Executive Director	13	1.8%		-0.3%	1.3%	3.5%	
Top Administrative Position	8	4.1%			3.9%		
Top Development Position	5	5.0%			4.5%		
Top Education Position	5	10.8%			11.5%		
Top Finance Position	11	5.2%		2.0%	2.7%	6.7%	
Educational institutions & related activities: service & other							
CEO/Executive Director	7	3.4%			2.3%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	6.2%			5.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	17	3.2%		0.0%	1.1%	8.2%	
Top Finance Position	14	4.3%		-0.1%	0.5%	7.9%	
Top Operations Position	7	1.0%			1.1%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	7	8.2%			9.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	14	4.9%		1.6%	5.2%	8.7%	
Housing, shelter: temporary housing							
CEO/Executive Director	5	7.4%			7.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	0.6%		0.0%	2.0%	4.2%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	4.1%		0.1%	3.0%	7.9%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	0.6%			1.1%		
Human services—multipurpose & other: family services							
CEO/Executive Director	14	5.1%		0.3%	3.4%	8.4%	
Human services—multipurpose & other: human services							
CEO/Executive Director	23	3.0%	-6.0%	-0.5%	2.9%	6.7%	10.6%
Top Finance Position	9	2.3%			4.0%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	-0.7%			0.6%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	8	5.8%			4.4%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	6.6%			3.6%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	3.7%			2.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	5.8%			5.6%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	4.4%		0.0%	2.4%	8.4%	
Youth development: youth development programs							
CEO/Executive Director	6	4.8%			5.2%		
Louisiana							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	16	2.3%		0.0%	2.4%	5.7%	
Arts, culture, & humanities: museums							
CEO/Executive Director	8	1.6%			0.4%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	1.8%		0.7%	1.2%	4.5%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	0.2%			0.0%		
Crime, legal-related: legal services							
CEO/Executive Director	6	-3.2%			-2.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	9.0%			7.5%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	-4.6%			-2.2%		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	5.2%			6.3%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	47	1.3%	-5.2%	-1.7%	1.4%	6.3%	9.7%
Top Finance Position	11	2.6%		-0.5%	2.8%	6.6%	
Educational institutions & related activities: higher education							
CEO/Executive Director	6	1.9%			1.7%		
Educational institutions & related activities: service & other							
CEO/Executive Director	15	3.7%		0.0%	2.9%	7.1%	
Top Finance Position	5	3.2%			4.3%		
Top Operations Position	5	4.9%			3.8%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	1.3%			1.8%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	-0.6%			1.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	15	4.7%		0.4%	3.0%	9.3%	
Top Finance Position	7	10.5%			10.8%		
Top Operations Position	6	4.6%			3.9%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	3.5%			4.0%		
Top Finance Position	8	4.3%			3.0%		
Top Operations Position	6	8.2%			7.9%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	4.7%			1.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	3.7%		0.0%	3.0%	9.1%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	37	1.8%	-2.9%	0.0%	2.0%	3.1%	7.2%
Top Finance Position	5	4.7%			2.7%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	2.9%			0.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	11	4.4%		0.2%	5.1%	7.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
Human services—multipurpose & other: human services							
CEO/Executive Director	25	2.6%	-6.5%	-2.4%	2.7%	8.5%	11.2%
Top Finance Position	10	1.5%		-1.7%	-0.8%	1.3%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	1.4%			1.5%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	-0.4%			1.1%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	2.3%			1.1%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	10	3.6%		1.1%	4.7%	6.9%	
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	5	0.7%			4.1%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	20	3.6%	-0.2%	0.0%	0.4%	5.5%	14.9%
Youth development: youth development programs							
CEO/Executive Director	7	-1.0%			-0.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	-3.2%			-1.2%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	2.0%			0.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	7	3.7%			3.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	21	1.5%	-8.3%	0.0%	2.0%	6.6%	8.9%
Arts, culture, & humanities: visual arts							
CEO/Executive Director	5	-1.1%			-1.2%		
Community improvement, capacity building: economic development							
CEO/Executive Director	7	1.3%			2.8%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	8.2%			12.4%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	4.1%	-5.3%	-0.2%	2.8%	7.4%	17.6%
Top Finance Position	14	3.5%		0.3%	4.1%	5.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Educational institutions & related activities: higher education							
CEO/Executive Director	11	5.1%		1.3%	2.2%	7.2%	
Top Administrative Position	6	6.6%			4.0%		
Top Education Position	7	0.7%			1.4%		
Top Finance Position	6	4.7%			3.9%		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	3.3%			7.6%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	5.6%			5.2%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	24	3.9%	-2.8%	0.0%	3.3%	6.5%	11.2%
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	8.6%			8.8%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	13	5.7%		-2.8%	5.9%	18.6%	
Health—general & rehabilitative: health support							
CEO/Executive Director	6	2.6%			2.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	12	7.9%		0.8%	4.8%	12.8%	
Top Finance Position	13	5.4%		1.1%	3.5%	7.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	7.0%			7.1%		
Top Finance Position	5	4.1%			2.5%		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	3.5%			2.2%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	4.7%			5.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	3.9%		0.5%	4.3%	7.8%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	17	4.2%		2.8%	6.2%	7.6%	
Top Finance Position	7	5.0%			4.2%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	8.1%			5.5%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	4.0%			2.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	20	3.3%	-3.9%	0.2%	2.8%	6.7%	11.7%
Top Finance Position	8	9.2%			5.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maine							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	6.3%			4.3%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	2.8%			1.4%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	-2.2%			-1.4%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	15	8.1%		3.6%	5.0%	13.7%	
Top Finance Position	7	2.8%			0.8%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	8.5%			5.2%		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	7	-1.6%			1.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	-2.7%			0.0%		
Youth development: youth development programs							
CEO/Executive Director	8	3.6%			2.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Animal-related: animal protection & welfare							
CEO/Executive Director	19	5.0%		0.0%	3.0%	7.1%	
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	1.8%			4.2%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	26	5.2%	-1.1%	0.2%	2.5%	8.1%	16.3%
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	11	1.9%		0.0%	1.2%	2.3%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	11	1.6%		-1.4%	1.5%	5.0%	
Arts, culture, & humanities: museums							
CEO/Executive Director	12	1.0%		0.0%	1.9%	3.9%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	26	0.8%	-10.8%	-1.8%	0.0%	4.4%	12.7%
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	-0.1%			1.6%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	11	3.0%		0.0%	2.7%	4.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	16	4.0%		-0.7%	4.2%	5.2%	
Community improvement, capacity building: economic development							
CEO/Executive Director	12	3.7%		0.5%	2.3%	4.4%	
Crime, legal-related: legal services							
CEO/Executive Director	5	2.0%			3.3%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	6	3.5%			3.4%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	7	7.4%			4.2%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	9	2.0%			0.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	17	3.8%		0.0%	2.8%	9.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	99	2.8%	-5.7%	-1.0%	1.7%	5.2%	13.5%
Top Business Position	12	1.5%		-0.1%	0.6%	2.5%	
Top Development Position	17	4.2%		2.5%	3.7%	6.0%	
Top Education Position	8	2.4%			2.3%		
Top Facilities Position	6	3.5%			2.9%		
Top Finance Position	46	2.7%	-1.7%	-0.2%	2.2%	4.5%	7.5%
Top Human Resources Position	5	4.6%			4.1%		
Top Operations Position	13	4.4%		1.8%	3.1%	6.1%	
Top Program Position	5	-0.8%			0.0%		
Top Technology Position	5	3.6%			2.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	12	6.0%		0.0%	3.8%	15.0%	
Top Administrative Position	7	3.0%			2.2%		
Top Development Position	5	7.1%			4.6%		
Top Education Position	9	3.0%			2.2%		
Top Finance Position	14	2.6%		-0.1%	2.2%	4.3%	
Educational institutions & related activities: libraries							
CEO/Executive Director	7	4.0%			3.0%		
Educational institutions & related activities: service & other							
CEO/Executive Director	19	4.8%		0.6%	2.5%	6.5%	
Educational institutions & related activities: student services							
CEO/Executive Director	9	1.3%			3.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	9	3.9%			3.7%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	5.0%			1.6%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	-3.0%			0.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	17	2.6%		-1.6%	2.7%	7.3%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	1.9%			1.3%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	12	0.0%		-2.8%	1.0%	4.2%	
Top Finance Position	11	2.8%		0.4%	3.0%	9.4%	
Health—general & rehabilitative: health support							
CEO/Executive Director	11	0.7%		-4.9%	0.0%	4.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	24	0.4%	-15.0%	-4.9%	2.5%	7.4%	13.3%
Top Finance Position	16	4.1%		0.2%	2.0%	10.0%	
Top Human Resources Position	9	-0.9%			-0.2%		
Top Operations Position	8	3.5%			1.9%		
Top PR/Communications Position	5	5.2%			6.5%		
Top Technology Position	9	3.4%			2.1%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	13	6.1%		0.0%	4.9%	16.2%	
Health—general & rehabilitative: public health							
CEO/Executive Director	6	1.4%			-2.6%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	14	3.3%		2.9%	4.1%	6.0%	
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	8	5.4%			6.1%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	19	1.6%		-1.5%	2.0%	4.5%	
Top Finance Position	7	5.1%			5.1%		
Housing, shelter: housing support							
CEO/Executive Director	7	2.6%			1.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Housing, shelter: temporary housing							
CEO/Executive Director	8	3.1%			2.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	56	4.5%	-1.7%	0.0%	3.3%	7.5%	12.5%
Top Finance Position	21	5.5%	1.4%	3.4%	5.3%	9.0%	9.5%
Top Human Resources Position	5	-3.4%			-2.8%		
Top Operations Position	11	3.0%		-0.5%	4.5%	7.6%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	31	3.2%	-5.7%	0.0%	2.0%	6.9%	12.4%
Top Finance Position	10	4.7%		0.3%	4.2%	7.3%	
Human services—multipurpose & other: family services							
CEO/Executive Director	11	3.1%		0.3%	2.5%	4.3%	
Human services—multipurpose & other: human services							
CEO/Executive Director	41	4.6%	-4.2%	-1.2%	4.4%	7.7%	15.0%
Top Finance Position	11	4.3%		2.6%	4.4%	6.0%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	9	1.0%			5.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	40	3.2%	-3.2%	0.0%	3.1%	5.6%	11.8%
Top Finance Position	18	4.2%		0.2%	3.8%	6.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	-0.3%			-0.5%		
Medical research: service & other							
CEO/Executive Director	6	4.5%			2.9%		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	8	12.2%			14.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	23	2.3%	-4.2%	-0.1%	3.2%	6.0%	8.9%
Top Finance Position	9	1.8%			3.6%		
Mental health, crisis intervention: service & other							
CEO/Executive Director	9	8.1%			9.6%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	12	4.9%		0.0%	2.6%	7.5%	
Top Operations Position	5	7.7%			13.2%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	6	6.1%			2.7%		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	7.2%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	6	-7.9%			-3.8%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	5.4%			7.6%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	19	4.4%		-4.7%	2.4%	10.1%	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	15.8%			16.2%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	15	3.4%		-0.1%	3.6%	7.7%	
Youth development: youth development programs							
CEO/Executive Director	22	4.6%	-1.5%	0.0%	4.4%	9.0%	12.6%
Massachusetts							
Animal-related: animal protection & welfare							
CEO/Executive Director	14	7.1%		3.0%	4.1%	10.0%	
Top Finance Position	6	10.1%			12.7%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	27	1.1%	-12.3%	-0.4%	2.0%	5.3%	10.5%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	12	1.6%		-0.3%	1.0%	4.2%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	44	4.2%	-3.3%	0.4%	3.8%	6.8%	13.5%
Top Finance Position	5	2.2%			2.5%		
Arts, culture, & humanities: museums							
CEO/Executive Director	24	2.0%	-3.1%	-0.2%	0.8%	6.4%	11.5%
Top Development Position	5	3.6%			1.8%		
Top Finance Position	12	4.2%		0.5%	3.5%	4.9%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	55	3.2%	-10.1%	-1.2%	3.7%	8.8%	14.3%
Top Development Position	5	3.7%			3.1%		
Top Finance Position	9	4.4%			4.0%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	6	-0.2%			0.0%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	12	3.9%		1.2%	4.9%	7.0%	
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	10	3.5%		0.3%	5.2%	6.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Community improvement, capacity building: business & industry							
CEO/Executive Director	5	5.2%			3.8%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	21	3.1%	-4.0%	0.8%	2.0%	5.1%	12.6%
Community improvement, capacity building: economic development							
CEO/Executive Director	12	3.4%		-1.9%	0.8%	7.2%	
Community improvement, capacity building: service & other							
CEO/Executive Director	6	3.3%			2.6%		
Crime, legal-related: legal services							
CEO/Executive Director	9	2.0%			3.2%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	9	3.6%			3.5%		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	5	5.1%			0.7%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	9	1.5%			0.9%		
Educational institutions & related activities: adult education							
CEO/Executive Director	15	1.3%		-1.5%	0.4%	4.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	17	3.1%		0.2%	4.9%	6.1%	
Top Finance Position	7	4.7%			5.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	46	2.9%	-4.0%	0.0%	3.3%	8.2%	10.6%
Top Finance Position	12	2.4%		-2.9%	2.4%	8.0%	
Top Program Position	5	1.0%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	179	3.2%	-4.2%	0.0%	2.9%	6.8%	12.4%
Top Administrative Position	7	3.0%			1.5%		
Top Business Position	11	6.2%		2.5%	2.8%	5.4%	
Top Development Position	41	4.0%	-1.3%	2.0%	4.1%	8.5%	11.0%
Top Education Position	15	0.6%		-2.0%	1.0%	3.3%	
Top Facilities Position	10	3.1%		0.2%	2.7%	6.1%	
Top Finance Position	73	3.1%	-4.8%	0.9%	3.1%	5.9%	8.7%
Top Marketing Position	5	6.1%			3.0%		
Top Operations Position	40	5.4%	-0.8%	2.9%	4.3%	7.6%	12.7%
Top PR/Communications Position	8	3.1%			3.0%		
Top Program Position	13	3.4%		1.2%	3.7%	5.1%	
Top Technology Position	10	4.1%		3.4%	3.8%	5.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Educational institutions & related activities: higher education							
CEO/Executive Director	44	3.8%	-8.4%	0.6%	2.4%	6.9%	18.4%
Top Administrative Position	18	4.5%		1.2%	2.6%	5.6%	
Top Development Position	21	3.3%	0.0%	0.6%	2.6%	3.2%	9.2%
Top Education Position	31	4.0%	-0.8%	0.4%	3.2%	6.7%	10.4%
Top Finance Position	31	3.6%	-0.7%	1.3%	2.7%	6.4%	11.7%
Top Human Resources Position	7	2.5%			3.1%		
Top Legal Position	14	4.8%		3.7%	5.5%	7.8%	
Top Marketing Position	5	1.6%			1.1%		
Top Operations Position	12	6.7%		1.6%	3.8%	8.6%	
Top PR/Communications Position	11	2.6%		-0.5%	1.9%	5.7%	
Top Program Position	5	7.9%			3.3%		
Top Technology Position	13	3.3%		1.9%	3.1%	5.1%	
Educational institutions & related activities: libraries							
CEO/Executive Director	14	3.3%		0.0%	4.1%	6.0%	
Educational institutions & related activities: service & other							
CEO/Executive Director	38	4.6%	-3.0%	0.8%	3.9%	9.3%	14.0%
Top Finance Position	5	4.9%			4.0%		
Educational institutions & related activities: student services							
CEO/Executive Director	13	-0.5%		-3.2%	0.7%	4.9%	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	20	-0.1%	-8.3%	-1.6%	0.4%	3.6%	5.8%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	13	1.7%		0.0%	0.5%	2.0%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	35	3.4%	-10.5%	-0.8%	3.4%	11.5%	16.5%
Top Development Position	5	5.2%			6.6%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	14	3.3%		0.6%	3.9%	5.7%	
Top Finance Position	6	2.9%			4.9%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	14	3.3%		-2.3%	4.1%	10.3%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	29	2.7%	-5.8%	-4.2%	0.0%	6.8%	14.7%
Top Finance Position	17	5.1%		0.4%	3.8%	8.2%	
Top Operations Position	9	4.8%			5.4%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	6	1.9%			4.6%		
Health—general & rehabilitative: health support							
CEO/Executive Director	9	4.6%			3.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	36	-1.7%	-16.7%	-8.4%	0.2%	4.6%	9.2%
Top Administrative Position	6	6.2%			5.4%		
Top Development Position	8	1.3%			2.5%		
Top Finance Position	26	4.6%	-6.6%	0.0%	3.0%	12.6%	18.4%
Top Human Resources Position	9	10.3%			11.6%		
Top Operations Position	18	8.3%		0.8%	7.3%	11.9%	
Top Technology Position	11	6.8%		3.3%	6.5%	12.3%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	12	6.5%		-1.0%	7.2%	11.9%	
Top Administrative Position	5	7.2%			8.9%		
Top Finance Position	6	11.2%			11.8%		
Health—general & rehabilitative: public health							
CEO/Executive Director	12	1.8%		0.0%	1.9%	4.0%	
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	1.3%			2.6%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	4.0%			1.8%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	12	3.5%		-0.4%	6.4%	8.7%	
Top Finance Position	7	2.2%			3.5%		
Top Operations Position	5	10.8%			8.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	6	2.7%			2.3%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	40	4.7%	-0.2%	1.7%	4.2%	7.5%	11.9%
Top Finance Position	6	9.1%			8.4%		
Housing, shelter: housing support							
CEO/Executive Director	10	6.5%		1.4%	3.9%	8.7%	
Housing, shelter: temporary housing							
CEO/Executive Director	11	3.0%		2.1%	4.1%	6.3%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	102	3.7%	-3.5%	0.0%	3.5%	8.4%	12.8%
Top Administrative Position	11	7.7%		4.0%	8.5%	10.0%	
Top Development Position	7	3.5%			1.8%		
Top Finance Position	55	4.9%	0.1%	2.0%	3.6%	7.1%	12.3%
Top Human Resources Position	10	5.7%		5.0%	5.4%	5.8%	
Top Operations Position	19	3.4%		1.4%	3.8%	4.8%	
Top Program Position	8	1.4%			4.6%		
Top Technology Position	6	3.7%			2.7%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	84	3.7%	-4.5%	0.1%	3.7%	9.5%	14.0%
Top Finance Position	16	6.5%		2.8%	5.5%	12.9%	
Top Program Position	8	0.6%			1.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	2.2%			2.3%		
Human services—multipurpose & other: family services							
CEO/Executive Director	26	3.3%	-7.0%	-0.1%	1.6%	8.8%	18.1%
Top Finance Position	9	4.4%			3.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	60	4.6%	-1.8%	0.9%	4.2%	9.0%	12.0%
Top Finance Position	33	1.6%	-8.5%	-4.1%	2.7%	7.6%	11.7%
Top Human Resources Position	7	6.4%			5.9%		
Top Operations Position	10	3.3%		1.1%	2.8%	7.9%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	16	6.7%		1.1%	3.7%	13.9%	
Top Finance Position	5	8.2%			10.1%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	26	7.1%	-1.0%	0.4%	7.2%	12.3%	17.2%
Top Finance Position	10	6.2%		2.5%	7.1%	9.7%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	6	5.5%			2.3%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	9	2.9%			2.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	5	1.6%			2.3%		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	6	9.9%			10.2%		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	5	5.4%			4.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	17	2.1%		-1.8%	0.0%	6.6%	
Top Finance Position	10	3.3%		-3.3%	2.8%	8.7%	
Top Operations Position	9	7.4%			10.1%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	14	5.9%		1.5%	5.9%	9.5%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	4.4%			3.5%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	5	5.1%			2.5%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	11	5.7%		1.1%	5.2%	10.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	4.9%			3.2%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	6	-2.5%			0.2%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	21	2.6%	-8.1%	-3.4%	3.0%	7.1%	14.9%
Top Finance Position	6	3.4%			3.0%		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	-1.2%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	4.6%			2.6%		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	6	1.9%			3.1%		
Youth development: adult & child matching programs							
CEO/Executive Director	10	1.3%		-0.3%	2.2%	4.4%	
Youth development: scouting							
CEO/Executive Director	7	-2.7%			0.2%		
Youth development: youth centers & clubs							
CEO/Executive Director	30	4.7%	-3.4%	-1.8%	1.6%	10.6%	21.0%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
Youth development: youth development programs							
CEO/Executive Director	38	3.6%	-3.6%	0.0%	2.6%	7.5%	13.2%
Top Finance Position	5	4.9%			5.9%		
Michigan							
Animal-related: animal protection & welfare							
CEO/Executive Director	12	5.8%		0.9%	7.4%	12.7%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	31	3.5%	-3.8%	-0.6%	2.1%	7.3%	9.6%
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	7.0%			6.3%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	9	4.3%			3.6%		
Arts, culture, & humanities: museums							
CEO/Executive Director	24	0.1%	-8.9%	-3.9%	1.7%	4.2%	6.7%
Arts, culture, & humanities: performing arts							
CEO/Executive Director	32	2.3%	-7.4%	-2.8%	1.3%	7.0%	14.1%
Arts, culture, & humanities: visual arts							
CEO/Executive Director	8	4.9%			2.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	7.4%			4.9%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	6	-0.3%			-0.9%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	18	6.3%		0.7%	3.8%	8.5%	
Community improvement, capacity building: economic development							
CEO/Executive Director	12	0.7%		-5.8%	0.3%	6.3%	
Community improvement, capacity building: service & other							
CEO/Executive Director	5	3.1%			3.1%		
Crime, legal-related: legal services							
CEO/Executive Director	8	6.0%			4.3%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	5	0.7%			0.4%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	6	9.1%			7.7%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	9	-0.4%			1.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	8	-0.6%			1.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	15	3.6%		-0.2%	0.5%	10.0%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	54	3.6%	-4.8%	0.0%	1.6%	6.6%	17.2%
Top Administrative Position	7	5.5%			5.6%		
Top Finance Position	17	6.3%		2.3%	4.2%	9.8%	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	7	5.9%			1.7%		
Educational institutions & related activities: higher education							
CEO/Executive Director	25	1.0%	-7.7%	-1.5%	1.4%	4.7%	7.7%
Top Administrative Position	7	1.9%			3.1%		
Top Development Position	11	0.5%		-0.7%	1.3%	3.0%	
Top Education Position	13	3.9%		1.4%	1.6%	4.4%	
Top Finance Position	15	4.0%		0.7%	2.1%	7.7%	
Top Technology Position	6	8.0%			5.6%		
Educational institutions & related activities: service & other							
CEO/Executive Director	26	0.6%	-5.7%	0.0%	1.9%	3.4%	5.3%
Educational institutions & related activities: student services							
CEO/Executive Director	6	6.2%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	1.7%		-0.7%	0.8%	4.7%	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	10	3.0%		-0.9%	3.3%	5.1%	
Top Finance Position	5	-3.9%			-1.9%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	7	2.8%			4.5%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	17	3.7%		1.1%	4.4%	8.6%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	3.5%			3.0%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	16	10.5%		5.0%	9.7%	15.5%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	22	6.5%	-1.8%	0.2%	6.4%	11.0%	17.7%
Top Finance Position	11	1.9%		-1.8%	1.9%	8.2%	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	3.1%			2.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Health—general & rehabilitative: health support							
CEO/Executive Director	14	3.6%		-4.1%	0.4%	13.5%	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	22	4.4%	-7.4%	0.2%	6.3%	8.6%	12.5%
Top Finance Position	20	5.1%	-6.1%	2.7%	4.2%	9.2%	14.8%
Top Operations Position	10	2.0%		-0.3%	2.6%	5.9%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	16	0.6%		-5.3%	0.3%	7.2%	
Top Administrative Position	9	5.0%			5.9%		
Top Finance Position	5	6.9%			7.9%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	6	2.0%			1.0%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	3.0%			2.4%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	34	1.6%	-12.7%	-1.2%	3.0%	7.6%	13.1%
Top Finance Position	5	2.4%			3.1%		
Housing, shelter: housing support							
CEO/Executive Director	6	5.6%			4.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Housing, shelter: temporary housing							
CEO/Executive Director	12	4.9%		1.6%	5.5%	10.4%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	74	2.6%	-4.2%	0.0%	3.0%	7.2%	10.3%
Top Finance Position	18	1.8%		-0.7%	2.2%	5.6%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	36	2.7%	-4.7%	-3.0%	3.1%	7.8%	10.0%
Top Finance Position	8	5.5%			6.3%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	1.3%			0.0%		
Human services—multipurpose & other: family services							
CEO/Executive Director	38	2.7%	-2.9%	-0.7%	2.0%	6.4%	9.2%
Human services—multipurpose & other: human services							
CEO/Executive Director	63	4.0%	-4.0%	0.0%	3.5%	7.6%	14.0%
Top Finance Position	12	1.2%		0.9%	2.4%	3.7%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	12	3.3%		-2.9%	5.2%	7.0%	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	2.8%			1.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	50	1.2%	-14.3%	-3.6%	0.0%	7.1%	15.8%
Top Finance Position	17	5.5%		0.8%	3.7%	6.4%	
Top Operations Position	5	8.2%			11.4%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	15	4.8%		0.8%	3.3%	7.7%	
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	4.4%		0.0%	1.7%	6.1%	
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	5	1.5%			1.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	21	3.7%	-4.4%	-0.6%	3.1%	9.8%	12.3%
Top Finance Position	13	4.1%		-0.2%	3.4%	11.3%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	17	3.8%		0.0%	2.3%	3.5%	
Top Finance Position	5	3.2%			4.6%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	14	2.2%		0.0%	1.2%	5.2%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	27	6.5%	-0.3%	3.2%	6.6%	11.4%	13.4%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	7	2.0%			2.7%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	8.5%			7.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	10	4.0%		-3.0%	5.3%	13.4%	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	8	5.3%			6.6%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	39	0.7%	-6.1%	-0.7%	1.3%	4.1%	5.7%
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	8	5.8%			6.3%		
Youth development: adult & child matching programs							
CEO/Executive Director	6	3.2%			4.1%		
Youth development: youth centers & clubs							
CEO/Executive Director	5	2.7%			3.5%		
Youth development: youth development programs							
CEO/Executive Director	18	7.5%		3.7%	6.9%	10.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	8.8%		5.5%	7.5%	12.5%	
Animal-related: wildlife preservation & protection							
CEO/Executive Director	7	2.4%			2.2%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	27	3.1%	-2.7%	0.9%	3.0%	5.3%	9.1%
Top Finance Position	5	10.2%			8.0%		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	5	6.3%			3.0%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	18	2.5%		0.9%	2.3%	5.6%	
Top Operations Position	5	2.0%			2.4%		
Arts, culture, & humanities: museums							
CEO/Executive Director	11	0.4%		-4.1%	1.0%	4.4%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	40	0.2%	-15.9%	-6.3%	2.0%	5.9%	11.2%
Top Finance Position	6	2.2%			1.4%		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	3.9%			4.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	2.4%			-1.6%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	24	4.0%	-0.8%	0.6%	3.5%	6.4%	11.0%
Community improvement, capacity building: economic development							
CEO/Executive Director	12	7.0%		4.0%	5.3%	8.5%	
Community improvement, capacity building: service & other							
CEO/Executive Director	6	4.7%			5.0%		
Crime, legal-related: legal services							
CEO/Executive Director	10	5.0%		0.3%	7.0%	9.1%	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	-4.3%			-3.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	15	4.5%		-0.4%	3.5%	10.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	109	3.5%	-5.0%	0.4%	3.6%	7.5%	12.5%
Top Administrative Position	7	6.2%			4.2%		
Top Business Position	6	5.4%			3.9%		
Top Development Position	6	9.2%			6.9%		
Top Finance Position	32	3.1%	-9.7%	-4.9%	3.3%	10.1%	19.9%
Top Operations Position	7	5.9%			5.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	19	5.4%		1.5%	4.6%	7.7%	
Top Administrative Position	10	0.6%		-0.2%	1.3%	2.3%	
Top Development Position	10	4.0%		2.0%	2.7%	3.7%	
Top Education Position	10	2.4%		1.1%	2.8%	4.1%	
Top Finance Position	13	1.2%		1.0%	1.9%	3.6%	
Educational institutions & related activities: libraries							
CEO/Executive Director	5	3.3%			4.2%		
Educational institutions & related activities: service & other							
CEO/Executive Director	14	4.4%		1.6%	3.0%	9.4%	
Educational institutions & related activities: student services							
CEO/Executive Director	6	7.7%			7.9%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	7.0%		4.1%	5.8%	11.7%	
Top Finance Position	5	7.2%			3.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	1.8%			3.0%		
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	5	-0.8%			3.3%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	13	6.7%		1.0%	5.0%	12.5%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	5.8%			3.9%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	14	6.6%		0.2%	4.6%	14.7%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	-3.4%			-1.4%		
Top Finance Position	5	2.7%			4.3%		
Health—general & rehabilitative: health support							
CEO/Executive Director	8	2.4%			-0.4%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	17	3.9%		-1.2%	4.7%	9.6%	
Top Finance Position	16	5.8%		3.0%	4.9%	7.3%	
Top Operations Position	10	6.2%		2.9%	7.6%	9.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Health—general & rehabilitative: nursing							
CEO/Executive Director	15	4.4%		0.5%	4.6%	8.8%	
Top Administrative Position	16	0.0%		-2.2%	1.6%	5.6%	
Top Finance Position	9	7.2%			8.3%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	2.9%			-1.1%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	6	4.5%			4.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	28	2.3%	-4.8%	0.0%	2.8%	6.6%	8.6%
Top Administrative Position	5	4.8%			4.1%		
Top Finance Position	9	4.6%			4.4%		
Housing, shelter: housing support							
CEO/Executive Director	7	4.9%			5.6%		
Housing, shelter: temporary housing							
CEO/Executive Director	12	3.8%		-0.2%	4.6%	7.0%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	61	4.2%	-8.8%	0.2%	3.8%	10.3%	16.1%
Top Finance Position	16	6.0%		2.3%	6.8%	11.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	25	3.2%	-5.7%	-0.1%	3.0%	8.2%	13.2%
Top Finance Position	6	3.5%			3.3%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	12	6.7%		2.4%	5.9%	12.6%	
Human services—multipurpose & other: family services							
CEO/Executive Director	26	3.8%	-7.3%	1.7%	4.1%	9.7%	12.3%
Top Finance Position	6	4.8%			6.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	50	4.2%	-1.7%	0.6%	3.6%	7.0%	14.3%
Top Finance Position	12	5.0%		0.2%	3.6%	10.1%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	18	4.7%		0.2%	2.9%	7.1%	
Top Finance Position	7	3.1%			5.0%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	9.2%			7.1%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	24	2.2%	-0.6%	0.1%	2.5%	5.2%	10.0%
Top Administrative Position	11	3.5%		1.3%	4.7%	5.7%	
Top Finance Position	10	7.0%		3.3%	6.8%	9.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Human services—multipurpose & other: service & other							
CEO/Executive Director	10	5.1%		0.4%	4.5%	9.9%	
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	1.9%		0.0%	0.3%	3.5%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	14	4.8%		3.5%	6.9%	7.7%	
Top Finance Position	8	6.0%			3.8%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	11	5.6%		0.8%	3.9%	11.6%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	10	2.0%		0.2%	2.1%	3.3%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	15	5.6%		1.3%	3.2%	7.4%	
Top Finance Position	7	4.4%			4.2%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	18	1.1%		-2.9%	0.6%	3.2%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	28	-0.7%	-14.0%	-5.2%	0.0%	5.7%	8.5%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	4.4%			3.2%		
Youth development: adult & child matching programs							
CEO/Executive Director	6	0.0%			2.4%		
Youth development: youth centers & clubs							
CEO/Executive Director	5	11.9%			8.8%		
Youth development: youth development programs							
CEO/Executive Director	29	2.8%	-11.3%	0.0%	4.1%	8.8%	12.9%
Mississippi							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	0.5%			0.4%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	3.8%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	18	2.4%		0.0%	1.9%	4.0%	
Top Finance Position	5	4.5%			3.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mississippi							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	18	2.3%		-0.4%	1.4%	3.6%	
Top Finance Position	7	5.5%			4.8%		
Top Operations Position	5	7.6%			8.2%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	3.0%			2.3%		
Top Finance Position	6	1.4%			-0.3%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	-1.7%			-2.4%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	3.2%			0.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	8.7%			12.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	5.2%		2.3%	3.3%	10.4%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	2.0%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	18	3.4%		0.7%	1.8%	4.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	4.7%			4.1%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	13	-3.5%		-9.7%	-0.6%	2.6%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	0.7%			0.3%		
Arts, culture, & humanities: museums							
CEO/Executive Director	12	2.2%		-0.1%	2.8%	9.6%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	34	1.7%	-8.1%	-1.3%	1.3%	5.6%	8.3%
Top Development Position	5	1.0%			1.6%		
Top Finance Position	5	5.0%			4.6%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	21	3.4%	-3.5%	0.0%	1.1%	10.0%	12.8%
Community improvement, capacity building: economic development							
CEO/Executive Director	8	3.8%			3.2%		
Community improvement, capacity building: service & other							
CEO/Executive Director	5	2.6%			1.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	-1.4%			3.0%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	-1.1%			0.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	5.1%			4.4%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	57	4.0%	-3.4%	0.5%	3.2%	8.8%	12.9%
Top Administrative Position	8	2.0%			1.8%		
Top Finance Position	15	3.8%		1.0%	4.0%	5.0%	
Top Operations Position	6	7.8%			7.7%		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	-0.2%			0.9%		
Educational institutions & related activities: higher education							
CEO/Executive Director	24	2.7%	-1.7%	0.0%	2.0%	4.6%	7.5%
Top Administrative Position	10	2.1%		0.3%	0.6%	3.4%	
Top Development Position	8	2.7%			1.5%		
Top Education Position	9	1.6%			0.4%		
Top Finance Position	14	3.6%		2.1%	3.0%	4.8%	
Educational institutions & related activities: service & other							
CEO/Executive Director	10	0.7%		-6.3%	1.5%	6.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Educational institutions & related activities: student services							
CEO/Executive Director	9	6.6%			8.0%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	4.1%		-1.4%	3.4%	9.5%	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	13	-0.1%		-3.3%	1.7%	5.2%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	16	4.8%		-0.4%	4.9%	7.9%	
Top Finance Position	10	6.5%		4.3%	5.8%	7.1%	
Health—general & rehabilitative: health support							
CEO/Executive Director	9	8.0%			8.2%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	33	5.9%	-2.6%	1.4%	5.5%	10.0%	17.3%
Top Administrative Position	10	6.5%		0.6%	4.7%	7.9%	
Top Finance Position	16	3.6%		-2.6%	2.3%	8.3%	
Top Operations Position	13	11.8%		8.0%	10.5%	17.1%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	8.3%			5.9%		
Top Administrative Position	8	1.3%			1.0%		
Top Finance Position	5	7.0%			5.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Health—general & rehabilitative: service & other							
CEO/Executive Director	10	-1.8%		-2.6%	-1.1%	0.2%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	14	-1.0%		-0.9%	0.7%	4.1%	
Housing, shelter: temporary housing							
CEO/Executive Director	6	1.6%			3.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	55	2.5%	-4.3%	-0.8%	2.5%	5.9%	9.3%
Top Administrative Position	6	4.5%			5.0%		
Top Finance Position	11	7.3%		1.2%	7.4%	12.2%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	34	4.1%	-3.2%	0.0%	4.0%	7.9%	10.9%
Top Finance Position	7	3.8%			3.2%		
Top Operations Position	5	3.7%			2.1%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	10	6.3%		1.2%	4.4%	7.3%	
Human services—multipurpose & other: family services							
CEO/Executive Director	22	5.9%	-0.3%	1.0%	4.3%	9.6%	14.0%
Top Finance Position	5	3.8%			3.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Human services—multipurpose & other: human services							
CEO/Executive Director	27	3.5%	-7.3%	-0.1%	2.2%	9.9%	17.3%
Top Finance Position	7	3.1%			1.6%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	15	8.3%		3.6%	5.4%	15.2%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	2.0%			0.0%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	4.3%			2.2%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	18	4.4%		0.3%	3.6%	6.6%	
Top Finance Position	12	7.9%		3.1%	7.1%	13.0%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	2.9%			1.6%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	6	2.2%			0.9%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	11	1.2%		0.5%	1.9%	4.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	27	3.7%	-0.2%	0.0%	0.9%	6.6%	13.8%
Top Finance Position	5	-2.7%			1.9%		
Youth development: youth development programs							
CEO/Executive Director	20	5.1%	-2.3%	0.0%	4.6%	9.1%	13.2%
Montana							
Animal-related: wildlife preservation & protection							
CEO/Executive Director	7	4.3%			1.2%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	15	6.5%		1.8%	9.3%	14.8%	
Arts, culture, & humanities: museums							
CEO/Executive Director	6	2.1%			3.2%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	-1.4%			-0.1%		
Community improvement, capacity building: community service clubs							
CEO/Executive Director	5	4.9%			2.8%		
Community improvement, capacity building: economic development							
CEO/Executive Director	6	5.8%			3.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Crime, legal-related: protection against abuse							
CEO/Executive Director	5	2.2%			1.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	3.4%	-3.6%	0.0%	3.2%	5.9%	15.4%
Top Finance Position	6	8.2%			6.3%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	0.3%			0.0%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	5.4%			2.5%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	5.0%			5.2%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	10.2%			4.3%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	18	3.0%		-2.5%	3.5%	8.9%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	4.3%			4.4%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	5.8%			5.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	15	5.3%		0.5%	4.4%	9.8%	
Top Finance Position	13	8.2%		4.8%	8.0%	13.2%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	1.4%			1.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	18	2.2%		-0.9%	2.9%	7.1%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	1.3%			2.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	12	4.2%		-2.9%	5.6%	10.7%	
Human services—multipurpose & other: human services							
CEO/Executive Director	14	5.8%		0.8%	5.4%	11.4%	
Top Finance Position	5	10.0%			10.4%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	4.1%			4.5%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	0.2%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montana							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	4.0%			0.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	5.6%			9.8%		
Youth development: youth development programs							
CEO/Executive Director	5	6.7%			7.4%		
Nebraska							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	3.3%			2.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	-2.2%			-3.2%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	6.6%			4.8%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	4.3%			3.1%		
Community improvement, capacity building: economic development							
CEO/Executive Director	8	-1.6%			0.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Educational institutions & related activities: educational services							
CEO/Executive Director	5	2.2%			2.7%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	5.8%			7.2%		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	-1.8%			-1.9%		
Top Education Position	6	5.6%			3.7%		
Top Finance Position	5	3.6%			1.6%		
Educational institutions & related activities: service & other							
CEO/Executive Director	10	1.7%		-2.2%	2.2%	7.4%	
Educational institutions & related activities: student services							
CEO/Executive Director	6	3.0%			2.9%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	4.2%			4.2%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	17	3.8%		0.0%	4.9%	7.8%	
Top Finance Position	18	3.0%		-1.6%	4.7%	7.7%	
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	5.7%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	5.2%			6.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	8.6%		3.4%	5.8%	13.8%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	21	2.9%	-3.8%	0.0%	3.5%	5.8%	8.1%
Top Finance Position	6	5.1%			6.5%		
Human services—multipurpose & other: family services							
CEO/Executive Director	13	1.8%		-1.1%	2.5%	3.0%	
Human services—multipurpose & other: human services							
CEO/Executive Director	20	5.3%	-0.1%	1.3%	4.4%	8.1%	10.7%
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	3.4%			1.1%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	0.1%		-3.7%	0.2%	5.7%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	8	5.8%			5.5%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	1.8%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	4.7%		0.0%	2.6%	8.9%	
Youth development: youth development programs							
CEO/Executive Director	11	2.5%		-0.3%	2.9%	5.8%	
Nevada							
Educational institutions & related activities: educational services							
CEO/Executive Director	7	1.9%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	-0.9%		-6.2%	0.3%	6.6%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	7.9%			5.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	1.0%		-1.2%	0.2%	6.4%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	0.8%			0.0%		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	4.9%			4.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nevada							
Human services—multipurpose & other: human services							
CEO/Executive Director	13	6.7%		1.9%	7.0%	13.8%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	7.3%			6.6%		
Unknown							
CEO/Executive Director	5	6.3%			4.0%		
Youth development: youth development programs							
CEO/Executive Director	9	8.5%			9.2%		
New Hampshire							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	5.5%			7.1%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	9.3%			10.9%		
Arts, culture, & humanities: museums							
CEO/Executive Director	10	1.4%		-0.2%	2.3%	2.9%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	14	-1.5%		-5.1%	-1.0%	2.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Crime, legal-related: legal services							
CEO/Executive Director	5	2.7%			5.3%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	1.0%			2.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	3.2%	-9.4%	1.7%	4.5%	8.2%	11.2%
Top Administrative Position	5	0.1%			0.0%		
Top Development Position	5	2.2%			2.7%		
Top Finance Position	9	2.5%			1.9%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	3.8%			0.7%		
Top Development Position	5	5.9%			4.8%		
Top Finance Position	5	0.5%			2.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	1.5%			1.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	8	5.4%			6.8%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	6.7%			6.7%		
Top Finance Position	6	4.3%			4.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	10	4.8%		-3.5%	3.2%	10.6%	
Top Finance Position	9	6.1%			2.4%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	12	5.9%		2.0%	5.2%	10.4%	
Top Finance Position	11	6.9%		4.3%	5.6%	9.3%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	9.3%			9.7%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	2.6%		0.8%	1.5%	3.7%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	5.3%		1.6%	5.7%	10.5%	
Human services—multipurpose & other: family services							
CEO/Executive Director	7	2.7%			1.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	16	5.3%		1.1%	4.5%	10.2%	
Top Finance Position	7	9.2%			8.1%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	4.7%		0.4%	3.8%	10.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	-1.7%			-1.3%		
Top Finance Position	5	5.0%			5.9%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	4.1%			0.2%		
Youth development: youth centers & clubs							
CEO/Executive Director	5	0.4%			1.6%		
Youth development: youth development programs							
CEO/Executive Director	9	6.6%			6.4%		
New Jersey							
Animal-related: animal protection & welfare							
CEO/Executive Director	9	4.5%			0.0%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	19	4.4%		-0.4%	2.9%	10.3%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	2.6%			1.5%		
Arts, culture, & humanities: museums							
CEO/Executive Director	10	3.1%		0.0%	1.9%	6.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	34	-0.1%	-14.8%	-6.2%	0.8%	7.1%	15.2%
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	6.1%			4.1%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	6	4.0%			4.5%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	13	6.8%		0.0%	4.4%	14.2%	
Community improvement, capacity building: community service clubs							
CEO/Executive Director	6	-1.0%			-3.6%		
Community improvement, capacity building: economic development							
CEO/Executive Director	14	3.2%		-0.5%	2.0%	6.5%	
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	8	3.0%			1.9%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	12	6.8%		4.1%	6.5%	9.1%	
Educational institutions & related activities: adult education							
CEO/Executive Director	6	2.5%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	7.8%			9.8%		
Educational institutions & related activities: educational services							
CEO/Executive Director	10	1.6%		-3.6%	1.5%	7.6%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	135	3.3%	-3.8%	0.0%	2.3%	6.4%	11.9%
Top Administrative Position	13	4.0%		0.4%	4.0%	8.7%	
Top Business Position	13	3.4%		0.0%	3.9%	10.0%	
Top Development Position	16	2.4%		-0.8%	2.7%	4.0%	
Top Education Position	16	2.0%		-0.4%	1.7%	4.9%	
Top Finance Position	36	4.3%	-1.3%	0.6%	3.4%	9.4%	11.9%
Top Operations Position	9	3.0%			2.4%		
Top Technology Position	8	3.4%			3.8%		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	3.2%		-1.3%	2.6%	10.0%	
Top Administrative Position	6	3.0%			-0.1%		
Top Development Position	6	9.4%			7.1%		
Top Education Position	12	3.9%		1.5%	3.4%	4.6%	
Top Finance Position	11	2.6%		1.2%	2.2%	3.9%	
Educational institutions & related activities: service & other							
CEO/Executive Director	21	2.4%	-10.4%	-0.2%	2.0%	5.5%	16.4%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Employment, job-related: employment preparation & procurement							
Top Education Position	5	1.2%			2.7%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	9	7.2%			8.7%		
Top Finance Position	5	4.6%			3.5%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	0.4%		0.4%	3.5%	4.8%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	14	6.5%		2.7%	5.9%	9.0%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	4.4%			3.9%		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	2.1%			3.3%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	4.8%			4.8%		
Top Finance Position	6	3.5%			4.1%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	3.0%			2.9%		
Top Finance Position	5	9.9%			10.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	5.6%			2.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	19	3.0%		-0.1%	2.9%	7.8%	
Housing, shelter: temporary housing							
CEO/Executive Director	6	5.5%			2.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	47	5.4%	-2.2%	0.0%	4.9%	10.4%	15.1%
Top Finance Position	10	5.6%		0.4%	3.4%	6.5%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	53	0.9%	-7.0%	-2.0%	0.8%	4.2%	9.9%
Top Finance Position	16	4.1%		1.8%	3.7%	7.3%	
Top Operations Position	6	4.6%			3.9%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	0.3%			5.1%		
Human services—multipurpose & other: family services							
CEO/Executive Director	29	5.3%	-6.4%	0.1%	4.6%	10.6%	17.7%
Top Finance Position	5	4.3%			4.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Human services—multipurpose & other: human services							
CEO/Executive Director	58	3.5%	-5.5%	-0.5%	3.5%	9.3%	13.5%
Top Finance Position	18	3.6%		0.4%	3.4%	6.8%	
Top Operations Position	12	0.6%		-3.3%	2.4%	3.6%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	15	1.3%		-3.3%	4.3%	7.0%	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	4.8%			0.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	23	5.1%	-1.3%	-0.5%	1.7%	9.5%	16.4%
Top Finance Position	10	4.0%		0.0%	3.4%	6.3%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	6	3.6%			3.2%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	6.7%			0.0%		
Mental health, crisis intervention: counseling							
CEO/Executive Director	10	3.1%		-0.4%	1.5%	5.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	24	3.4%	-6.7%	0.0%	3.4%	6.0%	13.7%
Top Finance Position	15	2.0%		-2.4%	-0.4%	6.8%	
Top Operations Position	8	4.3%			4.4%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	23	6.4%	-4.9%	0.6%	4.5%	10.4%	19.9%
Top Finance Position	9	4.5%			4.6%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	10	4.7%		-0.3%	2.3%	8.9%	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	5.1%			6.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	22	1.1%	-4.6%	-0.3%	0.0%	2.5%	8.1%
Religion-related, spiritual development: Judaism							
CEO/Executive Director	10	1.1%		-1.0%	2.0%	7.3%	
Youth development: scouting							
CEO/Executive Director	5	1.6%			4.1%		
Youth development: service & other							
CEO/Executive Director	5	0.4%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
Youth development: youth centers & clubs							
CEO/Executive Director	9	1.1%			3.8%		
Youth development: youth development programs							
CEO/Executive Director	17	1.5%		-2.2%	3.3%	6.7%	
New Mexico							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	0.9%			0.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	4.6%			3.2%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	5.6%		0.1%	2.9%	8.5%	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	2.2%			2.3%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	2.4%			1.0%		
Community improvement, capacity building: economic development							
CEO/Executive Director	10	10.3%		0.6%	13.4%	17.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Educational institutions & related activities: educational services							
CEO/Executive Director	6	-1.4%			-1.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	4.3%	-4.0%	0.9%	4.3%	7.3%	13.1%
Top Finance Position	6	4.7%			6.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	7.4%			7.2%		
Educational institutions & related activities: student services							
CEO/Executive Director	6	5.5%			5.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	4.2%			4.3%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	11.7%			13.6%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	2.8%			3.5%		
Housing, shelter: temporary housing							
CEO/Executive Director	5	2.0%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	25	3.3%	-8.7%	-0.4%	3.2%	7.6%	11.7%
Top Finance Position	7	10.9%			7.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	14	3.5%		-2.3%	4.2%	8.8%	
Top Finance Position	5	-2.1%			5.3%		
Human services—multipurpose & other: family services							
CEO/Executive Director	13	5.0%		0.0%	4.0%	8.5%	
Human services—multipurpose & other: human services							
CEO/Executive Director	8	2.8%			2.3%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	6.9%			7.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	6.6%			2.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	8.3%			10.1%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	9.2%			8.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Mexico							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	5.8%			3.6%		
Youth development: youth development programs							
CEO/Executive Director	5	3.0%			1.0%		
New York							
Animal-related: animal protection & welfare							
CEO/Executive Director	26	6.0%	-2.4%	0.5%	6.3%	11.6%	16.4%
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	-3.2%			0.0%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	128	2.1%	-9.1%	-0.9%	2.1%	6.4%	11.4%
Top Administrative Position	7	2.8%			4.6%		
Top Development Position	8	4.2%			2.7%		
Top Finance Position	23	1.1%	-10.0%	-4.0%	0.0%	6.1%	10.8%
Top Operations Position	9	6.6%			8.2%		
Arts, culture, & humanities: arts services							
CEO/Executive Director	15	4.3%		1.3%	4.3%	5.9%	
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	16	3.0%		-2.2%	0.7%	8.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	33	2.9%	-1.4%	0.0%	2.9%	5.8%	11.3%
Arts, culture, & humanities: humanities							
CEO/Executive Director	8	5.5%			6.8%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	52	3.4%	-5.6%	-0.9%	2.4%	7.3%	17.8%
Top Administrative Position	5	0.3%			0.9%		
Top Development Position	7	5.5%			5.1%		
Top Finance Position	16	1.2%		-1.0%	1.9%	4.5%	
Arts, culture, & humanities: museums							
CEO/Executive Director	65	0.5%	-12.5%	-4.8%	0.8%	4.7%	12.0%
Top Development Position	12	0.3%		-1.3%	2.2%	4.6%	
Top Education Position	6	0.8%			2.8%		
Top Facilities Position	6	0.5%			2.2%		
Top Finance Position	23	1.1%	-5.9%	-3.7%	1.6%	6.1%	8.9%
Top Human Resources Position	6	1.1%			0.6%		
Top Legal Position	6	3.9%			2.2%		
Top Marketing Position	8	0.0%			-1.8%		
Top Operations Position	15	-0.5%		-6.1%	2.3%	5.5%	
Top PR/Communications Position	7	-1.0%			1.7%		
Top Technology Position	5	0.6%			2.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	211	2.8%	-8.7%	-1.5%	2.2%	8.4%	16.1%
Top Administrative Position	16	-0.2%		-5.4%	1.6%	7.0%	
Top Development Position	20	4.8%	-7.2%	2.2%	3.9%	8.3%	14.3%
Top Finance Position	42	0.6%	-10.1%	-3.2%	1.4%	6.4%	10.3%
Top Legal Position	5	12.1%			11.5%		
Top Marketing Position	7	4.5%			4.6%		
Top Operations Position	9	2.2%			2.5%		
Top PR/Communications Position	5	3.9%			2.0%		
Top Program Position	7	7.6%			5.8%		
Top Technology Position	5	4.5%			4.8%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	25	2.6%	-7.3%	1.3%	3.2%	6.7%	10.1%
Top Finance Position	9	1.2%			2.6%		
Top Program Position	5	6.6%			4.0%		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	20	3.3%	-5.2%	-0.1%	0.2%	6.0%	13.6%
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	9	3.1%			1.3%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	30	4.6%	-6.4%	0.3%	5.3%	9.3%	14.8%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	16	4.6%		1.0%	4.5%	8.7%	
Top Finance Position	5	4.8%			4.2%		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	9	6.6%			3.8%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	20	4.5%	-3.1%	0.4%	5.6%	7.2%	11.1%
Top Finance Position	8	3.6%			5.7%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	71	4.0%	-1.9%	0.0%	3.0%	7.1%	12.8%
Top Finance Position	16	5.0%		1.2%	7.8%	10.8%	
Top Operations Position	7	1.9%			1.8%		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	10	3.1%		-2.3%	3.4%	9.1%	
Community improvement, capacity building: community service clubs							
CEO/Executive Director	11	5.3%		1.6%	3.9%	6.7%	
Community improvement, capacity building: economic development							
CEO/Executive Director	34	2.2%	-8.2%	0.0%	2.9%	6.8%	9.7%
Top Finance Position	5	6.3%			4.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	7	6.9%			6.6%		
Community improvement, capacity building: service & other							
CEO/Executive Director	14	4.4%		0.2%	7.2%	11.0%	
Crime, legal-related: administration of justice							
CEO/Executive Director	9	3.9%			4.0%		
Crime, legal-related: legal services							
CEO/Executive Director	35	3.5%	-2.0%	0.0%	3.0%	5.9%	10.0%
Top Finance Position	12	3.1%		-0.3%	3.0%	6.2%	
Top Legal Position	19	3.6%		1.8%	3.2%	5.3%	
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	2.4%			0.9%		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	10	2.5%		-2.8%	3.6%	6.6%	
Top Finance Position	6	3.4%			3.2%		
Diseases, disorders, medical disciplines: birth defects & genetic diseases							
CEO/Executive Director	6	-4.5%			-0.5%		
Top Finance Position	6	0.1%			1.1%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	16	1.3%		-1.7%	2.6%	4.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	17	3.1%		0.0%	2.3%	6.0%	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	9	3.3%			1.2%		
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
CEO/Executive Director	6	-2.2%			0.7%		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	7	4.3%			6.4%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	25	5.1%	-4.0%	0.0%	2.9%	10.7%	16.5%
Top Finance Position	10	3.5%		-0.1%	0.2%	8.8%	
Top Operations Position	6	7.3%			9.0%		
Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.							
CEO/Executive Director	5	4.1%			3.7%		
Top Finance Position	5	11.0%			10.8%		
Educational institutions & related activities: adult education							
CEO/Executive Director	15	-0.4%		-6.3%	2.0%	3.6%	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	28	2.7%	-7.8%	-1.0%	2.2%	5.5%	14.2%
Top Finance Position	7	10.1%			11.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities: educational services							
CEO/Executive Director	52	2.2%	-8.4%	-1.5%	2.7%	5.5%	12.4%
Top Administrative Position	5	3.6%			4.9%		
Top Development Position	8	9.5%			9.1%		
Top Education Position	5	8.0%			4.7%		
Top Finance Position	17	4.5%		0.1%	3.5%	11.4%	
Top Human Resources Position	5	7.2%			5.2%		
Top Operations Position	10	2.9%		0.3%	3.0%	7.8%	
Top Program Position	9	4.6%			4.7%		
Top Technology Position	7	5.8%			4.3%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	336	4.5%	-3.7%	0.0%	4.2%	8.5%	15.7%
Top Administrative Position	33	4.8%	-2.7%	0.3%	4.8%	7.7%	10.6%
Top Business Position	19	6.5%		1.0%	4.7%	12.0%	
Top Development Position	44	5.3%	-1.4%	1.9%	4.9%	8.5%	12.4%
Top Education Position	45	4.9%	-0.2%	1.4%	4.7%	8.6%	10.8%
Top Facilities Position	12	1.6%		0.2%	3.3%	4.4%	
Top Finance Position	121	4.6%	-3.0%	1.6%	4.4%	8.2%	13.2%
Top Human Resources Position	9	4.9%			3.4%		
Top Legal Position	6	3.4%			3.8%		
Top Operations Position	63	5.7%	-1.9%	2.2%	5.6%	9.4%	13.0%
Top PR/Communications Position	10	8.6%		3.1%	6.3%	9.9%	
Top Program Position	20	1.8%	-6.1%	-0.1%	2.4%	4.8%	7.0%
Top Technology Position	23	-0.6%	-8.3%	-3.5%	1.2%	5.6%	7.4%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	8	5.0%			2.7%		
Top Administrative Position	6	-1.8%			0.2%		
Top Education Position	7	5.5%			3.2%		
Top Finance Position	9	0.1%			0.4%		
Educational institutions & related activities: higher education							
CEO/Executive Director	85	3.4%	-5.2%	0.0%	3.2%	7.3%	14.2%
Top Administrative Position	38	3.4%	-2.1%	-0.1%	2.8%	5.3%	9.6%
Top Development Position	36	2.1%	-4.9%	0.0%	2.7%	4.0%	8.7%
Top Education Position	58	2.6%	-3.9%	-0.2%	2.3%	5.3%	9.6%
Top Facilities Position	10	3.4%		0.8%	3.3%	5.6%	
Top Finance Position	52	2.9%	-1.6%	0.8%	3.0%	5.2%	9.0%
Top Human Resources Position	11	4.6%		0.6%	2.7%	9.9%	
Top Legal Position	16	4.5%		-0.1%	2.2%	5.4%	
Top Marketing Position	5	5.5%			2.6%		
Top Operations Position	15	2.6%		0.5%	2.1%	3.1%	
Top PR/Communications Position	10	3.0%		-1.4%	1.6%	3.6%	
Top Technology Position	23	1.3%	-5.9%	-2.1%	1.5%	4.4%	7.9%
Educational institutions & related activities: libraries							
CEO/Executive Director	31	2.1%	-8.5%	-0.7%	2.5%	4.2%	9.9%
Top Finance Position	8	-3.8%			0.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Educational institutions & related activities: service & other							
CEO/Executive Director	61	1.7%	-9.5%	-0.6%	1.5%	6.6%	9.9%
Top Administrative Position	6	1.1%			0.7%		
Top Development Position	8	7.1%			7.0%		
Top Finance Position	23	4.1%	-3.6%	0.3%	3.9%	6.7%	10.3%
Top Operations Position	13	6.0%		4.5%	5.4%	7.1%	
Top Technology Position	6	4.9%			5.0%		
Educational institutions & related activities: student services							
CEO/Executive Director	39	5.1%	-0.1%	0.9%	3.2%	7.1%	17.8%
Top Finance Position	8	2.5%			4.9%		
Top Operations Position	8	6.3%			4.2%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	27	4.0%	-4.2%	1.4%	3.6%	9.5%	14.4%
Top Education Position	9	8.3%			5.0%		
Top Finance Position	11	7.1%		3.1%	8.2%	12.1%	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	8	9.4%			8.2%		
Environmental quality, protection, & beautification: botanical, horticultural, & landscape services							
CEO/Executive Director	9	-0.8%			0.5%		
Environmental quality, protection, & beautification: environmental beautification							
CEO/Executive Director	6	4.8%			4.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	9	7.3%			5.4%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	38	3.7%	-3.4%	1.3%	3.4%	6.4%	10.5%
Top Development Position	9	8.7%			8.7%		
Top Finance Position	6	-2.1%			3.8%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	15	-0.1%		-4.9%	0.0%	3.5%	
Food, agriculture, & nutrition: agricultural programs							
CEO/Executive Director	8	7.7%			6.5%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	20	1.9%	-7.2%	-0.4%	2.3%	6.8%	11.2%
Top Finance Position	6	7.3%			6.8%		
Food, agriculture, & nutrition: nutrition							
CEO/Executive Director	7	1.3%			2.8%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	23	7.8%	-2.1%	3.8%	7.1%	11.4%	19.1%
Top Finance Position	18	6.4%		0.6%	5.4%	12.9%	
Top Operations Position	12	4.6%		0.9%	3.1%	7.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	14	3.3%		0.8%	3.8%	8.3%	
Health—general & rehabilitative: health support							
CEO/Executive Director	28	1.1%	-6.0%	-1.2%	1.0%	4.3%	8.9%
Top Operations Position	9	1.5%			1.0%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	36	3.9%	-3.4%	0.4%	2.9%	7.5%	10.2%
Top Finance Position	17	2.1%		-1.4%	4.2%	8.5%	
Top Human Resources Position	7	12.2%			13.2%		
Top Operations Position	11	4.0%		1.2%	5.9%	10.1%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	23	7.2%	-1.9%	3.8%	7.5%	12.5%	17.3%
Top Administrative Position	15	6.7%		1.9%	6.0%	10.7%	
Top Finance Position	17	9.6%		5.7%	8.7%	10.8%	
Top Operations Position	8	8.2%			9.2%		
Health—general & rehabilitative: public health							
CEO/Executive Director	9	3.0%			3.0%		
Top Finance Position	5	3.9%			9.2%		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	9	-0.5%			-1.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	10	3.7%		0.7%	3.2%	3.7%	
Health—general & rehabilitative: service & other							
CEO/Executive Director	27	1.6%	-5.5%	0.2%	1.7%	3.5%	8.6%
Top Development Position	5	2.2%			2.1%		
Top Finance Position	11	5.0%		2.7%	3.9%	8.5%	
Top Operations Position	6	5.3%			4.5%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	11	4.5%		-0.3%	4.3%	8.2%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	88	4.4%	-1.3%	0.0%	3.3%	8.2%	14.6%
Top Facilities Position	6	3.5%			2.2%		
Top Finance Position	19	6.2%		0.8%	4.1%	14.1%	
Top Operations Position	8	1.7%			-0.2%		
Housing, shelter: housing support							
CEO/Executive Director	18	4.6%		1.5%	3.6%	11.0%	
Housing, shelter: service & other							
CEO/Executive Director	7	4.1%			2.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Housing, shelter: temporary housing							
CEO/Executive Director	25	5.8%	-1.1%	1.1%	4.3%	9.7%	15.2%
Top Finance Position	7	7.0%			7.6%		
Top Operations Position	6	-2.5%			0.1%		
Top Program Position	5	7.7%			5.4%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	170	3.6%	-6.2%	0.0%	3.1%	8.5%	14.9%
Top Administrative Position	6	2.5%			1.3%		
Top Development Position	8	4.1%			1.7%		
Top Facilities Position	6	1.7%			0.3%		
Top Finance Position	68	6.2%	-1.1%	1.8%	4.8%	10.4%	14.5%
Top Human Resources Position	13	6.7%		2.8%	6.7%	9.0%	
Top Operations Position	29	2.2%	-7.2%	-3.5%	1.6%	7.7%	12.2%
Top Program Position	29	4.0%	-3.2%	0.2%	4.4%	6.9%	10.3%
Top Technology Position	8	6.8%			5.2%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	134	2.0%	-10.9%	-1.3%	2.0%	5.7%	13.6%
Top Development Position	5	7.1%			4.2%		
Top Finance Position	33	5.4%	-2.7%	1.3%	5.0%	9.9%	15.5%
Top Human Resources Position	6	9.8%			12.5%		
Top Operations Position	18	6.1%		0.4%	5.1%	14.0%	
Top Program Position	9	-1.2%			0.0%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	5.1%			4.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human services—multipurpose & other: family services							
CEO/Executive Director	55	3.3%	-5.7%	-0.2%	2.2%	7.4%	15.5%
Top Finance Position	17	6.4%		2.7%	3.7%	10.6%	
Human services—multipurpose & other: human services							
CEO/Executive Director	175	2.7%	-6.5%	-0.2%	2.7%	6.8%	12.9%
Top Administrative Position	5	8.7%			6.3%		
Top Development Position	16	-0.4%		-0.6%	1.1%	3.1%	
Top Finance Position	71	4.7%	-1.8%	0.9%	4.4%	8.2%	12.7%
Top Human Resources Position	9	2.2%			3.3%		
Top Legal Position	5	9.0%			7.9%		
Top Operations Position	24	6.5%	-0.7%	1.7%	5.5%	10.3%	17.2%
Top Program Position	17	9.2%		6.1%	7.9%	10.7%	
Top Technology Position	7	3.0%			2.8%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	30	3.3%	-2.1%	0.9%	3.7%	6.9%	9.3%
Top Finance Position	15	6.5%		1.9%	5.6%	13.2%	
Top Program Position	5	2.3%			2.2%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	11	3.7%		-0.9%	0.5%	8.9%	
Top Finance Position	5	0.5%			0.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	46	2.2%	-7.1%	-0.2%	3.7%	6.2%	9.5%
Top Administrative Position	6	-1.8%			-0.9%		
Top Finance Position	28	4.7%	-4.5%	-0.1%	4.3%	8.1%	15.2%
Top Operations Position	9	7.0%			6.0%		
Top Program Position	8	4.8%			5.1%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	18	7.1%		2.7%	3.9%	9.9%	
Top Finance Position	5	6.0%			2.5%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	23	4.4%	-6.8%	0.0%	2.5%	8.9%	20.5%
Top Finance Position	10	-0.9%		-6.0%	-0.2%	4.4%	
Top Operations Position	5	-0.6%			2.7%		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	12	7.3%		1.2%	4.9%	12.7%	
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	17	-0.4%		-2.6%	0.1%	5.9%	
Top Finance Position	6	5.7%			3.2%		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	10	3.3%		1.3%	2.8%	5.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Medical research: cancer research							
CEO/Executive Director	11	1.8%		-2.9%	1.4%	4.3%	
Medical research: medical disciplines research							
CEO/Executive Director	6	1.3%			2.4%		
Medical research: specifically named diseases research							
CEO/Executive Director	7	1.2%			5.6%		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	7	11.2%			6.9%		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	17	3.2%		0.0%	2.5%	5.9%	
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	13	4.3%		-3.7%	6.1%	12.1%	
Top Finance Position	5	0.7%			1.9%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	67	4.3%	-5.3%	0.2%	4.6%	9.5%	14.7%
Top Administrative Position	5	3.9%			0.3%		
Top Finance Position	32	3.2%	-8.4%	1.7%	3.8%	7.1%	10.7%
Top Operations Position	14	3.2%		-0.9%	2.6%	6.1%	
Top Program Position	8	2.6%			3.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Mental health, crisis intervention: service & other							
CEO/Executive Director	10	4.0%		-0.5%	1.6%	5.5%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	45	4.7%	-5.5%	0.7%	3.4%	10.5%	17.4%
Top Finance Position	21	7.2%	1.6%	2.9%	6.2%	11.3%	12.9%
Top Operations Position	6	8.5%			11.5%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	11	7.0%		2.8%	5.6%	9.3%	
Top Finance Position	5	4.6%			2.1%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	7	4.8%			4.7%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
CEO/Executive Director	9	6.4%			5.1%		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	9	1.4%			0.5%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	19	3.2%		1.6%	2.9%	6.9%	
Top Finance Position	10	3.2%		0.4%	3.6%	5.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	12	6.0%		0.6%	4.6%	9.9%	
Top Finance Position	5	7.1%			7.2%		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	6	0.4%			-0.1%		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	12	7.1%		0.2%	3.3%	14.1%	
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	11	3.6%		1.4%	4.8%	6.3%	
Top Finance Position	5	7.1%			6.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	25	2.2%	-13.4%	-0.8%	1.1%	7.6%	19.3%
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	10	-2.7%		-9.8%	-0.3%	2.1%	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	14	2.3%		0.1%	3.1%	7.4%	
Top Finance Position	6	6.0%			4.1%		
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	8	2.0%			0.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Recreation, sports, leisure, athletics: sports associations & training facilities							
CEO/Executive Director	5	2.7%			3.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	29	3.4%	-0.9%	0.0%	1.9%	3.7%	11.9%
Top Finance Position	5	-0.3%			1.9%		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	16	1.9%		-0.8%	2.0%	6.4%	
Top Finance Position	7	6.7%			6.0%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	8	2.0%			3.1%		
Religion-related, spiritual development: service & other							
CEO/Executive Director	9	2.9%			1.9%		
Social science research institutes, services: social science							
CEO/Executive Director	8	4.5%			1.2%		
Unknown							
CEO/Executive Director	12	-0.3%		-5.3%	1.1%	3.4%	
Youth development: adult & child matching programs							
CEO/Executive Director	5	-2.1%			3.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
Youth development: scouting							
CEO/Executive Director	8	-0.2%			0.9%		
Top Finance Position	6	5.3%			3.6%		
Youth development: service & other							
CEO/Executive Director	6	-1.1%			-0.4%		
Youth development: youth centers & clubs							
CEO/Executive Director	23	3.5%	-4.0%	-0.2%	1.6%	5.4%	15.4%
Youth development: youth development N.E.C.							
CEO/Executive Director	8	1.0%			2.4%		
Youth development: youth development programs							
CEO/Executive Director	84	3.5%	-8.8%	-0.2%	3.2%	10.0%	16.4%
Top Development Position	7	3.0%			1.4%		
Top Education Position	5	3.2%			3.7%		
Top Finance Position	13	3.8%		0.0%	3.8%	9.3%	
Top Operations Position	8	5.4%			4.7%		
Top Program Position	5	4.2%			0.6%		
North Carolina							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	3.9%		0.0%	5.8%	8.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	38	1.6%	-11.7%	-2.7%	1.6%	4.9%	17.1%
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	10	4.2%		1.0%	4.6%	6.1%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	6.5%			4.3%		
Arts, culture, & humanities: museums							
CEO/Executive Director	28	0.5%	-12.7%	-3.3%	0.0%	6.9%	12.8%
Arts, culture, & humanities: performing arts							
CEO/Executive Director	38	1.3%	-10.3%	-1.6%	0.0%	4.8%	12.2%
Arts, culture, & humanities: service & other							
CEO/Executive Director	7	6.3%			4.6%		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	6	8.2%			8.4%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	30	2.4%	-9.1%	-0.2%	3.2%	7.2%	14.4%
Community improvement, capacity building: community service clubs							
CEO/Executive Director	5	6.2%			3.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Community improvement, capacity building: economic development							
CEO/Executive Director	20	1.9%	-5.4%	-1.3%	0.1%	4.2%	11.6%
Community improvement, capacity building: service & other							
CEO/Executive Director	6	1.1%			3.4%		
Crime, legal-related: legal services							
CEO/Executive Director	5	1.7%			3.8%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	6	3.8%			4.3%		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	6	3.7%			4.3%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	6	4.9%			3.1%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	7	8.3%			6.4%		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	-5.0%			-1.6%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	12	9.1%		3.1%	10.9%	16.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational institutions & related activities: adult education							
CEO/Executive Director	7	2.4%			4.4%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	15	6.6%		1.8%	4.6%	12.5%	
Educational institutions & related activities: educational services							
CEO/Executive Director	22	6.2%	-3.8%	1.2%	4.5%	10.4%	21.2%
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	139	3.6%	-7.5%	0.0%	3.8%	8.1%	13.5%
Top Administrative Position	7	6.1%			5.8%		
Top Business Position	8	0.8%			1.1%		
Top Development Position	7	7.5%			7.7%		
Top Education Position	6	2.3%			3.3%		
Top Finance Position	39	2.6%	-5.0%	0.4%	3.0%	7.0%	8.1%
Top Operations Position	8	5.0%			3.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	25	2.4%	-8.7%	-2.2%	1.4%	7.8%	12.5%
Top Administrative Position	9	2.8%			2.9%		
Top Development Position	13	4.7%		0.7%	2.6%	4.6%	
Top Education Position	17	2.7%		-0.3%	3.7%	6.7%	
Top Finance Position	13	4.7%		0.6%	4.9%	6.7%	
Top Marketing Position	5	8.4%			7.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Educational institutions & related activities: libraries							
CEO/Executive Director	5	2.8%			4.2%		
Educational institutions & related activities: service & other							
CEO/Executive Director	55	0.9%	-7.7%	-0.6%	1.9%	4.3%	8.5%
Top Finance Position	6	5.4%			3.0%		
Educational institutions & related activities: student services							
CEO/Executive Director	8	7.0%			3.4%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	11	3.2%		1.4%	4.2%	7.2%	
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	17	1.7%		0.0%	0.7%	3.8%	
Top Finance Position	6	-1.8%			2.9%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	-0.7%			-5.8%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	32	2.2%	-8.4%	-0.5%	2.5%	5.6%	11.6%
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	9	0.3%			3.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	26	5.8%	-4.5%	-0.3%	6.4%	12.4%	16.6%
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	35	4.9%	-9.6%	-1.3%	5.0%	10.4%	20.3%
Top Finance Position	9	4.4%			3.7%		
Top Operations Position	9	7.3%			5.2%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	1.9%			1.2%		
Health—general & rehabilitative: health support							
CEO/Executive Director	12	4.0%		2.7%	4.2%	5.1%	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	20	4.4%	-2.8%	0.5%	3.4%	10.5%	13.1%
Top Finance Position	12	2.0%		-1.2%	2.2%	7.2%	
Top Operations Position	9	1.0%			2.5%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	7.5%			10.4%		
Health—general & rehabilitative: public health							
CEO/Executive Director	8	1.1%			2.3%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	13	2.5%		-1.0%	2.9%	6.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	43	3.5%	-5.7%	0.0%	2.8%	7.5%	12.6%
Top Finance Position	11	4.6%		-1.1%	4.9%	9.4%	
Top Operations Position	5	6.4%			3.3%		
Housing, shelter: housing support							
CEO/Executive Director	6	-0.4%			-1.1%		
Housing, shelter: temporary housing							
CEO/Executive Director	12	2.8%		-0.7%	1.2%	7.9%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	65	3.5%	-1.7%	0.0%	3.3%	6.4%	13.5%
Top Finance Position	6	3.0%			4.5%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	48	3.4%	-5.0%	0.0%	2.6%	5.9%	13.1%
Top Finance Position	8	6.8%			5.8%		
Top Operations Position	5	0.1%			3.8%		
Top Program Position	5	0.7%			2.8%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	16	6.2%		3.5%	5.6%	7.9%	
Human services—multipurpose & other: family services							
CEO/Executive Director	51	5.2%	-3.5%	0.1%	3.7%	9.7%	19.5%
Top Finance Position	6	-2.1%			1.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Human services—multipurpose & other: human services							
CEO/Executive Director	56	3.2%	-9.1%	-1.2%	3.8%	7.9%	15.1%
Top Finance Position	15	-2.1%		-8.5%	-0.1%	4.5%	
Top Operations Position	6	-0.3%			1.5%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	15	3.1%		0.0%	3.8%	7.7%	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	8.4%			8.3%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	41	5.4%	-2.3%	1.3%	4.0%	7.9%	17.4%
Top Finance Position	16	3.6%		2.4%	4.7%	7.7%	
Top Operations Position	6	8.8%			7.4%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	11	4.0%		2.4%	3.6%	10.0%	
International, foreign affairs, & national security: international development							
CEO/Executive Director	7	5.4%			4.6%		
Mental health, crisis intervention: counseling							
CEO/Executive Director	5	6.9%			4.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	20	3.6%	-1.9%	0.4%	2.2%	5.6%	9.5%
Top Finance Position	8	3.3%			3.9%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	17	5.8%		-0.7%	4.4%	10.7%	
Top Finance Position	6	0.7%			-0.5%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	13	-0.7%		-1.1%	0.0%	2.5%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	12	6.5%		-0.4%	6.0%	13.3%	
Top Finance Position	6	7.8%			5.9%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	1.5%			0.9%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	19	1.7%		0.0%	0.7%	3.6%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	53	-0.2%	-13.0%	-4.0%	0.2%	3.4%	11.0%
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	6	3.0%			0.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	2.4%			2.9%		
Youth development: scouting							
CEO/Executive Director	6	3.1%			4.5%		
Youth development: youth centers & clubs							
CEO/Executive Director	9	3.3%			3.5%		
Youth development: youth development N.E.C.							
CEO/Executive Director	5	6.2%			5.1%		
Youth development: youth development programs							
CEO/Executive Director	27	1.4%	-13.6%	-0.2%	2.2%	6.9%	11.9%
North Dakota							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	6.8%			4.6%		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	4.8%			5.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	10	4.5%		1.1%	3.6%	5.6%	
Top Finance Position	11	8.1%		2.7%	10.0%	13.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
Health—general & rehabilitative: nursing							
Top Administrative Position	10	6.4%		1.3%	3.6%	8.6%	
Top Finance Position	6	0.5%			1.2%		
Housing, shelter: temporary housing							
CEO/Executive Director	5	3.0%			3.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	5.5%		1.5%	7.1%	9.1%	
Top Finance Position	7	7.0%			5.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	1.7%			5.3%		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	-2.4%			1.6%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	3.4%			3.3%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	0.3%			7.5%		
Ohio							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	6.4%		0.0%	1.7%	8.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	36	3.2%	-2.8%	0.0%	2.9%	5.7%	13.7%
Top Finance Position	5	-1.0%			2.2%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	9	5.0%			3.9%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	10	5.0%		0.4%	6.1%	9.3%	
Arts, culture, & humanities: museums							
CEO/Executive Director	25	2.7%	-9.1%	0.0%	2.1%	7.1%	17.1%
Top Finance Position	9	1.7%			3.5%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	57	2.5%	-6.8%	-0.7%	2.6%	5.3%	12.8%
Top Development Position	6	6.8%			5.6%		
Top Finance Position	7	2.3%			3.4%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	8	4.7%			0.9%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	3.3%			2.6%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	8	1.3%			3.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	37	3.0%	-5.6%	0.0%	3.4%	7.3%	11.7%
Top Finance Position	6	1.8%			1.4%		
Community improvement, capacity building: economic development							
CEO/Executive Director	17	4.2%		-1.9%	2.3%	11.5%	
Community improvement, capacity building: service & other							
CEO/Executive Director	5	5.6%			7.4%		
Crime, legal-related: legal services							
CEO/Executive Director	5	5.6%			6.3%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	5	1.8%			3.9%		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	6	8.1%			7.2%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	7.6%			4.2%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	10	1.6%		-0.1%	2.2%	5.8%	
Educational institutions & related activities: adult education							
CEO/Executive Director	6	11.8%			16.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	8	-4.0%			-1.5%		
Educational institutions & related activities: educational services							
CEO/Executive Director	18	2.2%		0.0%	0.3%	6.2%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	116	4.5%	-2.3%	0.0%	3.9%	7.6%	13.3%
Top Administrative Position	21	1.9%	-6.8%	-1.3%	2.5%	5.4%	9.1%
Top Development Position	10	-1.2%		-3.0%	1.0%	2.6%	
Top Education Position	6	-2.2%			-2.1%		
Top Finance Position	38	3.1%	-1.4%	1.9%	2.9%	5.4%	8.7%
Top Operations Position	5	6.4%			3.7%		
Educational institutions & related activities: higher education							
CEO/Executive Director	35	0.6%	-8.3%	-2.4%	0.6%	4.6%	9.9%
Top Administrative Position	16	3.2%		0.5%	1.6%	5.4%	
Top Business Position	7	3.1%			1.9%		
Top Development Position	20	2.6%	-0.1%	1.4%	2.8%	5.6%	6.0%
Top Education Position	31	3.6%	-0.5%	-0.1%	2.4%	4.4%	11.6%
Top Finance Position	25	4.2%	-3.0%	0.5%	1.8%	10.3%	15.8%
Top Legal Position	6	3.5%			3.5%		
Top Marketing Position	7	4.2%			6.1%		
Top PR/Communications Position	7	0.5%			2.2%		
Top Technology Position	5	-4.1%			-3.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Educational institutions & related activities: libraries							
CEO/Executive Director	7	2.7%			2.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	29	5.4%	-4.8%	0.5%	5.0%	10.8%	15.4%
Educational institutions & related activities: student services							
CEO/Executive Director	16	5.6%		2.7%	3.5%	9.3%	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	1.9%		-4.4%	1.0%	5.0%	
Top Education Position	5	4.1%			3.3%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	15	4.9%		-2.0%	5.9%	11.8%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	1.3%		-2.5%	0.0%	6.0%	
Food, agriculture, & nutrition: agricultural programs							
Top Finance Position	5	4.4%			-0.7%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	16	4.3%		0.3%	3.1%	6.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	15	3.7%		0.9%	4.2%	5.6%	
Top Finance Position	6	5.2%			4.3%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	6	4.4%			3.9%		
Health—general & rehabilitative: health support							
CEO/Executive Director	11	1.1%		0.0%	2.3%	3.2%	
Health—general & rehabilitative: hospitals							
CEO/Executive Director	23	4.7%	-2.9%	0.0%	4.5%	8.2%	11.8%
Top Finance Position	17	6.9%		0.0%	8.0%	11.9%	
Top Human Resources Position	7	7.7%			7.4%		
Top Operations Position	7	7.9%			8.3%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	2.8%			3.9%		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	6.9%			1.5%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	8.0%			7.3%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	11	3.5%		0.5%	3.0%	3.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	6	2.4%			0.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	42	4.5%	-0.3%	0.0%	3.2%	9.6%	13.9%
Top Finance Position	9	2.1%			1.5%		
Housing, shelter: housing support							
CEO/Executive Director	6	5.9%			3.8%		
Housing, shelter: temporary housing							
CEO/Executive Director	16	3.8%		0.3%	3.3%	7.5%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	62	4.8%	-4.6%	0.0%	3.3%	11.0%	17.4%
Top Finance Position	13	5.3%		3.0%	5.3%	6.8%	
Top Operations Position	5	5.4%			4.2%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	45	1.9%	-9.2%	0.0%	2.1%	5.2%	12.2%
Top Finance Position	8	1.9%			1.3%		
Top Operations Position	6	3.9%			3.7%		
Top Program Position	5	3.1%			4.3%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	11	3.6%		-0.4%	2.9%	8.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Human services—multipurpose & other: family services							
CEO/Executive Director	28	5.7%	-0.5%	2.4%	5.2%	9.2%	14.2%
Top Finance Position	5	0.3%			3.6%		
Human services—multipurpose & other: human services							
CEO/Executive Director	92	2.9%	-4.1%	-0.6%	3.2%	7.0%	9.8%
Top Finance Position	29	5.0%	-5.3%	-0.2%	3.8%	10.3%	18.3%
Top Operations Position	11	3.3%		1.2%	2.8%	5.2%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	9	-2.1%			0.2%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	0.1%			0.2%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	37	8.0%	-0.7%	3.0%	8.1%	13.9%	17.9%
Top Finance Position	13	6.9%		3.1%	7.8%	9.8%	
Top Operations Position	6	4.6%			4.8%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	7.1%			2.7%		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	8.4%			7.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	7	6.4%			9.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	66	3.5%	-3.8%	0.0%	2.3%	6.2%	13.6%
Top Finance Position	28	3.3%	-2.1%	0.1%	1.9%	5.7%	10.0%
Top Operations Position	9	4.6%			4.7%		
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	2.4%			-0.4%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	31	4.2%	-6.6%	-2.1%	5.8%	10.2%	19.8%
Top Finance Position	8	6.5%			9.2%		
Top Operations Position	5	5.7%			6.9%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	20	3.1%	-10.8%	-0.1%	3.8%	6.6%	12.7%
Top Finance Position	7	4.3%			2.7%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	21	4.8%	1.0%	2.6%	3.5%	6.3%	12.6%
Top Finance Position	10	6.2%		3.5%	5.3%	8.3%	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	5.5%			5.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	10	2.9%		0.3%	3.6%	7.3%	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	13	5.2%		0.4%	3.6%	10.8%	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	6.5%			3.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	41	3.6%	-4.8%	-0.6%	1.9%	6.1%	15.2%
Top Finance Position	6	-1.2%			-1.1%		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	1.1%			0.0%		
Social science research institutes, services: interdisciplinary research							
CEO/Executive Director	7	4.3%			8.0%		
Youth development: adult & child matching programs							
CEO/Executive Director	7	1.4%			2.0%		
Youth development: scouting							
CEO/Executive Director	5	-2.9%			-3.8%		
Youth development: youth development N.E.C.							
CEO/Executive Director	5	7.3%			4.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
Youth development: youth development programs							
CEO/Executive Director	30	2.7%	-13.4%	-0.1%	2.8%	8.7%	17.9%
Oklahoma							
Arts, culture, & humanities: museums							
CEO/Executive Director	7	1.4%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	2.5%		-0.6%	0.2%	1.1%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	-1.7%			1.7%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	18	6.1%		0.7%	4.0%	10.9%	
Top Finance Position	5	7.5%			4.3%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	3.7%			5.2%		
Top Administrative Position	6	3.0%			2.5%		
Top Education Position	5	7.4%			1.8%		
Top Finance Position	6	8.1%			4.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	3.3%			1.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	7	-3.2%			-3.1%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	4.6%			6.6%		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	-0.7%			0.4%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	11	1.4%		-0.4%	0.0%	3.8%	
Top Finance Position	8	-0.7%			-0.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	21	5.8%	0.0%	0.7%	4.1%	8.4%	14.4%
Top Finance Position	5	0.2%			0.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	16	3.2%		-0.4%	2.5%	7.2%	
Human services—multipurpose & other: family services							
CEO/Executive Director	17	4.9%		-0.5%	2.2%	11.2%	
Human services—multipurpose & other: human services							
CEO/Executive Director	21	5.5%	-2.9%	-0.5%	3.8%	12.1%	19.7%
Top Finance Position	10	5.1%		1.9%	4.8%	9.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma							
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	-0.6%			2.3%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	13	-1.1%		-10.4%	0.6%	1.5%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	13	5.3%		1.2%	3.1%	8.3%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	13	0.6%		-1.6%	0.0%	4.5%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	3.3%			1.5%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	24	1.6%	-9.9%	-3.0%	0.0%	5.0%	19.4%
Youth development: scouting							
CEO/Executive Director	5	-0.2%			2.4%		
Youth development: youth development programs							
CEO/Executive Director	8	7.1%			4.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Animal-related: animal protection & welfare							
CEO/Executive Director	8	6.3%			7.2%		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	7	5.0%			4.3%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	24	3.0%	-11.4%	0.0%	1.7%	7.9%	15.8%
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	-7.2%			-7.3%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	11	1.7%		-2.4%	-0.1%	7.1%	
Arts, culture, & humanities: museums							
CEO/Executive Director	13	1.3%		-0.5%	0.5%	5.1%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	33	0.4%	-12.0%	-6.4%	0.0%	7.3%	14.0%
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	8.0%			3.6%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	13	1.2%		-4.2%	0.1%	6.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Community improvement, capacity building: economic development							
CEO/Executive Director	7	5.5%			5.6%		
Community improvement, capacity building: service & other							
CEO/Executive Director	6	3.8%			2.9%		
Crime, legal-related: legal services							
CEO/Executive Director	5	5.8%			3.4%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	10	1.4%		-2.0%	4.0%	7.9%	
Educational institutions & related activities: educational services							
CEO/Executive Director	10	1.8%		-0.4%	0.0%	2.9%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	75	3.8%	-4.0%	0.0%	3.6%	9.0%	12.7%
Top Administrative Position	7	-0.6%			1.0%		
Top Finance Position	11	5.0%		2.4%	5.5%	8.2%	
Educational institutions & related activities: higher education							
CEO/Executive Director	11	0.4%		-3.2%	1.9%	3.6%	
Top Development Position	6	3.7%			2.0%		
Top Education Position	9	6.2%			3.5%		
Top Finance Position	5	7.4%			7.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Educational institutions & related activities: service & other							
CEO/Executive Director	14	-1.2%		-1.9%	0.4%	2.7%	
Educational institutions & related activities: student services							
CEO/Executive Director	6	2.0%			3.9%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	16	2.5%		0.0%	2.7%	6.4%	
Top Finance Position	9	3.0%			3.5%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	13	0.2%		-0.7%	0.0%	4.5%	
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	6	6.8%			8.2%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	34	6.5%	-0.6%	2.2%	4.8%	9.8%	15.7%
Top Finance Position	9	2.4%			3.5%		
Top Program Position	5	1.3%			1.0%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	4.3%			5.3%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	9.5%			6.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	13	6.2%		1.0%	4.6%	9.9%	
Top Finance Position	9	9.7%			4.9%		
Top Operations Position	6	13.9%			10.6%		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	7.9%			7.3%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	14	2.1%		-3.7%	4.4%	7.3%	
Top Finance Position	8	5.2%			6.3%		
Top Operations Position	8	8.0%			7.6%		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	2.5%			-0.9%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	9	5.7%			4.6%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	26	5.3%	1.1%	1.9%	4.0%	7.8%	9.7%
Top Finance Position	5	8.4%			6.5%		
Housing, shelter: housing support							
CEO/Executive Director	10	6.0%		0.4%	3.6%	14.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Housing, shelter: temporary housing							
CEO/Executive Director	9	5.6%			4.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	37	4.7%	-3.5%	0.0%	4.1%	10.8%	14.7%
Top Finance Position	6	8.0%			7.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	28	1.9%	-5.4%	-1.7%	1.9%	4.9%	12.0%
Top Finance Position	5	7.0%			6.1%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	11	8.4%		2.5%	6.1%	14.1%	
Human services—multipurpose & other: family services							
CEO/Executive Director	18	7.7%		3.0%	5.2%	10.2%	
Human services—multipurpose & other: human services							
CEO/Executive Director	25	4.9%	-9.7%	-0.7%	2.6%	15.9%	18.9%
Top Finance Position	5	1.8%			5.1%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	16	4.1%		-0.4%	3.7%	7.8%	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	10	4.5%		0.0%	3.9%	8.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	20	-1.1%	-14.2%	-3.0%	0.7%	3.0%	4.6%
Human services—multipurpose & other: service & other							
CEO/Executive Director	6	4.1%			1.7%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	1.3%		-6.3%	1.2%	7.7%	
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	5.8%			4.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	20	3.9%	-5.3%	-0.4%	4.3%	9.5%	14.0%
Top Finance Position	10	8.7%		4.1%	8.2%	11.8%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	11	4.8%		0.7%	4.2%	7.0%	
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	-1.5%			0.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	10	3.3%		-2.5%	2.1%	12.9%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	3.6%		-1.2%	0.1%	6.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
Unknown							
CEO/Executive Director	9	0.4%			2.9%		
Youth development: youth centers & clubs							
CEO/Executive Director	7	-0.2%			0.7%		
Youth development: youth development programs							
CEO/Executive Director	17	7.1%		1.5%	4.3%	13.2%	
Pennsylvania							
Animal-related: animal protection & welfare							
CEO/Executive Director	16	0.1%		-3.5%	1.0%	4.5%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	59	2.6%	-9.1%	0.0%	3.5%	7.1%	12.8%
Top Development Position	6	-0.2%			2.3%		
Top Finance Position	5	1.0%			0.0%		
Arts, culture, & humanities: arts services							
CEO/Executive Director	6	1.0%			1.1%		
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	5	6.7%			4.8%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	24	0.6%	-13.1%	-0.5%	1.5%	4.7%	10.2%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	20	2.6%	-11.9%	-0.1%	3.2%	8.0%	14.5%
Top Finance Position	5	1.2%			1.4%		
Arts, culture, & humanities: museums							
CEO/Executive Director	26	2.4%	-4.7%	0.0%	4.2%	6.8%	8.3%
Top Development Position	6	5.4%			3.7%		
Top Finance Position	7	1.1%			2.8%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	82	2.0%	-11.7%	-0.8%	2.9%	6.3%	14.0%
Top Development Position	5	-3.2%			-3.4%		
Top Finance Position	12	2.6%		1.1%	2.7%	4.2%	
Top Operations Position	5	-0.5%			2.9%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	8	3.6%			0.2%		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	10	0.7%		0.0%	1.2%	2.7%	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	14	1.4%		-3.3%	1.0%	6.2%	
Community improvement, capacity building: business & industry							
CEO/Executive Director	11	0.6%		-1.8%	1.8%	3.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	37	0.9%	-6.1%	-2.1%	0.9%	4.9%	8.5%
Community improvement, capacity building: economic development							
CEO/Executive Director	37	1.8%	-1.5%	0.0%	0.4%	5.9%	7.8%
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	6	1.5%			3.1%		
Community improvement, capacity building: service & other							
CEO/Executive Director	9	2.5%			1.3%		
Crime, legal-related: crime prevention							
CEO/Executive Director	6	-5.3%			-5.8%		
Crime, legal-related: legal services							
CEO/Executive Director	11	5.1%		2.9%	4.4%	7.8%	
Top Finance Position	8	4.7%			4.1%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	9	3.2%			5.0%		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	8	6.2%			7.0%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	12	6.5%		3.5%	6.7%	12.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	10	6.1%		1.8%	4.0%	8.6%	
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	6	-0.2%			2.7%		
Diseases, disorders, medical disciplines: service & other							
Top Finance Position	5	6.4%			4.9%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	9	3.2%			3.1%		
Educational institutions & related activities: adult education							
CEO/Executive Director	6	5.8%			5.4%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	23	2.1%	-6.0%	-1.0%	1.4%	6.1%	10.6%
Top Administrative Position	5	-2.6%			-2.2%		
Educational institutions & related activities: educational services							
CEO/Executive Director	24	6.2%	-3.1%	2.7%	5.3%	11.7%	15.2%
Top Finance Position	6	5.1%			4.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	229	4.0%	-4.9%	0.0%	3.6%	7.9%	13.6%
Top Administrative Position	28	3.5%	-5.8%	-1.6%	2.5%	9.3%	14.4%
Top Business Position	14	6.3%		3.7%	5.0%	9.2%	
Top Development Position	22	4.5%	-4.6%	2.2%	5.0%	8.2%	12.5%
Top Education Position	19	3.1%		0.4%	4.0%	7.1%	
Top Finance Position	56	3.9%	-0.9%	1.7%	3.8%	6.6%	10.3%
Top Human Resources Position	11	4.2%		2.9%	4.2%	6.7%	
Top Operations Position	22	4.4%	0.9%	2.5%	4.2%	6.4%	8.7%
Top Program Position	5	2.4%			2.2%		
Top Technology Position	6	0.7%			1.0%		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	10	3.9%		-0.6%	2.8%	7.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Educational institutions & related activities: higher education							
CEO/Executive Director	65	3.2%	-3.8%	-0.9%	2.2%	7.4%	13.8%
Top Administrative Position	45	3.4%	-2.3%	0.8%	2.6%	5.2%	9.7%
Top Business Position	9	4.9%			3.1%		
Top Development Position	39	4.0%	-2.8%	1.1%	3.4%	8.0%	10.9%
Top Education Position	43	3.4%	-0.5%	0.6%	3.1%	4.6%	14.5%
Top Facilities Position	5	7.0%			8.9%		
Top Finance Position	64	4.0%	-1.9%	1.0%	3.1%	7.2%	11.0%
Top Human Resources Position	7	5.3%			4.4%		
Top Legal Position	20	4.3%	-4.8%	1.2%	3.7%	6.1%	15.3%
Top Marketing Position	8	10.0%			10.9%		
Top Operations Position	10	1.3%		-0.7%	1.5%	3.4%	
Top PR/Communications Position	13	5.0%		2.0%	2.9%	5.0%	
Top Technology Position	24	5.7%	0.3%	1.3%	3.3%	9.2%	14.9%
Educational institutions & related activities: libraries							
CEO/Executive Director	39	3.8%	-1.8%	0.4%	4.0%	9.0%	11.7%
Top Finance Position	6	4.8%			4.8%		
Educational institutions & related activities: service & other							
CEO/Executive Director	36	4.3%	-2.3%	0.1%	4.1%	8.0%	12.5%
Top Finance Position	7	5.8%			2.6%		
Educational institutions & related activities: student services							
CEO/Executive Director	25	4.6%	-2.2%	0.3%	4.7%	7.7%	14.0%
Top Finance Position	7	6.7%			3.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	18	6.4%		1.5%	3.7%	9.8%	
Top Finance Position	6	1.7%			5.8%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	22	2.3%	-3.5%	-1.8%	1.3%	8.9%	11.3%
Top Finance Position	7	5.1%			4.5%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	6	3.1%			4.3%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	31	5.3%	-2.5%	0.6%	4.2%	7.6%	19.4%
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	5.0%			3.9%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	13	7.4%		2.7%	4.9%	9.5%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	34	3.9%	-5.3%	0.2%	3.2%	8.2%	14.2%
Top Finance Position	10	4.5%		0.9%	5.3%	8.9%	
Top Operations Position	7	7.7%			5.6%		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	3.7%			3.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	-4.8%			0.0%		
Health—general & rehabilitative: health support							
CEO/Executive Director	31	4.1%	-2.2%	1.3%	3.2%	7.0%	11.5%
Top Finance Position	7	1.9%			3.9%		
Top Operations Position	5	7.7%			6.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	53	2.9%	-6.2%	-1.5%	3.2%	6.7%	12.0%
Top Administrative Position	10	7.3%		2.2%	6.5%	11.6%	
Top Development Position	8	-1.5%			2.0%		
Top Finance Position	38	2.8%	-5.3%	-1.5%	1.9%	6.0%	12.7%
Top Human Resources Position	19	0.8%		-2.5%	1.1%	4.3%	
Top Legal Position	9	1.4%			1.3%		
Top Operations Position	22	7.1%	0.0%	2.7%	9.2%	10.9%	16.2%
Top Technology Position	12	4.4%		-0.2%	5.8%	10.7%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	24	4.0%	-5.5%	0.3%	2.5%	7.2%	14.5%
Top Administrative Position	8	1.3%			2.5%		
Top Finance Position	15	5.1%		2.3%	5.4%	11.8%	
Top Operations Position	7	5.1%			7.7%		
Health—general & rehabilitative: public health							
CEO/Executive Director	11	4.3%		-0.2%	3.9%	13.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	6	-0.2%			0.1%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	11	5.2%		1.5%	4.6%	7.7%	
Health—general & rehabilitative: service & other							
CEO/Executive Director	24	5.2%	-0.2%	3.0%	5.7%	7.3%	10.1%
Top Finance Position	8	8.0%			6.2%		
Top Operations Position	5	3.2%			3.4%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	9	1.4%			0.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	49	3.9%	-2.7%	0.0%	3.5%	7.3%	13.9%
Top Finance Position	13	6.3%		2.7%	5.9%	9.4%	
Housing, shelter: housing support							
CEO/Executive Director	16	4.9%		-0.3%	3.4%	10.5%	
Housing, shelter: temporary housing							
CEO/Executive Director	16	6.9%		2.2%	4.4%	10.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	155	3.6%	-2.8%	0.0%	2.8%	7.0%	13.2%
Top Business Position	5	13.2%			11.5%		
Top Finance Position	45	4.1%	-4.2%	-0.2%	3.3%	6.0%	16.9%
Top Human Resources Position	9	1.3%			3.1%		
Top Operations Position	7	0.7%			1.6%		
Top Technology Position	7	4.6%			1.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	72	4.9%	-2.2%	0.4%	4.1%	8.7%	15.7%
Top Development Position	5	8.0%			6.5%		
Top Finance Position	26	5.8%	-6.4%	2.7%	5.1%	12.0%	15.4%
Top Operations Position	9	8.3%			8.0%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	21	2.5%	-3.6%	0.4%	3.7%	6.5%	10.3%
Top Finance Position	5	-4.9%			-4.6%		
Human services—multipurpose & other: family services							
CEO/Executive Director	64	3.2%	-5.8%	-0.1%	2.8%	6.2%	12.7%
Top Finance Position	11	3.8%		1.0%	3.6%	6.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Human services—multipurpose & other: human services							
CEO/Executive Director	115	3.2%	-5.0%	-0.1%	3.1%	6.8%	12.1%
Top Business Position	6	1.3%			1.8%		
Top Development Position	6	8.2%			7.0%		
Top Finance Position	33	3.9%	-3.4%	-0.5%	2.5%	7.4%	14.1%
Top Operations Position	14	5.4%		2.6%	4.6%	8.1%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	24	1.9%	-9.4%	-6.8%	2.8%	6.8%	15.9%
Top Finance Position	7	2.9%			4.2%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	17	5.1%		0.1%	3.6%	8.8%	
Top Finance Position	6	4.2%			5.2%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	73	6.1%	-0.5%	1.0%	5.3%	10.8%	15.6%
Top Administrative Position	6	6.3%			5.1%		
Top Facilities Position	7	5.9%			7.9%		
Top Finance Position	42	8.4%	1.1%	4.1%	7.2%	11.5%	17.5%
Top Human Resources Position	13	8.8%		3.9%	6.0%	12.8%	
Top Marketing Position	12	5.2%		2.8%	4.6%	7.9%	
Top Operations Position	21	8.0%	2.3%	4.5%	7.2%	10.8%	15.0%
Top Technology Position	6	3.1%			4.5%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	17	4.0%		-0.7%	2.9%	4.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
International, foreign affairs, & national security: international development							
CEO/Executive Director	11	4.9%		0.0%	1.3%	6.7%	
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	6	5.5%			7.5%		
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	8	3.8%			2.6%		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	8	4.9%			4.5%		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	6	3.6%			4.0%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	46	4.1%	-3.4%	0.0%	3.2%	10.9%	13.8%
Top Finance Position	19	4.4%		1.0%	3.3%	6.7%	
Top Operations Position	13	2.5%		-0.4%	0.8%	3.8%	
Top Technology Position	5	-0.2%			1.7%		
Mental health, crisis intervention: service & other							
CEO/Executive Director	6	4.8%			5.3%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	38	3.6%	-5.7%	-0.1%	3.2%	8.0%	11.4%
Top Finance Position	11	3.8%		0.0%	3.5%	6.6%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	16	3.4%		1.0%	3.2%	5.2%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	23	3.5%	-4.5%	0.9%	3.5%	5.9%	10.1%
Top Finance Position	6	3.8%			4.1%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	-2.7%			0.0%		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	7	5.4%			2.9%		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	7	4.1%			4.2%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	10	3.3%		0.1%	1.6%	3.9%	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	19	3.8%		-0.9%	0.4%	7.9%	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	12	4.4%		0.6%	3.6%	8.4%	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	6	4.4%			3.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	67	2.9%	-6.1%	0.0%	3.3%	6.2%	13.1%
Top Finance Position	12	-0.2%		-0.7%	1.9%	3.2%	
Top Operations Position	5	6.3%			5.1%		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	8	1.5%			4.8%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	9	-2.7%			-3.1%		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	1.3%			1.9%		
Religion-related, spiritual development: service & other							
CEO/Executive Director	5	1.0%			5.6%		
Unknown							
CEO/Executive Director	6	4.5%			4.7%		
Youth development: adult & child matching programs							
CEO/Executive Director	5	6.6%			3.0%		
Youth development: scouting							
CEO/Executive Director	9	-1.3%			-2.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
Youth development: service & other							
CEO/Executive Director	5	-0.7%			0.5%		
Youth development: youth centers & clubs							
CEO/Executive Director	17	5.2%		1.0%	2.3%	6.2%	
Youth development: youth development programs							
CEO/Executive Director	40	3.9%	-4.8%	-1.3%	2.1%	8.2%	16.3%
Puerto Rico							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	-9.2%			-1.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	1.2%			0.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	3.2%			1.5%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	2.2%			0.0%		
Rhode Island							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	1.8%			3.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	6.1%			3.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	28	6.4%	-1.3%	0.0%	5.4%	12.3%	15.5%
Top Finance Position	10	0.0%		0.0%	1.7%	4.8%	
Educational institutions & related activities: higher education							
Top Administrative Position	5	4.2%			5.8%		
Top Finance Position	6	2.6%			3.4%		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	-1.5%			1.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	-1.2%			2.7%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	1.7%			2.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	1.7%		-0.9%	2.6%	5.4%	
Human services—multipurpose & other: human services							
CEO/Executive Director	16	1.9%		-2.0%	1.0%	6.8%	
Top Finance Position	7	7.5%			6.0%		
Top Operations Position	5	8.8%			9.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rhode Island							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	0.8%			-0.9%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	0.2%			1.3%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	3.3%			2.1%		
South Carolina							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	8.0%			8.8%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	-0.3%			0.4%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	7.1%			4.4%		
Arts, culture, & humanities: museums							
CEO/Executive Director	9	4.6%			2.1%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	21	1.0%	-5.3%	-3.6%	0.0%	5.8%	10.2%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	14	4.6%		0.8%	3.9%	7.6%	
Community improvement, capacity building: economic development							
CEO/Executive Director	7	3.3%			3.8%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	5	3.7%			3.1%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	7.4%			3.6%		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	2.8%			4.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	58	5.0%	-2.6%	0.0%	3.5%	8.3%	16.7%
Top Finance Position	10	3.5%		1.2%	6.2%	7.6%	
Top Operations Position	5	-0.7%			5.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	14	5.8%		0.9%	4.1%	11.0%	
Top Administrative Position	9	2.2%			1.2%		
Top Development Position	8	3.5%			3.1%		
Top Education Position	11	4.5%		-1.3%	0.0%	5.5%	
Top Finance Position	8	7.8%			5.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Educational institutions & related activities: service & other							
CEO/Executive Director	24	1.7%	-8.6%	0.0%	2.7%	5.4%	8.7%
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	4.5%			8.1%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	16	2.1%		0.1%	3.6%	7.2%	
Top Finance Position	9	3.8%			3.3%		
Top Operations Position	7	3.9%			3.0%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	12	4.0%		-0.3%	3.8%	5.9%	
Health—general & rehabilitative: service & other							
CEO/Executive Director	9	2.5%			0.7%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	15	-1.1%		-5.3%	0.0%	3.4%	
Housing, shelter: temporary housing							
CEO/Executive Director	5	5.5%			2.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	34	2.4%	-4.0%	0.0%	1.0%	5.1%	9.3%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	3.9%		0.0%	4.2%	10.1%	
Human services—multipurpose & other: family services							
CEO/Executive Director	5	4.2%			4.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	31	3.1%	-3.6%	0.0%	1.2%	5.2%	15.7%
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	2.4%			4.1%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	14	2.5%		-0.1%	2.4%	8.6%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	6.3%			5.6%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	12	3.7%		0.0%	3.6%	7.5%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	7	0.4%			1.4%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	1.9%			3.2%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	34	-1.3%	-12.5%	-1.9%	0.0%	1.4%	6.1%
Youth development: youth centers & clubs							
CEO/Executive Director	5	2.8%			5.6%		
Youth development: youth development programs							
CEO/Executive Director	10	8.6%		2.2%	4.1%	16.3%	
South Dakota							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	2.5%			2.8%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	4.4%			6.7%		
Educational institutions & related activities: higher education							
CEO/Executive Director	10	3.1%		0.5%	2.6%	5.7%	
Educational institutions & related activities: service & other							
CEO/Executive Director	5	0.5%			2.5%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	6.5%			4.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Dakota							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	11	7.5%		3.1%	3.6%	15.2%	
Top Finance Position	10	7.4%		2.3%	5.3%	8.8%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	2.0%		-0.4%	3.8%	5.7%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	-3.0%			0.6%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	1.3%			2.9%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	2.8%			2.4%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	1.7%			3.3%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	4.8%			2.7%		
Tennessee							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	9.7%			5.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	18	2.8%		-0.7%	1.8%	5.8%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	5.4%			2.1%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	8	2.2%			3.8%		
Arts, culture, & humanities: museums							
CEO/Executive Director	17	2.0%		-1.7%	0.6%	5.8%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	29	0.0%	-11.7%	-0.6%	1.5%	3.6%	6.9%
Community improvement, capacity building: business & industry							
CEO/Executive Director	8	5.5%			5.6%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	19	3.3%		-0.3%	3.1%	5.1%	
Community improvement, capacity building: economic development							
CEO/Executive Director	5	0.4%			3.1%		
Community improvement, capacity building: service & other							
CEO/Executive Director	8	4.5%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Crime, legal-related: legal services							
CEO/Executive Director	5	0.5%			-1.2%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	9	3.2%			1.5%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	5.0%			5.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	22	3.1%	-1.8%	-0.6%	1.8%	8.1%	12.7%
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	80	4.1%	-6.5%	0.0%	3.3%	8.4%	16.0%
Top Development Position	14	6.2%		1.9%	5.8%	11.0%	
Top Finance Position	26	4.0%	-6.0%	0.1%	3.4%	6.8%	16.3%
Top Operations Position	10	4.6%		3.1%	5.5%	9.0%	
Educational institutions & related activities: higher education							
CEO/Executive Director	29	0.2%	-14.0%	-1.3%	0.8%	4.0%	8.0%
Top Administrative Position	15	2.0%		1.1%	2.2%	4.5%	
Top Development Position	12	0.8%		-2.5%	1.5%	4.7%	
Top Education Position	11	2.9%		0.1%	1.2%	4.3%	
Top Finance Position	22	3.3%	-3.6%	0.1%	2.4%	6.5%	12.8%
Educational institutions & related activities: service & other							
CEO/Executive Director	13	6.8%		0.6%	4.5%	13.1%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Educational institutions & related activities: student services							
CEO/Executive Director	7	2.5%			6.1%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	8	0.1%			0.9%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	11	0.5%		-1.2%	2.0%	3.8%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	21	4.3%	-2.5%	0.6%	5.6%	7.5%	9.7%
Top Finance Position	10	8.1%		3.2%	6.0%	14.1%	
Top Operations Position	8	4.9%			3.6%		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	8	2.2%			2.7%		
Health—general & rehabilitative: health support							
CEO/Executive Director	8	8.7%			7.1%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	10	-0.1%		-1.3%	0.5%	1.3%	
Top Finance Position	17	7.9%		3.2%	5.6%	12.7%	
Top Operations Position	5	6.4%			2.9%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	5.3%			1.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Health—general & rehabilitative: public health							
CEO/Executive Director	5	0.4%			3.4%		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	5.2%			5.4%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	6	12.0%			9.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	20	3.1%	-2.3%	-0.1%	3.9%	6.6%	11.3%
Top Finance Position	5	0.1%			0.0%		
Housing, shelter: housing support							
CEO/Executive Director	10	4.8%		-1.6%	3.4%	8.6%	
Housing, shelter: temporary housing							
CEO/Executive Director	9	9.4%			7.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	51	2.2%	-5.1%	-0.3%	3.5%	6.6%	10.7%
Top Finance Position	12	4.8%		1.8%	4.6%	9.5%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	25	5.8%	-1.5%	0.0%	6.0%	8.3%	13.7%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	12	6.0%		1.9%	3.2%	10.2%	
Human services—multipurpose & other: family services							
CEO/Executive Director	29	4.3%	-3.0%	0.0%	3.1%	5.3%	15.0%
Human services—multipurpose & other: human services							
CEO/Executive Director	31	2.7%	-10.9%	-1.3%	3.0%	6.8%	17.0%
Top Finance Position	10	4.9%		0.4%	5.5%	8.3%	
Top Operations Position	6	3.8%			4.1%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	5.4%			3.3%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	5.3%			7.9%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	6.0%			3.3%		
Mental health, crisis intervention: counseling							
CEO/Executive Director	6	-2.0%			0.0%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	17	-2.0%		-7.5%	-0.9%	4.2%	
Top Finance Position	8	4.4%			5.1%		
Top Operations Position	5	3.6%			4.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	16	-3.9%		-8.9%	-1.0%	1.4%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	5	2.2%			3.0%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	-3.0%			-2.8%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	-1.4%			1.0%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	6	6.8%			6.9%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	0.0%			0.6%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	61	0.2%	-17.4%	-5.1%	0.0%	5.2%	14.9%
Top Finance Position	11	-3.3%		-7.0%	-2.0%	0.6%	
Youth development: scouting							
CEO/Executive Director	6	3.2%			3.4%		
Youth development: youth centers & clubs							
CEO/Executive Director	11	4.4%		1.1%	2.8%	7.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
Youth development: youth development programs							
CEO/Executive Director	25	0.8%	-13.2%	-2.1%	1.1%	3.4%	11.7%
Texas							
Animal-related: animal protection & welfare							
CEO/Executive Director	18	0.7%		-1.6%	2.4%	6.4%	
Top Finance Position	7	8.4%			6.2%		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	9	1.6%			0.0%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	44	0.9%	-8.0%	-0.4%	0.7%	4.1%	9.4%
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	16	2.3%		-0.4%	0.0%	5.2%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	16	2.1%		-2.3%	2.0%	6.6%	
Arts, culture, & humanities: museums							
CEO/Executive Director	36	-0.2%	-6.9%	-1.4%	0.0%	2.3%	7.6%
Top Development Position	6	5.5%			2.1%		
Top Finance Position	13	2.7%		-1.2%	2.2%	4.4%	
Top Operations Position	8	4.1%			1.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	84	0.9%	-7.6%	-2.5%	0.0%	5.7%	10.4%
Top Development Position	7	2.4%			4.2%		
Top Finance Position	15	1.4%		-2.3%	3.2%	5.4%	
Arts, culture, & humanities: service & other							
CEO/Executive Director	6	5.0%			0.5%		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	7	1.7%			2.6%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	2.5%			0.6%		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	5	9.0%			15.8%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	6	7.0%			5.3%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	26	1.4%	-9.5%	-8.2%	3.2%	6.5%	13.2%
Top Finance Position	9	4.1%			4.9%		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	7	3.7%			2.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Community improvement, capacity building: economic development							
CEO/Executive Director	11	2.7%		-0.4%	3.0%	6.5%	
Crime, legal-related: legal services							
CEO/Executive Director	10	4.2%		1.2%	2.2%	5.0%	
Crime, legal-related: protection against abuse							
CEO/Executive Director	14	4.6%		0.2%	2.0%	11.0%	
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	10	3.8%		1.3%	2.7%	5.4%	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	5.9%			7.1%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	8	7.6%			9.3%		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	5	8.7%			4.8%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	9	2.7%			1.7%		
Educational institutions & related activities: adult education							
CEO/Executive Director	11	6.3%		0.0%	5.0%	10.5%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	17	6.3%		0.1%	4.8%	10.6%	
Educational institutions & related activities: educational services							
CEO/Executive Director	41	3.9%	-4.1%	-0.5%	3.5%	10.2%	15.6%
Top Administrative Position	5	5.0%			3.0%		
Top Finance Position	10	5.2%		1.9%	4.0%	9.7%	
Top Operations Position	5	7.1%			5.6%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	203	3.4%	-5.5%	0.0%	2.9%	7.2%	14.0%
Top Administrative Position	41	4.7%	-2.0%	0.3%	4.4%	7.7%	12.1%
Top Business Position	10	2.9%		1.4%	4.2%	8.2%	
Top Development Position	15	5.9%		2.7%	5.0%	9.8%	
Top Education Position	7	1.8%			1.5%		
Top Facilities Position	8	4.8%			2.9%		
Top Finance Position	62	5.0%	-3.0%	1.1%	4.2%	8.8%	15.2%
Top Human Resources Position	5	4.4%			4.1%		
Top Operations Position	22	2.9%	-4.7%	-0.6%	3.2%	6.9%	11.3%
Top Program Position	5	5.5%			5.7%		
Top Technology Position	5	1.8%			2.9%		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	10	1.3%		-4.8%	0.1%	3.7%	
Top Finance Position	5	-0.4%			2.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Educational institutions & related activities: higher education							
CEO/Executive Director	39	4.8%	-5.0%	0.0%	4.0%	7.7%	18.6%
Top Administrative Position	20	3.2%	-2.0%	0.9%	2.9%	5.9%	10.0%
Top Business Position	6	5.0%			3.4%		
Top Development Position	14	3.2%		0.8%	2.9%	4.8%	
Top Education Position	17	0.6%		-1.7%	1.6%	5.9%	
Top Finance Position	25	2.0%	-6.1%	-1.6%	3.6%	5.8%	7.3%
Top Human Resources Position	5	1.8%			4.0%		
Top Marketing Position	5	5.5%			0.4%		
Top PR/Communications Position	6	2.9%			0.9%		
Top Technology Position	6	5.7%			2.9%		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	4.4%			4.5%		
Educational institutions & related activities: service & other							
CEO/Executive Director	45	4.1%	-6.1%	0.0%	3.7%	8.7%	14.6%
Top Finance Position	8	-1.6%			2.7%		
Top Operations Position	6	4.0%			2.4%		
Educational institutions & related activities: student services							
CEO/Executive Director	22	2.1%	-10.0%	-0.9%	4.7%	7.9%	11.1%
Top Finance Position	6	2.0%			4.0%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	16	2.2%		-1.0%	3.0%	5.9%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	10	3.8%		-1.4%	0.2%	11.5%	
Environmental quality, protection, & beautification: environmental beautification							
CEO/Executive Director	5	5.1%			2.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	6.5%		0.1%	4.1%	8.5%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	3.9%			2.9%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	26	4.9%	0.0%	2.0%	4.6%	7.0%	13.4%
Top Finance Position	7	2.8%			5.9%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	37	3.8%	-7.0%	0.0%	4.2%	6.8%	13.2%
Top Finance Position	21	4.8%	-0.2%	0.7%	3.6%	9.6%	20.9%
Top Operations Position	12	5.6%		1.4%	5.2%	9.9%	
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	9	-0.1%			1.0%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	0.2%			1.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Health—general & rehabilitative: health support							
CEO/Executive Director	28	5.2%	-3.5%	-0.2%	4.9%	11.1%	16.7%
Top Finance Position	7	4.6%			4.4%		
Top Operations Position	7	4.0%			4.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	40	6.0%	-1.8%	1.8%	5.1%	11.8%	15.4%
Top Business Position	6	5.6%			7.2%		
Top Finance Position	27	8.2%	-0.4%	2.3%	6.6%	13.5%	20.0%
Top Operations Position	15	5.4%		2.4%	5.2%	10.1%	
Top Technology Position	6	4.6%			2.6%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	7	-2.5%			1.4%		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	2.6%			1.4%		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	16	0.3%		-3.2%	0.0%	3.4%	
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	12	1.1%		-3.4%	3.0%	6.0%	
Health—general & rehabilitative: service & other							
CEO/Executive Director	21	0.0%	-12.6%	-2.2%	1.8%	3.1%	7.9%
Top Finance Position	8	8.6%			9.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	8	2.4%			4.2%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	46	2.9%	-8.4%	0.0%	2.4%	7.2%	10.8%
Top Finance Position	9	4.8%			5.6%		
Housing, shelter: housing support							
CEO/Executive Director	10	8.1%		1.8%	5.8%	14.0%	
Housing, shelter: service & other							
CEO/Executive Director	5	-0.1%			0.0%		
Housing, shelter: temporary housing							
CEO/Executive Director	16	6.8%		3.9%	5.1%	9.2%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	76	2.3%	-3.9%	-0.2%	1.4%	4.7%	9.1%
Top Finance Position	19	1.8%		-1.9%	1.2%	6.6%	
Top Operations Position	7	4.5%			3.6%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	103	4.1%	-4.4%	0.0%	3.2%	9.1%	15.1%
Top Development Position	8	6.2%			4.1%		
Top Finance Position	24	4.8%	-5.7%	2.4%	4.3%	8.3%	15.3%
Top Operations Position	9	2.2%			4.0%		
Top Program Position	10	0.0%		0.1%	4.0%	5.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	30	6.1%	1.1%	2.8%	5.3%	9.7%	13.6%
Top Finance Position	5	4.2%			0.6%		
Human services—multipurpose & other: family services							
CEO/Executive Director	47	5.0%	-4.2%	1.1%	4.1%	9.4%	16.5%
Top Finance Position	7	1.0%			1.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	100	3.5%	-6.4%	0.0%	2.8%	9.2%	13.7%
Top Development Position	5	4.2%			5.5%		
Top Finance Position	27	5.6%	-6.2%	0.4%	4.0%	11.5%	20.2%
Top Human Resources Position	5	2.2%			-1.9%		
Top Operations Position	6	1.4%			0.6%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	10	2.8%		-0.3%	1.7%	5.8%	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	10	3.3%		-4.7%	2.7%	12.6%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	31	6.0%	-0.6%	0.0%	4.7%	11.4%	13.8%
Top Administrative Position	5	7.5%			7.6%		
Top Finance Position	10	2.1%		-1.0%	2.0%	4.5%	
Top Operations Position	7	3.8%			2.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Human services—multipurpose & other: service & other							
CEO/Executive Director	18	2.6%		-0.3%	2.0%	6.0%	
International, foreign affairs, & national security: international development							
CEO/Executive Director	15	4.2%		0.0%	0.0%	8.9%	
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	5	0.2%			0.0%		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	5	4.7%			3.2%		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	5	9.3%			11.5%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	21	4.0%	-1.4%	0.0%	5.0%	7.4%	10.7%
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	30	3.5%	-7.1%	-0.4%	4.1%	6.9%	11.2%
Top Finance Position	8	2.4%			3.5%		
Top Operations Position	5	2.1%			2.3%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	13	2.2%		0.0%	1.8%	3.4%	
Top Finance Position	5	2.7%			3.1%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	5	-2.0%			0.0%		
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	7	2.8%			5.0%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	19	5.4%		2.7%	5.7%	7.5%	
Top Finance Position	5	9.2%			8.8%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	2.4%			2.3%		
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	7	4.6%			4.2%		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	3.2%			2.1%		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	5	2.2%			10.6%		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	6	11.4%			10.9%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	10	5.1%		3.7%	4.9%	6.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	33	4.1%	-5.5%	-0.4%	5.0%	10.9%	13.1%
Top Finance Position	10	4.2%		2.3%	4.3%	6.1%	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	-1.9%			-0.7%		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	6	4.5%			4.5%		
Top Finance Position	5	3.0%			3.6%		
Recreation, sports, leisure, athletics: recreation & sports N.E.C.							
CEO/Executive Director	5	2.4%			1.3%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	150	1.6%	-9.3%	-2.3%	0.5%	5.9%	15.2%
Top Administrative Position	5	2.6%			0.0%		
Top Finance Position	15	5.1%		0.4%	3.2%	9.2%	
Top Operations Position	8	0.3%			0.1%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	13	6.6%		0.0%	3.1%	12.4%	
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	11	-1.5%		-7.0%	0.0%	0.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
Religion-related, spiritual development: service & other							
CEO/Executive Director	14	4.5%		-0.1%	2.7%	11.6%	
Unknown							
CEO/Executive Director	6	3.0%			1.2%		
Youth development: adult & child matching programs							
CEO/Executive Director	7	-0.9%			-1.1%		
Youth development: scouting							
CEO/Executive Director	14	-0.8%		-3.3%	0.5%	6.1%	
Top Finance Position	7	6.6%			5.1%		
Youth development: service & other							
CEO/Executive Director	5	8.2%			10.4%		
Youth development: youth centers & clubs							
CEO/Executive Director	19	5.3%		1.1%	2.8%	7.3%	
Youth development: youth development N.E.C.							
CEO/Executive Director	6	9.5%			7.6%		
Youth development: youth development programs							
CEO/Executive Director	47	3.7%	-4.7%	0.0%	2.9%	8.9%	16.5%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	3.9%			2.1%		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	-4.7%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	10	5.9%		-0.5%	7.0%	9.9%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	4.2%	-2.4%	0.0%	2.8%	6.1%	17.0%
Educational institutions & related activities: service & other							
CEO/Executive Director	8	-3.3%			-0.1%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	8.8%			6.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	4.0%			4.6%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	-0.1%			-2.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	4.1%			4.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	-0.8%			0.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	1.9%			2.5%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	11.4%			10.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	4.7%			3.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	0.8%			0.4%		
Youth development: youth development programs							
CEO/Executive Director	5	2.1%			1.8%		
Vermont							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	5.8%		1.3%	7.0%	8.6%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	10	5.3%		2.5%	4.1%	7.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	0.1%			1.9%		
Crime, legal-related: administration of justice							
CEO/Executive Director	6	9.6%			8.3%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	-2.2%			-3.3%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	17	3.8%		1.5%	2.8%	5.7%	
Top Finance Position	6	2.7%			2.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	-0.6%			1.0%		
Top Finance Position	6	7.8%			7.8%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	8.0%			6.3%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	0.9%			4.1%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	3.6%			2.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	3.5%			5.4%		
Top Finance Position	5	6.8%			7.5%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	4.2%			5.6%		
Top Finance Position	5	12.5%			11.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	10	2.2%		-1.8%	0.8%	1.5%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	17	6.3%		0.4%	3.6%	12.8%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	18	2.0%		-0.2%	2.4%	4.9%	
Human services—multipurpose & other: family services							
CEO/Executive Director	6	7.2%			7.3%		
Human services—multipurpose & other: human services							
CEO/Executive Director	12	1.5%		-1.8%	2.8%	6.9%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	4.6%			5.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vermont							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	5.1%			0.0%		
Youth development: youth development programs							
CEO/Executive Director	7	3.3%			2.5%		
Virginia							
Animal-related: animal protection & welfare							
CEO/Executive Director	19	3.8%		1.4%	2.8%	8.1%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	21	1.4%	-5.1%	-0.4%	2.1%	3.3%	7.7%
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	8	1.2%			2.1%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	13	3.0%		-0.9%	1.4%	6.5%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	8	5.5%			4.1%		
Arts, culture, & humanities: museums							
CEO/Executive Director	21	3.3%	-0.8%	1.2%	3.1%	5.6%	8.5%
Top Development Position	5	2.7%			1.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	39	1.7%	-5.9%	-3.4%	1.7%	4.4%	10.1%
Arts, culture, & humanities: service & other							
CEO/Executive Director	10	3.2%		0.0%	4.2%	6.5%	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	5	9.8%			9.2%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	7	3.5%			2.9%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	8	6.1%			8.7%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	16	4.4%		0.0%	2.2%	8.6%	
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	7	0.9%			0.6%		
Community improvement, capacity building: economic development							
CEO/Executive Director	9	4.1%			4.2%		
Community improvement, capacity building: service & other							
CEO/Executive Director	6	10.6%			10.5%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	6	2.4%			2.2%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	6	1.3%			2.0%		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	7	6.2%			4.2%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	0.5%			2.1%		
Educational institutions & related activities: adult education							
CEO/Executive Director	7	5.8%			5.0%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	12	0.7%		-1.3%	2.2%	3.8%	
Educational institutions & related activities: educational services							
CEO/Executive Director	30	1.6%	-7.8%	-0.4%	1.2%	5.7%	11.9%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	123	3.5%	-4.5%	0.0%	3.1%	7.0%	11.7%
Top Administrative Position	14	6.2%		2.2%	4.1%	8.3%	
Top Business Position	7	1.5%			1.2%		
Top Development Position	14	2.6%		1.7%	2.6%	3.6%	
Top Education Position	6	1.5%			1.6%		
Top Finance Position	27	2.3%	-1.8%	0.6%	2.8%	4.0%	6.6%
Top Operations Position	10	1.9%		-0.7%	1.6%	4.9%	
Educational institutions & related activities: higher education							
CEO/Executive Director	26	1.1%	-7.6%	-2.2%	0.4%	3.7%	11.6%
Top Administrative Position	11	2.6%		-3.9%	0.8%	7.2%	
Top Development Position	14	2.2%		-0.5%	2.1%	3.4%	
Top Education Position	17	1.6%		-2.4%	2.9%	4.9%	
Top Finance Position	14	4.6%		1.0%	2.3%	6.8%	
Educational institutions & related activities: service & other							
CEO/Executive Director	32	2.4%	-3.9%	1.4%	3.2%	5.8%	9.6%
Top Finance Position	12	4.8%		2.2%	3.5%	5.3%	
Top Operations Position	9	2.1%			2.6%		
Educational institutions & related activities: student services							
CEO/Executive Director	24	3.8%	-0.9%	0.0%	2.1%	4.6%	17.9%
Top Operations Position	6	0.4%			0.0%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	5.2%			4.8%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	10	2.6%		0.3%	3.6%	5.0%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	16	4.3%		0.6%	3.4%	4.5%	
Top Development Position	5	2.0%			3.6%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	11	6.2%		3.0%	5.0%	7.1%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	12	4.7%		0.3%	4.9%	10.2%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	23	0.9%	-6.9%	-3.0%	1.3%	4.5%	7.6%
Top Finance Position	8	5.6%			5.6%		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	7	1.0%			2.5%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	9	1.8%			3.0%		
Health—general & rehabilitative: health support							
CEO/Executive Director	14	3.1%		0.6%	2.3%	5.8%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	18	4.3%		2.2%	4.2%	6.0%	
Top Finance Position	7	6.8%			4.2%		
Health—general & rehabilitative: public health							
CEO/Executive Director	7	8.3%			5.5%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	20	3.0%	-5.7%	-0.2%	2.5%	7.0%	9.2%
Top Finance Position	7	8.6%			7.5%		
Top Operations Position	5	6.7%			6.5%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	3.9%			3.8%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	24	3.7%	-0.5%	0.1%	2.8%	5.1%	11.3%
Housing, shelter: housing support							
CEO/Executive Director	10	1.8%		-0.1%	1.5%	7.5%	
Top Finance Position	5	0.9%			3.8%		
Housing, shelter: temporary housing							
CEO/Executive Director	15	7.7%		1.0%	4.9%	16.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	56	3.2%	-4.3%	0.0%	2.2%	6.7%	12.7%
Top Finance Position	12	4.5%		2.8%	3.5%	7.9%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	43	2.1%	-7.9%	-0.7%	1.0%	4.8%	13.7%
Top Finance Position	6	-1.6%			0.8%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	22	6.4%	0.0%	1.7%	4.8%	11.2%	16.0%
Human services—multipurpose & other: family services							
CEO/Executive Director	32	6.0%	-5.2%	1.4%	5.1%	10.5%	16.0%
Human services—multipurpose & other: human services							
CEO/Executive Director	48	1.5%	-6.3%	-2.1%	1.3%	6.0%	8.1%
Top Finance Position	13	3.7%		2.0%	4.5%	7.7%	
Top Operations Position	8	3.0%			4.1%		
Top Program Position	5	6.3%			11.1%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	12	5.3%		3.7%	5.7%	7.9%	
Top Finance Position	5	-1.8%			-0.3%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	8	7.0%			9.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	19	2.2%		-0.8%	2.0%	6.0%	
Top Finance Position	6	8.5%			8.2%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	9.9%			9.4%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	14	0.4%		-3.5%	0.5%	4.1%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	5.2%			2.9%		
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	-1.7%			0.0%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	4.3%			4.5%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	7	0.3%			1.0%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	20	3.5%	-0.5%	0.0%	3.4%	5.7%	7.0%
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	2.4%			1.3%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Public safety, disaster preparedness, & relief: disaster preparedness & relief services							
CEO/Executive Director	5	3.6%			4.6%		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	6	3.5%			3.7%		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	6	1.0%			1.2%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	10	0.3%		-8.1%	1.2%	10.1%	
Top Finance Position	5	8.7%			8.5%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	19	0.9%		-2.8%	1.4%	8.4%	
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	1.9%			2.1%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	42	-0.7%	-8.4%	-5.4%	0.0%	3.2%	7.2%
Top Finance Position	7	-4.3%			0.0%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	0.5%			0.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	-1.9%			-0.7%		
Science & technology research institutes, services: service & other							
CEO/Executive Director	5	7.8%			7.6%		
Youth development: youth centers & clubs							
CEO/Executive Director	11	3.5%		-1.2%	2.1%	5.9%	
Youth development: youth development programs							
CEO/Executive Director	16	7.7%		3.5%	5.8%	12.2%	
Washington							
Animal-related: animal protection & welfare							
CEO/Executive Director	8	-0.9%			0.2%		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	9	6.1%			8.3%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	16	1.9%		-2.2%	2.0%	4.0%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	9	-8.2%			-6.6%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Arts, culture, & humanities: museums							
CEO/Executive Director	15	-0.6%		-1.7%	0.4%	2.9%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	48	1.9%	-8.1%	-1.7%	2.3%	6.9%	11.0%
Top Finance Position	7	4.0%			4.3%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	7	2.3%			-0.4%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	3.0%			1.7%		
Crime, legal-related: legal services							
CEO/Executive Director	6	6.7%			6.2%		
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	5	-1.4%			1.3%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	12	1.1%		-1.2%	3.1%	4.9%	
Educational institutions & related activities: educational services							
CEO/Executive Director	14	5.3%		2.4%	8.8%	12.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	81	1.6%	-9.2%	-4.3%	2.5%	6.6%	12.1%
Top Administrative Position	11	5.0%		-0.6%	3.3%	14.4%	
Top Business Position	7	4.2%			5.8%		
Top Development Position	11	3.1%		2.9%	4.0%	5.0%	
Top Education Position	7	1.2%			2.7%		
Top Finance Position	33	3.7%	-6.8%	-0.4%	2.6%	9.5%	14.2%
Top Operations Position	11	4.4%		0.5%	2.2%	8.8%	
Top Technology Position	6	4.0%			3.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	12	0.8%		-5.3%	3.3%	5.7%	
Top Development Position	6	1.9%			1.7%		
Top Education Position	6	6.3%			1.5%		
Top Finance Position	7	7.1%			7.2%		
Top Technology Position	5	4.1%			2.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	11	3.4%		0.1%	2.9%	7.8%	
Educational institutions & related activities: student services							
CEO/Executive Director	5	5.7%			6.8%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	17	5.0%		1.6%	4.5%	9.8%	
Top Finance Position	5	4.9%			3.7%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	8	3.8%			2.4%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	7	-3.1%			0.3%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	30	4.6%	0.0%	1.2%	3.4%	6.3%	14.9%
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	15	6.7%		1.8%	6.6%	9.6%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	15	5.3%		0.0%	4.3%	9.9%	
Top Finance Position	8	7.4%			6.7%		
Top Operations Position	6	8.1%			10.3%		
Health—general & rehabilitative: health support							
CEO/Executive Director	8	7.8%			3.6%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	12	5.2%		1.4%	6.9%	10.6%	
Top Finance Position	9	9.4%			10.5%		
Top Operations Position	7	7.4%			11.1%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	7.6%			9.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Health—general & rehabilitative: public health							
CEO/Executive Director	5	3.9%			2.1%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	7	6.7%			8.7%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	8	2.1%			1.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	22	6.1%	0.1%	2.5%	6.1%	9.1%	14.4%
Top Finance Position	7	6.4%			8.0%		
Housing, shelter: temporary housing							
CEO/Executive Director	7	4.0%			3.4%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	46	4.4%	-4.1%	0.2%	4.0%	10.1%	15.4%
Top Finance Position	11	8.7%		3.1%	7.2%	13.5%	
Top Operations Position	5	10.5%			8.1%		
Top Program Position	5	2.6%			2.6%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	25	4.1%	-4.7%	0.0%	4.4%	7.6%	14.0%
Top Finance Position	6	10.4%			10.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	4.9%			7.7%		
Human services—multipurpose & other: family services							
CEO/Executive Director	20	3.4%	-2.7%	-1.1%	2.2%	6.9%	10.1%
Human services—multipurpose & other: human services							
CEO/Executive Director	60	3.3%	-7.5%	0.3%	2.8%	7.4%	14.2%
Top Finance Position	17	3.0%		-1.5%	3.2%	7.3%	
Top Operations Position	9	-3.9%			-5.6%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	9	7.0%			9.1%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	4.6%			2.9%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	1.6%		0.6%	4.7%	7.2%	
Top Finance Position	6	1.1%			4.4%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	8	3.8%			1.3%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	13	2.8%		-0.2%	2.0%	8.2%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	14	10.3%		4.2%	9.8%	15.2%	
Top Finance Position	11	10.3%		5.4%	15.2%	16.6%	
Top Operations Position	5	13.3%			14.4%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	10	4.4%		-3.0%	11.5%	13.1%	
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	9	-0.3%			-0.1%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	11	5.8%		0.5%	3.2%	11.3%	
Top Finance Position	6	14.1%			14.6%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	6.5%			6.7%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	1.1%			5.6%		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	6	6.4%			3.7%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	21	3.5%	-5.8%	-1.0%	4.3%	6.7%	11.4%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
Unknown							
CEO/Executive Director	18	5.2%		2.3%	4.1%	7.8%	
Youth development: scouting							
CEO/Executive Director	9	0.9%			2.2%		
Youth development: youth centers & clubs							
CEO/Executive Director	8	8.4%			6.7%		
Youth development: youth development programs							
CEO/Executive Director	22	4.4%	-0.6%	0.0%	2.8%	8.6%	11.4%
West Virginia							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	-1.2%			0.0%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	3.6%		1.3%	3.8%	6.8%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	6.3%			4.3%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	-2.7%			2.0%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	4.5%			3.3%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	17	5.4%		0.0%	3.2%	9.1%	
Top Finance Position	7	2.3%			3.9%		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	5.9%			5.7%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	3.5%			2.7%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	-2.3%			0.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	32	3.2%	-0.5%	0.0%	1.8%	5.7%	9.8%
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	2.7%		-1.4%	4.1%	9.1%	
Human services—multipurpose & other: family services							
CEO/Executive Director	11	2.3%		-0.4%	3.9%	7.7%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Virginia							
Human services—multipurpose & other: human services							
CEO/Executive Director	12	5.4%		0.0%	4.3%	13.5%	
Top Finance Position	5	0.8%			1.8%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	5.8%			4.5%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	5.3%			3.9%		
Wisconsin							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	3.8%			3.4%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	20	4.2%	-1.3%	0.8%	3.7%	10.3%	10.9%
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	0.8%			2.2%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	3.7%			3.7%		
Arts, culture, & humanities: museums							
CEO/Executive Director	11	-1.8%		-6.5%	-3.2%	3.3%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	32	2.0%	-9.9%	-2.0%	2.3%	7.8%	12.0%
Top Finance Position	6	1.4%			4.1%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	5	5.6%			2.8%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	-0.3%			-3.1%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	14	5.1%		0.7%	4.2%	10.1%	
Community improvement, capacity building: economic development							
CEO/Executive Director	7	5.6%			0.8%		
Educational institutions & related activities: adult education							
CEO/Executive Director	5	6.0%			11.7%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	12	1.6%		-1.9%	3.3%	8.1%	
Educational institutions & related activities: educational services							
CEO/Executive Director	12	2.1%		-0.4%	2.8%	7.0%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	51	4.5%	-6.4%	-0.3%	4.4%	8.8%	17.0%
Top Administrative Position	9	1.6%			0.4%		
Top Finance Position	11	5.5%		1.9%	5.3%	9.7%	
Top Operations Position	5	13.1%			9.6%		
Educational institutions & related activities: higher education							
CEO/Executive Director	15	0.4%		-4.5%	1.7%	5.4%	
Top Education Position	7	2.5%			3.9%		
Top Finance Position	9	4.6%			3.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	21	5.4%	-4.0%	0.1%	4.5%	7.2%	21.7%
Educational institutions & related activities: student services							
CEO/Executive Director	7	4.3%			2.7%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	1.8%			1.8%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	8	5.1%			5.6%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	23	0.6%	-6.2%	-3.3%	0.0%	3.8%	7.1%

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	11	5.9%		0.6%	4.2%	8.6%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	9	3.1%			3.9%		
Top Finance Position	6	2.2%			0.8%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	4.3%			3.3%		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	2.6%			4.2%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	23	2.1%	-7.4%	-2.8%	1.6%	6.7%	13.1%
Top Finance Position	20	7.7%	-1.2%	4.4%	7.5%	12.7%	21.9%
Top Human Resources Position	5	-2.2%			-0.7%		
Top Operations Position	5	7.2%			4.9%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	11	4.2%		0.0%	4.2%	8.4%	
Top Finance Position	5	5.1%			4.4%		
Health—general & rehabilitative: public health							
CEO/Executive Director	9	2.4%			5.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	16	2.3%		-0.5%	3.2%	5.2%	
Housing, shelter: housing support							
CEO/Executive Director	6	4.2%			2.8%		
Housing, shelter: temporary housing							
CEO/Executive Director	7	5.3%			3.4%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	42	4.6%	0.0%	1.4%	4.7%	9.2%	12.7%
Top Finance Position	9	2.7%			4.9%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	22	3.1%	-3.2%	0.1%	2.2%	8.1%	11.6%
Top Finance Position	5	2.2%			1.4%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	9.7%			5.7%		
Human services—multipurpose & other: family services							
CEO/Executive Director	26	4.5%	-5.4%	1.5%	3.6%	8.0%	14.8%
Human services—multipurpose & other: human services							
CEO/Executive Director	46	2.0%	-5.3%	0.0%	2.9%	5.1%	8.4%
Top Finance Position	18	3.5%		0.5%	5.1%	7.6%	
Top Operations Position	6	5.4%			5.9%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	19	4.4%		0.6%	4.5%	8.4%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	18	2.4%		-4.2%	0.8%	8.5%	
Top Administrative Position	5	0.0%			4.0%		
Top Finance Position	8	5.4%			4.6%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	4.3%			2.6%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	7.8%			4.3%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	3.9%			4.4%		
Philanthropy, voluntarism, & grantmaking foundations: federated giving programs							
CEO/Executive Director	13	3.6%		-0.9%	0.3%	10.2%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	10	4.5%		2.9%	3.3%	4.0%	
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	2.9%			3.4%		

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	11	3.0%		-0.5%	1.1%	6.5%	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	7	3.0%			2.1%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	18	4.5%		1.7%	4.3%	8.0%	
Youth development: scouting							
CEO/Executive Director	6	5.1%			3.8%		
Youth development: youth centers & clubs							
CEO/Executive Director	11	7.3%		3.3%	7.8%	12.3%	
Youth development: youth development programs							
CEO/Executive Director	14	1.5%		-5.6%	1.2%	7.9%	
Wyoming							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	4.9%		0.5%	2.5%	13.9%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	6.4%		0.1%	7.0%	11.4%	

501(c)(3) organizations incumbent compensation increases state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	-1.7%			2.6%		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	0.8%			1.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	2.5%			1.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	1.9%		-0.2%	4.4%	7.6%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
Top Business Position	7	3.5%			2.3%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	26	0.9%	-9.8%	0.0%	1.9%	5.2%	9.5%
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.9%			3.1%		
Between $1 million and $5 million							
CEO/Executive Director	12	6.5%		0.6%	5.7%	8.2%	
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	8	3.3%			2.3%		
Top Administrative Position	8	3.9%			2.6%		
Alaska							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.9%			-0.3%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arizona							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	5	0.2%			0.4%		
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Finance Position	7	-0.1%			2.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	1.5%		0.7%	2.0%	7.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.6%		1.8%	4.4%	6.5%	
Between $1 million and $5 million							
CEO/Executive Director	10	7.7%		3.8%	6.2%	10.3%	
Greater than $5 million							
CEO/Executive Director	6	4.4%			3.0%		
Arkansas							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	2.3%			2.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	4.0%			6.5%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Arkansas							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	6	1.8%			1.3%		
California							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	17	3.3%		0.0%	2.8%	5.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	-0.2%		-5.0%	-0.4%	6.5%	
Between $1 million and $5 million							
CEO/Executive Director	11	5.9%		-1.4%	7.9%	11.7%	
Greater than $5 million							
CEO/Executive Director	11	5.7%		1.7%	5.7%	10.3%	
Top Business Position	5	4.7%			7.1%		
Top Finance Position	7	5.5%			3.5%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	20	0.6%	-6.0%	-1.9%	0.0%	4.5%	11.1%
Top Finance Position	9	2.2%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	19	5.7%		2.4%	4.8%	7.8%	
Top Business Position	5	4.7%			4.9%		
Top Finance Position	17	0.4%		-4.0%	3.3%	5.2%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	40	4.3%	-3.2%	0.0%	2.7%	7.1%	18.8%
Top Administrative Position	8	-4.2%			1.4%		
Top Business Position	17	4.4%		2.7%	3.6%	5.0%	
Top Finance Position	26	3.8%	-1.3%	0.4%	2.8%	6.9%	14.5%
Greater than $5 million							
CEO/Executive Director	15	4.1%		0.7%	2.9%	6.8%	
Top Business Position	10	4.2%		1.0%	3.1%	5.3%	
Top Finance Position	20	2.9%	-2.1%	1.5%	2.2%	5.2%	10.5%
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	89	1.7%	-10.7%	-1.5%	0.6%	6.7%	13.8%
Between $500 thousand and $1 million							
CEO/Executive Director	60	3.3%	-5.7%	0.0%	2.9%	7.9%	14.2%
Between $1 million and $5 million							
CEO/Executive Director	75	2.2%	-9.3%	-0.6%	2.7%	5.1%	11.4%
Top Finance Position	8	7.1%			6.6%		
Top Marketing Position	5	1.3%			1.3%		
Top Operations Position	6	1.5%			2.8%		
Greater than $5 million							
CEO/Executive Director	23	2.1%	-9.1%	-2.1%	1.9%	7.4%	11.7%
Top Administrative Position	6	7.2%			6.6%		
Top Business Position	8	5.2%			3.8%		
Top Finance Position	13	5.2%		3.0%	4.8%	7.5%	
Top Human Resources Position	5	8.3%			8.9%		
Top Legal Position	7	10.2%			7.0%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
California							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
Top Marketing Position	7	3.5%			4.7%		
Top Operations Position	9	8.8%			7.4%		
Top Technology Position	9	3.1%			3.5%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	12	3.0%		0.0%	3.1%	4.3%	
Top Administrative Position	12	3.0%		0.0%	3.1%	4.3%	
Top Finance Position	6	3.5%			4.2%		
Greater than $5 million							
CEO/Executive Director	14	5.2%		1.5%	3.4%	11.0%	
Top Administrative Position	14	5.2%		1.5%	3.4%	11.0%	
Top Facilities Position	12	5.4%		2.9%	5.3%	6.9%	
Top Finance Position	16	6.8%		2.8%	5.9%	10.3%	
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Between $1 million and $5 million							
CEO/Executive Director	13	5.8%		2.7%	6.7%	9.1%	
Top Administrative Position	12	5.9%		2.1%	6.5%	9.2%	
Colorado							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	2.5%			0.1%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.9%			2.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	-1.8%			0.5%		
Top Business Position	5	4.3%			4.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	23	1.5%	-4.1%	-0.1%	1.5%	4.8%	8.2%
Between $500 thousand and $1 million							
CEO/Executive Director	15	3.2%		1.2%	4.4%	8.5%	
Between $1 million and $5 million							
CEO/Executive Director	22	6.1%	-0.4%	2.3%	5.1%	11.1%	13.4%
Top Finance Position	6	5.3%			4.5%		
Greater than $5 million							
CEO/Executive Director	5	6.9%			5.4%		
Connecticut							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Finance Position	6	5.4%			5.7%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	2.2%		-0.7%	2.5%	5.8%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Connecticut							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.9%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	8	4.1%			3.4%		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	7	4.9%			3.6%		
Top Administrative Position	7	4.9%			3.6%		
Top Facilities Position	6	2.4%			3.3%		
Top Finance Position	8	2.6%			3.5%		
Delaware							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	1.3%			0.2%		
Between $1 million and $5 million							
CEO/Executive Director	6	2.6%			2.7%		
District of Columbia							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	7	4.0%			2.9%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
District of Columbia							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	1.1%			5.3%		
Greater than $5 million							
CEO/Executive Director	11	-0.5%		-3.6%	1.7%	2.7%	
Top Finance Position	10	1.1%		-1.1%	3.7%	4.0%	
Top Legal Position	8	3.4%			2.9%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	-3.5%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	18	4.3%		0.7%	3.0%	5.1%	
Between $1 million and $5 million							
CEO/Executive Director	38	2.2%	-7.2%	-1.7%	1.5%	5.7%	11.1%
Top Finance Position	6	7.2%			6.5%		
Greater than $5 million							
CEO/Executive Director	32	5.0%	0.1%	2.0%	4.4%	8.0%	13.8%
Top Administrative Position	8	5.5%			5.3%		
Top Business Position	7	7.0%			5.5%		
Top Education Position	6	6.2%			4.2%		
Top Finance Position	17	9.2%		5.5%	9.6%	11.2%	
Top Legal Position	12	7.4%		2.5%	4.4%	13.9%	
Top Marketing Position	6	4.2%			3.9%		
Top Operations Position	9	3.2%			5.2%		
Top PR/Communications Position	18	6.0%		2.6%	4.4%	8.2%	
Top Technology Position	8	7.8%			8.9%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	6	0.4%			-0.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	1.0%			6.0%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	11	5.8%		1.8%	3.0%	8.0%	
Top Finance Position	6	-5.7%			-0.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.2%			0.0%		
Top Business Position	5	3.1%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	10	0.0%		-3.2%	0.6%	1.8%	
Top Business Position	9	3.9%			2.9%		
Top Finance Position	11	0.7%		0.9%	1.2%	1.9%	
Greater than $5 million							
CEO/Executive Director	5	1.1%			3.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	65	0.6%	-7.1%	-0.4%	1.1%	3.8%	9.0%
Between $500 thousand and $1 million							
CEO/Executive Director	21	3.0%	-6.4%	-2.1%	2.1%	3.9%	16.7%
Between $1 million and $5 million							
CEO/Executive Director	38	2.5%	-8.3%	-2.4%	3.0%	9.0%	11.0%

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Florida							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	7	2.8%			5.0%		
Top Finance Position	5	6.5%			7.1%		
Top Operations Position	8	0.8%			3.5%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	16	3.3%		0.9%	3.0%	7.7%	
Top Administrative Position	16	3.4%		0.9%	3.7%	7.7%	
Top Facilities Position	5	4.8%			3.5%		
Greater than $5 million							
CEO/Executive Director	37	5.2%	-2.4%	2.2%	4.5%	8.7%	13.3%
Top Administrative Position	37	4.6%	-2.9%	0.7%	4.5%	7.4%	12.4%
Top Facilities Position	26	3.4%	-0.9%	0.0%	1.5%	6.1%	10.4%
Top Finance Position	37	4.7%	-5.6%	0.7%	3.3%	8.3%	17.1%
Top Operations Position	9	5.7%			5.9%		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	6	-0.2%			0.0%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	5	4.7%			6.1%		
Greater than $5 million							
CEO/Executive Director	5	9.0%			9.7%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Georgia							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	-3.9%			0.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	21	1.4%	-4.4%	-1.3%	4.4%	5.8%	7.1%
Between $500 thousand and $1 million							
CEO/Executive Director	7	3.7%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	18	1.9%		-0.8%	1.4%	5.3%	
Greater than $5 million							
CEO/Executive Director	6	2.4%			3.3%		
Top Finance Position	6	7.3%			6.4%		
Top Operations Position	6	7.8%			7.7%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	15	5.8%		2.8%	4.4%	6.0%	
Top Administrative Position	8	5.0%			3.9%		
Top Finance Position	9	6.7%			4.7%		
Top Technology Position	6	7.2%			6.3%		
Hawaii							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	-0.2%			2.2%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Idaho							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	4.5%			2.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	4.4%			5.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	2.7%			2.7%		
Illinois							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	8	2.2%			2.2%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
Top Business Position	10	0.9%		-0.5%	1.1%	2.1%	
Top Finance Position	10	0.1%		-0.7%	0.2%	2.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	4.3%		0.5%	1.8%	3.9%	
Top Business Position	14	3.3%		0.4%	0.9%	4.8%	
Top Finance Position	14	4.2%		0.6%	2.0%	4.0%	
Between $1 million and $5 million							
CEO/Executive Director	31	1.8%	-3.4%	0.0%	2.1%	4.0%	5.7%
Top Business Position	36	3.4%	-1.2%	1.6%	3.2%	5.0%	9.5%
Top Finance Position	34	2.3%	-1.8%	0.2%	2.8%	5.0%	6.0%

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	10	4.5%		1.7%	3.1%	6.5%	
Top Business Position	6	3.5%			3.7%		
Top Finance Position	9	4.6%			3.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	59	0.5%	-11.3%	-2.2%	0.1%	4.8%	9.3%
Between $500 thousand and $1 million							
CEO/Executive Director	23	4.7%	0.0%	2.6%	4.6%	7.4%	13.2%
Between $1 million and $5 million							
CEO/Executive Director	44	2.7%	-3.3%	-0.1%	4.1%	6.1%	8.5%
Top Finance Position	12	3.7%		-1.5%	2.4%	9.1%	
Top Operations Position	6	6.7%			5.1%		
Greater than $5 million							
CEO/Executive Director	26	2.9%	-3.8%	-2.0%	3.2%	6.7%	10.0%
Top Administrative Position	5	6.3%			7.0%		
Top Business Position	7	5.5%			4.4%		
Top Education Position	5	3.5%			1.0%		
Top Finance Position	24	6.8%	2.1%	3.6%	5.1%	7.3%	17.0%
Top Legal Position	5	4.2%			4.1%		
Top Marketing Position	8	7.0%			7.4%		
Top Operations Position	10	6.6%		2.0%	5.1%	10.1%	
Top PR/Communications Position	7	6.0%			3.8%		
Top Technology Position	12	5.6%		1.7%	4.9%	5.3%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Illinois							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	11	1.0%		-1.1%	0.9%	2.8%	
Top Administrative Position	10	1.7%		-0.7%	1.0%	3.2%	
Top Facilities Position	5	7.2%			3.4%		
Greater than $5 million							
CEO/Executive Director	23	4.6%	-5.2%	-1.8%	3.8%	10.8%	19.8%
Top Administrative Position	21	4.3%	-5.5%	-2.0%	2.8%	10.9%	20.7%
Top Facilities Position	13	5.8%		1.0%	4.5%	9.5%	
Top Finance Position	16	3.2%		1.3%	2.9%	5.2%	
501(c)(09)—voluntary employees beneficiary associations							
Greater than $5 million							
Top Administrative Position	5	3.4%			3.1%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	14	0.8%		0.0%	2.4%	4.6%	
Top Finance Position	6	3.1%			3.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.3%			2.3%		
Between $1 million and $5 million							
CEO/Executive Director	12	4.7%		2.1%	4.9%	10.8%	
Top Finance Position	5	1.2%			3.8%		
Greater than $5 million							
CEO/Executive Director	10	0.7%		-2.7%	4.3%	9.7%	
Top Finance Position	5	6.1%			4.8%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	4.3%			5.5%		
Between $1 million and $5 million							
CEO/Executive Director	13	4.1%		2.7%	3.9%	4.7%	
Top Business Position	10	3.6%		2.8%	3.7%	4.9%	
Top Finance Position	15	3.9%		2.2%	3.8%	5.9%	
Greater than $5 million							
Top Finance Position	6	5.8%			3.1%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	24	2.8%	-4.2%	0.0%	4.0%	6.2%	8.9%
Between $500 thousand and $1 million							
CEO/Executive Director	12	8.8%		4.1%	8.9%	15.1%	
Between $1 million and $5 million							
CEO/Executive Director	14	2.7%		0.3%	3.4%	8.6%	
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	11	2.4%		-1.2%	4.1%	8.0%	
Top Operations Position	6	5.9%			3.4%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	5	7.5%			4.9%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indiana							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	8	10.1%			10.9%		
Iowa							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	10	2.6%		0.3%	2.4%	7.2%	
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	-0.1%			1.8%		
Top Business Position	7	-0.2%			2.0%		
Top Finance Position	8	2.0%			3.2%		
Greater than $5 million							
CEO/Executive Director	5	0.7%			-0.2%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	30	3.2%	-0.2%	0.2%	2.7%	4.9%	8.3%
Between $500 thousand and $1 million							
CEO/Executive Director	13	6.1%		0.8%	4.0%	11.5%	
Between $1 million and $5 million							
CEO/Executive Director	16	2.4%		0.6%	4.0%	5.4%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Iowa							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	9	11.7%			10.6%		
Top Finance Position	5	10.1%			7.8%		
Top Operations Position	6	9.6%			7.7%		
Kansas							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.4%			3.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	27	1.9%	-2.4%	0.3%	2.8%	4.7%	9.0%
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.0%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.8%			4.0%		
Kentucky							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
Top Finance Position	5	-2.3%			-0.5%		
Between $1 million and $5 million							
CEO/Executive Director	9	3.1%			2.5%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kentucky							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Finance Position	6	2.8%			1.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	2.1%		-0.1%	2.0%	3.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	-1.2%			-0.6%		
Between $1 million and $5 million							
CEO/Executive Director	13	2.9%		2.0%	3.7%	4.5%	
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	12	8.8%		3.4%	7.0%	15.9%	
Top Administrative Position	7	4.3%			3.1%		
Top Finance Position	9	6.4%			3.8%		
Top Operations Position	5	3.2%			3.6%		
Louisiana							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	1.2%			0.1%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	14	0.8%		0.0%	0.6%	4.6%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisiana							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	10	0.0%		-1.3%	-0.2%	2.6%	
Maine							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	16	3.8%		-0.9%	3.8%	10.4%	
Maryland							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	6	2.5%			2.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	20	1.0%	-8.5%	-0.2%	0.6%	2.8%	7.9%
Between $500 thousand and $1 million							
CEO/Executive Director	11	2.3%		-0.1%	0.8%	5.9%	
Between $1 million and $5 million							
CEO/Executive Director	24	2.0%	-5.3%	0.3%	3.0%	5.4%	7.1%
Top Finance Position	6	6.2%			4.7%		
Top Operations Position	5	9.6%			10.3%		
Greater than $5 million							
CEO/Executive Director	7	8.1%			7.6%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Maryland							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
Top Finance Position	7	0.9%			1.3%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	3.8%			3.2%		
Greater than $5 million							
Top Finance Position	5	0.2%			-2.2%		
Massachusetts							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	1.1%			0.3%		
Top Business Position	5	4.0%			3.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	3.1%			5.7%		
Top Business Position	6	2.5%			2.2%		
Top Finance Position	8	1.6%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	13	2.9%		0.7%	1.9%	4.0%	
Top Business Position	8	0.7%			1.3%		
Top Finance Position	5	2.4%			2.2%		
Greater than $5 million							
CEO/Executive Director	8	0.9%			3.1%		
Top Business Position	5	6.3%			5.3%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Massachusetts							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
Top Finance Position	8	6.2%			3.1%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	26	-1.5%	-13.4%	-7.8%	1.0%	4.7%	9.8%
Between $500 thousand and $1 million							
CEO/Executive Director	15	3.4%		-0.8%	4.1%	5.8%	
Between $1 million and $5 million							
CEO/Executive Director	13	3.0%		0.0%	2.6%	6.2%	
Greater than $5 million							
CEO/Executive Director	8	5.3%			4.6%		
Top Finance Position	5	-2.2%			-2.1%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	5.1%			7.6%		
Top Administrative Position	6	5.1%			7.6%		
Greater than $5 million							
CEO/Executive Director	6	7.9%			6.3%		
Top Administrative Position	6	7.9%			6.3%		
Top Finance Position	7	7.8%			6.3%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	8	3.7%			4.5%		
Top Finance Position	5	5.3%			2.6%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	6	-2.1%			1.9%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	1.5%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	0.0%			-0.7%		
Top Business Position	9	2.9%			2.7%		
Top Finance Position	11	-0.9%		-2.6%	1.3%	4.5%	
Between $1 million and $5 million							
CEO/Executive Director	19	4.7%		0.9%	2.7%	5.2%	
Top Business Position	11	2.1%		1.2%	1.9%	3.5%	
Top Finance Position	20	3.4%	-1.9%	0.8%	3.0%	3.5%	6.5%
Greater than $5 million							
CEO/Executive Director	5	-5.0%			-3.3%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	42	1.2%	-8.3%	-3.5%	1.7%	6.9%	11.9%
Between $500 thousand and $1 million							
CEO/Executive Director	18	2.7%		0.0%	1.5%	4.0%	
Between $1 million and $5 million							
CEO/Executive Director	19	5.2%		0.0%	4.1%	10.8%	
Greater than $5 million							
CEO/Executive Director	7	-3.7%			3.4%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Michigan							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	13	6.1%		-0.4%	5.1%	12.7%	
Top Administrative Position	13	6.1%		-0.4%	5.1%	12.7%	
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	15	1.2%		-2.3%	2.6%	4.8%	
Greater than $5 million							
CEO/Executive Director	13	1.8%		-0.9%	2.4%	5.9%	
Top Finance Position	12	7.1%		3.6%	6.4%	12.5%	
Top Operations Position	5	9.4%			17.0%		
Top Technology Position	7	8.8%			8.6%		
Minnesota							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	5	4.9%			6.3%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	5.7%			5.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.3%			1.8%		
Top Finance Position	5	2.2%			3.2%		
Between $1 million and $5 million							
CEO/Executive Director	13	4.8%		1.9%	3.0%	3.5%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Business Position	7	4.3%			4.0%		
Top Finance Position	10	5.9%		0.3%	4.0%	9.1%	
Greater than $5 million							
CEO/Executive Director	8	7.8%			7.7%		
Top Business Position	5	4.6%			2.2%		
Top Finance Position	8	6.5%			7.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	34	2.5%	-7.1%	-0.2%	2.2%	5.1%	11.5%
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.1%		-0.4%	1.8%	8.0%	
Between $1 million and $5 million							
CEO/Executive Director	17	-1.7%		-4.5%	-1.0%	3.0%	
Greater than $5 million							
CEO/Executive Director	9	6.5%			4.7%		
Top Finance Position	9	4.2%			6.5%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	5	4.3%			1.3%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	7	14.3%			11.9%		
Top Finance Position	5	9.5%			6.0%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minnesota							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	7	7.1%			8.8%		
Mississippi							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	17	4.6%		0.0%	3.7%	6.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	1.9%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	9	5.2%			4.1%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	13	7.2%		5.5%	7.7%	8.8%	
Top Administrative Position	12	7.3%		5.1%	7.8%	9.0%	
Top Finance Position	5	9.4%			9.0%		
Missouri							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	2.6%			3.0%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	4.6%			6.7%		
Top Finance Position	7	-1.2%			-0.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.9%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	16	2.9%		1.5%	3.1%	4.0%	
Top Business Position	9	4.1%			2.6%		
Top Finance Position	9	2.0%			1.9%		
Greater than $5 million							
CEO/Executive Director	6	4.5%			3.5%		
Top Finance Position	9	2.2%			3.1%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	27	3.0%	-2.3%	0.0%	2.4%	7.2%	10.0%
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.9%		0.0%	1.4%	5.0%	
Between $1 million and $5 million							
CEO/Executive Director	22	2.6%	-5.3%	-0.4%	3.4%	4.8%	14.0%
Greater than $5 million							
CEO/Executive Director	8	5.2%			5.0%		
Top Finance Position	6	7.5%			5.4%		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	6	2.6%			4.3%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missouri							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	8	8.4%			7.0%		
Top Administrative Position	7	7.3%			6.3%		
Top Finance Position	5	11.8%			11.1%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	6	2.5%			3.1%		
Between $1 million and $5 million							
CEO/Executive Director	7	6.1%			4.6%		
Montana							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	2.4%		-0.9%	2.5%	5.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.7%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	5	3.9%			6.3%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	7	4.2%			5.2%		
Top Administrative Position	6	8.7%			7.3%		
Top Finance Position	5	7.2%			7.7%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nebraska							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	5.8%			5.4%		
Top Finance Position	5	4.9%			2.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	5.8%			5.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.1%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	7	2.5%			4.0%		
Nevada							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	6.5%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	9	3.9%			3.5%		
New Hampshire							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	3.5%			1.8%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Hampshire							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.6%			6.6%		
New Jersey							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	13	-2.9%		-7.4%	-2.7%	1.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.9%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	22	2.8%	-1.3%	0.3%	2.8%	5.0%	7.1%
Top Business Position	9	2.9%			3.9%		
Top Finance Position	11	2.3%		0.5%	3.3%	4.5%	
Greater than $5 million							
Top Finance Position	6	-0.8%			4.1%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	15	1.7%		-2.9%	2.5%	4.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	2.0%		2.3%	3.0%	4.3%	
Between $1 million and $5 million							
CEO/Executive Director	16	3.8%		0.6%	3.9%	7.0%	
Greater than $5 million							
CEO/Executive Director	5	2.1%			-0.6%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Jersey							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	9	2.7%			3.0%		
Top Administrative Position	10	4.0%		0.4%	3.7%	6.9%	
Top Facilities Position	10	3.0%		0.5%	4.3%	6.7%	
Top Finance Position	9	4.8%			4.2%		
New Mexico							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	14	5.8%		0.0%	3.8%	12.5%	
New York							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	6	5.9%			3.5%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	25	2.6%	-1.0%	0.0%	1.5%	3.4%	10.5%
Top Business Position	8	3.4%			3.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	24	2.7%	-6.1%	0.0%	2.2%	5.9%	9.9%
Top Business Position	9	-1.1%			1.1%		
Top Finance Position	15	2.2%		1.1%	1.9%	3.6%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	56	2.4%	-5.0%	0.0%	2.6%	5.3%	11.6%
Top Business Position	30	4.4%	0.4%	1.7%	3.3%	5.0%	10.3%
Top Finance Position	46	4.0%	-3.9%	1.9%	4.2%	7.0%	10.6%
Greater than $5 million							
CEO/Executive Director	28	3.0%	-2.1%	0.5%	1.8%	4.9%	10.8%
Top Business Position	8	7.0%			5.8%		
Top Finance Position	25	3.5%	-2.4%	-0.5%	2.0%	6.4%	10.3%
Top Legal Position	8	4.0%			3.4%		
Top PR/Communications Position	7	1.9%			2.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	38	0.4%	-11.6%	-4.7%	0.0%	4.1%	15.4%
Between $500 thousand and $1 million							
CEO/Executive Director	27	0.7%	-9.2%	-3.8%	1.4%	4.4%	7.5%
Between $1 million and $5 million							
CEO/Executive Director	35	3.5%	-6.4%	-0.1%	3.9%	6.7%	15.0%
Top Finance Position	8	2.2%			4.1%		
Top Operations Position	7	2.1%			2.1%		
Greater than $5 million							
CEO/Executive Director	14	4.1%		0.2%	1.5%	4.5%	
Top Finance Position	9	6.6%			6.9%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	15	4.7%		0.9%	3.6%	5.4%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
Top Administrative Position	15	4.7%		0.9%	3.6%	5.4%	
Top Facilities Position	6	5.1%			2.8%		
Greater than $5 million							
CEO/Executive Director	23	0.2%	-9.0%	-2.6%	0.4%	4.8%	8.2%
Top Administrative Position	23	0.2%	-9.0%	-2.6%	0.4%	4.8%	8.2%
Top Facilities Position	16	4.5%		1.7%	4.6%	7.4%	
Top Finance Position	24	5.9%	-0.9%	1.0%	3.9%	7.2%	17.5%
501(c)(09)—voluntary employees beneficiary associations							
Greater than $5 million							
CEO/Executive Director	5	1.4%			3.3%		
Top Finance Position	5	5.0%			4.3%		
501(c)(13)—cemetery companies							
Between $1 million and $5 million							
CEO/Executive Director	7	3.2%			4.3%		
North Carolina							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	5	5.8%			4.9%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	-1.8%			-1.2%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Carolina							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	1.5%			2.2%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	35	2.9%	-4.0%	-0.2%	3.0%	6.2%	11.5%
Between $500 thousand and $1 million							
CEO/Executive Director	14	1.0%		-0.7%	1.4%	3.3%	
Between $1 million and $5 million							
CEO/Executive Director	24	6.2%	-1.1%	1.1%	4.6%	9.5%	12.6%
Top Finance Position	5	3.0%			5.9%		
Greater than $5 million							
CEO/Executive Director	9	4.6%			1.3%		
Top Finance Position	5	-0.3%			2.2%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	7	4.6%			3.2%		
Top Administrative Position	7	4.6%			3.2%		
Greater than $5 million							
CEO/Executive Director	6	4.0%			5.2%		
Top Administrative Position	5	7.7%			7.5%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	7	-1.2%			2.5%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
North Dakota							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	5.5%			4.4%		
Between $1 million and $5 million							
CEO/Executive Director	6	4.4%			3.2%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	6	10.8%			9.8%		
Ohio							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	-1.4%			0.0%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	15	2.9%		1.5%	4.5%	9.2%	
Top Finance Position	8	0.5%			1.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	5.2%			2.9%		
Top Business Position	8	4.2%			3.6%		
Top Finance Position	11	3.1%		0.4%	3.6%	6.2%	
Between $1 million and $5 million							
CEO/Executive Director	15	1.9%		0.5%	3.1%	6.4%	
Top Business Position	13	3.6%		2.7%	3.0%	4.4%	
Top Finance Position	18	2.1%		-0.2%	3.2%	6.5%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	5	0.1%			2.6%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	44	1.6%	-7.3%	-0.6%	1.5%	6.0%	9.3%
Between $500 thousand and $1 million							
CEO/Executive Director	20	3.5%	-8.9%	-2.5%	3.0%	8.9%	17.1%
Between $1 million and $5 million							
CEO/Executive Director	20	2.6%	-4.9%	0.9%	2.6%	6.4%	8.6%
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	9	5.8%			7.1%		
Top Administrative Position	8	6.2%			7.7%		
Greater than $5 million							
CEO/Executive Director	11	0.7%		-0.3%	3.0%	4.6%	
Top Administrative Position	7	3.0%			3.2%		
Top Facilities Position	8	5.3%			3.8%		
Top Finance Position	5	8.6%			9.8%		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	9	-5.6%			-2.6%		
Between $500 thousand and $1 million							
Top Administrative Position	6	6.8%			5.8%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ohio							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	6	10.1%			8.7%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.6%			0.6%		
Between $1 million and $5 million							
CEO/Executive Director	5	3.8%			5.2%		
Oklahoma							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	24	1.2%	-4.2%	-0.7%	1.4%	3.6%	5.9%
Between $1 million and $5 million							
CEO/Executive Director	7	-0.1%			1.0%		
Oregon							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	-0.7%			3.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	32	2.6%	-3.6%	-0.3%	1.7%	5.4%	13.0%

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oregon							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	17	1.6%		0.0%	3.7%	5.6%	
Between $1 million and $5 million							
CEO/Executive Director	13	3.2%		-0.1%	3.3%	4.9%	
Pennsylvania							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	7	1.7%			0.8%		
Between $1 million and $5 million							
CEO/Executive Director	6	3.0%			0.7%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	-4.4%			-0.7%		
Top Business Position	5	-2.2%			-0.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	16	4.3%		1.1%	2.9%	5.8%	
Top Finance Position	6	3.4%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	23	3.4%	-0.8%	1.3%	3.5%	4.8%	5.1%
Top Business Position	24	4.6%	0.7%	2.0%	3.6%	5.2%	9.1%
Top Finance Position	19	5.1%		2.9%	4.8%	6.5%	
Greater than $5 million							
CEO/Executive Director	5	1.7%			2.4%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
Top Finance Position	5	3.5%			2.3%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	50	-0.1%	-12.9%	-2.1%	1.2%	4.0%	7.2%
Between $500 thousand and $1 million							
CEO/Executive Director	22	3.8%	-2.7%	1.8%	3.6%	6.3%	9.2%
Between $1 million and $5 million							
CEO/Executive Director	29	4.1%	-1.2%	1.6%	3.8%	6.0%	10.8%
Top Finance Position	8	3.1%			3.0%		
Top Legal Position	5	2.7%			2.8%		
Top Operations Position	6	0.8%			4.2%		
Greater than $5 million							
CEO/Executive Director	5	8.3%			5.6%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	16	4.3%		1.0%	3.1%	6.2%	
Top Administrative Position	18	5.1%		1.3%	4.1%	6.7%	
Top Facilities Position	7	7.3%			6.8%		
Greater than $5 million							
CEO/Executive Director	9	4.0%			3.4%		
Top Administrative Position	9	4.0%			3.4%		
Top Facilities Position	11	6.2%		-0.2%	3.7%	12.9%	
Top Finance Position	9	1.3%			1.6%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pennsylvania							
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	5	1.8%			1.3%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	6	5.0%			4.3%		
Rhode Island							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	2.4%			2.9%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	2.2%			0.0%		
South Carolina							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	18	4.0%		0.3%	2.8%	6.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.9%		2.5%	3.2%	6.4%	
Between $1 million and $5 million							
CEO/Executive Director	14	0.6%		-3.7%	0.6%	5.5%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
South Carolina							
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	7	6.2%			3.1%		
Top Operations Position	5	4.6%			4.7%		
South Dakota							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	3.4%		1.7%	2.3%	4.9%	
Between $1 million and $5 million							
CEO/Executive Director	5	2.9%			2.4%		
Tennessee							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	5	2.2%			2.4%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	-1.9%			-1.6%		
Between $1 million and $5 million							
CEO/Executive Director	6	-3.5%			2.2%		
Top Business Position	5	-1.3%			0.0%		
Top Finance Position	6	3.8%			4.1%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tennessee							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	35	0.7%	-4.4%	-0.6%	0.0%	3.1%	7.7%
Between $500 thousand and $1 million							
CEO/Executive Director	14	2.7%		0.8%	2.4%	4.6%	
Between $1 million and $5 million							
CEO/Executive Director	11	5.5%		2.3%	5.6%	7.2%	
Greater than $5 million							
CEO/Executive Director	5	6.4%			6.5%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Greater than $5 million							
CEO/Executive Director	15	4.7%		2.0%	5.3%	8.6%	
Top Administrative Position	9	4.2%			6.5%		
Top Finance Position	10	3.1%		2.8%	3.5%	4.2%	
Top Operations Position	9	4.3%			4.0%		
Texas							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
$500 thousand or less							
CEO/Executive Director	7	-2.3%			1.3%		
Between $1 million and $5 million							
CEO/Executive Director	8	4.2%			3.9%		
Greater than $5 million							
CEO/Executive Director	6	6.1%			3.6%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	9	5.4%			3.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-1.6%			-0.3%		
Top Finance Position	6	8.1%			8.3%		
Between $1 million and $5 million							
CEO/Executive Director	13	-0.2%		-1.3%	0.0%	1.9%	
Top Business Position	7	2.7%			2.8%		
Top Finance Position	8	-2.8%			0.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	76	2.1%	-9.9%	-0.1%	2.3%	6.4%	10.3%
Between $500 thousand and $1 million							
CEO/Executive Director	39	2.3%	-6.5%	-2.0%	2.2%	5.9%	10.5%
Between $1 million and $5 million							
CEO/Executive Director	33	5.1%	0.0%	1.6%	4.3%	7.6%	12.6%
Top Finance Position	5	9.9%			9.3%		
Top Operations Position	5	1.8%			0.0%		
Greater than $5 million							
CEO/Executive Director	13	3.5%		0.7%	3.6%	6.6%	
Top Finance Position	7	2.8%			1.1%		
Top Operations Position	5	3.5%			2.9%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	-1.0%			-0.5%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Texas							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	12	5.3%		2.7%	4.3%	5.3%	
Top Administrative Position	13	4.6%		1.9%	4.3%	5.2%	
Top Finance Position	8	3.0%			4.3%		
Top Operations Position	6	5.4%			4.1%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Between $1 million and $5 million							
CEO/Executive Director	5	2.9%			4.4%		
Greater than $5 million							
CEO/Executive Director	6	3.8%			2.8%		
Top Administrative Position	6	3.8%			2.8%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $500 thousand and $1 million							
CEO/Executive Director	8	1.5%			0.3%		
Between $1 million and $5 million							
CEO/Executive Director	12	5.8%		0.3%	4.4%	8.5%	
Greater than $5 million							
CEO/Executive Director	14	7.8%		2.8%	5.8%	11.1%	
Top Finance Position	7	5.1%			8.8%		
Top Operations Position	5	2.4%			4.2%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Utah							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	2.7%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	9	5.5%			4.5%		
Vermont							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	18	2.2%		-0.1%	2.5%	4.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.0%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	5	3.7%			2.6%		
Virginia							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	7	0.8%			0.6%		
Greater than $5 million							
CEO/Executive Director	5	3.6%			0.4%		
Top Finance Position	7	1.5%			3.1%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	7	6.3%			6.2%		
Top Finance Position	7	0.7%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	1.2%			1.6%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	35	0.5%	-6.9%	-0.8%	1.1%	3.6%	5.8%
Between $500 thousand and $1 million							
CEO/Executive Director	20	2.9%	-1.7%	1.2%	3.1%	5.9%	7.1%
Between $1 million and $5 million							
CEO/Executive Director	59	3.8%	-2.0%	0.4%	2.4%	6.3%	13.0%
Top Administrative Position	5	6.3%			8.9%		
Top Education Position	6	6.3%			5.6%		
Top Finance Position	22	7.2%	1.3%	3.0%	5.2%	9.5%	15.2%
Top Marketing Position	5	3.8%			2.7%		
Top Operations Position	14	6.9%		2.2%	4.1%	8.9%	
Top PR/Communications Position	7	4.1%			1.6%		
Top Technology Position	5	4.1%			2.3%		
Greater than $5 million							
CEO/Executive Director	27	2.7%	-7.0%	-0.6%	3.3%	5.9%	10.1%
Top Administrative Position	5	4.3%			4.6%		
Top Business Position	7	2.9%			4.3%		
Top Finance Position	22	1.6%	-12.2%	-3.1%	2.6%	6.5%	11.9%
Top Legal Position	5	7.8%			7.3%		
Top Marketing Position	7	7.1%			7.4%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Virginia							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
Top Operations Position	9	2.6%			6.9%		
Top PR/Communications Position	10	1.4%		0.8%	3.4%	6.3%	
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	11	9.5%		3.6%	8.7%	13.7%	
Top Administrative Position	10	9.6%		2.6%	9.7%	14.2%	
Top Facilities Position	8	3.8%			2.2%		
Top Finance Position	8	3.6%			2.2%		
501(c)(08)—fraternal beneficiary societies & associations							
$500 thousand or less							
Top Administrative Position	5	0.1%			0.0%		
Washington							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	18	0.3%		-0.4%	1.9%	4.4%	
Between $1 million and $5 million							
CEO/Executive Director	10	2.5%		0.5%	3.0%	4.9%	
Top Business Position	8	4.2%			4.1%		
Top Finance Position	11	3.8%		0.9%	3.4%	4.9%	
Greater than $5 million							
CEO/Executive Director	8	4.3%			3.8%		
Top Finance Position	10	5.2%		-0.1%	3.9%	8.4%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
Top Legal Position	5	5.9%			6.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	22	3.3%	-9.8%	0.5%	3.6%	9.0%	15.7%
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.6%		3.0%	3.8%	7.6%	
Between $1 million and $5 million							
CEO/Executive Director	13	1.6%		-0.1%	2.3%	4.9%	
West Virginia							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	17	1.4%		-5.7%	0.4%	3.6%	
Wisconsin							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.7%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	15	3.2%		1.8%	3.0%	4.4%	
Top Business Position	12	3.0%		2.0%	2.8%	4.0%	
Top Finance Position	11	3.2%		2.2%	2.8%	4.0%	

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wisconsin							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	28	2.8%	-3.9%	0.1%	1.6%	6.0%	10.4%
Between $500 thousand and $1 million							
CEO/Executive Director	17	1.7%		-1.2%	3.0%	5.4%	
Between $1 million and $5 million							
CEO/Executive Director	24	3.4%	-6.1%	1.0%	4.1%	6.9%	8.9%
Greater than $5 million							
CEO/Executive Director	6	2.6%			2.3%		
Top Finance Position	5	6.8%			3.5%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	5	2.9%			1.4%		
Top Administrative Position	5	2.9%			1.4%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
$500 thousand or less							
CEO/Executive Director	6	3.3%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	23	5.4%	-1.9%	2.4%	5.5%	7.4%	10.7%
Top Finance Position	5	5.4%			5.0%		
Greater than $5 million							
CEO/Executive Director	8	6.8%			9.8%		
Top Finance Position	6	12.3%			10.4%		

Other subsections incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wyoming							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	5.4%			0.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Abilene, TX							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	9.1%			10.6%		
Akron, OH							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	5.8%			6.4%		
Greater than $5 million							
CEO/Executive Director	7	6.7%			6.8%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-5.2%			-1.8%		
Between $1 million and $5 million							
CEO/Executive Director	5	9.1%			8.7%		
Greater than $5 million							
CEO/Executive Director	8	2.2%			3.1%		
Albany-Schenectady-Troy, NY							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	4.5%			3.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.1%			1.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	4.2%			1.2%		
Between $1 million and $5 million							
CEO/Executive Director	15	3.7%		0.9%	2.6%	5.1%	
Greater than $5 million							
CEO/Executive Director	19	6.6%		0.8%	6.0%	14.5%	
Top Development Position	6	2.7%			3.6%		
Top Education Position	5	5.6%			1.5%		
Top Finance Position	6	3.7%			1.6%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	1.8%			1.4%		
Greater than $5 million							
CEO/Executive Director	9	4.6%			3.6%		
Top Finance Position	6	6.7%			10.1%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	11	2.9%		0.8%	2.2%	8.4%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	1.2%			2.0%		
Between $1 million and $5 million							
CEO/Executive Director	15	6.9%		3.1%	6.1%	11.5%	
Greater than $5 million							
CEO/Executive Director	17	3.6%		1.9%	3.8%	6.0%	
Top Finance Position	6	11.5%			11.7%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	0.4%			1.3%		
Greater than $5 million							
CEO/Executive Director	6	3.5%			3.7%		
Albuquerque, NM							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	1.4%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	8.9%			8.2%		
Between $1 million and $5 million							
CEO/Executive Director	7	6.2%			3.1%		
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	5	1.7%			1.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	5.2%			4.6%		
Between $1 million and $5 million							
CEO/Executive Director	9	5.6%			3.5%		
Greater than $5 million							
CEO/Executive Director	7	5.2%			3.9%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.5%			4.1%		
Between $1 million and $5 million							
CEO/Executive Director	15	4.6%		-0.9%	5.7%	8.8%	
Greater than $5 million							
CEO/Executive Director	8	6.6%			6.1%		
Allentown-Bethlehem-Easton, PA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	8	3.3%			2.9%		
Greater than $5 million							
CEO/Executive Director	15	7.7%		2.0%	5.9%	12.7%	
Top Administrative Position	6	6.5%			6.4%		
Top Finance Position	8	6.9%			6.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	8.9%			10.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	5.1%			4.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.8%			-2.3%		
Between $1 million and $5 million							
CEO/Executive Director	5	5.6%			4.0%		
Greater than $5 million							
CEO/Executive Director	14	3.3%		0.1%	1.6%	4.6%	
Top Finance Position	9	4.4%			1.5%		
Amarillo, TX							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	9.2%			11.5%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	5.6%			2.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Anchorage, AK							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	8.5%			10.7%		
Ann Arbor, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	3.9%			-0.3%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	-0.9%			-0.1%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.7%			2.3%		
Greater than $5 million							
CEO/Executive Director	5	0.8%			1.0%		
Top Finance Position	7	8.9%			9.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	0.6%			1.0%		
Between $1 million and $5 million							
CEO/Executive Director	15	4.2%		0.4%	3.5%	8.7%	
Greater than $5 million							
CEO/Executive Director	6	0.7%			2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Appleton-Oshkosh-Neenah, WI							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	6.1%			3.9%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	11.7%			12.7%		
Asheville, NC							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	4.2%			2.7%		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	0.3%			0.9%		
Top Finance Position	5	3.2%			2.9%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	9.0%			5.2%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	-1.7%			0.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	13	3.9%		0.0%	3.1%	8.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.3%			1.3%		
Between $1 million and $5 million							
CEO/Executive Director	18	3.9%		0.0%	3.4%	6.6%	
Greater than $5 million							
CEO/Executive Director	5	7.3%			12.3%		
Top Finance Position	5	-2.3%			0.8%		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	3.9%			3.3%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	1.9%			1.3%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	17	2.6%		0.0%	2.7%	6.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	3.0%		-2.0%	3.0%	6.2%	
Between $1 million and $5 million							
CEO/Executive Director	35	3.7%	-5.3%	0.0%	4.1%	8.2%	13.3%
Top Finance Position	8	4.2%			3.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	53	2.3%	-11.3%	0.0%	3.0%	8.0%	10.5%
Top Administrative Position	8	4.5%			4.5%		
Top Development Position	18	-0.3%		-2.7%	1.0%	3.3%	
Top Education Position	6	5.0%			3.6%		
Top Finance Position	41	4.0%	-3.6%	-0.8%	3.7%	8.8%	14.7%
Top Human Resources Position	7	3.0%			1.9%		
Top Marketing Position	5	6.6%			5.4%		
Top Operations Position	9	2.9%			0.8%		
Top Technology Position	6	5.5%			7.8%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	11.1%			14.5%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	0.8%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	3.5%			2.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	7.2%		1.8%	8.1%	12.4%	
Greater than $5 million							
CEO/Executive Director	25	5.3%	-7.0%	0.9%	8.6%	11.4%	16.3%
Top Finance Position	16	6.1%		1.3%	4.7%	10.8%	
Top Operations Position	19	5.1%		0.6%	4.1%	9.5%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	-0.1%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	10	5.3%		-1.0%	6.9%	12.5%	
Greater than $5 million							
CEO/Executive Director	6	10.2%			6.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	1.8%	-19.2%	0.0%	3.5%	10.5%	13.4%
Between $500 thousand and $1 million							
CEO/Executive Director	15	3.3%		-3.3%	1.7%	10.1%	
Between $1 million and $5 million							
CEO/Executive Director	40	3.6%	-2.4%	0.7%	3.2%	6.5%	11.4%
Greater than $5 million							
CEO/Executive Director	20	3.1%	-3.6%	-0.7%	2.7%	6.0%	12.2%
Top Finance Position	11	4.7%		0.6%	4.4%	9.0%	
Top Operations Position	7	6.8%			1.2%		
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	8	7.3%			5.5%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	10	0.3%		-0.1%	0.0%	1.4%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	-0.6%			0.0%		
Greater than $5 million							
CEO/Executive Director	6	5.3%			2.4%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	1.7%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	1.5%			-0.3%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	7	5.4%			7.4%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	37	3.9%	-5.1%	0.0%	2.2%	8.2%	14.9%
Top Finance Position	5	0.9%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	-2.2%			-2.9%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.4%			5.3%		
Greater than $5 million							
CEO/Executive Director	8	4.7%			3.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Youth development							
$500 thousand or less							
CEO/Executive Director	11	2.9%		0.0%	0.0%	6.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	5.4%			7.1%		
Between $1 million and $5 million							
CEO/Executive Director	7	9.2%			9.2%		
Augusta-Aiken, GA-SC							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	6.2%			6.3%		
Austin-San Marcos, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	16	5.8%		0.0%	8.1%	12.4%	
Between $1 million and $5 million							
CEO/Executive Director	9	2.4%			0.0%		
Greater than $5 million							
CEO/Executive Director	5	3.1%			0.6%		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	8	-1.4%			-2.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	15	3.5%		0.0%	0.1%	4.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	6.6%			3.2%		
Between $1 million and $5 million							
CEO/Executive Director	28	5.2%	-3.0%	1.4%	3.2%	7.8%	13.9%
Greater than $5 million							
CEO/Executive Director	25	3.8%	-3.5%	1.5%	3.8%	9.8%	10.9%
Top Administrative Position	7	5.2%			3.6%		
Top Finance Position	12	6.7%		4.1%	5.5%	7.3%	
Top Operations Position	9	7.9%			9.4%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	7	5.6%			7.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	11.7%			13.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	12	0.5%		-4.2%	-1.1%	4.6%	
Between $1 million and $5 million							
CEO/Executive Director	15	5.3%		2.3%	4.0%	10.3%	
Greater than $5 million							
CEO/Executive Director	19	5.4%		0.6%	3.3%	8.3%	
Top Finance Position	10	6.3%		2.2%	3.8%	13.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	3.7%			0.2%		
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.6%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.3%			4.6%		
Baltimore, MD							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	5.1%			2.9%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	22	3.9%	-5.4%	0.0%	1.6%	5.1%	16.8%
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.6%			4.3%		
Between $1 million and $5 million							
CEO/Executive Director	17	2.9%		0.0%	2.6%	9.4%	
Greater than $5 million							
CEO/Executive Director	7	1.6%			1.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	5.3%			4.5%		
Between $1 million and $5 million							
CEO/Executive Director	7	3.1%			4.3%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	14	3.5%		0.1%	4.5%	7.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	0.3%		-5.3%	0.0%	2.9%	
Between $1 million and $5 million							
CEO/Executive Director	33	2.4%	-6.1%	-0.8%	2.0%	5.1%	10.8%
Greater than $5 million							
CEO/Executive Director	42	5.0%	-2.4%	0.2%	2.5%	8.8%	17.6%
Top Administrative Position	7	3.0%			2.5%		
Top Development Position	11	5.5%		2.2%	4.6%	9.4%	
Top Education Position	9	1.8%			1.8%		
Top Finance Position	35	3.4%	-1.7%	-0.2%	2.2%	5.1%	8.9%
Top Human Resources Position	6	4.7%			3.9%		
Top Operations Position	10	3.5%		1.6%	2.6%	6.8%	
Top Program Position	5	3.7%			3.8%		
Top Technology Position	10	3.1%		0.9%	2.8%	7.3%	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	-3.8%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Environmental quality, protection, & beautification							
Greater than $5 million							
CEO/Executive Director	5	3.0%			2.7%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	7	-2.3%			-0.5%		
Greater than $5 million							
CEO/Executive Director	26	-0.6%	-15.8%	-10.9%	1.4%	6.4%	11.7%
Top Finance Position	21	3.7%	-0.5%	1.2%	3.7%	11.0%	12.0%
Top Human Resources Position	10	-1.6%		-6.2%	-1.4%	3.3%	
Top Operations Position	11	3.7%		-0.4%	1.5%	9.1%	
Top Technology Position	5	3.9%			2.6%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	10	5.9%		0.8%	3.1%	9.7%	
Greater than $5 million							
CEO/Executive Director	5	4.4%			3.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	15	4.7%		2.9%	4.1%	7.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	6.5%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	25	5.6%	0.0%	0.7%	5.2%	7.3%	14.6%
Top Finance Position	5	6.9%			5.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	44	3.1%	-6.7%	-0.2%	3.3%	5.8%	10.8%
Top Administrative Position	5	1.7%			1.1%		
Top Finance Position	28	3.3%	-4.7%	0.9%	3.6%	6.8%	9.5%
Top Human Resources Position	8	-1.1%			0.2%		
Top Marketing Position	5	2.3%			1.3%		
Top Operations Position	12	1.8%		-2.2%	2.9%	6.8%	
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	0.5%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	7.1%			7.7%		
Between $1 million and $5 million							
CEO/Executive Director	11	5.6%		1.9%	4.0%	9.5%	
Greater than $5 million							
CEO/Executive Director	10	6.2%		2.4%	5.2%	8.8%	
Top Finance Position	6	2.7%			2.3%		
Top Operations Position	6	4.6%			3.9%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	2.4%			1.5%		
Between $1 million and $5 million							
CEO/Executive Director	8	4.7%			2.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	5.1%			2.2%		
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	5	8.5%			7.4%		
Between $1 million and $5 million							
CEO/Executive Director	5	-1.4%			-3.8%		
Barnstable-Yarmouth, MA							
Human services—multipurpose & other							
Greater than $5 million							
Top Finance Position	5	4.9%			4.6%		
Baton Rouge, LA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	5.5%			6.3%		
Greater than $5 million							
CEO/Executive Director	8	3.7%			2.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baton Rouge, LA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	5.7%			4.0%		
Top Operations Position	5	3.4%			10.2%		
Bergen-Passaic, NJ							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	13	0.5%		-0.2%	0.0%	2.3%	
Greater than $5 million							
CEO/Executive Director	13	5.5%		-0.3%	3.3%	7.5%	
Top Education Position	7	5.3%			4.0%		
Top Finance Position	8	2.8%			2.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	-1.2%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	2.8%		0.5%	3.2%	7.3%	
Top Finance Position	6	9.2%			7.3%		
Greater than $5 million							
CEO/Executive Director	13	3.9%		-1.6%	4.4%	9.5%	
Top Finance Position	8	0.4%			-0.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	5.5%			4.8%		
Top Finance Position	5	8.5%			11.6%		
Binghamton, NY							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	6	4.9%			3.0%		
Top Finance Position	6	7.0%			5.9%		
Birmingham, AL							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	-1.9%			0.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	3.8%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	10	-0.6%		-3.3%	0.5%	3.0%	
Greater than $5 million							
Top Finance Position	7	4.1%			1.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.8%			5.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	3.5%		-0.2%	2.0%	12.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	1.7%			1.2%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.1%			4.8%		
Greater than $5 million							
CEO/Executive Director	10	4.9%		0.3%	4.3%	10.2%	
Top Finance Position	7	4.5%			4.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	16	1.9%		-1.5%	0.0%	3.3%	
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	4.0%			3.7%		
Bloomington-Normal, IL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	3.8%			4.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bloomington-Normal, IL							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	4.2%			5.1%		
Boise City, ID							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	5.1%			4.0%		
Top Administrative Position	8	7.4%			4.4%		
Greater than $5 million							
CEO/Executive Director	5	3.8%			3.3%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	-1.2%			-1.2%		
Boston, MA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	38	2.8%	-6.3%	-0.5%	0.7%	7.1%	15.5%
Between $500 thousand and $1 million							
CEO/Executive Director	23	2.3%	-5.9%	-2.5%	0.4%	5.2%	12.1%
Between $1 million and $5 million							
CEO/Executive Director	37	2.3%	-1.9%	0.0%	2.0%	4.5%	11.1%
Top Finance Position	5	0.9%			0.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	17	4.0%		0.7%	4.0%	7.2%	
Top Development Position	10	5.5%		2.1%	3.1%	3.6%	
Top Finance Position	16	3.9%		0.8%	3.5%	8.9%	
Top Operations Position	5	9.5%			6.7%		
Civil rights, social action, advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	6	1.0%			3.5%		
Between $1 million and $5 million							
CEO/Executive Director	13	2.2%		-1.3%	3.4%	6.7%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	4.9%		0.7%	1.4%	4.6%	
Between $1 million and $5 million							
CEO/Executive Director	15	5.2%		1.1%	4.1%	8.7%	
Greater than $5 million							
CEO/Executive Director	5	6.6%			4.3%		
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	11	4.3%		1.1%	4.6%	6.6%	
Between $1 million and $5 million							
CEO/Executive Director	5	8.6%			7.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	5.7%			0.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.7%			6.1%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.7%			3.1%		
Greater than $5 million							
CEO/Executive Director	10	5.5%		0.2%	3.3%	8.3%	
Top Finance Position	6	6.5%			6.3%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	42	1.9%	-6.0%	0.0%	2.2%	7.0%	11.4%
Top Finance Position	6	-2.0%			-1.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	37	5.1%	-0.6%	0.2%	3.7%	8.4%	12.8%
Between $1 million and $5 million							
CEO/Executive Director	93	3.0%	-3.0%	0.0%	2.6%	6.1%	11.6%
Top Development Position	5	1.0%			3.7%		
Top Finance Position	18	2.8%		-2.4%	1.5%	8.3%	
Top Operations Position	9	8.1%			7.7%		
Top Program Position	5	2.2%			3.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	97	4.0%	-3.6%	0.5%	3.4%	7.0%	13.5%
Top Administrative Position	13	2.2%		0.8%	1.5%	2.7%	
Top Business Position	13	3.0%		-1.2%	2.7%	4.7%	
Top Development Position	46	4.1%	-0.4%	1.3%	3.7%	7.6%	11.2%
Top Education Position	30	2.8%	-3.9%	-0.6%	2.4%	6.4%	8.5%
Top Facilities Position	5	2.3%			3.2%		
Top Finance Position	72	3.7%	-1.1%	1.9%	3.2%	6.1%	10.7%
Top Human Resources Position	12	1.5%		-0.8%	2.3%	4.1%	
Top Legal Position	16	4.1%		1.1%	5.0%	8.5%	
Top Marketing Position	13	3.1%		0.5%	2.5%	6.5%	
Top Operations Position	43	5.0%	-0.6%	2.1%	4.0%	7.4%	12.6%
Top PR/Communications Position	17	4.2%		1.1%	3.1%	6.5%	
Top Program Position	10	1.4%		0.2%	0.9%	2.7%	
Top Technology Position	26	2.1%	-4.2%	2.1%	3.5%	4.9%	6.4%
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	-0.7%			0.5%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	2.9%			0.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	0.5%		-2.9%	-0.4%	3.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	12	1.0%		1.3%	2.8%	3.6%	
Greater than $5 million							
CEO/Executive Director	8	6.1%			4.5%		
Top Development Position	6	9.2%			7.4%		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	1.4%			-1.7%		
Greater than $5 million							
CEO/Executive Director	6	6.7%			7.4%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	-2.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.1%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	20	6.5%	-0.2%	0.2%	5.8%	11.3%	14.6%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	55	1.5%	-9.7%	-3.9%	1.8%	7.0%	12.4%
Top Administrative Position	9	5.9%			8.9%		
Top Business Position	6	8.2%			8.7%		
Top Development Position	11	-0.9%		-4.9%	0.7%	5.7%	
Top Finance Position	47	4.9%	-2.9%	0.1%	3.8%	8.7%	18.0%
Top Human Resources Position	12	9.1%		3.0%	10.6%	14.1%	
Top Legal Position	5	3.8%			10.5%		
Top Marketing Position	5	5.6%			7.0%		
Top Operations Position	23	5.5%	-3.2%	0.0%	4.8%	9.7%	20.5%
Top Technology Position	11	4.2%		0.4%	5.3%	9.8%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	7.9%			5.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	6.8%			3.6%		
Between $1 million and $5 million							
CEO/Executive Director	18	4.0%		0.5%	3.8%	8.0%	
Greater than $5 million							
CEO/Executive Director	17	4.1%		1.9%	4.1%	6.1%	
Top Finance Position	8	5.6%			6.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	3.1%		-2.9%	2.8%	10.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	21	3.6%	-4.7%	1.1%	3.5%	7.1%	12.9%
Between $1 million and $5 million							
CEO/Executive Director	75	4.6%	-2.2%	0.3%	4.0%	9.9%	14.1%
Top Finance Position	18	3.9%		0.4%	3.3%	8.2%	
Greater than $5 million							
CEO/Executive Director	83	3.8%	-3.4%	-0.1%	3.6%	8.0%	14.1%
Top Administrative Position	10	7.9%		4.9%	7.2%	10.3%	
Top Development Position	7	0.3%			1.2%		
Top Finance Position	60	5.3%	0.0%	2.1%	4.2%	8.8%	12.8%
Top Human Resources Position	16	3.6%		3.1%	5.1%	6.3%	
Top Operations Position	21	5.2%	0.4%	1.4%	4.7%	6.5%	11.5%
Top Program Position	15	4.6%		1.1%	3.1%	6.9%	
Top Technology Position	9	4.1%			2.6%		
International, foreign affairs, & national security							
Between $1 million and $5 million							
CEO/Executive Director	6	2.7%			3.9%		
Greater than $5 million							
CEO/Executive Director	6	2.9%			3.6%		
Top Finance Position	5	1.7%			3.5%		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	8	4.6%			4.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Medical research							
Greater than $5 million							
CEO/Executive Director	8	3.0%			4.3%		
Top Finance Position	6	5.6%			5.0%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	5.1%			4.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.2%			7.8%		
Between $1 million and $5 million							
CEO/Executive Director	7	4.9%			4.3%		
Greater than $5 million							
CEO/Executive Director	11	6.1%		1.2%	6.3%	9.2%	
Top Finance Position	7	5.7%			8.6%		
Top Operations Position	6	6.4%			11.4%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	9.0%			9.0%		
Greater than $5 million							
CEO/Executive Director	7	4.1%			2.0%		
Top Finance Position	6	7.1%			4.5%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	1.2%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	9	-0.7%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	14	2.9%		-2.4%	3.0%	5.5%	
Top Finance Position	5	4.1%			3.0%		
Greater than $5 million							
CEO/Executive Director	5	1.8%			0.4%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	3.0%		-0.7%	1.9%	4.4%	
Youth development							
$500 thousand or less							
CEO/Executive Director	10	7.1%		0.2%	5.1%	14.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	2.4%		-0.4%	1.7%	5.4%	
Between $1 million and $5 million							
CEO/Executive Director	31	4.0%	-3.5%	-0.7%	1.7%	8.3%	12.1%
Greater than $5 million							
CEO/Executive Director	10	2.5%		0.2%	3.1%	4.1%	
Top Development Position	5	4.3%			5.0%		
Top Operations Position	5	1.6%			1.7%		
Top Program Position	5	3.6%			2.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.6%			2.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	0.4%			2.3%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	-0.5%			-0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.4%			0.2%		
Between $1 million and $5 million							
CEO/Executive Director	10	4.0%		1.8%	4.1%	7.8%	
Greater than $5 million							
CEO/Executive Director	6	2.2%			0.5%		
Top Finance Position	5	7.7%			6.9%		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	3.1%			1.1%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	6	7.0%			7.5%		
Between $1 million and $5 million							
CEO/Executive Director	10	3.8%		-1.4%	5.8%	10.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bridgeport-Milford, CT							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	7.5%			7.3%		
Greater than $5 million							
CEO/Executive Director	9	4.9%			7.1%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	11.4%			9.2%		
Top Finance Position	5	2.7%			2.4%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	3.3%			0.5%		
Brockton, MA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	-2.2%			-4.1%		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	7	-2.7%			-1.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	3.7%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	-2.8%			-6.8%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	8	1.6%			4.8%		
Greater than $5 million							
CEO/Executive Director	17	4.2%		-0.3%	1.8%	8.2%	
Top Education Position	6	2.0%			2.4%		
Top Finance Position	9	5.2%			6.0%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	6.2%			4.1%		
Top Finance Position	6	-3.0%			2.0%		
Top Operations Position	5	4.2%			2.1%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	3.4%			3.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	-0.9%			2.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	19	3.5%		1.5%	3.8%	7.4%	
Greater than $5 million							
CEO/Executive Director	13	7.6%		3.9%	5.5%	9.6%	
Top Finance Position	10	7.7%		4.2%	7.7%	10.7%	
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	0.7%			1.5%		
Greater than $5 million							
CEO/Executive Director	9	5.8%			5.9%		
Top Finance Position	6	5.6%			6.1%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	2.2%			1.9%		
Burlington, VT							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	-1.9%			-5.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	0.0%			0.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Burlington, VT							
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.3%			0.0%		
Canton-Massillon, OH							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	6	3.5%			4.1%		
Cedar Rapids, IA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	4.5%			3.2%		
Champaign-Urbana, IL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	1.6%			0.0%		
Charleston-North Charleston, SC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	4.9%			6.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charleston-North Charleston, SC							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	7	7.5%			6.4%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	14	5.4%		1.5%	5.8%	9.3%	
Greater than $5 million							
CEO/Executive Director	5	7.9%			6.8%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	10	3.2%		-2.3%	1.6%	5.4%	
Charlotte-Gastonia-Rock Hill, NC-SC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	3.9%		0.0%	1.7%	8.4%	
Between $1 million and $5 million							
CEO/Executive Director	9	-2.4%			1.1%		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	1.5%			3.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	3.6%			2.5%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	8.2%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	22	2.1%	-7.5%	-0.7%	1.9%	6.1%	11.2%
Greater than $5 million							
CEO/Executive Director	27	7.1%	-0.9%	0.8%	6.9%	12.4%	16.4%
Top Finance Position	15	6.1%		2.4%	5.0%	7.3%	
Top Operations Position	5	6.7%			3.0%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	10	-0.4%		-1.3%	1.3%	4.3%	
Greater than $5 million							
CEO/Executive Director	8	7.5%			6.0%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	-0.8%			1.9%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	14	5.5%		0.0%	2.0%	8.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	14	4.5%		0.3%	3.0%	7.0%	
Between $1 million and $5 million							
CEO/Executive Director	26	7.3%	0.1%	2.9%	5.6%	10.2%	16.3%
Greater than $5 million							
CEO/Executive Director	15	1.8%		-4.3%	4.0%	6.0%	
Top Finance Position	11	3.1%		-2.1%	3.5%	7.5%	
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	8	3.6%			2.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	11	-1.3%		-6.3%	0.0%	0.7%	
Youth development							
$500 thousand or less							
CEO/Executive Director	6	3.3%			1.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	6.0%			3.5%		
Charlottesville, VA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	8	4.9%			4.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlottesville, VA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	11	2.7%		-2.3%	7.1%	8.9%	
Top Finance Position	5	1.5%			3.0%		
Top Operations Position	6	2.1%			1.2%		
Chattanooga, TN-GA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	5.2%			4.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	5.1%			1.5%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	8.6%			7.0%		
Greater than $5 million							
CEO/Executive Director	6	8.2%			10.3%		
Health—general & rehabilitative							
Greater than $5 million							
Top Finance Position	5	5.3%			5.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	2.2%			1.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	3.2%			2.8%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	48	1.7%	-11.5%	-1.1%	0.5%	6.4%	15.2%
Between $500 thousand and $1 million							
CEO/Executive Director	29	1.0%	-9.3%	-3.3%	2.3%	5.8%	10.1%
Between $1 million and $5 million							
CEO/Executive Director	41	3.0%	-4.0%	0.2%	3.0%	6.2%	10.5%
Top Finance Position	5	2.6%			2.9%		
Greater than $5 million							
CEO/Executive Director	21	1.7%	-7.6%	-4.6%	1.4%	7.5%	14.0%
Top Administrative Position	6	5.1%			3.5%		
Top Development Position	12	2.4%		1.4%	4.1%	6.2%	
Top Education Position	5	0.1%			0.3%		
Top Finance Position	13	3.5%		2.3%	2.8%	9.6%	
Top Marketing Position	10	2.2%		0.2%	3.4%	6.8%	
Top PR/Communications Position	5	6.6%			3.8%		
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	7	6.5%			3.6%		
Between $1 million and $5 million							
CEO/Executive Director	8	6.6%			6.5%		
Greater than $5 million							
CEO/Executive Director	5	5.2%			3.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	3.2%		-0.9%	0.0%	7.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.1%			4.1%		
Between $1 million and $5 million							
CEO/Executive Director	14	2.1%		0.0%	0.6%	7.4%	
Greater than $5 million							
CEO/Executive Director	14	2.6%		0.1%	2.9%	6.1%	
Top Finance Position	7	6.0%			2.2%		
Top Operations Position	6	0.0%			1.7%		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	9	3.5%			3.1%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	1.7%			2.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.8%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	23	4.0%	-1.8%	0.0%	4.5%	6.1%	13.8%
Greater than $5 million							
CEO/Executive Director	14	3.1%		1.1%	2.5%	4.9%	
Top Development Position	6	5.2%			5.2%		
Top Finance Position	10	5.5%		2.2%	4.1%	5.7%	
Top Technology Position	6	8.3%			4.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	26	1.3%	-8.7%	0.1%	1.1%	7.9%	11.1%
Between $500 thousand and $1 million							
CEO/Executive Director	23	3.1%	-4.2%	0.0%	2.0%	4.3%	11.5%
Between $1 million and $5 million							
CEO/Executive Director	68	2.9%	-6.0%	0.0%	3.4%	6.4%	11.7%
Top Education Position	7	5.1%			4.1%		
Top Finance Position	9	3.1%			2.3%		
Top Operations Position	9	2.4%			2.7%		
Greater than $5 million							
CEO/Executive Director	91	4.2%	-4.0%	-0.2%	2.8%	10.0%	16.6%
Top Administrative Position	20	2.7%	-5.3%	0.5%	2.3%	5.1%	7.2%
Top Business Position	6	10.1%			4.1%		
Top Development Position	20	2.3%	-2.1%	-1.1%	2.4%	5.0%	9.9%
Top Education Position	25	4.1%	-2.7%	0.7%	3.0%	7.9%	11.1%
Top Facilities Position	6	1.3%			1.8%		
Top Finance Position	55	3.4%	-3.3%	0.0%	3.5%	5.8%	9.1%
Top Human Resources Position	10	5.0%		2.0%	3.8%	9.6%	
Top Legal Position	7	2.4%			3.1%		
Top Marketing Position	5	4.7%			5.0%		
Top Operations Position	27	2.7%	-2.2%	-0.6%	2.7%	7.0%	8.6%
Top PR/Communications Position	9	3.0%			3.6%		
Top Technology Position	18	1.7%		-2.4%	0.5%	4.8%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Employment, job-related							
$500 thousand or less							
CEO/Executive Director	6	-0.9%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.7%			2.4%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	12	4.7%		3.8%	4.8%	7.4%	
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	2.3%			7.1%		
Greater than $5 million							
CEO/Executive Director	6	6.1%			5.7%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	4.9%		-0.6%	0.5%	11.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	8.6%			4.6%		
Between $1 million and $5 million							
CEO/Executive Director	22	2.4%	-7.5%	-4.1%	2.1%	7.8%	16.0%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	38	4.8%	-5.7%	-1.0%	4.7%	11.1%	14.9%
Top Administrative Position	8	2.1%			4.2%		
Top Business Position	5	3.2%			1.9%		
Top Finance Position	27	3.2%	-1.6%	0.8%	3.2%	6.5%	10.5%
Top Human Resources Position	8	8.1%			8.1%		
Top Legal Position	9	2.5%			4.5%		
Top Marketing Position	6	-1.1%			1.4%		
Top Operations Position	19	5.9%		-1.3%	5.8%	13.5%	
Top Technology Position	14	2.3%		-0.5%	3.8%	7.3%	
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.6%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	18	0.2%		-3.2%	0.8%	4.5%	
Greater than $5 million							
CEO/Executive Director	9	0.3%			0.6%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	29	1.7%	-7.6%	-0.8%	1.0%	3.5%	11.0%
Between $500 thousand and $1 million							
CEO/Executive Director	20	3.2%	-4.1%	-0.7%	1.4%	5.9%	13.6%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	74	1.2%	-10.6%	-0.1%	2.1%	6.4%	10.0%
Top Finance Position	15	3.2%		0.6%	2.4%	6.2%	
Top Operations Position	5	1.7%			4.7%		
Greater than $5 million							
CEO/Executive Director	100	4.1%	-6.3%	-0.1%	3.7%	8.5%	14.2%
Top Administrative Position	11	4.1%		0.2%	2.4%	4.8%	
Top Business Position	5	7.0%			1.8%		
Top Development Position	6	-0.1%			1.7%		
Top Finance Position	52	4.5%	-2.7%	0.7%	3.8%	7.1%	12.9%
Top Human Resources Position	12	3.2%		1.1%	3.4%	6.3%	
Top Marketing Position	7	8.0%			6.9%		
Top Operations Position	30	3.1%	-6.0%	-2.0%	3.9%	7.8%	12.2%
Top PR/Communications Position	8	5.2%			4.6%		
Top Program Position	10	4.6%		1.6%	4.8%	6.6%	
Top Technology Position	11	3.6%		0.9%	4.1%	6.7%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	7.0%			5.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	-1.3%			0.0%		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	5	1.7%			2.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Medical research							
Greater than $5 million							
CEO/Executive Director	6	6.2%			6.6%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	8	1.8%			1.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.1%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	27	3.3%	-7.0%	-0.2%	2.7%	7.6%	17.1%
Greater than $5 million							
CEO/Executive Director	18	6.7%		1.1%	7.7%	11.5%	
Top Finance Position	9	4.8%			4.4%		
Top Operations Position	6	9.5%			10.4%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	0.0%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	12.0%			7.2%		
Between $1 million and $5 million							
CEO/Executive Director	12	2.1%		1.0%	2.2%	2.8%	
Greater than $5 million							
CEO/Executive Director	8	4.3%			4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	2.8%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	5.1%			9.6%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	10	-0.1%		-1.6%	1.0%	3.0%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	30	-1.0%	-10.3%	-4.6%	0.0%	3.3%	11.4%
Between $500 thousand and $1 million							
CEO/Executive Director	5	-3.0%			-2.1%		
Between $1 million and $5 million							
CEO/Executive Director	12	2.8%		-0.8%	0.7%	5.9%	
Greater than $5 million							
CEO/Executive Director	8	7.4%			5.4%		
Top Finance Position	5	-0.7%			-0.3%		
Top Operations Position	5	1.4%			5.9%		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	5	6.8%			3.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Youth development							
$500 thousand or less							
CEO/Executive Director	11	0.1%		-1.6%	0.0%	5.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.4%		0.3%	2.5%	8.0%	
Between $1 million and $5 million							
CEO/Executive Director	23	3.9%	-4.3%	-0.3%	1.3%	8.2%	15.0%
Greater than $5 million							
CEO/Executive Director	10	5.7%		2.7%	3.4%	7.6%	
Top Operations Position	5	2.4%			1.7%		
Chico-Paradise, CA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	6.7%			6.6%		
Cincinnati, OH-KY-IN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	0.8%			3.9%		
Greater than $5 million							
CEO/Executive Director	8	4.0%			2.7%		
Top Development Position	7	6.6%			6.5%		
Top Finance Position	5	7.0%			6.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	6	5.0%			5.3%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	-2.8%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	19	3.6%		-4.8%	3.1%	7.0%	
Greater than $5 million							
CEO/Executive Director	10	8.2%		4.2%	8.1%	10.8%	
Top Finance Position	9	4.5%			2.7%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	10	3.8%		1.1%	4.8%	8.3%	
Top Finance Position	8	4.2%			2.7%		
Top Operations Position	9	4.9%			4.0%		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	5	1.4%			-0.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	6.9%			2.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.4%			2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	14	4.4%		0.6%	3.5%	5.6%	
Greater than $5 million							
CEO/Executive Director	15	5.8%		-0.2%	4.7%	11.2%	
Top Finance Position	13	6.2%		2.0%	4.7%	7.3%	
Top Operations Position	7	3.7%			2.9%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	5.4%			7.0%		
Greater than $5 million							
CEO/Executive Director	9	3.5%			2.3%		
Top Finance Position	7	4.4%			3.7%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	0.9%			0.2%		
Cleveland, OH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	18	5.9%		0.1%	7.0%	10.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	0.7%		-1.7%	0.6%	3.4%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	8	-2.5%			0.0%		
Greater than $5 million							
CEO/Executive Director	11	-0.5%		-2.0%	2.6%	4.3%	
Top Finance Position	8	2.5%			3.0%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	2.8%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	7	-4.0%			-3.1%		
Greater than $5 million							
CEO/Executive Director	5	9.7%			13.8%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	6.6%		0.0%	8.4%	10.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.8%			2.1%		
Between $1 million and $5 million							
CEO/Executive Director	18	3.8%		0.3%	2.8%	6.9%	
Top Finance Position	7	4.7%			2.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	21	6.3%	-0.8%	2.7%	4.2%	8.4%	16.9%
Top Administrative Position	5	1.2%			1.4%		
Top Development Position	7	2.6%			2.6%		
Top Education Position	8	1.5%			2.9%		
Top Finance Position	14	4.9%		1.3%	3.0%	9.5%	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	4.9%			3.4%		
Greater than $5 million							
CEO/Executive Director	9	3.6%			4.0%		
Top Finance Position	5	4.2%			1.1%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	4.5%			4.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	0.8%			4.2%		
Between $1 million and $5 million							
CEO/Executive Director	19	5.0%		0.5%	5.3%	8.3%	
Greater than $5 million							
CEO/Executive Director	11	9.0%		6.4%	7.5%	12.4%	
Top Finance Position	7	8.4%			9.6%		
Top Operations Position	7	3.4%			2.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	8.7%			9.1%		
Greater than $5 million							
CEO/Executive Director	9	0.2%			2.0%		
Top Finance Position	5	4.0%			2.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	5.4%			4.7%		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	8.8%			8.4%		
Colorado Springs, CO							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	9.2%			8.4%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	10	0.2%		-2.9%	0.9%	2.4%	
Greater than $5 million							
CEO/Executive Director	9	7.0%			5.0%		
Top Finance Position	8	0.7%			1.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	11	3.7%		2.7%	3.5%	7.9%	
Greater than $5 million							
CEO/Executive Director	5	2.0%			2.7%		
Recreation, sports, leisure, athletics							
Greater than $5 million							
CEO/Executive Director	10	3.1%		-0.4%	3.3%	8.7%	
Top Finance Position	7	3.1%			4.3%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	13	7.3%		0.0%	0.5%	19.5%	
Between $1 million and $5 million							
CEO/Executive Director	5	9.6%			10.3%		
Columbia, MO							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	7.3%			4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	-4.4%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	-3.0%			-1.2%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	0.3%			0.8%		
Greater than $5 million							
CEO/Executive Director	9	7.8%			4.0%		
Top Finance Position	6	4.9%			4.7%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	3.5%			3.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	-4.3%			-3.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-3.5%			0.0%		
Greater than $5 million							
CEO/Executive Director	5	4.9%			5.6%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	-2.2%			-0.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
Religion-related, spiritual development							
Between $1 million and $5 million							
CEO/Executive Director	6	5.5%			5.5%		
Columbus, OH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	3.9%		-2.9%	4.1%	11.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.3%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	9	0.8%			1.8%		
Greater than $5 million							
CEO/Executive Director	6	0.6%			1.1%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	-0.2%			0.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	2.1%		-1.4%	4.0%	5.7%	
Between $1 million and $5 million							
CEO/Executive Director	16	4.3%		1.2%	3.9%	7.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	20	4.4%	-1.8%	0.0%	1.6%	4.8%	16.7%
Top Development Position	6	0.1%			1.6%		
Top Education Position	5	7.2%			8.7%		
Top Finance Position	7	-0.3%			2.8%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	3.3%			2.5%		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	7	7.0%			5.5%		
Top Finance Position	5	3.1%			5.7%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	2.9%		-0.6%	0.0%	8.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	1.7%		-2.2%	0.1%	4.7%	
Between $1 million and $5 million							
CEO/Executive Director	14	6.0%		1.1%	4.5%	7.8%	
Greater than $5 million							
CEO/Executive Director	11	9.2%		3.4%	9.3%	15.8%	
Top Finance Position	9	-0.9%			3.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	2.7%			5.8%		
Greater than $5 million							
CEO/Executive Director	9	4.2%			4.7%		
Top Finance Position	5	3.9%			2.4%		
Dallas-Fort Worth, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	18	-3.4%		-5.7%	-0.1%	0.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	3.4%		0.4%	2.1%	5.9%	
Between $1 million and $5 million							
CEO/Executive Director	6	8.3%			9.9%		
Greater than $5 million							
CEO/Executive Director	8	2.6%			1.2%		
Top Finance Position	5	-1.9%			-1.2%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	5	-1.1%			0.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	2.5%		0.0%	1.8%	5.2%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	8	6.2%			6.4%		
Between $1 million and $5 million							
CEO/Executive Director	20	6.3%	0.2%	2.6%	5.2%	7.2%	14.6%
Top Finance Position	5	2.4%			0.0%		
Greater than $5 million							
CEO/Executive Director	38	4.4%	-1.7%	0.7%	3.9%	7.1%	14.4%
Top Administrative Position	14	6.0%		0.2%	2.6%	9.8%	
Top Business Position	5	2.8%			2.0%		
Top Development Position	9	8.0%			6.9%		
Top Education Position	5	2.6%			3.6%		
Top Finance Position	28	5.9%	0.1%	2.3%	5.5%	7.3%	12.2%
Top Human Resources Position	5	4.7%			4.1%		
Top Operations Position	14	2.0%		-1.2%	2.7%	6.9%	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	9	1.3%			0.0%		
Greater than $5 million							
CEO/Executive Director	26	4.6%	-5.5%	0.8%	4.6%	11.6%	15.0%
Top Finance Position	19	5.1%		-0.1%	3.4%	11.7%	
Top Operations Position	17	6.9%		2.2%	5.2%	11.6%	
Top Technology Position	6	5.6%			5.7%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	5.6%			5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	6	5.9%			6.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	2.2%		-2.1%	2.1%	10.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.6%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	32	2.2%	-4.3%	-1.1%	1.8%	3.2%	9.0%
Greater than $5 million							
CEO/Executive Director	16	4.8%		0.5%	2.6%	5.4%	
Top Development Position	7	6.6%			6.0%		
Top Finance Position	7	5.3%			2.4%		
Top Marketing Position	6	3.9%			5.4%		
Top Operations Position	5	1.0%			-3.9%		
Top Program Position	5	7.8%			5.4%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	7	9.9%			11.8%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.6%			4.8%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	25	0.1%	-9.0%	-3.7%	0.0%	2.8%	9.3%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	7	4.5%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	14	0.7%		-2.5%	0.6%	6.3%	
Greater than $5 million							
CEO/Executive Director	9	5.0%			6.0%		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	-3.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	6.2%		1.7%	7.6%	12.3%	
Davenport-Moline-Rock Island, IA-IL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	6.7%			2.1%		
Between $1 million and $5 million							
CEO/Executive Director	6	4.0%			1.7%		
Greater than $5 million							
CEO/Executive Director	6	4.1%			2.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Daytona Beach, FL							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	-1.8%			1.3%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	1.4%			0.0%		
Dayton-Springfield, OH							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	-2.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	2.0%			0.2%		
Greater than $5 million							
CEO/Executive Director	8	2.2%			-0.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	-2.7%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.9%			1.4%		
Between $1 million and $5 million							
CEO/Executive Director	10	1.0%		-2.0%	1.7%	3.7%	
Greater than $5 million							
CEO/Executive Director	12	2.4%		-3.5%	3.0%	7.7%	
Top Finance Position	6	-0.8%			-2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	-0.2%			-0.6%		
Denver-Boulder, CO							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	5.0%			7.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	12	4.8%		1.2%	2.8%	7.5%	
Between $1 million and $5 million							
CEO/Executive Director	8	-0.4%			0.5%		
Greater than $5 million							
CEO/Executive Director	5	5.1%			4.9%		
Top Development Position	5	3.4%			1.0%		
Top Finance Position	7	10.4%			9.5%		
Top Operations Position	5	5.3%			9.5%		
Top Technology Position	5	5.0%			5.0%		
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	5	3.4%			1.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	6.6%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	9	4.0%			4.5%		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	-0.1%			-0.9%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	6	7.0%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	6	8.8%			8.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	24	2.7%	-9.4%	-5.3%	4.5%	9.7%	14.4%
Between $500 thousand and $1 million							
CEO/Executive Director	18	0.8%		-0.1%	2.1%	4.1%	
Between $1 million and $5 million							
CEO/Executive Director	40	3.5%	-7.9%	1.0%	4.2%	7.8%	11.2%
Greater than $5 million							
CEO/Executive Director	28	4.5%	-3.6%	0.8%	5.4%	8.4%	14.3%
Top Development Position	12	6.6%		2.5%	3.7%	10.0%	
Top Education Position	7	4.9%			2.7%		
Top Finance Position	17	5.7%		2.3%	4.6%	9.9%	
Top Operations Position	7	6.4%			5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	-2.4%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	3.6%		0.4%	1.5%	8.0%	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	8	4.1%			3.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-1.4%			-2.6%		
Between $1 million and $5 million							
CEO/Executive Director	15	1.2%		0.5%	2.6%	5.7%	
Greater than $5 million							
CEO/Executive Director	11	3.1%		0.1%	4.5%	12.0%	
Top Human Resources Position	5	10.3%			9.4%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	11.0%			8.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	4.0%		0.0%	3.8%	10.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	15	2.7%		-0.1%	1.8%	3.0%	
Between $1 million and $5 million							
CEO/Executive Director	35	5.7%	-1.9%	0.4%	7.1%	12.3%	13.9%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	30	3.1%	-3.4%	0.7%	2.8%	6.4%	15.3%
Top Development Position	6	3.5%			1.4%		
Top Finance Position	14	3.4%		2.1%	3.4%	4.1%	
Top Human Resources Position	5	7.1%			4.5%		
Top Operations Position	5	2.8%			3.7%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	9	6.6%			5.2%		
Greater than $5 million							
CEO/Executive Director	6	6.1%			7.0%		
Top Finance Position	5	3.3%			6.7%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	7.5%			4.8%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	3.7%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	8	5.8%			5.2%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	-1.4%		-4.6%	0.0%	3.2%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Religion-related, spiritual development							
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.4%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	5	9.5%			9.1%		
Youth development							
$500 thousand or less							
CEO/Executive Director	12	-0.7%		-7.8%	1.9%	6.3%	
Between $1 million and $5 million							
CEO/Executive Director	12	1.3%		-3.6%	0.4%	4.9%	
Des Moines, IA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	5.4%			5.2%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	7	-1.5%			1.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	-0.3%			1.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	5.4%			6.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	-0.2%			3.6%		
Detroit, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	2.8%		-3.8%	2.0%	6.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	0.7%			1.7%		
Between $1 million and $5 million							
CEO/Executive Director	9	3.2%			2.0%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	2.8%			3.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.1%			2.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	4.4%			3.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	2.3%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	1.0%		0.0%	0.7%	2.2%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	15	1.0%		-3.9%	0.0%	3.2%	
Top Education Position	6	4.9%			2.3%		
Top Finance Position	9	3.9%			2.8%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	-1.2%			-1.1%		
Greater than $5 million							
CEO/Executive Director	11	5.7%		-2.8%	5.8%	13.3%	
Top Finance Position	6	-1.7%			0.0%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	2.3%			3.8%		
Greater than $5 million							
CEO/Executive Director	8	3.8%			3.4%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	1.8%	-2.8%	-1.4%	0.0%	5.7%	8.3%
Between $500 thousand and $1 million							
CEO/Executive Director	17	1.1%		-4.2%	0.0%	4.9%	
Between $1 million and $5 million							
CEO/Executive Director	39	0.9%	-11.5%	-3.4%	0.9%	6.9%	11.8%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	31	2.0%	-4.7%	-2.5%	0.9%	8.4%	13.0%
Top Finance Position	16	3.9%		1.5%	4.1%	8.3%	
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	12	4.4%		-0.9%	4.8%	7.9%	
Top Finance Position	7	3.2%			4.2%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	6	5.0%			5.9%		
Youth development							
$500 thousand or less							
CEO/Executive Director	7	2.6%			2.5%		
Duluth-Superior, MN-WI							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	2.5%			2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dutchess County, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	3.3%			2.1%		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	1.0%			3.8%		
Human services—multipurpose & other							
Greater than $5 million							
Top Finance Position	5	7.3%			5.8%		
Erie, PA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	1.7%			1.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	4.6%			1.5%		
Between $1 million and $5 million							
CEO/Executive Director	8	-1.6%			-0.1%		
Greater than $5 million							
CEO/Executive Director	8	0.5%			1.2%		
Top Finance Position	6	7.8%			5.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Erie, PA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	-5.8%			-3.6%		
Eugene-Springfield, OR							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	5.5%			5.0%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	10.9%			3.7%		
Greater than $5 million							
CEO/Executive Director	8	-1.2%			-0.8%		
Evansville-Henderson, IN-KY							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	4.2%			0.9%		
Fargo-Moorhead, ND-MN							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	1.0%			2.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fargo-Moorhead, ND-MN							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	-4.9%			-2.4%		
Greater than $5 million							
CEO/Executive Director	7	4.3%			8.5%		
Top Finance Position	6	9.7%			9.9%		
Fayetteville-Springdale-Rogers, AR							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	-0.3%			2.1%		
Flagstaff, AZ-UT							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	6.6%			6.5%		
Greater than $5 million							
CEO/Executive Director	5	8.4%			6.5%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.7%			6.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Flint, MI							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	5.9%			11.3%		
Top Finance Position	5	4.8%			10.9%		
Fort Collins-Loveland, CO							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	9.6%			1.4%		
Fort Lauderdale-Hollywood, FL							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.5%			6.0%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	9	4.8%			3.0%		
Greater than $5 million							
CEO/Executive Director	5	9.5%			9.4%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	11	-0.5%		-0.6%	0.0%	0.3%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	16	5.3%		1.9%	6.3%	9.8%	
Top Finance Position	6	4.0%			5.7%		
Top Operations Position	7	5.6%			7.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	4.2%			3.3%		
Fort Myers-Cape Coral, FL							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	6	-0.6%			-2.5%		
Greater than $5 million							
CEO/Executive Director	5	4.0%			1.1%		
Fort Wayne, IN							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	7	6.2%			3.9%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.0%			2.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Wayne, IN							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	10	3.9%		1.5%	2.9%	3.9%	
Greater than $5 million							
CEO/Executive Director	11	2.8%		2.2%	4.0%	5.6%	
Top Finance Position	9	7.0%			6.1%		
Fort Worth, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	-1.9%			0.0%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	8	-0.4%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	-1.8%		-6.8%	0.0%	3.2%	
Greater than $5 million							
CEO/Executive Director	12	0.5%		-1.7%	2.7%	4.5%	
Top Finance Position	9	3.9%			3.9%		
Top Technology Position	5	4.2%			-0.2%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	1.1%			4.8%		
Top Finance Position	6	9.0%			6.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	0.4%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	14	2.1%		0.0%	2.0%	3.4%	
Greater than $5 million							
CEO/Executive Director	7	5.4%			3.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	20	-0.6%	-8.2%	-3.8%	0.0%	2.2%	8.4%
Fresno, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	9	1.9%			3.4%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	5.9%			6.2%		
Between $1 million and $5 million							
CEO/Executive Director	11	5.3%		2.0%	6.2%	7.9%	
Greater than $5 million							
CEO/Executive Director	8	4.5%			0.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	1.1%			-2.1%		
Gainesville, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	8.8%			6.7%		
Greater than $5 million							
CEO/Executive Director	6	1.6%			3.9%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	1.6%			2.4%		
Gary-Hammond-East Chicago, IN							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	3.6%			0.0%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	2.9%			2.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Forks, ND-MN							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	4.2%			3.7%		
Grand Rapids-Muskegon-Holland, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	0.3%			0.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	7.1%			6.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.6%			4.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	5.0%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	16	7.2%		3.2%	7.1%	12.7%	
Greater than $5 million							
CEO/Executive Director	11	2.6%		-1.0%	1.4%	5.7%	
Top Finance Position	6	6.5%			7.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	13	3.0%		-4.9%	3.7%	10.1%	
Top Finance Position	10	5.4%		2.2%	6.6%	9.8%	
Top Operations Position	5	4.1%			4.6%		
Top Technology Position	5	8.8%			12.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	6.4%		4.4%	6.2%	9.6%	
Between $1 million and $5 million							
CEO/Executive Director	19	3.3%		-0.5%	3.3%	7.2%	
Greater than $5 million							
CEO/Executive Director	11	7.4%		2.3%	5.6%	13.1%	
Top Finance Position	7	2.2%			2.2%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	1.3%			4.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	0.8%			0.8%		
Between $1 million and $5 million							
CEO/Executive Director	13	0.9%		2.0%	2.7%	4.3%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	13	2.6%		0.0%	1.5%	5.4%	
Between $1 million and $5 million							
CEO/Executive Director	5	7.1%			8.8%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	1.5%		-0.1%	2.2%	3.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.3%			0.0%		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	7	8.5%			3.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	4.0%			7.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.5%			4.6%		
Between $1 million and $5 million							
CEO/Executive Director	10	4.1%		-1.2%	0.3%	7.8%	
Greater than $5 million							
CEO/Executive Director	11	-1.3%		-9.3%	1.2%	3.9%	
Top Development Position	5	6.1%			3.8%		
Top Education Position	7	1.6%			6.0%		
Top Finance Position	6	-2.8%			0.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	7	5.8%			10.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	15	2.9%		-2.6%	1.2%	12.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.1%			6.3%		
Between $1 million and $5 million							
CEO/Executive Director	19	2.8%		-0.1%	3.4%	5.2%	
Greater than $5 million							
CEO/Executive Director	14	5.4%		1.6%	4.6%	10.4%	
Top Finance Position	11	0.7%		-0.1%	2.8%	7.6%	
Top Operations Position	6	3.0%			4.9%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	4.3%			1.6%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	3.5%			2.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	1.9%			1.5%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	-0.1%			2.9%		
Greater than $5 million							
CEO/Executive Director	12	-0.8%		-1.5%	1.1%	2.3%	
Top Development Position	5	5.1%			4.6%		
Top Education Position	6	2.3%			-1.3%		
Top Finance Position	6	8.7%			5.1%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	3.5%			0.7%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	5.0%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	13	6.7%		0.3%	4.6%	13.2%	
Greater than $5 million							
CEO/Executive Director	8	2.1%			2.1%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	-0.4%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hagerstown, MD							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	4.3%			2.0%		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	6	2.1%			2.2%		
Harrisburg-Lebanon-Carlisle, PA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	2.7%			3.4%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.1%			2.3%		
Between $1 million and $5 million							
CEO/Executive Director	5	4.5%			4.0%		
Greater than $5 million							
CEO/Executive Director	8	3.2%			5.5%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	2.0%			4.6%		
Greater than $5 million							
CEO/Executive Director	7	5.8%			6.0%		
Top Finance Position	7	5.8%			2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	2.2%			3.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-3.1%			1.2%		
Between $1 million and $5 million							
CEO/Executive Director	13	2.7%		-1.3%	2.1%	7.3%	
Greater than $5 million							
CEO/Executive Director	13	8.9%		3.6%	7.0%	15.4%	
Top Finance Position	8	7.8%			8.8%		
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	7	8.8%			10.5%		
Hartford, CT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	1.3%		-0.1%	1.6%	2.0%	
Between $1 million and $5 million							
CEO/Executive Director	11	6.2%		0.4%	3.5%	9.3%	
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	6	6.5%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	-0.7%			0.7%		
Between $1 million and $5 million							
CEO/Executive Director	14	2.0%		-1.9%	1.0%	6.1%	
Greater than $5 million							
CEO/Executive Director	14	1.2%		-3.3%	0.7%	4.5%	
Top Administrative Position	6	0.8%			2.9%		
Top Development Position	9	2.6%			2.2%		
Top Education Position	5	-1.8%			2.0%		
Top Finance Position	15	2.2%		-1.0%	1.9%	5.3%	
Top PR/Communications Position	5	5.8%			3.5%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	2.0%			1.7%		
Greater than $5 million							
CEO/Executive Director	21	4.7%	-8.4%	0.1%	4.3%	11.9%	19.1%
Top Finance Position	12	2.0%		1.4%	3.0%	4.4%	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	2.3%			1.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	7.4%			6.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	15	6.9%		1.7%	7.9%	11.6%	
Greater than $5 million							
CEO/Executive Director	26	5.6%	-1.4%	0.6%	2.9%	10.7%	13.4%
Top Finance Position	16	6.6%		0.3%	7.9%	13.5%	
Top Operations Position	6	8.9%			6.2%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	10	4.4%		3.0%	5.2%	6.7%	
Top Finance Position	6	8.9%			8.8%		
Hickory-Morganton-Lenoir, NC							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	-1.6%			2.1%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	11.2%			13.0%		
Greater than $5 million							
CEO/Executive Director	7	5.5%			4.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	7	7.4%			9.9%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.7%			0.5%		
Between $1 million and $5 million							
CEO/Executive Director	9	5.3%			4.2%		
Greater than $5 million							
CEO/Executive Director	9	7.5%			6.0%		
Top Finance Position	7	6.8%			6.0%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	1.3%			-0.4%		
Greater than $5 million							
CEO/Executive Director	11	7.6%		0.6%	4.3%	19.6%	
Top Finance Position	7	6.2%			5.2%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	1.5%			-0.9%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	4.7%			5.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	6	6.0%			3.1%		
Houston, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	15	-0.4%		-7.0%	0.0%	5.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	-3.5%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	2.4%		-2.2%	3.1%	7.2%	
Greater than $5 million							
CEO/Executive Director	9	-2.4%			-0.4%		
Top Development Position	6	2.8%			3.6%		
Top Finance Position	11	3.4%		0.2%	4.5%	7.5%	
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	5.4%			4.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	7.5%			6.7%		
Between $1 million and $5 million							
CEO/Executive Director	30	3.4%	-2.2%	-0.4%	3.8%	7.6%	15.2%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	33	3.3%	-6.0%	-1.8%	2.8%	7.8%	16.4%
Top Administrative Position	9	5.6%			5.6%		
Top Development Position	6	0.1%			2.1%		
Top Education Position	5	0.1%			-1.0%		
Top Finance Position	17	4.7%		0.5%	3.0%	9.0%	
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	5	-2.7%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.2%			1.0%		
Greater than $5 million							
CEO/Executive Director	15	0.3%		-3.4%	1.4%	4.3%	
Top Finance Position	15	1.8%		-0.1%	3.8%	7.1%	
Top Operations Position	8	2.7%			3.3%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	16.4%			17.8%		
Greater than $5 million							
CEO/Executive Director	5	3.3%			3.4%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	1.8%		-0.2%	1.6%	4.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.1%			1.7%		
Between $1 million and $5 million							
CEO/Executive Director	23	4.6%	-1.9%	-0.8%	1.4%	14.8%	18.2%
Greater than $5 million							
CEO/Executive Director	17	5.7%		2.3%	6.3%	8.7%	
Top Finance Position	5	1.9%			6.1%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	5	-4.8%			-2.8%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	25	0.1%	-15.6%	-5.8%	0.0%	3.4%	19.9%
Between $1 million and $5 million							
CEO/Executive Director	7	4.7%			1.8%		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	-0.3%			1.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	11.8%			9.4%		
Greater than $5 million							
CEO/Executive Director	5	5.3%			5.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Huntington-Ashland, WV-KY-OH							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	3.1%			3.1%		
Greater than $5 million							
CEO/Executive Director	6	8.8%			7.4%		
Huntsville, AL							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	2.2%			0.6%		
Indianapolis, IN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	-2.1%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	-0.2%		-4.4%	-0.2%	5.1%	
Greater than $5 million							
CEO/Executive Director	5	3.9%			6.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	2.7%		-1.1%	2.0%	6.5%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	24	4.1%	-4.0%	-0.5%	4.0%	8.8%	13.4%
Greater than $5 million							
CEO/Executive Director	25	4.1%	-1.5%	0.8%	3.2%	6.9%	13.9%
Top Development Position	5	1.9%			1.8%		
Top Finance Position	12	3.8%		1.5%	4.4%	6.3%	
Top Operations Position	5	2.8%			4.3%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	10.4%			11.2%		
Top Finance Position	9	8.9%			6.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	2.0%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	11	3.5%		0.4%	3.5%	7.8%	
Between $1 million and $5 million							
CEO/Executive Director	19	3.3%		0.1%	2.8%	6.8%	
Greater than $5 million							
CEO/Executive Director	10	6.0%		2.8%	3.9%	5.9%	
Top Finance Position	8	6.5%			7.3%		
Top Operations Position	6	6.6%			8.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	5	1.8%			0.5%		
Between $1 million and $5 million							
CEO/Executive Director	6	4.3%			2.8%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	7	-0.1%			2.7%		
Greater than $5 million							
CEO/Executive Director	5	-2.4%			-2.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	2.2%			2.0%		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	5.6%			6.5%		
Between $1 million and $5 million							
CEO/Executive Director	8	5.2%			5.1%		
Greater than $5 million							
CEO/Executive Director	5	2.3%			2.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	4.6%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	5	0.8%			0.9%		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	9	5.2%			3.3%		
Top Finance Position	6	5.2%			4.5%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	5.6%			5.3%		
Jacksonville, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	13	8.1%		0.9%	8.3%	13.3%	
Greater than $5 million							
CEO/Executive Director	12	5.5%		-0.5%	2.8%	12.9%	
Top Finance Position	7	6.5%			7.8%		
Health—general & rehabilitative							
Greater than $5 million							
Top Operations Position	5	-1.4%			2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jacksonville, FL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	4.5%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	11	4.3%		0.0%	2.3%	9.2%	
Greater than $5 million							
CEO/Executive Director	15	8.5%		3.2%	9.3%	11.5%	
Top Finance Position	11	7.7%		2.0%	6.9%	12.3%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	-1.2%		-5.5%	-1.0%	-0.6%	
Jersey City, NJ							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	-1.5%			0.0%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	4.5%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Johnstown, PA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	6.2%			3.9%		
Greater than $5 million							
CEO/Executive Director	5	5.8%			3.0%		
Kalamazoo-Battle Creek, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	-2.2%			-1.9%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	6.2%			4.8%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.1%			4.7%		
Kansas City, MO-KS							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	-3.7%			-1.7%		
Between $1 million and $5 million							
CEO/Executive Director	14	-0.7%		-4.0%	-0.2%	2.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	9	3.4%			4.0%		
Top Development Position	5	3.2%			4.7%		
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	6	-1.7%			-1.2%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	5.1%		0.0%	0.2%	9.1%	
Between $1 million and $5 million							
CEO/Executive Director	13	3.0%		0.0%	3.8%	6.3%	
Greater than $5 million							
CEO/Executive Director	24	5.0%	0.0%	1.9%	3.5%	8.9%	11.9%
Top Administrative Position	7	5.6%			4.4%		
Top Education Position	7	5.6%			2.8%		
Top Finance Position	8	3.1%			3.3%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	0.5%			-0.8%		
Greater than $5 million							
CEO/Executive Director	10	7.2%		-1.3%	8.8%	13.1%	
Top Finance Position	9	5.9%			6.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	6	1.2%			3.4%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	4.9%		0.1%	3.1%	9.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	4.3%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	18	4.2%		-2.7%	3.2%	8.1%	
Greater than $5 million							
CEO/Executive Director	11	5.1%		2.2%	4.1%	7.1%	
Top Finance Position	12	7.4%		4.5%	6.9%	10.1%	
Top Operations Position	5	0.8%			1.6%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	3.2%			5.4%		
Greater than $5 million							
CEO/Executive Director	5	5.5%			8.2%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	3.6%			5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	8	4.3%			2.6%		
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	6.7%			3.2%		
Top Finance Position	5	5.6%			2.5%		
Health—general & rehabilitative							
Greater than $5 million							
Top Finance Position	7	11.7%			11.3%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	8	-0.1%			-1.1%		
Between $1 million and $5 million							
CEO/Executive Director	6	7.0%			4.4%		
Greater than $5 million							
CEO/Executive Director	9	3.4%			2.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	-1.9%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lafayette, LA							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	5.5%			0.9%		
Lakeland-Winter Haven, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	0.4%			5.6%		
Greater than $5 million							
CEO/Executive Director	8	6.0%			2.7%		
Top Finance Position	6	4.9%			4.2%		
Lancaster, PA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	4.8%			4.9%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	-0.8%			2.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	2.7%			2.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	16	5.0%		1.4%	5.4%	6.9%	
Top Development Position	5	8.3%			8.0%		
Top Finance Position	10	6.9%		2.8%	6.4%	8.7%	
Top Operations Position	7	5.7%			4.9%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	0.9%			4.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	-4.2%			-2.8%		
Lansing-East Lansing, MI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	3.9%			4.1%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	7	-0.2%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.7%			1.1%		
Greater than $5 million							
CEO/Executive Director	6	4.4%			3.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lansing-East Lansing, MI							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.4%			4.8%		
Between $1 million and $5 million							
CEO/Executive Director	11	1.5%		-0.7%	2.3%	4.1%	
Las Vegas, NV-AZ							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	9	-0.3%			0.0%		
Greater than $5 million							
CEO/Executive Director	9	2.9%			1.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	3.7%			1.0%		
Between $1 million and $5 million							
CEO/Executive Director	14	5.7%		-1.9%	3.6%	12.3%	
Greater than $5 million							
CEO/Executive Director	7	8.3%			8.7%		
Lawrence-Haverhill, MA-NH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	7.9%			6.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lawrence-Haverhill, MA-NH							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	8	3.1%			2.1%		
Top Finance Position	6	3.4%			3.6%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	0.5%			0.2%		
Between $1 million and $5 million							
CEO/Executive Director	5	7.0%			3.0%		
Greater than $5 million							
CEO/Executive Director	10	5.2%		1.3%	2.8%	7.6%	
Top Finance Position	6	6.3%			2.0%		
Lewiston-Auburn, ME							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	0.4%			3.1%		
Lexington, KY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	5.9%			5.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lexington, KY							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	-3.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.8%			5.3%		
Greater than $5 million							
CEO/Executive Director	6	3.0%			1.1%		
Top Finance Position	9	8.0%			8.0%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	-1.6%			-0.8%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	4.4%			2.1%		
Lincoln, NE							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	0.3%			1.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	4.5%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.1%			4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	2.6%			3.4%		
Little Rock-North Little Rock, AR							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	10	1.1%		-1.8%	0.0%	1.0%	
Top Finance Position	6	-0.3%			0.8%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	0.4%			1.0%		
Greater than $5 million							
CEO/Executive Director	7	5.8%			4.5%		
Top Finance Position	7	9.0%			10.8%		
Los Angeles-Long Beach, CA							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	0.3%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.9%			1.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	33	2.3%	-8.4%	0.0%	2.6%	7.3%	13.5%
Top Finance Position	6	1.8%			4.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	25	2.6%	-12.1%	0.0%	1.1%	10.0%	11.1%
Between $1 million and $5 million							
CEO/Executive Director	36	2.7%	-7.8%	-1.9%	1.8%	9.2%	11.4%
Greater than $5 million							
CEO/Executive Director	19	6.1%		2.7%	4.0%	10.2%	
Top Development Position	12	3.5%		1.3%	2.9%	5.0%	
Top Education Position	5	9.0%			6.4%		
Top Finance Position	14	5.8%		1.2%	5.6%	9.4%	
Top Marketing Position	7	2.5%			2.3%		
Top Operations Position	11	4.5%		0.8%	3.2%	6.9%	
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	9	4.5%			4.4%		
Greater than $5 million							
CEO/Executive Director	7	3.4%			1.8%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	0.7%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	4.9%		0.1%	3.9%	14.3%	
Top Finance Position	5	8.2%			10.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Community improvement, capacity building							
Greater than $5 million							
CEO/Executive Director	10	4.2%		0.4%	3.8%	6.6%	
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	4.8%			5.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	1.9%			-0.7%		
Greater than $5 million							
CEO/Executive Director	5	7.2%			4.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	23	6.6%	0.0%	1.4%	3.0%	11.5%	19.8%
Between $500 thousand and $1 million							
CEO/Executive Director	15	2.4%		-1.7%	3.3%	7.9%	
Between $1 million and $5 million							
CEO/Executive Director	70	3.7%	-6.7%	-0.5%	3.4%	7.8%	16.5%
Top Finance Position	9	5.5%			3.7%		
Top Operations Position	7	4.3%			3.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	140	3.9%	-7.3%	-0.8%	4.2%	9.2%	14.7%
Top Administrative Position	25	4.3%	-1.9%	2.5%	3.3%	7.0%	10.5%
Top Business Position	14	1.0%		-6.5%	4.1%	6.0%	
Top Development Position	34	3.7%	-5.5%	-0.1%	3.3%	6.0%	13.9%
Top Education Position	36	4.2%	-2.8%	1.8%	3.2%	7.3%	12.9%
Top Facilities Position	6	1.5%			2.8%		
Top Finance Position	73	5.3%	-0.4%	2.0%	5.7%	8.6%	12.0%
Top Human Resources Position	13	5.4%		2.7%	4.3%	10.1%	
Top Operations Position	38	5.1%	-2.1%	2.5%	4.7%	9.8%	14.2%
Top PR/Communications Position	10	3.6%		-0.9%	2.4%	6.7%	
Top Program Position	6	4.0%			3.6%		
Top Technology Position	16	4.7%		2.7%	3.8%	4.3%	
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	8	2.9%			3.3%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	9	-2.4%			-0.2%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	3.6%			7.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.2%			1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	23	3.9%	-2.7%	0.5%	2.8%	6.9%	13.4%
Greater than $5 million							
CEO/Executive Director	37	9.5%	-6.2%	5.8%	10.2%	17.8%	21.9%
Top Development Position	9	8.6%			7.8%		
Top Finance Position	22	7.1%	-2.2%	0.1%	5.5%	12.7%	18.1%
Top Operations Position	18	7.9%		2.0%	9.4%	12.3%	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	5.5%			3.9%		
Greater than $5 million							
CEO/Executive Director	17	8.9%		5.5%	6.9%	11.1%	
Top Finance Position	10	5.4%		5.2%	6.2%	10.5%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	19	0.5%		-0.3%	1.8%	5.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	3.8%		-1.9%	1.5%	7.6%	
Between $1 million and $5 million							
CEO/Executive Director	62	4.5%	-2.5%	0.0%	2.2%	9.8%	18.1%
Top Finance Position	6	3.0%			0.9%		
Top Operations Position	5	9.9%			7.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	70	5.2%	-2.1%	1.1%	4.8%	10.2%	13.8%
Top Administrative Position	13	3.9%		0.4%	5.9%	7.6%	
Top Development Position	8	2.0%			1.7%		
Top Finance Position	44	4.5%	-3.4%	1.7%	4.2%	7.3%	12.0%
Top Human Resources Position	14	3.7%		1.0%	3.0%	7.3%	
Top Operations Position	20	6.7%	0.3%	2.8%	7.0%	9.7%	12.5%
Top Program Position	13	3.9%		0.0%	3.1%	5.5%	
Top Technology Position	11	3.6%		2.0%	3.7%	5.7%	
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	5	0.5%			0.0%		
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	8	5.0%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	8	11.4%			10.1%		
Greater than $5 million							
CEO/Executive Director	30	6.7%	-6.7%	1.0%	7.1%	12.8%	17.7%
Top Development Position	6	3.8%			0.8%		
Top Finance Position	20	3.8%	-6.8%	0.5%	3.9%	6.9%	11.2%
Top Human Resources Position	7	3.1%			1.7%		
Top Operations Position	12	2.0%		-2.8%	1.7%	8.0%	
Top Program Position	6	5.0%			2.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	8	4.2%			3.2%		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	8.1%			11.3%		
Greater than $5 million							
CEO/Executive Director	6	2.8%			2.6%		
Top Finance Position	5	8.8%			8.3%		
Top Operations Position	5	5.3%			6.8%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	28	3.7%	-8.9%	0.0%	0.6%	10.2%	20.7%
Between $1 million and $5 million							
CEO/Executive Director	9	5.2%			3.5%		
Unknown							
Between $1 million and $5 million							
CEO/Executive Director	7	10.1%			7.9%		
Youth development							
$500 thousand or less							
CEO/Executive Director	13	1.4%		0.0%	0.0%	1.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	2.4%		-2.0%	0.8%	3.7%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	21	2.8%	-4.1%	-0.4%	0.0%	10.2%	11.3%
Greater than $5 million							
CEO/Executive Director	8	7.1%			5.5%		
Louisville, KY-IN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	-2.0%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	0.1%			0.0%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	20	0.5%	-6.0%	-1.4%	0.6%	4.1%	4.8%
Greater than $5 million							
CEO/Executive Director	6	-0.3%			0.0%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	7.7%			8.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	1.0%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.3%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	11	4.4%		2.8%	4.0%	7.2%	
Greater than $5 million							
CEO/Executive Director	10	0.1%		-3.2%	0.2%	1.0%	
Top Finance Position	9	3.9%			2.3%		
Lubbock, TX							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	4.8%			4.8%		
Lynchburg, VA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	6.9%			5.8%		
Madison, WI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	7.1%			4.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	7	1.6%			3.5%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	10.2%		5.3%	8.2%	14.8%	
Between $1 million and $5 million							
CEO/Executive Director	15	0.6%		-2.2%	0.9%	3.4%	
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	3.0%			2.4%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	2.5%			1.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.0%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	14	3.0%		0.1%	5.1%	7.7%	
Greater than $5 million							
CEO/Executive Director	8	5.9%			7.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	1.1%			0.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	2.0%			2.5%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-5.0%			-1.1%		
Between $1 million and $5 million							
CEO/Executive Director	6	-0.1%			2.8%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	3.7%			3.1%		
Top Finance Position	7	3.0%			3.2%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	4.1%			3.2%		
Greater than $5 million							
CEO/Executive Director	7	7.4%			7.6%		
Top Finance Position	8	6.4%			6.1%		
Top Operations Position	7	2.9%			3.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	-0.2%			0.1%		
Between $1 million and $5 million							
CEO/Executive Director	8	0.9%			0.9%		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	10	3.6%		-0.7%	1.5%	3.6%	
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	20	1.0%	-13.5%	0.1%	2.3%	5.1%	7.9%
Greater than $5 million							
CEO/Executive Director	24	1.2%	-9.4%	-3.5%	2.5%	7.4%	12.0%
Top Development Position	6	1.1%			1.4%		
Top Finance Position	11	4.8%		1.0%	5.1%	8.3%	
Top Operations Position	6	2.9%			3.2%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	-3.5%			0.0%		
Greater than $5 million							
CEO/Executive Director	9	1.9%			1.3%		
Top Finance Position	9	5.6%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	2.5%			4.0%		
Between $1 million and $5 million							
CEO/Executive Director	9	0.3%			-0.7%		
Greater than $5 million							
CEO/Executive Director	7	-0.5%			1.6%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	-13.8%			-21.9%		
Between $1 million and $5 million							
CEO/Executive Director	5	-8.5%			-10.6%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	1.7%			0.4%		
Youth development							
$500 thousand or less							
CEO/Executive Director	6	-2.7%			-0.1%		
Between $1 million and $5 million							
CEO/Executive Director	5	-0.6%			-4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	11	6.4%		2.1%	4.3%	10.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	6.2%			5.7%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.2%			0.0%		
Greater than $5 million							
CEO/Executive Director	8	1.9%			-0.3%		
Top Finance Position	8	7.3%			7.1%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	14	-0.5%		-6.5%	0.4%	4.9%	
Greater than $5 million							
CEO/Executive Director	28	3.8%	-3.9%	-1.2%	4.6%	7.3%	11.3%
Top Finance Position	5	0.9%			1.8%		
Top Operations Position	6	11.7%			9.1%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	10	7.4%		3.9%	6.5%	13.2%	
Top Operations Position	5	9.2%			7.7%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	6.0%			1.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	2.8%			1.0%		
Greater than $5 million							
CEO/Executive Director	8	3.1%			3.3%		
Top Finance Position	10	9.2%		5.2%	11.0%	17.4%	
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	6	3.4%			3.0%		
Top Finance Position	5	4.4%			3.4%		
Top Operations Position	5	5.6%			5.2%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	8.4%			4.5%		
Middlesex-Somerset-Hunterdon, NJ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	0.1%			-4.8%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	2.5%			0.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	9	6.0%			3.8%		
Top Finance Position	5	3.2%			2.2%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	3.4%			2.5%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.8%			5.5%		
Between $1 million and $5 million							
CEO/Executive Director	13	3.6%		1.5%	2.0%	5.6%	
Greater than $5 million							
CEO/Executive Director	16	1.2%		-5.2%	1.1%	7.1%	
Top Finance Position	10	4.7%		0.1%	2.2%	7.2%	
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	0.9%			1.4%		
Milwaukee, WI							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	-1.2%			0.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-0.7%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.7%			0.9%		
Greater than $5 million							
CEO/Executive Director	5	3.4%			6.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	8	4.4%			4.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	1.8%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	22	5.5%	-1.9%	0.6%	4.0%	11.5%	16.8%
Greater than $5 million							
CEO/Executive Director	18	1.7%		-3.8%	3.2%	7.9%	
Top Finance Position	10	5.4%		2.0%	3.6%	8.2%	
Top Operations Position	5	3.2%			2.4%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	14	5.5%		0.3%	6.6%	11.5%	
Top Finance Position	8	2.3%			3.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	3.9%			0.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	2.8%		0.9%	2.9%	4.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	9.0%			9.1%		
Between $1 million and $5 million							
CEO/Executive Director	23	3.7%	-2.8%	-0.2%	4.2%	9.0%	10.4%
Greater than $5 million							
CEO/Executive Director	22	2.2%	-3.3%	-0.4%	2.8%	4.8%	10.7%
Top Finance Position	13	3.2%		2.5%	4.8%	7.4%	
Top Operations Position	9	4.5%			4.3%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	0.8%			0.6%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	3.4%			2.7%		
Between $1 million and $5 million							
CEO/Executive Director	5	10.3%			12.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Animal-related							
$500 thousand or less							
CEO/Executive Director	5	7.4%			9.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	3.7%			2.2%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	29	1.4%	-16.9%	-6.3%	1.2%	11.1%	19.0%
Between $500 thousand and $1 million							
CEO/Executive Director	13	-1.3%		-6.4%	1.1%	2.3%	
Between $1 million and $5 million							
CEO/Executive Director	35	2.8%	-6.8%	0.7%	3.3%	8.0%	11.1%
Top Finance Position	6	4.3%			2.0%		
Greater than $5 million							
CEO/Executive Director	8	3.3%			3.7%		
Top Development Position	8	-3.5%			-0.7%		
Top Finance Position	8	5.8%			5.3%		
Top Operations Position	6	3.9%			4.3%		
Civil rights, social action, advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	6	8.4%			5.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	11	4.3%		2.2%	4.4%	6.8%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.9%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	10	7.5%		4.2%	6.3%	9.7%	
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	8	6.1%			6.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	18	5.5%		1.0%	3.3%	8.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	16	3.9%		1.5%	3.2%	7.8%	
Between $1 million and $5 million							
CEO/Executive Director	43	2.7%	-6.4%	-1.3%	3.0%	7.3%	10.9%
Top Administrative Position	5	2.0%			4.2%		
Top Finance Position	12	1.3%		-2.5%	3.3%	7.2%	
Greater than $5 million							
CEO/Executive Director	65	3.7%	-6.7%	0.7%	3.6%	8.1%	12.5%
Top Administrative Position	7	1.1%			0.4%		
Top Development Position	13	7.4%		2.4%	3.9%	9.4%	
Top Education Position	7	0.8%			2.0%		
Top Finance Position	25	2.2%	-13.5%	-2.9%	1.8%	8.9%	20.4%
Top Operations Position	6	3.8%			7.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.8%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	9	2.9%			3.3%		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	5	2.5%			0.0%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	6	-0.9%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	8	-0.3%			0.5%		
Greater than $5 million							
CEO/Executive Director	19	4.0%		-1.6%	3.0%	9.5%	
Top Administrative Position	7	-1.4%			0.7%		
Top Finance Position	12	4.2%		-1.0%	5.3%	8.8%	
Top Operations Position	6	5.6%			6.2%		
Top Technology Position	5	3.7%			8.7%		
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	6	8.1%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	16	4.2%		1.1%	4.2%	7.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	10	7.0%		3.7%	7.8%	9.5%	
Top Administrative Position	5	4.8%			4.1%		
Top Finance Position	6	2.5%			2.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	32	2.9%	-9.6%	-0.4%	2.1%	7.7%	14.3%
Between $500 thousand and $1 million							
CEO/Executive Director	18	2.0%		-3.5%	2.9%	8.6%	
Between $1 million and $5 million							
CEO/Executive Director	63	4.4%	-2.7%	0.3%	4.1%	9.4%	13.0%
Top Finance Position	14	2.1%		-2.2%	4.7%	7.5%	
Greater than $5 million							
CEO/Executive Director	37	4.6%	-2.6%	1.3%	3.2%	7.1%	14.8%
Top Administrative Position	7	1.7%			5.4%		
Top Finance Position	19	7.7%		1.3%	7.2%	13.4%	
Top Human Resources Position	6	3.5%			3.9%		
Top Program Position	5	5.8%			5.0%		
International, foreign affairs, & national security							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.7%			4.6%		
Between $1 million and $5 million							
CEO/Executive Director	5	7.8%			9.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	4.4%			5.1%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.2%			4.1%		
Greater than $5 million							
CEO/Executive Director	10	4.0%		0.9%	4.4%	7.3%	
Top Finance Position	7	6.2%			3.6%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	6	2.7%			2.1%		
Greater than $5 million							
CEO/Executive Director	6	6.4%			5.9%		
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.6%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	13	3.1%		-1.3%	2.7%	7.8%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	23	0.6%	-8.4%	-1.2%	0.2%	5.6%	9.5%
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.2%			2.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Youth development							
$500 thousand or less							
CEO/Executive Director	7	1.7%			3.3%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	7.5%			7.1%		
Between $1 million and $5 million							
CEO/Executive Director	16	4.0%		-0.3%	3.7%	8.1%	
Greater than $5 million							
CEO/Executive Director	5	-2.5%			0.2%		
Missoula, MT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	7.7%			7.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	2.0%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	2.4%			2.3%		
Mobile, AL							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	1.4%			0.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Mobile, AL							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	1.8%			3.7%		
Modesto, CA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	8.5%			6.6%		
Greater than $5 million							
CEO/Executive Director	5	6.1%			5.2%		
Monmouth-Ocean, NJ							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	4.5%			2.9%		
Greater than $5 million							
CEO/Executive Director	12	4.6%		1.7%	2.5%	8.1%	
Top Finance Position	6	4.2%			3.5%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	10	4.9%		1.0%	6.1%	7.8%	
Greater than $5 million							
CEO/Executive Director	7	6.9%			4.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Monmouth-Ocean, NJ							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	7	1.9%			1.8%		
Top Finance Position	5	-1.4%			0.5%		
Montgomery, AL							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	3.3%			2.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	5.4%			4.4%		
Between $1 million and $5 million							
CEO/Executive Director	6	2.4%			1.0%		
Greater than $5 million							
CEO/Executive Director	5	5.6%			0.6%		
Naples, FL							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	5.8%			1.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashua, NH							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	2.9%			4.5%		
Nashville, TN							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	4.9%			3.1%		
Between $1 million and $5 million							
CEO/Executive Director	10	0.3%		-3.5%	0.0%	3.8%	
Greater than $5 million							
CEO/Executive Director	5	3.2%			5.2%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	3.5%			3.4%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	13	1.2%		-9.5%	1.6%	11.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.0%			5.6%		
Between $1 million and $5 million							
CEO/Executive Director	20	3.8%	-3.5%	-1.1%	2.6%	7.4%	11.3%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	26	3.5%	-6.4%	-1.2%	3.2%	9.0%	17.1%
Top Development Position	12	4.2%		1.4%	5.6%	12.1%	
Top Finance Position	17	1.6%		-0.6%	3.4%	6.4%	
Top Operations Position	6	5.5%			4.4%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	8	2.8%			2.8%		
Greater than $5 million							
CEO/Executive Director	10	4.1%		-0.5%	5.3%	6.4%	
Top Finance Position	6	9.7%			9.1%		
Top Operations Position	6	8.0%			5.3%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	5.9%			6.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	3.2%	-1.9%	0.0%	3.3%	6.0%	11.6%
Between $500 thousand and $1 million							
CEO/Executive Director	14	4.7%		2.4%	5.4%	7.7%	
Between $1 million and $5 million							
CEO/Executive Director	20	5.5%	-0.1%	2.5%	4.2%	8.8%	10.7%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	16	4.6%		1.5%	4.9%	9.3%	
Top Finance Position	8	1.3%			3.0%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	12	1.5%		-1.9%	-0.4%	4.8%	
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	4.5%			5.1%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	16	3.4%		-0.2%	2.1%	9.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	11.7%			9.2%		
Between $1 million and $5 million							
CEO/Executive Director	5	-1.7%			2.8%		
Youth development							
$500 thousand or less							
CEO/Executive Director	5	1.2%			-0.4%		
Between $1 million and $5 million							
CEO/Executive Director	6	4.0%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	12	2.3%		0.0%	2.0%	5.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.2%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	1.4%		-0.2%	2.9%	5.1%	
Diseases, disorders, medical disciplines							
Greater than $5 million							
CEO/Executive Director	7	1.3%			-0.8%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.1%			3.5%		
Between $1 million and $5 million							
CEO/Executive Director	14	5.5%		0.0%	5.2%	10.5%	
Greater than $5 million							
CEO/Executive Director	28	3.7%	-4.7%	-0.6%	5.4%	7.8%	10.4%
Top Development Position	9	5.0%			3.6%		
Top Education Position	6	3.0%			3.7%		
Top Finance Position	16	3.4%		2.0%	2.9%	5.9%	
Top Operations Position	7	5.6%			5.7%		
Top Technology Position	5	5.4%			5.0%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	1.2%			2.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	11	5.0%		0.3%	5.0%	8.5%	
Top Operations Position	5	7.1%			6.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	4.4%			4.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.3%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	20	0.1%	-6.6%	-0.5%	1.4%	2.9%	6.4%
Greater than $5 million							
CEO/Executive Director	23	4.8%	-5.7%	-0.5%	3.2%	10.0%	19.2%
Top Administrative Position	5	0.9%			0.8%		
Top Development Position	5	3.7%			2.6%		
Top Finance Position	17	6.5%		1.8%	5.0%	10.4%	
Top Human Resources Position	5	0.4%			1.7%		
Top Operations Position	6	3.5%			3.6%		
Top Program Position	5	1.8%			3.0%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	7	2.3%			1.7%		
Top Finance Position	5	6.7%			3.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Youth development							
$500 thousand or less							
CEO/Executive Director	5	-0.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.5%			0.5%		
New Haven-Meriden, CT							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	2.9%			2.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.3%			3.2%		
Between $1 million and $5 million							
CEO/Executive Director	12	2.6%		-1.5%	1.8%	5.2%	
Greater than $5 million							
CEO/Executive Director	21	2.9%	-2.8%	-1.7%	3.6%	6.3%	9.0%
Top Development Position	5	-2.1%			0.6%		
Top Facilities Position	5	-1.5%			0.1%		
Top Finance Position	12	5.2%		2.5%	4.7%	7.8%	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	4.0%			2.9%		
Top Finance Position	7	3.5%			4.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Haven-Meriden, CT							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	0.9%			4.9%		
Between $1 million and $5 million							
CEO/Executive Director	8	6.7%			4.2%		
Greater than $5 million							
CEO/Executive Director	12	5.7%		0.0%	5.9%	9.1%	
Top Finance Position	5	4.4%			1.9%		
New London-Norwich, CT-RI							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	2.8%			0.5%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	3.6%			1.1%		
Greater than $5 million							
CEO/Executive Director	6	2.8%			0.6%		
Top Finance Position	5	4.8%			4.0%		
New Orleans, LA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	-0.8%			1.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	14	2.8%		0.7%	3.1%	7.6%	
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	12	-1.1%		-2.2%	-0.8%	2.1%	
Greater than $5 million							
CEO/Executive Director	25	5.0%	-2.0%	0.5%	6.1%	8.8%	10.4%
Top Development Position	5	4.2%			3.5%		
Top Education Position	5	-0.3%			0.0%		
Top Finance Position	12	4.7%		0.4%	3.2%	8.6%	
Top Operations Position	7	4.0%			3.8%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	8.0%			8.4%		
Top Finance Position	6	5.0%			8.9%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	2.1%			1.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	7.4%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	4.0%		-0.1%	2.8%	10.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	9	-1.4%			-2.3%		
Top Finance Position	6	3.2%			0.0%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	2.6%			0.7%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	5	5.2%			7.0%		
New York, NY-NJ							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	6	9.8%			10.6%		
Greater than $5 million							
CEO/Executive Director	6	8.9%			9.9%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	109	0.8%	-12.7%	-4.9%	0.0%	6.4%	13.9%
Top Finance Position	13	-1.1%		-5.3%	-0.9%	1.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	74	4.9%	-3.1%	0.0%	3.9%	9.7%	16.8%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	150	3.8%	-4.2%	0.0%	3.0%	7.7%	12.4%
Top Administrative Position	7	1.2%			2.6%		
Top Development Position	11	1.1%		0.3%	2.4%	4.6%	
Top Finance Position	24	0.0%	-12.6%	-3.0%	1.5%	4.1%	7.5%
Top Operations Position	7	7.9%			7.7%		
Greater than $5 million							
CEO/Executive Director	88	1.8%	-7.8%	-3.1%	1.5%	6.0%	12.9%
Top Administrative Position	22	2.3%	-4.6%	-1.5%	3.0%	6.5%	10.3%
Top Business Position	6	-4.7%			1.5%		
Top Development Position	41	4.5%	-7.6%	1.1%	3.7%	8.7%	13.4%
Top Education Position	14	2.7%		0.6%	3.1%	3.3%	
Top Facilities Position	8	3.2%			3.5%		
Top Finance Position	69	2.8%	-5.5%	-0.5%	2.8%	6.4%	11.3%
Top Human Resources Position	11	2.9%		0.6%	2.9%	4.3%	
Top Legal Position	13	6.9%		3.0%	4.0%	12.3%	
Top Marketing Position	18	3.6%		1.7%	3.7%	6.1%	
Top Operations Position	29	2.6%	-4.6%	-0.6%	3.5%	6.4%	9.4%
Top PR/Communications Position	19	2.4%		1.6%	2.3%	5.7%	
Top Program Position	21	3.1%	-9.0%	-2.8%	3.8%	7.0%	14.3%
Top Technology Position	12	3.8%		3.0%	4.1%	5.3%	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	8	3.6%			1.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	25	3.5%	-4.9%	0.3%	4.7%	8.0%	11.5%
Greater than $5 million							
CEO/Executive Director	21	5.2%	-0.3%	0.7%	4.2%	8.4%	11.3%
Top Development Position	7	7.0%			9.8%		
Top Finance Position	12	5.5%		1.9%	4.7%	9.4%	
Top Legal Position	9	6.8%			5.3%		
Top Operations Position	8	4.6%			4.7%		
Top PR/Communications Position	6	5.4%			5.8%		
Top Program Position	6	6.9%			7.3%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	16	1.8%		-1.7%	0.0%	7.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	25	2.1%	-11.2%	0.0%	3.6%	7.7%	10.5%
Between $1 million and $5 million							
CEO/Executive Director	35	3.5%	-3.6%	0.3%	4.5%	7.5%	13.3%
Top Finance Position	6	6.9%			5.9%		
Top Operations Position	7	6.2%			4.8%		
Greater than $5 million							
CEO/Executive Director	24	6.0%	0.2%	1.4%	5.5%	8.5%	14.5%
Top Finance Position	15	7.6%		4.2%	8.5%	12.3%	
Top Operations Position	6	0.8%			0.9%		
Top Program Position	6	2.9%			2.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	5	0.9%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.0%			-0.6%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.5%			3.2%		
Greater than $5 million							
CEO/Executive Director	20	5.1%	-1.2%	1.4%	5.1%	7.8%	13.4%
Top Finance Position	11	2.7%		1.9%	3.3%	4.6%	
Top Legal Position	11	4.0%		1.2%	4.0%	7.7%	
Top Operations Position	7	5.6%			3.5%		
Diseases, disorders, medical disciplines							
Between $500 thousand and $1 million							
CEO/Executive Director	7	4.6%			4.5%		
Between $1 million and $5 million							
CEO/Executive Director	15	2.7%		-0.3%	4.8%	6.7%	
Greater than $5 million							
CEO/Executive Director	20	4.5%	-4.0%	-1.7%	2.1%	10.2%	17.2%
Top Development Position	6	2.2%			3.5%		
Top Finance Position	12	5.1%		-0.2%	4.2%	10.2%	
Top Human Resources Position	6	4.6%			5.2%		
Top Operations Position	11	4.3%		0.3%	7.1%	9.0%	
Top Program Position	6	1.6%			0.3%		
Top Technology Position	5	4.4%			5.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	27	2.1%	-8.5%	0.0%	0.5%	4.6%	14.0%
Between $500 thousand and $1 million							
CEO/Executive Director	32	0.8%	-11.4%	-5.8%	1.3%	7.0%	10.0%
Between $1 million and $5 million							
CEO/Executive Director	119	3.0%	-6.0%	0.0%	2.0%	6.8%	13.7%
Top Administrative Position	9	2.3%			0.0%		
Top Development Position	6	9.2%			11.0%		
Top Finance Position	20	4.2%	-4.9%	-0.6%	3.7%	7.9%	12.1%
Top Operations Position	18	4.7%		-1.9%	5.0%	8.5%	
Top Program Position	11	3.4%		0.5%	4.7%	6.2%	
Greater than $5 million							
CEO/Executive Director	240	4.8%	-2.7%	0.3%	4.2%	7.9%	15.6%
Top Administrative Position	43	3.8%	-2.0%	0.4%	3.9%	6.6%	9.7%
Top Business Position	13	5.6%		1.9%	5.7%	13.0%	
Top Development Position	60	4.4%	-1.6%	1.6%	4.0%	7.8%	11.3%
Top Education Position	71	4.1%	-2.5%	0.8%	3.1%	6.9%	10.7%
Top Facilities Position	19	0.6%		-0.1%	1.5%	3.6%	
Top Finance Position	137	4.4%	-2.8%	1.0%	4.2%	8.0%	13.8%
Top Human Resources Position	27	7.4%	0.5%	1.6%	6.1%	12.1%	15.9%
Top Legal Position	20	5.5%	-2.9%	1.7%	3.6%	9.1%	17.2%
Top Marketing Position	5	3.1%			3.5%		
Top Operations Position	75	5.8%	-0.5%	1.7%	4.6%	9.7%	15.1%
Top PR/Communications Position	19	5.1%		1.7%	3.2%	5.5%	
Top Program Position	25	3.3%	-3.1%	0.0%	3.5%	6.4%	12.5%
Top Technology Position	47	1.6%	-5.7%	-0.9%	3.1%	5.1%	7.1%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	13	0.8%		-3.8%	0.7%	9.5%	
Greater than $5 million							
CEO/Executive Director	8	10.2%			7.8%		
Top Finance Position	6	9.4%			10.1%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	6	5.9%			7.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	0.6%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	18	1.6%		-2.6%	0.8%	3.1%	
Greater than $5 million							
CEO/Executive Director	7	5.1%			4.9%		
Top Development Position	9	13.4%			10.7%		
Top Finance Position	5	5.1%			5.1%		
Top Operations Position	5	7.2%			5.1%		
Food, agriculture, & nutrition							
Between $1 million and $5 million							
CEO/Executive Director	5	0.2%			0.7%		
Greater than $5 million							
CEO/Executive Director	5	1.7%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	10	-0.7%		-4.1%	0.0%	3.6%	
Between $1 million and $5 million							
CEO/Executive Director	18	4.4%		2.7%	4.2%	8.8%	
Top Operations Position	6	-1.4%			-1.5%		
Greater than $5 million							
CEO/Executive Director	47	3.6%	-5.8%	1.0%	3.7%	7.7%	12.4%
Top Administrative Position	8	6.4%			3.1%		
Top Development Position	11	6.3%		0.5%	5.5%	9.2%	
Top Finance Position	36	7.9%	-1.9%	2.6%	7.6%	14.2%	20.7%
Top Human Resources Position	13	10.9%		7.0%	10.6%	15.2%	
Top Legal Position	8	1.8%			1.4%		
Top Operations Position	25	8.4%	-0.1%	3.4%	7.7%	11.7%	15.9%
Top Program Position	7	6.8%			4.1%		
Top Technology Position	10	4.8%		0.3%	5.0%	9.2%	
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.6%			2.8%		
Between $1 million and $5 million							
CEO/Executive Director	30	5.9%	-3.8%	0.0%	5.1%	11.0%	17.1%
Top Finance Position	7	7.0%			6.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	24	5.1%	-3.0%	1.3%	3.3%	9.8%	13.6%
Top Development Position	5	8.0%			3.1%		
Top Finance Position	11	7.8%		3.8%	5.2%	11.8%	
Top Operations Position	9	5.4%			2.9%		
Top Technology Position	5	6.1%			3.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	23	1.7%	-8.9%	-1.3%	0.0%	3.4%	18.1%
Between $500 thousand and $1 million							
CEO/Executive Director	39	0.3%	-7.3%	-3.6%	0.3%	4.7%	11.4%
Between $1 million and $5 million							
CEO/Executive Director	99	2.8%	-7.9%	-1.6%	2.3%	7.4%	15.7%
Top Development Position	6	-0.1%			0.2%		
Top Finance Position	19	5.1%		0.2%	3.7%	8.3%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	175	3.6%	-7.3%	0.0%	3.8%	8.5%	15.7%
Top Administrative Position	8	7.8%			6.5%		
Top Development Position	23	4.3%	-8.0%	0.7%	3.0%	10.8%	19.2%
Top Education Position	6	6.4%			7.5%		
Top Facilities Position	7	2.1%			0.0%		
Top Finance Position	104	4.9%	-1.6%	0.9%	3.8%	7.9%	13.6%
Top Human Resources Position	23	5.9%	-0.8%	1.2%	6.3%	9.9%	15.7%
Top Legal Position	17	7.5%		2.5%	6.6%	9.1%	
Top Operations Position	55	5.0%	-8.1%	0.0%	5.5%	13.4%	19.4%
Top Program Position	47	4.5%	-3.9%	0.4%	4.9%	8.0%	14.5%
Top Technology Position	17	5.7%		1.9%	4.1%	11.0%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	-3.2%			-3.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	-0.6%			0.7%		
Between $1 million and $5 million							
CEO/Executive Director	25	5.6%	-4.8%	0.0%	3.5%	11.4%	18.3%
Top Finance Position	6	0.9%			-3.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
International, foreign affairs, & national security							
Greater than $5 million							
CEO/Executive Director	19	3.3%		0.2%	2.7%	8.3%	
Top Development Position	10	1.9%		-1.8%	3.3%	5.9%	
Top Finance Position	14	5.2%		1.8%	5.2%	9.1%	
Top Human Resources Position	7	9.1%			8.1%		
Top Operations Position	7	4.7%			8.1%		
Top Program Position	7	6.3%			4.5%		
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	6	0.2%			0.6%		
Greater than $5 million							
CEO/Executive Director	12	3.7%		-0.3%	2.5%	7.2%	
Top Finance Position	8	6.4%			4.1%		
Top PR/Communications Position	5	11.4%			13.5%		
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	7	10.1%			6.9%		
Between $1 million and $5 million							
CEO/Executive Director	22	2.4%	-8.4%	-1.4%	2.0%	6.4%	12.7%
Top Finance Position	7	4.3%			3.9%		
Greater than $5 million							
CEO/Executive Director	37	3.4%	-4.8%	0.0%	3.4%	5.9%	13.9%
Top Finance Position	20	3.7%	-4.5%	-0.2%	4.3%	8.2%	11.0%
Top Operations Position	12	4.6%		-0.6%	3.8%	10.6%	
Top PR/Communications Position	7	6.8%			7.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	5	4.6%			6.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	2.2%			0.5%		
Between $1 million and $5 million							
CEO/Executive Director	14	4.9%		0.2%	2.7%	6.8%	
Greater than $5 million							
CEO/Executive Director	13	4.3%		-1.7%	3.2%	6.8%	
Top Development Position	8	5.1%			3.3%		
Top Finance Position	10	4.3%		2.6%	5.4%	6.4%	
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	2.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	7.2%		2.5%	6.8%	16.4%	
Greater than $5 million							
CEO/Executive Director	11	2.3%		-2.2%	0.2%	8.6%	
Top Finance Position	10	4.1%		-0.8%	3.9%	6.1%	
Top Operations Position	6	-3.4%			0.9%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	1.6%			7.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	-4.1%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	9	-2.4%			-1.1%		
Greater than $5 million							
CEO/Executive Director	8	3.5%			3.7%		
Top Finance Position	8	5.1%			2.8%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	14	1.5%		0.0%	1.4%	2.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	2.8%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	6.1%		3.5%	6.2%	7.9%	
Greater than $5 million							
CEO/Executive Director	8	-2.5%			-1.3%		
Top Finance Position	5	7.3%			6.5%		
Youth development							
$500 thousand or less							
CEO/Executive Director	15	-1.0%		-13.0%	0.1%	8.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	-1.5%		-1.4%	1.0%	4.0%	
Between $1 million and $5 million							
CEO/Executive Director	34	7.5%	-0.8%	1.6%	6.3%	12.2%	17.7%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Youth development							
Greater than $5 million							
CEO/Executive Director	26	1.3%	-10.8%	-1.9%	1.6%	5.1%	12.6%
Top Development Position	7	8.4%			7.0%		
Top Finance Position	15	5.4%		-0.2%	5.2%	9.5%	
Top Human Resources Position	5	7.6%			7.5%		
Top Operations Position	8	4.9%			2.8%		
Top Program Position	5	6.6%			8.8%		
Newark, NJ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	5.0%			3.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	-2.3%		-5.0%	-1.1%	1.0%	
Between $1 million and $5 million							
CEO/Executive Director	8	2.7%			2.6%		
Greater than $5 million							
CEO/Executive Director	6	-0.2%			1.4%		
Top Finance Position	5	0.8%			2.1%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	7	-1.6%			-0.1%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.7%			5.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	5.8%			4.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.1%			0.9%		
Between $1 million and $5 million							
CEO/Executive Director	19	4.4%		-0.1%	3.1%	10.1%	
Greater than $5 million							
CEO/Executive Director	38	2.8%	-2.8%	0.0%	1.9%	5.7%	10.8%
Top Business Position	5	-0.3%			0.0%		
Top Development Position	7	7.0%			3.8%		
Top Education Position	9	6.8%			4.1%		
Top Finance Position	15	4.3%		-0.1%	2.3%	6.9%	
Top Operations Position	5	7.9%			11.7%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	3.4%			2.3%		
Top Finance Position	6	5.9%			12.2%		
Top Human Resources Position	5	8.6%			10.0%		
Top Technology Position	5	11.9%			10.4%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	6.3%			3.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	-6.1%			0.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.2%			-2.0%		
Between $1 million and $5 million							
CEO/Executive Director	23	4.3%	-3.0%	-1.0%	0.8%	9.8%	21.0%
Greater than $5 million							
CEO/Executive Director	30	5.6%	-1.9%	0.2%	4.8%	10.3%	17.6%
Top Finance Position	16	3.6%		1.9%	4.1%	5.7%	
Top Operations Position	12	3.7%		-2.2%	2.4%	9.6%	
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	2.0%			2.5%		
Greater than $5 million							
CEO/Executive Director	9	6.0%			4.7%		
Top Finance Position	6	1.7%			0.1%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	4.6%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	-4.9%			-0.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	7.2%			5.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	-1.5%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	12	5.3%		2.6%	3.9%	6.4%	
Greater than $5 million							
CEO/Executive Director	14	3.8%		1.9%	3.0%	4.7%	
Top Finance Position	6	1.8%			1.8%		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.4%			-0.3%		
Between $1 million and $5 million							
CEO/Executive Director	5	6.3%			4.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	4.5%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	4.5%			5.6%		
Between $1 million and $5 million							
CEO/Executive Director	13	6.4%		1.0%	3.9%	11.5%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	14	1.1%		-3.0%	1.3%	4.0%	
Top Finance Position	8	5.2%			4.5%		
Oakland, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	24	3.8%	-3.4%	0.0%	4.1%	7.5%	12.4%
Between $500 thousand and $1 million							
CEO/Executive Director	8	9.4%			9.6%		
Between $1 million and $5 million							
CEO/Executive Director	19	2.2%		0.0%	1.5%	4.8%	
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	10	1.9%		-3.2%	-0.2%	4.3%	
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	4.3%			0.8%		
Between $1 million and $5 million							
CEO/Executive Director	7	4.6%			2.1%		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	12	8.2%		1.4%	7.3%	14.8%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	10	1.0%		0.0%	1.1%	4.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	-0.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	50	3.8%	-6.2%	0.0%	3.5%	9.5%	12.4%
Top Finance Position	12	1.9%		0.9%	2.8%	6.0%	
Greater than $5 million							
CEO/Executive Director	43	4.1%	-7.8%	-0.1%	3.4%	9.2%	17.3%
Top Administrative Position	8	4.7%			3.8%		
Top Business Position	5	2.0%			1.9%		
Top Development Position	11	4.2%		1.5%	3.5%	9.6%	
Top Education Position	9	3.9%			1.2%		
Top Finance Position	27	3.5%	-3.6%	0.6%	3.3%	6.1%	10.6%
Top Human Resources Position	5	10.0%			13.5%		
Top Operations Position	17	2.8%		-1.3%	2.7%	7.4%	
Top Technology Position	6	3.0%			1.5%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	14	3.8%		1.2%	3.4%	6.0%	
Greater than $5 million							
CEO/Executive Director	5	3.4%			1.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	12	5.7%		-2.1%	5.7%	12.6%	
Top Finance Position	9	5.5%			5.5%		
Top Human Resources Position	5	10.4%			9.6%		
Top Operations Position	5	7.3%			5.2%		
Top Technology Position	5	8.8%			8.9%		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	9	9.1%			8.2%		
Top Finance Position	6	4.9%			3.5%		
Top Operations Position	5	7.9%			9.0%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	11	3.8%		0.4%	4.3%	9.4%	
Between $1 million and $5 million							
CEO/Executive Director	36	3.4%	-2.5%	0.3%	4.2%	6.7%	9.0%
Greater than $5 million							
CEO/Executive Director	22	5.2%	-9.2%	0.0%	4.8%	14.2%	17.5%
Top Development Position	6	3.9%			4.5%		
Top Finance Position	12	3.5%		-0.5%	3.0%	9.7%	
Top Operations Position	5	1.7%			1.1%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	10	1.1%		-3.2%	0.4%	6.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	7	3.8%			3.7%		
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	6	4.4%			4.7%		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	6.4%			8.0%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	-7.1%			-5.6%		
Science & technology research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	6	5.3%			3.8%		
Youth development							
$500 thousand or less							
CEO/Executive Director	9	1.1%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-0.2%			1.7%		
Between $1 million and $5 million							
CEO/Executive Director	16	3.2%		0.2%	2.5%	5.5%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Youth development							
Greater than $5 million							
CEO/Executive Director	5	4.0%			6.3%		
Top Finance Position	5	9.1%			9.9%		
Odessa-Midland, TX							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	3.0%			1.6%		
Oklahoma City, OK							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	4.1%			0.4%		
Between $1 million and $5 million							
CEO/Executive Director	8	0.6%			0.2%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.9%			3.1%		
Between $1 million and $5 million							
CEO/Executive Director	8	2.3%			3.1%		
Greater than $5 million							
CEO/Executive Director	10	6.6%		4.4%	5.8%	9.8%	
Top Finance Position	6	10.1%			10.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	11	3.3%		-0.4%	1.7%	12.7%	
Top Finance Position	9	0.0%			1.1%		
Top Operations Position	5	2.8%			2.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	1.8%			1.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.7%			2.3%		
Between $1 million and $5 million							
CEO/Executive Director	22	4.7%	-0.9%	-0.2%	3.9%	9.5%	12.9%
Greater than $5 million							
CEO/Executive Director	5	11.6%			12.9%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	-0.3%			0.2%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	3.0%			1.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Olympia, WA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	4.8%			5.1%		
Omaha, NE-IA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	5.6%			5.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	4.6%			4.8%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	8	6.7%			5.9%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	9	4.8%			3.5%		
Top Finance Position	7	6.5%			7.0%		
Top Operations Position	6	3.6%			4.5%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	2.6%			7.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Omaha, NE-IA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	8	3.7%			3.4%		
Greater than $5 million							
CEO/Executive Director	11	8.8%		5.9%	6.9%	13.5%	
Top Finance Position	8	10.0%			9.0%		
Orange County, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	9	-2.6%			0.0%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.6%			4.1%		
Between $1 million and $5 million							
CEO/Executive Director	18	4.2%		0.0%	1.5%	6.9%	
Greater than $5 million							
CEO/Executive Director	29	5.2%	-1.8%	0.7%	5.3%	7.6%	15.6%
Top Development Position	7	2.4%			2.3%		
Top Education Position	12	4.1%		1.9%	3.8%	5.8%	
Top Finance Position	15	5.3%		3.2%	5.2%	8.7%	
Top Operations Position	9	7.8%			7.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	2.0%			0.3%		
Greater than $5 million							
CEO/Executive Director	6	6.1%			5.0%		
Top Finance Position	7	7.6%			9.0%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	9	6.6%			6.3%		
Greater than $5 million							
CEO/Executive Director	5	6.4%			3.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	10	-3.1%		-8.0%	-1.7%	4.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	-0.3%		-4.0%	0.0%	4.9%	
Between $1 million and $5 million							
CEO/Executive Director	19	8.8%		2.7%	7.1%	13.6%	
Greater than $5 million							
CEO/Executive Director	21	6.9%	-2.2%	1.1%	8.7%	12.5%	17.9%
Top Finance Position	13	3.9%		1.5%	5.0%	12.2%	
Top Operations Position	6	-3.3%			2.2%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	6.0%			2.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	6	-2.3%			0.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	15	-1.1%		-11.1%	0.0%	6.3%	
Between $1 million and $5 million							
CEO/Executive Director	6	-1.4%			-1.4%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	10	4.0%		1.8%	3.1%	8.4%	
Orlando, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	-1.9%			0.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	-1.7%			0.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	-2.6%			0.3%		
Between $1 million and $5 million							
CEO/Executive Director	10	-0.9%		-3.2%	0.6%	2.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	21	3.9%	-0.8%	0.0%	1.1%	6.8%	18.2%
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	7	0.1%			0.0%		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	5	1.7%			0.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	4.1%			5.2%		
Between $1 million and $5 million							
CEO/Executive Director	16	2.8%		-0.1%	2.3%	5.3%	
Greater than $5 million							
CEO/Executive Director	19	3.9%		-2.2%	5.5%	9.6%	
Top Finance Position	11	-0.7%		-7.2%	3.2%	9.8%	
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-0.4%			0.0%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	5.2%			5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	18	1.4%		-3.5%	0.0%	6.5%	
Between $1 million and $5 million							
CEO/Executive Director	5	3.2%			2.4%		
Pensacola, FL							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	4.2%			5.1%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	4.4%			5.1%		
Peoria-Pekin, IL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	0.7%			0.9%		
Greater than $5 million							
CEO/Executive Director	8	1.6%			3.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	7	3.0%			5.3%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	48	1.1%	-10.7%	0.0%	0.8%	4.9%	11.1%
Between $500 thousand and $1 million							
CEO/Executive Director	20	4.1%	-0.1%	0.9%	3.6%	5.7%	16.0%
Between $1 million and $5 million							
CEO/Executive Director	35	3.3%	-7.5%	0.9%	3.6%	6.4%	12.8%
Top Finance Position	6	2.6%			3.8%		
Greater than $5 million							
CEO/Executive Director	19	0.7%		-3.0%	4.2%	6.3%	
Top Development Position	11	-1.4%		-4.0%	2.2%	3.3%	
Top Finance Position	10	3.5%		1.3%	3.5%	4.6%	
Top Operations Position	7	1.6%			1.9%		
Civil rights, social action, advocacy							
Between $1 million and $5 million							
CEO/Executive Director	5	2.5%			4.2%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	-0.8%		-3.0%	-0.6%	1.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	2.6%		-0.1%	4.9%	6.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	15	4.1%		1.2%	2.3%	7.5%	
Greater than $5 million							
CEO/Executive Director	8	-3.7%			-1.3%		
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	5.4%			6.0%		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	12	3.0%		-0.4%	6.3%	8.8%	
Greater than $5 million							
CEO/Executive Director	6	2.5%			1.7%		
Top PR/Communications Position	5	4.9%			3.7%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	24	2.1%	-5.6%	-2.9%	0.0%	10.4%	12.2%
Between $500 thousand and $1 million							
CEO/Executive Director	20	6.0%	-1.0%	1.5%	4.6%	9.8%	12.7%
Between $1 million and $5 million							
CEO/Executive Director	71	3.4%	-2.4%	0.1%	2.9%	5.5%	12.0%
Top Finance Position	10	3.6%		1.2%	2.8%	4.7%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	125	4.6%	-4.3%	0.9%	4.8%	8.7%	13.5%
Top Administrative Position	26	4.1%	-2.8%	0.8%	4.4%	7.6%	10.3%
Top Business Position	11	8.0%		3.4%	5.8%	13.0%	
Top Development Position	32	2.9%	-2.9%	0.5%	3.0%	5.8%	7.8%
Top Education Position	29	3.4%	-2.8%	0.8%	3.6%	7.1%	13.0%
Top Facilities Position	5	8.3%			7.5%		
Top Finance Position	58	5.1%	-0.2%	2.7%	4.2%	7.3%	11.3%
Top Human Resources Position	11	4.0%		1.3%	3.5%	7.1%	
Top Legal Position	11	4.9%		1.3%	5.9%	9.7%	
Top Operations Position	20	3.4%	-3.2%	1.1%	3.9%	5.9%	8.7%
Top PR/Communications Position	11	5.0%		2.1%	3.1%	8.9%	
Top Technology Position	15	4.2%		1.1%	4.1%	5.5%	
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	6	4.1%			4.6%		
Top Finance Position	5	2.5%			2.6%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	5	6.5%			4.6%		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.6%			6.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	20	4.5%	-0.1%	1.6%	3.6%	6.6%	11.3%
Top Finance Position	6	9.8%			7.4%		
Greater than $5 million							
CEO/Executive Director	43	4.2%	-6.5%	0.2%	2.9%	9.7%	18.5%
Top Administrative Position	5	2.7%			2.0%		
Top Business Position	5	-1.0%			-0.2%		
Top Development Position	5	4.9%			3.2%		
Top Finance Position	21	5.8%	0.8%	1.4%	4.3%	9.6%	11.9%
Top Human Resources Position	14	3.7%		-0.6%	2.2%	8.1%	
Top Legal Position	5	4.7%			1.4%		
Top Marketing Position	7	9.5%			8.9%		
Top Operations Position	17	4.2%		1.8%	8.0%	10.2%	
Top Technology Position	11	6.0%		-0.2%	8.2%	9.6%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	7	4.2%			3.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	3.1%		-0.8%	1.6%	11.6%	
Between $1 million and $5 million							
CEO/Executive Director	10	3.2%		0.7%	5.0%	6.7%	
Greater than $5 million							
CEO/Executive Director	10	6.3%		-1.3%	4.5%	15.9%	
Top Finance Position	8	3.9%			2.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	42	3.7%	-5.0%	0.0%	1.7%	8.6%	10.5%
Between $500 thousand and $1 million							
CEO/Executive Director	25	3.0%	-1.8%	0.0%	4.0%	5.3%	8.5%
Between $1 million and $5 million							
CEO/Executive Director	62	4.4%	-3.5%	0.3%	3.4%	7.9%	13.4%
Top Finance Position	14	1.5%		-6.0%	-0.4%	7.9%	
Greater than $5 million							
CEO/Executive Director	65	3.3%	-5.1%	-0.2%	3.5%	7.2%	11.7%
Top Administrative Position	5	2.1%			4.1%		
Top Finance Position	41	5.6%	-2.5%	0.8%	5.4%	10.0%	16.4%
Top Human Resources Position	10	5.2%		-1.8%	4.0%	14.8%	
Top Marketing Position	8	7.3%			6.9%		
Top Operations Position	22	4.0%	-3.5%	1.6%	4.2%	7.2%	10.3%
Top Technology Position	9	3.4%			1.2%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	7	3.7%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	7	5.7%			3.1%		
Greater than $5 million							
CEO/Executive Director	25	5.6%	-5.6%	-0.6%	4.7%	12.2%	18.0%
Top Finance Position	20	3.8%	-4.9%	0.5%	2.8%	7.2%	11.4%
Top Operations Position	12	3.5%		0.0%	1.8%	3.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	12	4.9%		-0.2%	2.5%	8.2%	
Greater than $5 million							
CEO/Executive Director	5	-1.9%			2.2%		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	5.6%			5.7%		
Greater than $5 million							
CEO/Executive Director	5	5.0%			4.1%		
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	5	12.3%			9.5%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.5%			0.5%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	0.3%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.0%			1.4%		
Youth development							
$500 thousand or less							
CEO/Executive Director	7	9.7%			12.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Youth development							
Between $500 thousand and $1 million							
CEO/Executive Director	11	-0.2%		-2.0%	0.0%	0.8%	
Between $1 million and $5 million							
CEO/Executive Director	14	3.9%		-0.9%	1.4%	7.2%	
Greater than $5 million							
CEO/Executive Director	5	2.2%			-1.8%		
Phoenix-Mesa, AZ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	-1.0%		-2.8%	0.0%	3.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	6.4%			2.5%		
Between $1 million and $5 million							
CEO/Executive Director	11	-1.8%		-6.6%	-0.8%	3.0%	
Greater than $5 million							
CEO/Executive Director	6	4.7%			5.0%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	5	3.0%			0.0%		
Greater than $5 million							
CEO/Executive Director	5	-0.1%			-1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	12	1.0%		-2.4%	1.0%	4.1%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	1.8%		-0.1%	1.3%	6.9%	
Between $1 million and $5 million							
CEO/Executive Director	49	1.7%	-6.3%	-2.5%	2.0%	5.5%	8.9%
Top Finance Position	7	-1.8%			2.0%		
Greater than $5 million							
CEO/Executive Director	37	4.8%	-1.8%	2.1%	5.2%	8.8%	15.1%
Top Finance Position	7	5.8%			4.7%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	7	6.5%			10.5%		
Between $1 million and $5 million							
CEO/Executive Director	5	9.8%			5.2%		
Greater than $5 million							
CEO/Executive Director	10	-1.7%		-4.8%	-1.5%	1.6%	
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	9.3%			6.7%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	15	2.3%		0.0%	0.0%	6.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	8	-2.3%			-1.6%		
Between $1 million and $5 million							
CEO/Executive Director	34	5.2%	-2.9%	0.4%	3.7%	10.7%	15.3%
Greater than $5 million							
CEO/Executive Director	26	2.0%	-9.2%	-4.4%	1.1%	9.7%	14.0%
Top Development Position	6	6.1%			5.2%		
Top Finance Position	11	4.3%		-0.4%	3.1%	8.3%	
Top Operations Position	5	9.3%			8.4%		
Top Technology Position	5	6.2%			5.3%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	1.7%			0.0%		
Public, society benefit—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	2.8%			5.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	13	-3.3%		-14.2%	0.0%	1.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.1%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Youth development							
$500 thousand or less							
CEO/Executive Director	9	2.6%			1.5%		
Between $1 million and $5 million							
CEO/Executive Director	10	2.2%		0.3%	3.2%	5.7%	
Pittsburgh, PA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	19	-0.8%		-2.1%	1.6%	3.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	4.4%		2.7%	3.5%	5.0%	
Between $1 million and $5 million							
CEO/Executive Director	9	4.4%			3.7%		
Greater than $5 million							
CEO/Executive Director	11	6.3%		3.2%	6.6%	13.0%	
Top Finance Position	7	1.1%			1.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	10	-1.0%		-2.0%	0.0%	0.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	-2.2%			0.1%		
Between $1 million and $5 million							
CEO/Executive Director	12	3.3%		0.0%	1.1%	3.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	5.6%			3.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	7.1%			4.6%		
Between $1 million and $5 million							
CEO/Executive Director	24	3.8%	-2.6%	0.0%	2.6%	4.7%	12.4%
Greater than $5 million							
CEO/Executive Director	33	3.0%	-3.4%	0.1%	2.9%	6.1%	8.1%
Top Administrative Position	11	5.4%		2.3%	2.8%	7.1%	
Top Business Position	7	6.2%			5.3%		
Top Development Position	11	3.4%		2.7%	3.3%	4.1%	
Top Education Position	11	1.3%		0.8%	2.3%	3.9%	
Top Finance Position	23	4.4%	0.2%	1.4%	2.9%	4.9%	14.1%
Top Legal Position	6	0.8%			1.8%		
Top Operations Position	10	4.9%		2.7%	4.3%	6.6%	
Top Technology Position	5	8.4%			7.4%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	8	2.3%			4.9%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	15	4.6%		1.7%	3.7%	6.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	16	4.4%		1.8%	3.8%	8.2%	
Top Finance Position	10	3.9%		-2.7%	5.7%	10.5%	
Top Human Resources Position	6	3.0%			3.4%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	6	6.4%			5.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	18	3.0%		0.0%	1.7%	6.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	8.1%		3.5%	7.4%	10.8%	
Between $1 million and $5 million							
CEO/Executive Director	50	3.5%	-5.9%	0.0%	3.2%	6.7%	13.1%
Top Finance Position	12	4.3%		2.6%	4.1%	5.8%	
Greater than $5 million							
CEO/Executive Director	42	3.9%	-1.2%	0.3%	1.5%	6.4%	14.1%
Top Development Position	5	3.9%			4.3%		
Top Finance Position	33	6.2%	0.3%	1.5%	5.4%	9.0%	15.8%
Top Human Resources Position	7	4.7%			6.8%		
Top Operations Position	13	6.1%		4.7%	8.1%	10.2%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	6	0.7%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	3.3%			4.4%		
Greater than $5 million							
CEO/Executive Director	6	4.0%			3.1%		
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.8%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	5.1%			1.9%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	-0.9%			1.7%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	8	6.1%			5.1%		
Pittsfield, MA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	10.1%			9.7%		
Top Finance Position	5	4.1%			5.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsfield, MA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	4.9%			2.8%		
Portland, ME							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	4.2%			2.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.0%			6.7%		
Between $1 million and $5 million							
CEO/Executive Director	9	-1.0%			1.4%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	8.8%			7.3%		
Between $1 million and $5 million							
CEO/Executive Director	10	2.0%		-4.0%	2.2%	4.5%	
Greater than $5 million							
CEO/Executive Director	7	1.0%			2.2%		
Top Finance Position	5	1.4%			-0.3%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	5	3.0%			0.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, ME							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	5.7%			7.0%		
Greater than $5 million							
CEO/Executive Director	7	4.7%			5.5%		
Top Finance Position	5	6.0%			6.0%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	4.1%			4.3%		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	11	2.7%		-3.5%	0.8%	6.2%	
Top Finance Position	8	10.6%			9.9%		
Portland, OR-WA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	26	2.1%	-14.9%	-4.8%	1.2%	10.5%	18.9%
Between $500 thousand and $1 million							
CEO/Executive Director	6	-0.3%			-0.6%		
Between $1 million and $5 million							
CEO/Executive Director	22	2.6%	-5.3%	-0.5%	2.2%	7.5%	10.7%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	7	-3.0%			-3.1%		
Top Finance Position	6	2.5%			1.9%		
Community improvement, capacity building							
$500 thousand or less							
CEO/Executive Director	6	4.7%			4.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.1%			6.3%		
Diseases, disorders, medical disciplines							
$500 thousand or less							
CEO/Executive Director	7	-0.5%			0.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	14	2.7%		0.5%	3.3%	7.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	12	1.4%		-2.2%	0.8%	3.9%	
Between $1 million and $5 million							
CEO/Executive Director	30	2.2%	-8.6%	-1.7%	1.9%	6.4%	11.1%
Greater than $5 million							
CEO/Executive Director	18	4.9%		2.3%	3.8%	8.9%	
Top Education Position	7	4.6%			3.5%		
Top Finance Position	10	8.2%		4.9%	7.3%	11.3%	
Top Operations Position	5	4.8%			3.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	7	2.9%			0.7%		
Greater than $5 million							
CEO/Executive Director	6	-0.7%			1.9%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	7	3.6%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.3%			4.5%		
Between $1 million and $5 million							
CEO/Executive Director	10	2.2%		2.2%	4.7%	7.8%	
Greater than $5 million							
CEO/Executive Director	6	5.3%			2.3%		
Top Finance Position	7	4.2%			5.7%		
Food, agriculture, & nutrition							
Greater than $5 million							
CEO/Executive Director	5	8.2%			6.7%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	11	2.5%		-0.1%	4.3%	5.8%	
Between $1 million and $5 million							
CEO/Executive Director	7	4.2%			2.3%		
Greater than $5 million							
CEO/Executive Director	9	4.2%			3.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	3.0%			3.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	9.9%			6.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	6.8%		1.9%	5.9%	13.6%	
Greater than $5 million							
CEO/Executive Director	14	2.2%		0.4%	4.0%	5.9%	
Top Finance Position	5	7.8%			3.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	21	2.9%	-10.0%	-1.4%	1.2%	7.8%	16.6%
Between $500 thousand and $1 million							
CEO/Executive Director	9	5.1%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	39	4.7%	-5.0%	0.0%	3.1%	10.8%	15.2%
Greater than $5 million							
CEO/Executive Director	25	6.4%	-1.1%	0.7%	3.9%	10.1%	21.2%
Top Finance Position	11	5.8%		2.3%	5.3%	7.6%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	0.3%			0.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	10	0.4%		-3.9%	0.5%	3.4%	
Top Finance Position	6	9.5%			7.6%		
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
Top Finance Position	5	6.5%			4.8%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	8	3.6%			5.8%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	2.8%			0.0%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	4.7%			4.3%		
Greater than $5 million							
CEO/Executive Director	7	8.9%			9.2%		
Portsmouth-Dover-Rochester, NH-ME							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	-6.2%			-4.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portsmouth-Dover-Rochester, NH-ME							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	5.9%			4.3%		
Health—general & rehabilitative							
Greater than $5 million							
Top Finance Position	5	7.7%			5.5%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	2.8%			2.2%		
Providence-Fall River-Warwick, RI-MA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	11	3.6%		0.7%	3.2%	4.7%	
Greater than $5 million							
CEO/Executive Director	5	-4.5%			-0.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	-2.6%		-7.3%	-2.7%	1.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.6%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	25	6.2%	-1.8%	1.6%	5.3%	12.1%	16.6%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	19	3.4%		1.2%	3.5%	5.5%	
Top Administrative Position	5	4.2%			5.8%		
Top Development Position	6	4.1%			2.5%		
Top Education Position	7	6.5%			5.1%		
Top Finance Position	16	1.7%		0.5%	3.7%	5.5%	
Top Operations Position	6	-2.8%			0.7%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	5.1%			5.6%		
Greater than $5 million							
CEO/Executive Director	11	9.9%		2.8%	8.3%	14.3%	
Top Finance Position	7	6.7%			6.8%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	0.6%			1.4%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	14	4.7%		1.8%	4.2%	9.0%	
Greater than $5 million							
CEO/Executive Director	29	3.4%	-2.9%	0.1%	3.8%	6.5%	9.2%
Top Finance Position	14	5.8%		0.6%	4.6%	7.1%	
Top Operations Position	8	9.3%			9.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	7	0.1%			-0.9%		
Top Finance Position	5	5.3%			5.0%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	7.8%			5.6%		
Provo-Orem, UT							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	4.6%			4.0%		
Raleigh-Durham-Chapel Hill, NC							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	17	2.9%		0.0%	2.9%	6.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	0.6%			0.9%		
Between $1 million and $5 million							
CEO/Executive Director	10	0.7%		-0.5%	0.6%	2.3%	
Greater than $5 million							
CEO/Executive Director	6	5.4%			5.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	1.0%			1.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	1.4%			0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	14	3.3%		0.2%	4.3%	8.1%	
Between $1 million and $5 million							
CEO/Executive Director	22	4.2%	-3.0%	-0.4%	3.9%	6.7%	13.5%
Greater than $5 million							
CEO/Executive Director	31	5.2%	-2.8%	0.5%	4.9%	9.9%	13.2%
Top Administrative Position	6	4.3%			2.6%		
Top Development Position	8	4.1%			2.0%		
Top Education Position	7	5.3%			3.7%		
Top Finance Position	17	1.7%		0.0%	2.7%	5.2%	
Top Operations Position	5	3.3%			3.0%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	10	-6.8%		-11.7%	-2.7%	-0.2%	
Between $1 million and $5 million							
CEO/Executive Director	7	2.4%			2.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	13	1.6%		-3.3%	2.1%	4.7%	
Top Finance Position	9	3.7%			3.3%		
Top Operations Position	5	8.1%			7.2%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	8	4.1%			1.2%		
Greater than $5 million							
CEO/Executive Director	6	7.5%			5.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	16	1.0%		0.0%	3.8%	5.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	0.0%		-6.8%	3.1%	8.6%	
Between $1 million and $5 million							
CEO/Executive Director	24	1.4%	-5.1%	0.0%	1.6%	5.6%	7.2%
Greater than $5 million							
CEO/Executive Director	16	6.8%		3.2%	5.3%	8.5%	
Top Finance Position	8	3.6%			6.0%		
Top Operations Position	6	6.9%			6.8%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	6	9.8%			7.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	11	-1.2%		-10.0%	0.6%	7.8%	
Youth development							
$500 thousand or less							
CEO/Executive Director	5	-5.9%			-0.4%		
Reading, PA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	3.5%			5.7%		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	10.7%			10.1%		
Reno, NV							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	-4.8%			-2.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	-0.2%			7.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.7%			7.4%		
Between $1 million and $5 million							
CEO/Executive Director	6	4.2%			1.9%		
Greater than $5 million							
CEO/Executive Director	5	6.9%			3.3%		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	4.2%			2.5%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	17	7.3%		3.0%	3.7%	11.7%	
Greater than $5 million							
CEO/Executive Director	10	4.8%		1.1%	5.1%	7.8%	
Top Finance Position	5	3.6%			2.7%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	6	4.3%			4.1%		
Greater than $5 million							
CEO/Executive Director	10	4.2%		2.1%	3.5%	7.9%	
Top Finance Position	6	5.2%			4.9%		
Top Operations Position	6	5.8%			6.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	6.7%			7.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	2.1%		-5.4%	5.0%	6.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.0%			5.4%		
Between $1 million and $5 million							
CEO/Executive Director	27	3.6%	-4.7%	0.2%	2.3%	8.5%	12.7%
Greater than $5 million							
CEO/Executive Director	11	0.2%		-5.2%	-0.3%	4.3%	
Top Finance Position	5	-1.0%			0.3%		
Top Operations Position	6	5.3%			5.5%		
Riverside-San Bernardino-Ontario, CA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	6	0.7%			1.7%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	8	7.4%			7.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	21	-0.8%	-17.4%	-8.2%	0.3%	6.7%	12.6%
Top Administrative Position	7	2.2%			5.8%		
Top Development Position	5	2.3%			4.7%		
Top Finance Position	10	3.5%		1.2%	4.4%	8.3%	
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	5	-1.3%			-7.5%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	-4.0%			-0.6%		
Top Finance Position	6	7.8%			2.4%		
Housing, shelter							
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.2%			-3.6%		
Between $1 million and $5 million							
CEO/Executive Director	9	5.3%			5.4%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	9.1%			9.8%		
Between $1 million and $5 million							
CEO/Executive Director	20	4.7%	-3.2%	0.0%	2.1%	10.9%	15.9%
Top Finance Position	5	7.0%			10.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	10	9.8%		5.4%	10.9%	14.0%	
Top Finance Position	6	8.4%			8.5%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	7	10.0%			8.0%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	5	3.4%			2.4%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	13	-2.7%		-7.1%	0.0%	5.4%	
Youth development							
$500 thousand or less							
CEO/Executive Director	7	0.5%			0.0%		
Roanoke, VA							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	4.8%			3.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Roanoke, VA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	2.0%			2.4%		
Top Finance Position	5	-2.0%			2.4%		
Rochester, MN							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	7	4.2%			3.9%		
Rochester, NY							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	-0.7%			1.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	1.6%			0.0%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	5.0%			6.2%		
Greater than $5 million							
CEO/Executive Director	12	2.5%		-0.2%	2.8%	4.8%	
Top Administrative Position	6	4.1%			4.9%		
Top Education Position	6	6.4%			5.7%		
Top Finance Position	12	5.0%		2.4%	3.8%	8.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	7.7%			7.7%		
Top Finance Position	6	9.4%			7.2%		
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	5	2.4%			2.7%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	1.6%			3.5%		
Between $1 million and $5 million							
CEO/Executive Director	6	1.8%			0.7%		
Greater than $5 million							
CEO/Executive Director	12	4.0%		1.8%	4.2%	4.8%	
Top Finance Position	13	4.7%		0.5%	5.1%	10.3%	
Top Operations Position	5	6.2%			7.0%		
Rockford, IL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	1.7%			1.3%		
Greater than $5 million							
CEO/Executive Director	8	2.6%			1.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	10	-0.6%		-2.4%	0.4%	1.9%	
Between $1 million and $5 million							
CEO/Executive Director	5	3.1%			4.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	3.7%			5.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	16	3.4%		0.0%	1.9%	5.2%	
Greater than $5 million							
CEO/Executive Director	15	4.3%		-2.1%	2.0%	8.5%	
Top Finance Position	8	6.5%			7.6%		
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	9	5.5%			2.6%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	7	5.3%			3.4%		
Top Finance Position	5	-0.1%			0.7%		
Top Operations Position	6	7.7%			4.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	7.1%			5.1%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	1.4%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.9%			2.0%		
Between $1 million and $5 million							
CEO/Executive Director	14	4.7%		0.1%	1.1%	10.2%	
Greater than $5 million							
CEO/Executive Director	14	0.2%		-0.5%	2.9%	5.5%	
Top Finance Position	9	6.2%			5.4%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	5	1.1%			1.5%		
Greater than $5 million							
CEO/Executive Director	6	5.0%			-0.4%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	-4.2%			-5.4%		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	4.3%			5.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	-0.3%			1.3%		
Salem, OR							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	6.2%			4.1%		
Greater than $5 million							
CEO/Executive Director	6	2.8%			3.4%		
Salinas, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	7	8.6%			6.7%		
Salt Lake City-Ogden, UT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	5.7%			6.6%		
Between $1 million and $5 million							
CEO/Executive Director	5	5.4%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salt Lake City-Ogden, UT							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	3.9%			4.8%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	11	2.1%		-1.9%	1.4%	7.0%	
Greater than $5 million							
CEO/Executive Director	12	5.0%		-0.3%	3.4%	15.4%	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	6	3.7%			2.3%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	8	0.8%			1.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	0.1%			0.2%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.3%			2.5%		
Greater than $5 million							
CEO/Executive Director	6	1.9%			4.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	1.0%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	9	0.9%			0.7%		
Greater than $5 million							
CEO/Executive Director	5	-6.9%			-2.9%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	-2.1%			0.0%		
Greater than $5 million							
CEO/Executive Director	20	5.0%	-1.1%	0.3%	4.6%	9.1%	12.7%
Top Administrative Position	10	0.8%		-1.6%	1.4%	5.4%	
Top Finance Position	12	4.0%		1.6%	3.5%	7.8%	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	2.1%			2.3%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	2.5%			1.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	8.8%			4.6%		
Between $1 million and $5 million							
CEO/Executive Director	19	4.2%		0.1%	4.0%	8.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	19	2.6%		-2.0%	2.6%	6.9%	
Top Finance Position	10	7.1%		-1.3%	5.3%	16.7%	
Top Operations Position	5	3.1%			3.2%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	2.1%			1.0%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	5	3.5%			6.0%		
San Diego, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	16	0.9%		-2.4%	0.6%	4.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	9	3.3%			3.3%		
Between $1 million and $5 million							
CEO/Executive Director	15	1.9%		-2.9%	2.9%	8.7%	
Greater than $5 million							
CEO/Executive Director	9	6.1%			4.6%		
Top Finance Position	6	4.5%			4.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	5	2.7%			3.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	7	2.1%			-1.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.6%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	28	5.6%	-9.6%	-0.4%	5.7%	13.3%	19.7%
Top Finance Position	5	3.2%			2.7%		
Greater than $5 million							
CEO/Executive Director	34	3.1%	-5.2%	0.0%	2.7%	5.2%	13.6%
Top Administrative Position	8	0.1%			0.0%		
Top Business Position	7	6.1%			6.1%		
Top Education Position	12	4.4%		0.9%	3.8%	8.4%	
Top Finance Position	11	6.6%		3.0%	5.1%	15.7%	
Top Operations Position	8	5.9%			6.7%		
Top Technology Position	8	3.8%			1.6%		
Environmental quality, protection, & beautification							
Between $500 thousand and $1 million							
CEO/Executive Director	6	6.2%			5.7%		
Between $1 million and $5 million							
CEO/Executive Director	5	6.6%			9.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	10	1.8%		-8.0%	0.0%	11.3%	
Top Finance Position	11	2.9%		0.2%	6.1%	8.9%	
Top Operations Position	7	9.6%			7.7%		
Top Technology Position	5	14.2%			22.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	5.6%		1.2%	5.9%	7.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	6.6%			2.6%		
Between $1 million and $5 million							
CEO/Executive Director	18	2.4%		-2.2%	0.3%	6.3%	
Greater than $5 million							
CEO/Executive Director	38	6.4%	-0.9%	0.1%	4.2%	11.3%	19.0%
Top Development Position	7	4.5%			2.3%		
Top Finance Position	25	4.3%	-0.2%	0.6%	2.6%	6.3%	12.3%
Top Human Resources Position	6	10.4%			11.9%		
Top Operations Position	13	6.3%		-0.2%	5.6%	10.0%	
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	0.7%			0.4%		
Greater than $5 million							
CEO/Executive Director	6	5.2%			1.9%		
Top Operations Position	5	6.7%			4.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	7	1.6%			5.3%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	1.1%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	8.5%			7.9%		
Greater than $5 million							
CEO/Executive Director	6	-0.4%			5.1%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	3.9%			0.0%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	12	1.3%		-6.8%	0.0%	11.6%	
Between $1 million and $5 million							
CEO/Executive Director	8	-0.8%			1.1%		
Youth development							
$500 thousand or less							
CEO/Executive Director	9	7.6%			6.6%		
Between $1 million and $5 million							
CEO/Executive Director	8	2.3%			1.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Animal-related							
Between $1 million and $5 million							
CEO/Executive Director	7	7.9%			4.3%		
Greater than $5 million							
CEO/Executive Director	7	1.7%			3.7%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	41	1.2%	-13.1%	-0.2%	0.0%	4.1%	11.9%
Between $500 thousand and $1 million							
CEO/Executive Director	23	2.0%	-6.4%	-1.5%	1.1%	5.3%	11.7%
Between $1 million and $5 million							
CEO/Executive Director	33	2.4%	-9.4%	-1.4%	1.6%	7.6%	15.0%
Top Finance Position	5	2.0%			4.4%		
Greater than $5 million							
CEO/Executive Director	16	-0.6%		-1.0%	1.8%	5.0%	
Top Development Position	13	2.6%		0.7%	2.5%	3.3%	
Top Finance Position	9	2.4%			2.3%		
Top Marketing Position	7	1.2%			1.8%		
Top Operations Position	6	5.7%			7.1%		
Civil rights, social action, advocacy							
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.1%			4.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.1%			3.1%		
Greater than $5 million							
CEO/Executive Director	5	1.1%			2.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	13	4.8%		0.4%	6.0%	9.1%	
Crime, legal-related							
Between $1 million and $5 million							
CEO/Executive Director	8	5.1%			5.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	22	-0.1%	-9.6%	-3.8%	0.0%	4.2%	9.0%
Between $500 thousand and $1 million							
CEO/Executive Director	14	3.4%		-0.3%	1.2%	7.6%	
Between $1 million and $5 million							
CEO/Executive Director	50	4.7%	-3.2%	0.0%	3.1%	8.5%	16.7%
Top Administrative Position	5	8.7%			7.2%		
Top Education Position	6	2.1%			2.0%		
Top Finance Position	5	0.2%			1.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	59	5.9%	-0.9%	1.5%	4.8%	11.4%	14.8%
Top Administrative Position	12	1.7%		1.6%	3.9%	4.5%	
Top Business Position	7	3.4%			3.1%		
Top Development Position	30	4.0%	-1.2%	2.5%	4.3%	7.6%	7.9%
Top Education Position	19	5.7%		2.5%	4.4%	7.5%	
Top Facilities Position	6	-0.3%			-0.6%		
Top Finance Position	43	5.7%	-1.9%	2.1%	4.1%	10.8%	15.2%
Top Marketing Position	5	4.1%			3.4%		
Top Operations Position	12	6.0%		2.8%	4.7%	7.9%	
Top Technology Position	13	0.7%		-2.9%	1.7%	3.9%	
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	8	4.9%			4.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.2%			5.0%		
Between $1 million and $5 million							
CEO/Executive Director	11	5.0%		2.7%	5.6%	7.2%	
Greater than $5 million							
CEO/Executive Director	7	5.8%			2.1%		
Top Development Position	5	7.5%			7.1%		
Top Finance Position	5	0.9%			1.5%		
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	7	10.0%			5.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	3.7%			4.1%		
Top Finance Position	13	8.9%		3.3%	9.8%	13.7%	
Top Operations Position	5	8.1%			4.9%		
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	15	7.8%		2.4%	7.6%	14.6%	
Top Finance Position	11	10.2%		7.2%	10.0%	13.8%	
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	13	5.3%		0.0%	3.5%	7.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	18	1.3%		-1.9%	0.5%	5.9%	
Between $1 million and $5 million							
CEO/Executive Director	41	4.7%	-4.1%	0.6%	3.6%	7.6%	14.6%
Top Finance Position	6	2.1%			0.1%		
Greater than $5 million							
CEO/Executive Director	45	2.7%	-6.0%	-1.4%	4.1%	6.8%	10.1%
Top Development Position	13	5.1%		1.9%	3.4%	9.6%	
Top Finance Position	28	6.8%	-1.0%	2.1%	5.8%	11.5%	18.9%
Top Human Resources Position	7	-0.9%			5.3%		
Top Operations Position	11	2.2%		1.1%	4.1%	6.4%	
Top Program Position	8	2.7%			1.1%		
Top Technology Position	6	5.1%			7.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
International, foreign affairs, & national security							
Between $1 million and $5 million							
CEO/Executive Director	5	-0.7%			0.1%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	5	4.3%			3.1%		
Between $1 million and $5 million							
CEO/Executive Director	14	2.1%		0.0%	2.3%	5.6%	
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	7	4.7%			2.2%		
Greater than $5 million							
CEO/Executive Director	8	6.6%			6.9%		
Top Finance Position	9	7.5%			7.8%		
Public, society benefit—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	7	-4.0%			-3.4%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	22	2.1%	-7.5%	-1.4%	0.5%	6.4%	11.6%
Greater than $5 million							
CEO/Executive Director	5	9.8%			9.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	8	2.9%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	4.1%		-0.6%	4.1%	10.3%	
Between $1 million and $5 million							
CEO/Executive Director	9	0.5%			2.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	-1.3%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	10.0%			12.5%		
Between $1 million and $5 million							
CEO/Executive Director	12	3.7%		0.0%	4.4%	6.7%	
Greater than $5 million							
CEO/Executive Director	24	5.2%	-0.6%	0.3%	5.1%	9.3%	13.7%
Top Administrative Position	5	9.8%			10.9%		
Top Education Position	6	7.9%			7.7%		
Top Finance Position	17	5.7%		-0.9%	3.1%	11.5%	
Top Operations Position	8	3.9%			6.0%		
Top Technology Position	7	7.3%			9.1%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	5	4.7%			3.7%		
Greater than $5 million							
CEO/Executive Director	5	8.3%			8.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	1.7%			-1.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.3%			-0.1%		
Between $1 million and $5 million							
CEO/Executive Director	14	5.2%		0.6%	4.9%	7.0%	
Greater than $5 million							
CEO/Executive Director	22	4.6%	-2.6%	-0.4%	4.8%	7.6%	12.6%
Top Development Position	7	8.4%			5.7%		
Top Finance Position	9	9.4%			5.4%		
Top Human Resources Position	6	6.0%			4.0%		
Top Operations Position	8	8.3%			5.1%		
Top Program Position	5	9.9%			10.6%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	7	-1.2%			1.6%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	-2.2%			1.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Juan, PR							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	11	0.3%		0.0%	0.0%	1.2%	
Santa Barbara-Santa Maria-Lompoc, CA							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	7	3.1%			2.5%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	10	3.4%		-0.7%	4.4%	7.6%	
Greater than $5 million							
CEO/Executive Director	10	1.4%		1.6%	3.0%	3.4%	
Top Finance Position	5	-1.8%			1.6%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	2.7%			1.9%		
Greater than $5 million							
CEO/Executive Director	8	9.4%			7.6%		
Top Finance Position	6	5.8%			4.2%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	3.0%			4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Cruz, CA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	6.4%			4.4%		
Greater than $5 million							
CEO/Executive Director	5	4.3%			6.4%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	9.1%			9.0%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	6.0%			8.4%		
Santa Fe, NM							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	1.4%			-0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.8%			4.7%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	4.0%			4.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	-1.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	4.9%			5.2%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	10	5.6%		-4.4%	5.6%	14.8%	
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	4.2%			2.4%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	10	3.6%		2.3%	4.0%	7.9%	
Greater than $5 million							
CEO/Executive Director	9	0.4%			0.2%		
Top Finance Position	6	0.1%			0.2%		
Sarasota-Bradenton, FL							
Arts, culture, & humanities							
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.5%			2.3%		
Greater than $5 million							
CEO/Executive Director	5	-3.6%			-2.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	9	0.0%			-2.3%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	-2.5%			-0.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	12	3.9%		0.0%	2.8%	9.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.9%			5.7%		
Between $1 million and $5 million							
CEO/Executive Director	9	9.0%			7.7%		
Greater than $5 million							
CEO/Executive Director	9	9.8%			8.0%		
Top Finance Position	6	6.5%			6.6%		
Youth development							
Between $1 million and $5 million							
CEO/Executive Director	6	5.3%			4.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Scranton-Wilkes-Barre-Hazleton, PA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	5	5.2%			5.3%		
Top Administrative Position	5	6.2%			5.5%		
Top Development Position	5	6.4%			3.6%		
Top Finance Position	5	4.3%			3.0%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	12	7.4%		4.5%	6.5%	7.5%	
Greater than $5 million							
Top Finance Position	5	13.7%			16.3%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	1.4%			0.0%		
Seattle-Everett, WA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	24	-2.2%	-19.5%	-12.2%	-0.7%	5.5%	13.8%
Between $500 thousand and $1 million							
CEO/Executive Director	8	3.4%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	21	0.1%	-6.5%	-3.0%	1.0%	4.2%	6.7%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	11	3.4%		-0.2%	3.4%	9.0%	
Top Development Position	5	3.2%			3.6%		
Top Finance Position	7	3.4%			2.2%		
Top Operations Position	5	5.0%			4.3%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	10	-1.3%		-8.2%	1.8%	4.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	11	2.5%		-5.4%	5.0%	8.8%	
Between $1 million and $5 million							
CEO/Executive Director	40	2.8%	-5.2%	-2.4%	2.8%	6.9%	11.1%
Top Finance Position	10	-1.6%		-4.0%	-1.9%	2.5%	
Greater than $5 million							
CEO/Executive Director	33	1.9%	-12.3%	-0.7%	2.8%	6.3%	12.1%
Top Business Position	6	7.7%			7.8%		
Top Development Position	13	4.5%		2.5%	4.0%	5.1%	
Top Education Position	10	2.0%		-2.2%	0.9%	2.7%	
Top Finance Position	23	4.7%	-6.4%	-0.3%	5.2%	11.3%	16.7%
Top Operations Position	9	9.2%			8.1%		
Top Technology Position	9	5.1%			4.4%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	10	6.5%		1.2%	5.1%	6.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Environmental quality, protection, & beautification							
Between $1 million and $5 million							
CEO/Executive Director	11	2.4%		0.3%	3.0%	3.9%	
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	9	7.3%			6.0%		
Greater than $5 million							
CEO/Executive Director	19	5.5%		-0.7%	5.9%	10.2%	
Top Finance Position	12	7.5%		4.4%	6.8%	10.9%	
Top Operations Position	7	6.5%			5.8%		
Housing, shelter							
Between $1 million and $5 million							
CEO/Executive Director	7	4.8%			3.9%		
Greater than $5 million							
CEO/Executive Director	6	10.8%			9.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	11	2.1%		-4.4%	0.0%	8.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	2.9%		0.4%	3.1%	6.6%	
Between $1 million and $5 million							
CEO/Executive Director	36	4.6%	-1.8%	0.6%	3.5%	8.4%	14.6%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	26	4.6%	-6.9%	0.9%	4.3%	9.9%	14.3%
Top Administrative Position	5	3.4%			3.4%		
Top Finance Position	20	7.3%	-1.6%	3.1%	7.3%	11.0%	16.2%
Top Operations Position	12	5.7%		2.4%	7.2%	11.5%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	5	4.3%			4.1%		
Mental health, crisis intervention							
Greater than $5 million							
Top Finance Position	5	14.3%			15.2%		
Philanthropy, voluntarism, & grantmaking foundations							
Between $1 million and $5 million							
CEO/Executive Director	6	5.6%			4.7%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	8	2.9%			6.9%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	-1.2%			-1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Youth development							
$500 thousand or less							
CEO/Executive Director	7	3.7%			6.1%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.3%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	8	1.7%			0.2%		
Sharon, PA							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	6	5.0%			4.8%		
Shreveport-Bossier City, LA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	0.5%			0.0%		
Greater than $5 million							
CEO/Executive Director	5	2.4%			1.5%		
South Bend, IN							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	2.1%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Spokane, WA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	3.9%			4.4%		
Top Finance Position	5	5.7%			4.5%		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	-5.8%			-9.8%		
Springfield, MA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	2.1%			-0.1%		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	5	-4.7%			-4.0%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	9	3.5%			5.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.6%			2.3%		
Between $1 million and $5 million							
CEO/Executive Director	9	0.8%			-0.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	15	-0.6%		-3.2%	0.0%	1.9%	
Top Administrative Position	6	5.3%			3.2%		
Top Development Position	6	3.2%			3.1%		
Top Education Position	9	3.7%			4.0%		
Top Finance Position	12	5.1%		2.4%	3.8%	5.1%	
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	6	0.5%			1.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	4.1%			0.3%		
Between $1 million and $5 million							
CEO/Executive Director	10	6.9%		-0.8%	4.7%	11.1%	
Greater than $5 million							
CEO/Executive Director	16	3.6%		1.2%	3.0%	5.1%	
Top Finance Position	8	6.0%			5.2%		
Springfield, MO							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	7.6%			6.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MO							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	0.4%			0.7%		
St. Cloud, MN							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	9.1%			6.3%		
St. Louis, MO-IL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	14	1.0%		-1.4%	1.8%	5.8%	
Between $1 million and $5 million							
CEO/Executive Director	7	3.4%			2.6%		
Greater than $5 million							
Top Development Position	5	4.9%			4.7%		
Community improvement, capacity building							
Between $1 million and $5 million							
CEO/Executive Director	6	3.2%			0.2%		
Diseases, disorders, medical disciplines							
Between $1 million and $5 million							
CEO/Executive Director	5	3.8%			3.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	10	1.4%		0.0%	0.8%	7.1%	
Between $1 million and $5 million							
CEO/Executive Director	18	-0.1%		-0.2%	1.6%	3.8%	
Greater than $5 million							
CEO/Executive Director	20	4.2%	-4.4%	-1.4%	2.5%	10.1%	13.2%
Top Administrative Position	6	6.7%			5.6%		
Top Development Position	6	4.8%			3.5%		
Top Finance Position	12	3.8%		1.5%	3.7%	6.6%	
Employment, job-related							
Greater than $5 million							
CEO/Executive Director	5	6.2%			12.9%		
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.5%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	13	5.1%		1.0%	2.0%	8.0%	
Greater than $5 million							
CEO/Executive Director	22	4.6%	-7.4%	0.1%	6.1%	9.1%	16.5%
Top Administrative Position	7	7.4%			3.5%		
Top Finance Position	8	-0.8%			-1.3%		
Top Operations Position	11	9.9%		4.7%	10.5%	16.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	17	3.2%		-0.1%	2.6%	5.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.6%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	25	4.0%	-3.8%	-0.5%	3.0%	7.9%	13.5%
Greater than $5 million							
CEO/Executive Director	31	6.7%	-1.8%	1.6%	5.4%	11.3%	16.4%
Top Finance Position	13	7.0%		3.2%	4.4%	7.6%	
Top Operations Position	6	1.8%			-0.7%		
Recreation, sports, leisure, athletics							
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.2%			1.5%		
Between $1 million and $5 million							
CEO/Executive Director	7	0.1%			1.7%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	9	4.1%			0.3%		
Stamford, CT							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	4.4%			5.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	13	6.3%		-0.2%	6.9%	12.1%	
Greater than $5 million							
CEO/Executive Director	8	-2.1%			3.1%		
Top Development Position	7	1.7%			3.4%		
Top Finance Position	7	3.9%			4.4%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	6.1%			4.1%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	2.2%			2.1%		
Greater than $5 million							
CEO/Executive Director	11	2.2%		-3.0%	1.7%	8.4%	
Top Finance Position	8	4.8%			2.7%		
Stockton-Lodi, CA							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	8.9%			10.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	5	3.3%			2.1%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	5	-4.4%			-0.2%		
Between $1 million and $5 million							
CEO/Executive Director	8	4.1%			3.5%		
Greater than $5 million							
CEO/Executive Director	9	6.0%			7.2%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	0.8%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	11	2.6%		0.4%	0.9%	3.5%	
Greater than $5 million							
CEO/Executive Director	11	4.3%		-1.0%	3.3%	8.8%	
Top Finance Position	7	6.2%			6.3%		
Tacoma, WA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	0.0%			4.4%		
Greater than $5 million							
CEO/Executive Director	5	11.7%			8.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tacoma, WA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	6	3.5%			2.3%		
Greater than $5 million							
CEO/Executive Director	6	-6.2%			-4.0%		
Tallahassee, FL							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	8.2%			6.3%		
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	6.8%			5.4%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	9	3.0%			2.0%		
Greater than $5 million							
CEO/Executive Director	5	6.7%			7.1%		
Tampa-St. Petersburg-Clearwater, FL							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	3.8%			3.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	9	-0.5%			0.0%		
Top Finance Position	6	-3.1%			-0.4%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	11	2.7%		-0.4%	1.6%	7.3%	
Between $1 million and $5 million							
CEO/Executive Director	21	2.8%	-5.0%	0.4%	2.2%	5.8%	8.7%
Greater than $5 million							
CEO/Executive Director	19	2.5%		-1.6%	0.8%	4.8%	
Health—general & rehabilitative							
Between $500 thousand and $1 million							
CEO/Executive Director	6	8.7%			11.9%		
Between $1 million and $5 million							
CEO/Executive Director	8	3.0%			3.1%		
Greater than $5 million							
CEO/Executive Director	16	6.3%		1.0%	2.8%	12.4%	
Top Finance Position	10	9.3%		4.8%	6.8%	15.8%	
Top Operations Position	8	8.1%			8.0%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	-3.6%			-5.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	11.0%			6.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	21	7.3%	-0.7%	0.1%	6.6%	11.8%	21.8%
Greater than $5 million							
CEO/Executive Director	33	5.1%	-5.1%	-0.3%	4.8%	12.6%	17.0%
Top Finance Position	20	6.3%	-2.1%	0.1%	3.5%	11.9%	19.0%
Top Operations Position	11	5.4%		-1.3%	6.6%	10.3%	
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	6	3.7%			3.3%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	6	1.7%			1.4%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	7	2.9%			0.0%		
Youth development							
$500 thousand or less							
CEO/Executive Director	8	2.0%			5.3%		
Greater than $5 million							
CEO/Executive Director	5	5.3%			4.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Toledo, OH							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	0.2%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	7	-1.4%			0.0%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	7.1%			3.3%		
Trenton, NJ							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	6	1.7%			1.5%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	9	-2.5%			0.0%		
Greater than $5 million							
CEO/Executive Director	18	4.9%		0.9%	4.7%	9.6%	
Top Education Position	6	1.8%			1.3%		
Top Finance Position	9	4.8%			6.6%		
Top Technology Position	6	4.3%			3.8%		
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.2%			-1.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	17	2.7%		0.2%	2.1%	5.4%	
Greater than $5 million							
CEO/Executive Director	8	4.9%			5.3%		
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	5	4.3%			4.7%		
Tucson, AZ							
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	6	10.9%			13.2%		
Between $1 million and $5 million							
CEO/Executive Director	5	2.8%			2.7%		
Greater than $5 million							
CEO/Executive Director	11	5.3%		-4.1%	10.0%	11.8%	
Human services—multipurpose & other							
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.3%			8.3%		
Between $1 million and $5 million							
CEO/Executive Director	8	9.0%			11.7%		
Greater than $5 million							
CEO/Executive Director	8	7.0%			5.3%		
Top Finance Position	6	4.9%			3.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tulsa, OK							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	6	5.9%			2.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	0.1%			-0.1%		
Between $1 million and $5 million							
CEO/Executive Director	9	-0.1%			1.5%		
Greater than $5 million							
CEO/Executive Director	7	1.2%			2.6%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	10	3.3%		-1.1%	0.0%	6.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.2%			0.8%		
Tyler, TX							
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	6	6.3%			4.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Vallejo-Fairfield-Napa, CA							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	7	3.5%			2.8%		
Greater than $5 million							
CEO/Executive Director	6	9.3%			10.6%		
Ventura, CA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	5.6%			4.4%		
Greater than $5 million							
CEO/Executive Director	8	0.1%			0.6%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	-1.1%			-0.8%		
Between $1 million and $5 million							
CEO/Executive Director	9	10.0%			10.0%		
Waco, TX							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	6	-1.6%			0.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Animal-related							
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.5%			7.2%		
Between $1 million and $5 million							
CEO/Executive Director	11	5.9%		1.8%	4.2%	9.7%	
Greater than $5 million							
CEO/Executive Director	8	9.1%			6.9%		
Top Finance Position	5	3.7%			4.2%		
Top Operations Position	5	8.6%			8.5%		
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	51	0.5%	-7.2%	-2.8%	0.0%	3.0%	11.0%
Between $500 thousand and $1 million							
CEO/Executive Director	42	2.9%	-3.8%	-1.0%	1.1%	4.6%	14.9%
Between $1 million and $5 million							
CEO/Executive Director	55	2.7%	-3.4%	-0.5%	2.7%	5.1%	9.1%
Top Finance Position	8	8.7%			6.2%		
Top Operations Position	9	2.0%			2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, culture, & humanities							
Greater than $5 million							
CEO/Executive Director	29	4.2%	-1.8%	0.0%	3.6%	7.9%	12.2%
Top Administrative Position	9	8.4%			8.8%		
Top Business Position	5	9.0%			6.1%		
Top Development Position	10	5.3%		1.9%	6.5%	9.9%	
Top Finance Position	23	6.9%	-0.5%	2.0%	5.2%	11.3%	19.4%
Top Legal Position	10	4.1%		-1.3%	2.6%	10.3%	
Top Operations Position	8	5.0%			3.7%		
Top Program Position	8	1.4%			2.2%		
Top Technology Position	10	4.2%		0.0%	1.5%	3.8%	
Civil rights, social action, advocacy							
$500 thousand or less							
CEO/Executive Director	9	6.1%			5.7%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.8%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	32	3.7%	-2.0%	0.0%	2.6%	6.2%	13.2%
Top Legal Position	11	1.3%		0.4%	2.7%	4.4%	
Top Operations Position	6	0.6%			0.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Civil rights, social action, advocacy							
Greater than $5 million							
CEO/Executive Director	26	2.6%	-6.5%	0.5%	2.7%	7.2%	13.8%
Top Development Position	10	7.7%		3.1%	5.6%	9.9%	
Top Finance Position	12	9.1%		4.5%	5.7%	13.5%	
Top Operations Position	8	2.1%			2.3%		
Top PR/Communications Position	8	9.6%			7.0%		
Top Program Position	5	2.5%			2.8%		
Community improvement, capacity building							
Between $500 thousand and $1 million							
CEO/Executive Director	14	5.5%		-2.1%	3.0%	14.6%	
Between $1 million and $5 million							
CEO/Executive Director	32	2.4%	-8.8%	-2.4%	2.5%	10.3%	13.8%
Top Operations Position	5	6.2%			5.5%		
Greater than $5 million							
CEO/Executive Director	18	5.2%		0.3%	1.8%	10.7%	
Top Finance Position	10	4.5%		2.6%	6.5%	8.2%	
Crime, legal-related							
$500 thousand or less							
CEO/Executive Director	8	-1.9%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	20	3.3%	-1.9%	0.2%	3.8%	6.3%	8.2%
Top Operations Position	6	2.0%			3.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Crime, legal-related							
Greater than $5 million							
CEO/Executive Director	9	3.3%			3.8%		
Top Finance Position	5	5.0%			5.2%		
Top Legal Position	6	4.6%			4.9%		
Diseases, disorders, medical disciplines							
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.9%			3.4%		
Between $1 million and $5 million							
CEO/Executive Director	25	4.5%	-4.1%	-0.3%	2.0%	8.3%	18.6%
Top Operations Position	6	8.9%			7.6%		
Greater than $5 million							
CEO/Executive Director	11	6.6%		3.4%	6.2%	10.5%	
Top Education Position	6	5.0%			5.9%		
Top Finance Position	9	1.9%			4.5%		
Top Operations Position	6	0.1%			0.5%		
Top PR/Communications Position	6	9.2%			7.2%		
Top Technology Position	5	1.5%			3.6%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	38	0.7%	-10.3%	-5.2%	0.0%	5.9%	11.2%
Between $500 thousand and $1 million							
CEO/Executive Director	30	2.5%	-3.6%	0.2%	2.7%	5.6%	11.5%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	117	4.4%	-3.4%	0.0%	3.1%	8.7%	16.0%
Top Business Position	8	0.6%			0.6%		
Top Development Position	5	2.4%			2.6%		
Top Finance Position	13	1.7%		-0.7%	2.2%	3.7%	
Top Operations Position	17	3.4%		-0.1%	2.6%	4.7%	
Top PR/Communications Position	6	4.4%			2.3%		
Top Program Position	5	5.8%			3.0%		
Greater than $5 million							
CEO/Executive Director	158	3.1%	-6.8%	-0.6%	2.7%	7.4%	13.4%
Top Administrative Position	26	1.8%	-5.8%	-1.1%	2.4%	5.4%	9.4%
Top Business Position	17	7.4%		0.4%	9.0%	13.3%	
Top Development Position	44	2.2%	-2.4%	-0.3%	2.4%	4.2%	9.2%
Top Education Position	32	3.1%	-5.3%	-0.9%	2.7%	5.1%	11.1%
Top Facilities Position	8	7.1%			5.4%		
Top Finance Position	87	4.7%	-1.1%	0.8%	3.6%	7.9%	12.9%
Top Human Resources Position	14	3.2%		1.6%	3.7%	4.4%	
Top Legal Position	13	1.9%		-1.6%	0.3%	5.4%	
Top Marketing Position	13	2.3%		-4.6%	0.2%	8.1%	
Top Operations Position	52	4.8%	-5.0%	2.0%	4.3%	10.5%	13.5%
Top PR/Communications Position	21	4.0%	-8.4%	-1.7%	5.1%	9.4%	13.6%
Top Program Position	15	3.1%		-2.0%	3.3%	7.0%	
Top Technology Position	21	2.6%	-2.5%	0.3%	2.6%	4.3%	6.1%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Employment, job-related							
Between $1 million and $5 million							
CEO/Executive Director	10	7.0%		1.0%	8.4%	12.8%	
Greater than $5 million							
CEO/Executive Director	12	6.1%		0.0%	3.7%	10.5%	
Top Finance Position	9	3.3%			3.9%		
Top Human Resources Position	5	4.6%			6.1%		
Top Operations Position	6	8.1%			9.0%		
Environmental quality, protection, & beautification							
$500 thousand or less							
CEO/Executive Director	20	1.0%	-12.0%	-3.3%	0.0%	6.3%	12.1%
Between $500 thousand and $1 million							
CEO/Executive Director	13	4.7%		0.0%	4.5%	11.2%	
Between $1 million and $5 million							
CEO/Executive Director	31	2.8%	-4.1%	0.0%	3.5%	7.5%	8.8%
Top Finance Position	8	10.5%			8.9%		
Top Operations Position	5	6.7%			11.3%		
Top Program Position	6	1.7%			1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Environmental quality, protection, & beautification							
Greater than $5 million							
CEO/Executive Director	26	6.6%	-1.3%	2.9%	4.4%	11.0%	18.4%
Top Development Position	13	3.7%		3.2%	4.5%	9.0%	
Top Finance Position	16	7.5%		4.8%	6.9%	11.3%	
Top Legal Position	8	7.5%			7.8%		
Top Marketing Position	6	5.7%			5.9%		
Top Operations Position	10	7.3%		4.4%	5.7%	9.7%	
Top PR/Communications Position	12	4.6%		1.5%	5.4%	9.6%	
Top Program Position	5	2.8%			3.5%		
Top Technology Position	6	-2.4%			-0.7%		
Food, agriculture, & nutrition							
$500 thousand or less							
CEO/Executive Director	8	-2.1%			-1.4%		
Between $1 million and $5 million							
CEO/Executive Director	12	3.9%		1.3%	5.6%	7.5%	
Greater than $5 million							
CEO/Executive Director	6	8.2%			3.7%		
Top Development Position	5	7.9%			5.8%		
Health—general & rehabilitative							
$500 thousand or less							
CEO/Executive Director	12	2.6%		-6.2%	4.3%	7.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	1.2%		-0.5%	1.9%	5.4%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	38	2.8%	-4.8%	-1.1%	3.1%	7.7%	12.5%
Top Finance Position	6	3.6%			3.7%		
Top Operations Position	10	2.8%		-0.8%	0.2%	4.6%	
Top Program Position	7	1.4%			1.8%		
Greater than $5 million							
CEO/Executive Director	43	3.9%	-6.1%	1.2%	3.8%	7.3%	13.7%
Top Business Position	6	2.3%			3.3%		
Top Development Position	6	2.9%			2.3%		
Top Education Position	5	3.3%			5.0%		
Top Finance Position	23	7.0%	0.4%	2.6%	5.1%	10.2%	16.4%
Top Human Resources Position	7	-1.5%			1.4%		
Top Operations Position	20	4.1%	-2.0%	1.9%	4.7%	6.4%	13.6%
Top PR/Communications Position	9	5.9%			4.6%		
Top Program Position	7	5.8%			3.8%		
Top Technology Position	15	1.8%		0.1%	3.0%	5.9%	
Housing, shelter							
$500 thousand or less							
CEO/Executive Director	6	3.8%			2.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	6.0%			3.8%		
Between $1 million and $5 million							
CEO/Executive Director	26	1.9%	-6.3%	0.0%	1.8%	5.0%	9.5%
Top Finance Position	5	1.9%			4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Housing, shelter							
Greater than $5 million							
CEO/Executive Director	10	4.8%		1.9%	5.4%	7.1%	
Top Finance Position	6	4.0%			4.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	28	3.0%	-19.2%	0.0%	2.2%	10.4%	17.4%
Between $500 thousand and $1 million							
CEO/Executive Director	33	3.0%	-6.1%	-0.9%	1.8%	8.0%	13.7%
Between $1 million and $5 million							
CEO/Executive Director	72	3.3%	-3.2%	0.0%	2.6%	6.1%	9.1%
Top Finance Position	10	4.7%		-0.3%	4.2%	8.1%	
Greater than $5 million							
CEO/Executive Director	64	3.4%	-2.7%	-0.3%	2.5%	7.7%	10.6%
Top Administrative Position	6	5.3%			7.0%		
Top Business Position	6	3.5%			4.3%		
Top Development Position	13	6.0%		3.9%	5.1%	8.5%	
Top Finance Position	43	6.5%	0.6%	2.5%	5.4%	9.2%	14.4%
Top Human Resources Position	11	6.0%		1.7%	2.6%	10.4%	
Top Operations Position	21	6.5%	0.1%	1.4%	5.3%	9.9%	14.9%
Top PR/Communications Position	6	5.8%			4.6%		
Top Program Position	10	4.1%		2.3%	3.1%	6.1%	
Top Technology Position	14	2.5%		0.2%	3.2%	4.2%	
International, foreign affairs, & national security							
$500 thousand or less							
CEO/Executive Director	13	3.4%		0.0%	4.8%	5.8%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, foreign affairs, & national security							
Between $500 thousand and $1 million							
CEO/Executive Director	20	0.3%	-8.0%	-0.5%	0.2%	5.0%	6.9%
Between $1 million and $5 million							
CEO/Executive Director	38	3.1%	-5.1%	-0.1%	3.8%	8.6%	9.7%
Top Finance Position	8	4.0%			6.2%		
Top Operations Position	6	6.8%			3.6%		
Greater than $5 million							
CEO/Executive Director	41	3.5%	-2.0%	1.1%	3.2%	6.0%	10.0%
Top Development Position	9	6.6%			7.3%		
Top Finance Position	26	6.4%	-0.2%	2.9%	5.7%	10.9%	14.6%
Top Legal Position	5	6.5%			5.9%		
Top Operations Position	17	3.2%		0.4%	2.6%	5.7%	
Top PR/Communications Position	9	4.1%			1.7%		
Top Program Position	12	3.6%		-1.0%	3.6%	7.3%	
Top Technology Position	10	2.7%		2.0%	3.8%	5.5%	
Medical research							
Between $1 million and $5 million							
CEO/Executive Director	6	6.5%			2.2%		
Greater than $5 million							
CEO/Executive Director	12	2.5%		-2.0%	1.9%	7.3%	
Top Finance Position	6	8.2%			5.7%		
Mental health, crisis intervention							
$500 thousand or less							
CEO/Executive Director	6	7.6%			8.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Mental health, crisis intervention							
Between $500 thousand and $1 million							
CEO/Executive Director	8	1.9%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	16	4.3%		0.4%	3.1%	6.4%	
Top Finance Position	5	4.9%			3.2%		
Greater than $5 million							
CEO/Executive Director	19	8.4%		1.1%	6.8%	14.5%	
Top Finance Position	10	5.5%		0.1%	4.7%	9.8%	
Top Human Resources Position	8	12.8%			15.3%		
Top Operations Position	6	4.0%			0.7%		
Mutual/membership benefit organizations, other							
Greater than $5 million							
CEO/Executive Director	8	0.9%			2.2%		
Top Finance Position	5	9.1%			5.7%		
Philanthropy, voluntarism, & grantmaking foundations							
$500 thousand or less							
CEO/Executive Director	9	-0.8%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	14	2.4%		-1.4%	1.8%	4.4%	
Greater than $5 million							
CEO/Executive Director	18	2.4%		0.0%	2.2%	4.1%	
Top Development Position	6	-1.9%			2.1%		
Top Finance Position	11	4.2%		0.3%	1.1%	9.1%	
Top Operations Position	8	2.6%			2.7%		
Top Program Position	6	6.8%			5.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public safety, disaster preparedness, & relief							
Between $1 million and $5 million							
CEO/Executive Director	6	4.7%			6.6%		
Public, society benefit—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	9	-3.1%			-1.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	13	1.9%		0.0%	2.0%	3.8%	
Between $1 million and $5 million							
CEO/Executive Director	39	3.0%	-5.8%	0.0%	2.1%	6.3%	11.7%
Top Finance Position	11	4.8%		1.1%	4.6%	9.5%	
Top Operations Position	10	7.4%		2.1%	8.6%	10.8%	
Top PR/Communications Position	5	8.6%			7.6%		
Greater than $5 million							
CEO/Executive Director	29	5.9%	0.0%	2.9%	4.1%	8.1%	16.1%
Top Development Position	6	9.8%			9.0%		
Top Finance Position	23	8.2%	1.4%	2.2%	5.7%	11.9%	18.4%
Top Legal Position	8	4.5%			5.3%		
Top Operations Position	11	7.9%		4.1%	5.7%	10.5%	
Top PR/Communications Position	12	8.2%		3.0%	6.8%	15.0%	
Top Program Position	7	5.3%			6.8%		
Top Technology Position	9	2.4%			3.7%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	9	-2.8%			0.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Recreation, sports, leisure, athletics							
Between $1 million and $5 million							
CEO/Executive Director	19	3.8%		-2.2%	3.9%	9.4%	
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	8	0.3%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	10	-0.7%		-5.0%	0.0%	3.6%	
Between $1 million and $5 million							
CEO/Executive Director	10	1.7%		-5.9%	-0.6%	8.9%	
Science & technology research institutes, services							
Between $500 thousand and $1 million							
CEO/Executive Director	6	-3.3%			-3.6%		
Between $1 million and $5 million							
CEO/Executive Director	14	4.0%		-2.9%	3.0%	10.3%	
Greater than $5 million							
CEO/Executive Director	24	6.0%	-0.9%	1.6%	5.0%	10.6%	16.8%
Top Administrative Position	5	4.4%			4.0%		
Top Finance Position	14	5.7%		1.4%	4.3%	9.5%	
Top Operations Position	13	3.2%		-0.1%	1.8%	4.2%	
Top PR/Communications Position	5	9.0%			5.4%		
Top Program Position	10	3.8%		1.0%	4.8%	8.3%	
Top Technology Position	9	8.5%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Social science research institutes, services							
Between $1 million and $5 million							
CEO/Executive Director	11	3.4%		0.7%	3.6%	5.2%	
Greater than $5 million							
CEO/Executive Director	14	0.4%		-2.4%	0.3%	5.9%	
Top Finance Position	7	0.6%			3.2%		
Youth development							
$500 thousand or less							
CEO/Executive Director	17	6.1%		0.0%	2.0%	10.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	13	7.2%		0.0%	5.0%	16.3%	
Between $1 million and $5 million							
CEO/Executive Director	15	7.1%		0.7%	5.6%	10.4%	
Greater than $5 million							
CEO/Executive Director	10	5.9%		2.6%	6.2%	8.3%	
Top PR/Communications Position	5	5.1%			7.3%		
Waterbury, CT							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	-1.6%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waterloo-Cedar Falls, IA							
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	5	0.8%			0.0%		
Wausau, WI							
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	6.0%			4.4%		
West Palm Beach-Boca Raton, FL							
Arts, culture, & humanities							
Between $1 million and $5 million							
CEO/Executive Director	8	1.8%			2.7%		
Educational institutions & related activities							
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.4%			1.3%		
Between $1 million and $5 million							
CEO/Executive Director	18	3.1%		0.1%	4.6%	6.6%	
Greater than $5 million							
CEO/Executive Director	11	-0.2%		-13.9%	2.0%	10.0%	
Top Finance Position	7	2.3%			3.1%		
Top Operations Position	5	4.4%			6.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Health—general & rehabilitative							
Between $1 million and $5 million							
CEO/Executive Director	5	2.8%			1.9%		
Greater than $5 million							
CEO/Executive Director	6	-1.6%			-0.3%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	9	2.4%			0.0%		
Greater than $5 million							
CEO/Executive Director	11	5.4%		-0.7%	4.7%	9.1%	
Top Finance Position	5	4.4%			5.6%		
Mental health, crisis intervention							
Between $1 million and $5 million							
CEO/Executive Director	7	2.1%			1.4%		
Philanthropy, voluntarism, & grantmaking foundations							
Greater than $5 million							
CEO/Executive Director	5	6.2%			5.5%		
Wichita, KS							
Educational institutions & related activities							
Greater than $5 million							
CEO/Executive Director	9	3.5%			4.9%		
Top Finance Position	7	0.1%			0.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wichita, KS							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	4.8%			5.8%		
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	9	3.6%			2.8%		
Top Finance Position	8	9.6%			6.2%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	-1.8%			-1.1%		
Wilmington, DE-NJ-MD							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	7	-0.5%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	-0.3%			2.4%		
Educational institutions & related activities							
$500 thousand or less							
CEO/Executive Director	8	2.4%			0.3%		
Between $1 million and $5 million							
CEO/Executive Director	9	2.4%			1.8%		
Greater than $5 million							
CEO/Executive Director	18	3.9%		0.1%	2.5%	5.5%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	8	5.0%			4.8%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	8	4.2%			2.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	5.4%			3.6%		
Between $1 million and $5 million							
CEO/Executive Director	11	2.6%		-1.9%	0.9%	3.7%	
Greater than $5 million							
CEO/Executive Director	11	2.7%		0.9%	2.8%	3.7%	
Wilmington, NC							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	7	6.1%			6.4%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	5	5.9%			4.9%		
Recreation, sports, leisure, athletics							
$500 thousand or less							
CEO/Executive Director	5	0.0%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Worcester, MA							
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	2.4%			5.7%		
Greater than $5 million							
CEO/Executive Director	9	4.9%			3.2%		
Top Development Position	7	2.8%			2.8%		
Top Finance Position	6	2.1%			2.6%		
Human services—multipurpose & other							
Between $1 million and $5 million							
CEO/Executive Director	14	8.5%		3.1%	9.9%	12.1%	
Greater than $5 million							
CEO/Executive Director	7	5.8%			7.3%		
Top Finance Position	8	7.8%			6.6%		
York, PA							
Arts, culture, & humanities							
$500 thousand or less							
CEO/Executive Director	5	0.4%			-1.6%		
Educational institutions & related activities							
Between $1 million and $5 million							
CEO/Executive Director	5	-1.1%			-1.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
York, PA							
Health—general & rehabilitative							
Greater than $5 million							
CEO/Executive Director	5	3.4%			3.0%		
Top Operations Position	5	9.8%			9.5%		
Human services—multipurpose & other							
$500 thousand or less							
CEO/Executive Director	7	4.7%			3.8%		
Greater than $5 million							
CEO/Executive Director	8	-1.8%			1.3%		
Top Finance Position	7	-2.6%			-0.8%		
Religion-related, spiritual development							
$500 thousand or less							
CEO/Executive Director	5	0.1%			0.0%		
Youngstown-Warren, OH							
Human services—multipurpose & other							
Greater than $5 million							
CEO/Executive Director	5	5.9%			7.9%		
Mental health, crisis intervention							
Greater than $5 million							
CEO/Executive Director	5	4.0%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	6.5%			5.3%		
Top Finance Position	6	3.9%			3.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	8.8%			10.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	1.0%			4.1%		
Albany-Schenectady-Troy, NY							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	-0.6%			2.2%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	2.0%			1.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	17	8.2%		1.4%	9.1%	13.9%	
Top Finance Position	6	9.3%			7.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	3.6%		0.8%	3.7%	8.3%	
Top Development Position	5	3.2%			3.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
Educational institutions & related activities: service & other							
CEO/Executive Director	7	3.7%			3.9%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	1.1%			2.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	4.9%		1.5%	3.4%	7.2%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	-2.9%			-3.2%		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	4.7%		2.5%	4.5%	7.5%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	4.0%			2.8%		
Albuquerque, NM							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	7.9%			7.6%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	2.4%			3.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albuquerque, NM							
Community improvement, capacity building: economic development							
CEO/Executive Director	5	15.1%			18.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	3.0%		0.9%	3.5%	6.2%	
Educational institutions & related activities: student services							
CEO/Executive Director	5	6.9%			7.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	4.5%		0.2%	3.1%	7.4%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	2.7%			6.0%		
Allentown-Bethlehem-Easton, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	14	5.5%		2.8%	5.2%	8.5%	
Educational institutions & related activities: higher education							
CEO/Executive Director	5	3.2%			1.5%		
Top Administrative Position	5	5.9%			4.7%		
Top Finance Position	6	5.1%			4.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Allentown-Bethlehem-Easton, PA							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	6.5%			4.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	5.5%		0.7%	2.5%	10.3%	
Human services—multipurpose & other: human services							
CEO/Executive Director	8	4.0%			4.7%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	5.8%			4.0%		
Amarillo, TX							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	0.6%			0.0%		
Anchorage, AK							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	8.8%			10.7%		
Ann Arbor, MI							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	5.0%			2.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Ann Arbor, MI							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	3.4%			1.4%		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	2.2%			3.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	2.4%			3.0%		
Asheville, NC							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	1.5%			3.6%		
Top Finance Position	5	3.8%			4.1%		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	0.2%			0.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	3.1%			1.4%		
Atlanta, GA							
Animal-related: animal protection & welfare							
CEO/Executive Director	6	3.5%			2.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	3.1%			9.9%		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	5.8%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	17	2.0%		-1.0%	1.7%	3.1%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	8.8%			6.7%		
Educational institutions & related activities: educational services							
CEO/Executive Director	17	0.7%		0.0%	2.1%	6.1%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	66	3.1%	-5.7%	-0.1%	3.3%	8.8%	11.7%
Top Development Position	10	0.4%		-0.7%	1.9%	6.3%	
Top Finance Position	33	4.8%	-1.1%	0.6%	3.7%	9.4%	14.3%
Top Operations Position	6	4.0%			2.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	-3.8%			0.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	21	4.9%	0.0%	1.4%	3.7%	9.8%	14.7%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Educational institutions & related activities: service & other							
Top Finance Position	10	5.0%		2.5%	4.6%	7.5%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	10.2%			11.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	3.7%			1.8%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	16	5.2%		1.6%	9.2%	12.0%	
Top Finance Position	13	5.4%		-0.7%	3.6%	10.0%	
Top Operations Position	14	5.4%		1.3%	3.9%	8.4%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	2.9%			3.3%		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	10.4%			12.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	11	5.1%		0.1%	5.2%	12.3%	
Housing, shelter: temporary housing							
CEO/Executive Director	5	6.7%			6.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	23	2.4%	-5.6%	0.0%	2.5%	4.5%	10.2%
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	27	2.3%	-8.5%	0.0%	2.8%	8.8%	12.2%
Human services—multipurpose & other: family services							
CEO/Executive Director	16	4.3%		0.0%	5.9%	9.0%	
Human services—multipurpose & other: human services							
CEO/Executive Director	20	2.0%	-12.8%	0.0%	3.3%	6.6%	10.7%
Top Finance Position	7	2.8%			3.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	4.4%			2.9%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	8	1.4%			0.0%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	1.6%			0.2%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	2.6%			1.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	6	0.6%			1.8%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	-3.7%			-0.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	44	2.4%	-10.4%	0.0%	1.7%	7.5%	12.2%
Top Finance Position	8	4.4%			4.4%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	7	1.5%			2.2%		
Religion-related, spiritual development: religious media & communications							
CEO/Executive Director	5	7.8%			8.5%		
Youth development: youth development programs							
CEO/Executive Director	18	3.8%		0.0%	0.9%	8.0%	
Austin-San Marcos, TX							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	3.4%			0.4%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	6.7%			8.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	14	3.2%		-2.1%	1.8%	9.3%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	-4.8%			-8.0%		
Community improvement, capacity building: economic development							
CEO/Executive Director	5	2.3%			3.9%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	4.1%			3.1%		
Educational institutions & related activities: educational services							
CEO/Executive Director	13	6.3%		-0.1%	3.0%	11.4%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	37	5.0%	-3.4%	0.0%	3.0%	7.7%	19.0%
Top Finance Position	5	8.9%			7.5%		
Top Operations Position	6	3.7%			3.4%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	-2.2%			0.0%		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	3.2%			2.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Educational institutions & related activities: student services							
CEO/Executive Director	5	6.9%			7.1%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	11.3%			8.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	5.0%			3.3%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	5.7%		1.4%	4.0%	10.9%	
Top Finance Position	7	5.0%			3.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	2.3%			1.5%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	3.3%			1.7%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	5.2%			5.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	4.2%			0.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Austin-San Marcos, TX							
Youth development: youth development programs							
CEO/Executive Director	8	3.2%			2.8%		
Baltimore, MD							
Animal-related: animal protection & welfare							
CEO/Executive Director	10	4.3%		0.0%	1.9%	7.1%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	11	8.8%		1.3%	5.6%	13.1%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	1.0%			0.8%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	4.0%			5.1%		
Arts, culture, & humanities: museums							
CEO/Executive Director	8	2.9%			1.9%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	1.3%		-5.4%	2.6%	4.5%	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	4.4%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	4.8%			4.4%		
Community improvement, capacity building: economic development							
CEO/Executive Director	7	5.3%			3.8%		
Educational institutions & related activities: educational services							
CEO/Executive Director	14	2.8%		-0.6%	2.6%	7.6%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	51	3.4%	-4.9%	-0.8%	2.4%	5.4%	13.6%
Top Development Position	7	4.0%			3.9%		
Top Finance Position	24	3.0%	-1.5%	0.0%	2.0%	4.8%	7.4%
Top Operations Position	7	1.8%			1.8%		
Educational institutions & related activities: higher education							
CEO/Executive Director	8	5.0%			2.0%		
Top Administrative Position	6	3.1%			2.0%		
Top Education Position	8	3.1%			2.0%		
Top Finance Position	12	3.2%		0.9%	2.5%	4.7%	
Educational institutions & related activities: service & other							
CEO/Executive Director	11	4.6%		0.6%	2.5%	7.9%	
Educational institutions & related activities: student services							
CEO/Executive Director	6	-0.3%			-0.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	4.0%			5.6%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	7	1.8%			0.3%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	-0.5%			0.6%		
Top Finance Position	6	4.0%			6.2%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	15	-0.2%		-2.8%	0.0%	5.0%	
Top Finance Position	11	4.2%		0.8%	2.2%	7.8%	
Top Human Resources Position	7	-2.8%			-2.6%		
Top Operations Position	5	7.8%			2.2%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	-0.7%			2.8%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	1.3%			2.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	23	5.1%	-0.3%	0.0%	4.2%	7.9%	12.2%
Top Finance Position	9	4.8%			7.3%		
Top Operations Position	7	1.5%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	3.2%		0.3%	3.0%	4.1%	
Human services—multipurpose & other: family services							
CEO/Executive Director	7	3.9%			2.6%		
Human services—multipurpose & other: human services							
CEO/Executive Director	22	4.7%	-4.9%	0.3%	4.0%	7.3%	15.6%
Top Finance Position	8	4.7%			4.8%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	-0.3%			2.6%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	15	6.5%		3.1%	4.2%	9.8%	
Top Finance Position	8	4.1%			3.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	4.4%			4.8%		
Top Finance Position	5	2.2%			3.6%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	11	4.1%		0.0%	2.1%	6.2%	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	11	1.3%		-8.0%	2.3%	7.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	9	5.2%			3.6%		
Youth development: youth development programs							
CEO/Executive Director	11	3.4%		-1.1%	4.1%	9.3%	
Baton Rouge, LA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	2.3%			1.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	4.7%			3.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	3.9%			3.9%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	-0.3%			0.0%		
Bellingham, WA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	4.3%			6.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Bergen-Passaic, NJ							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	23	3.0%	-3.2%	-0.2%	1.9%	7.7%	8.9%
Top Education Position	7	5.7%			4.0%		
Top Finance Position	6	1.6%			1.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	4.5%			0.6%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	3.8%			5.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	3.5%		-1.6%	5.3%	8.8%	
Birmingham, AL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	2.7%		-0.5%	1.3%	4.8%	
Educational institutions & related activities: service & other							
CEO/Executive Director	5	0.5%			1.6%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	5.5%			5.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Birmingham, AL							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	1.4%			0.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	4.1%		-1.1%	5.3%	13.5%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	17	0.8%		-1.2%	0.0%	4.5%	
Boise City, ID							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	4.7%			4.0%		
Top Administrative Position	9	6.8%			4.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	5.4%			-1.3%		
Boston, MA							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	7.1%			8.4%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	18	1.5%		0.0%	2.1%	5.1%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	1.5%			0.0%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	23	4.9%	-0.5%	0.4%	3.7%	5.8%	13.5%
Top Finance Position	5	2.2%			2.5%		
Arts, culture, & humanities: museums							
CEO/Executive Director	12	-1.0%		-0.6%	0.4%	1.5%	
Top Finance Position	9	4.7%			3.7%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	42	3.9%	-6.9%	0.0%	3.8%	10.3%	14.4%
Top Development Position	5	3.7%			3.1%		
Top Finance Position	5	4.7%			4.8%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	10	4.3%		2.1%	5.5%	7.1%	
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	9	2.8%			5.0%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	14	6.1%		1.9%	3.6%	10.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Community improvement, capacity building: economic development							
CEO/Executive Director	5	5.0%			0.8%		
Crime, legal-related: legal services							
CEO/Executive Director	5	2.9%			5.3%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	6	5.6%			6.4%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	8	2.1%			2.0%		
Educational institutions & related activities: adult education							
CEO/Executive Director	9	4.4%			1.0%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	10	4.0%		0.4%	5.0%	6.1%	
Top Finance Position	5	4.9%			6.7%		
Educational institutions & related activities: educational services							
CEO/Executive Director	37	2.6%	-3.9%	0.0%	3.0%	6.1%	9.5%
Top Finance Position	9	6.2%			4.7%		
Top Program Position	5	1.0%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	134	3.5%	-3.4%	0.0%	3.2%	7.0%	12.6%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational institutions & related activities: elementary & secondary schools							
Top Business Position	7	5.3%			2.8%		
Top Development Position	29	4.1%	-0.1%	2.0%	4.1%	6.4%	10.9%
Top Education Position	9	-1.4%			-1.9%		
Top Finance Position	55	2.4%	-5.5%	0.2%	3.0%	5.1%	7.9%
Top Marketing Position	5	6.1%			3.0%		
Top Operations Position	35	5.6%	-0.5%	2.8%	4.3%	7.6%	12.7%
Top PR/Communications Position	7	2.7%			3.0%		
Top Program Position	10	2.3%		0.4%	3.4%	4.6%	
Top Technology Position	9	4.2%			4.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	28	3.0%	-6.6%	0.9%	2.5%	5.3%	12.7%
Top Administrative Position	9	2.5%			1.3%		
Top Development Position	13	2.9%		0.4%	1.3%	3.2%	
Top Education Position	20	3.8%	-0.8%	0.4%	2.6%	6.7%	7.4%
Top Finance Position	20	2.8%	-1.3%	0.9%	2.5%	5.0%	10.9%
Top Human Resources Position	5	1.5%			2.5%		
Top Legal Position	10	3.8%		2.3%	5.0%	6.2%	
Top Operations Position	9	4.9%			2.4%		
Top PR/Communications Position	7	1.2%			1.1%		
Top Technology Position	9	3.1%			3.1%		
Educational institutions & related activities: libraries							
CEO/Executive Director	12	2.9%		-0.2%	2.5%	5.4%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Educational institutions & related activities: service & other							
CEO/Executive Director	25	5.8%	0.2%	3.0%	4.2%	8.4%	13.3%
Educational institutions & related activities: student services							
CEO/Executive Director	10	0.4%		-2.5%	0.3%	4.9%	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	8	-2.8%			-2.7%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	0.4%			0.5%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	19	2.8%		-0.3%	3.2%	4.6%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	11	2.7%		-1.9%	2.8%	4.5%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	10	4.1%		-1.9%	6.2%	10.5%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	19	3.7%		-4.5%	3.1%	9.4%	
Top Finance Position	13	4.9%		0.4%	4.4%	8.2%	
Top Operations Position	6	5.8%			6.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Health—general & rehabilitative: health support							
CEO/Executive Director	6	5.7%			5.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	24	-1.9%	-16.3%	-9.1%	0.2%	4.7%	9.8%
Top Administrative Position	5	7.9%			10.5%		
Top Development Position	7	1.8%			4.3%		
Top Finance Position	18	2.7%		-0.7%	1.6%	7.3%	
Top Human Resources Position	6	10.2%			10.9%		
Top Operations Position	11	10.1%		1.5%	9.6%	17.2%	
Top Technology Position	7	6.2%			6.5%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	8.0%			9.4%		
Health—general & rehabilitative: public health							
CEO/Executive Director	10	2.0%		0.0%	2.7%	4.2%	
Health—general & rehabilitative: service & other							
CEO/Executive Director	10	3.6%		-0.2%	6.4%	8.8%	
Top Finance Position	7	2.2%			3.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	22	4.6%	-0.1%	1.6%	3.8%	8.2%	10.0%
Top Finance Position	5	6.6%			6.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Housing, shelter: housing support							
CEO/Executive Director	9	7.4%			4.5%		
Housing, shelter: temporary housing							
CEO/Executive Director	7	1.8%			3.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	60	3.5%	-4.0%	-0.2%	3.6%	8.4%	14.0%
Top Administrative Position	8	7.2%			7.1%		
Top Development Position	5	2.0%			1.8%		
Top Finance Position	36	4.9%	0.3%	2.1%	3.9%	7.8%	11.5%
Top Human Resources Position	7	3.8%			5.1%		
Top Operations Position	13	3.4%		1.4%	4.0%	4.9%	
Top Program Position	7	4.9%			6.3%		
Top Technology Position	6	3.7%			2.7%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	55	4.6%	-3.4%	1.5%	4.0%	9.6%	14.4%
Top Finance Position	13	6.3%		1.4%	6.0%	12.7%	
Top Program Position	5	1.3%			-0.5%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	3.9%			4.9%		
Human services—multipurpose & other: family services							
CEO/Executive Director	17	1.4%		-0.1%	1.5%	6.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Human services—multipurpose & other: family services							
Top Finance Position	7	5.0%			3.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	28	5.1%	-1.9%	1.1%	4.5%	9.9%	12.8%
Top Finance Position	13	2.2%		0.0%	3.0%	7.6%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	14	5.7%		-0.3%	4.0%	11.5%	
Top Finance Position	7	5.2%			3.2%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	8	2.9%			2.8%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	6.5%			6.5%		
Top Finance Position	6	3.5%			2.6%		
Top Operations Position	6	6.4%			11.4%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	6.0%			7.9%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	7.3%			9.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	5	-1.9%			3.2%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	19	2.0%		-3.6%	3.0%	5.9%	
Top Finance Position	6	3.4%			3.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	3.6%			0.7%		
Religion-related, spiritual development: Judaism							
CEO/Executive Director	6	1.9%			3.1%		
Youth development: adult & child matching programs							
CEO/Executive Director	9	1.3%			3.0%		
Youth development: youth centers & clubs							
CEO/Executive Director	14	6.4%		-2.0%	2.5%	16.2%	
Youth development: youth development programs							
CEO/Executive Director	28	3.5%	-2.3%	0.1%	2.8%	7.4%	11.9%
Boulder-Longmont, CO							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	-0.5%			1.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boulder-Longmont, CO							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	14	3.4%		1.2%	4.0%	6.5%	
Top Finance Position	5	5.1%			6.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	5.4%			7.0%		
Bridgeport-Milford, CT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	3.6%		0.0%	4.1%	7.6%	
Bryan-College Station, TX							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	5.7%			3.0%		
Buffalo-Niagara Falls, NY							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	-1.7%			0.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	-2.1%			-5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	11.9%			16.8%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	5.0%		0.3%	4.6%	7.9%	
Top Finance Position	7	5.9%			7.9%		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	6.2%			3.6%		
Top Education Position	6	2.0%			2.4%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	2.0%			1.4%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	4.1%			4.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	3.0%		1.7%	3.4%	5.6%	
Top Finance Position	7	7.7%			7.7%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	1.1%			3.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	17	5.4%		1.8%	3.6%	9.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Buffalo-Niagara Falls, NY							
Human services—multipurpose & other: human services							
Top Finance Position	7	7.6%			5.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	4.4%			4.7%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	6.5%			5.2%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	7.4%			3.9%		
Burlington, VT							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	-3.0%			-2.5%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	-4.0%			-6.6%		
Youth development: youth development programs							
CEO/Executive Director	7	3.3%			2.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Canton-Massillon, OH							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	3.6%			5.0%		
Charleston-North Charleston, SC							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	9.7%			10.2%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	6.2%		1.2%	6.1%	9.5%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	0.7%			2.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	11.5%			12.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	0.5%			2.2%		
Charlotte-Gastonia-Rock Hill, NC-SC							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	11	2.6%		-6.0%	0.0%	12.5%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Arts, culture, & humanities: museums							
CEO/Executive Director	6	-7.6%			-7.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	3.5%			2.5%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	5.4%			4.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	5.3%			3.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	37	6.0%	-1.2%	0.0%	4.6%	12.4%	17.2%
Top Finance Position	13	5.3%		2.3%	4.3%	7.2%	
Educational institutions & related activities: higher education							
CEO/Executive Director	6	7.9%			8.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	0.3%			1.9%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	10.5%			10.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	5.0%			8.2%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	3.4%			4.2%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	0.1%			3.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	16	4.0%		0.0%	0.3%	8.3%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	14	3.5%		1.1%	2.4%	6.7%	
Human services—multipurpose & other: family services							
CEO/Executive Director	11	9.2%		4.1%	9.2%	15.6%	
Human services—multipurpose & other: human services							
CEO/Executive Director	12	3.0%		-0.9%	4.6%	5.8%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	4.4%			4.5%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	3.6%			-1.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	15	0.4%		-2.9%	0.2%	3.5%	
Youth development: youth development programs							
CEO/Executive Director	8	4.3%			5.5%		
Charlottesville, VA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	6.1%		1.7%	7.1%	9.1%	
Educational institutions & related activities: service & other							
CEO/Executive Director	5	1.2%			6.0%		
Educational institutions & related activities: student services							
CEO/Executive Director	5	-1.2%			-0.1%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	2.3%			2.6%		
Chattanooga, TN-GA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	9.5%		2.5%	8.8%	16.8%	
Top Finance Position	5	6.3%			6.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chattanooga, TN-GA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	9	1.1%			0.0%		
Chicago, IL							
Animal-related: animal protection & welfare							
CEO/Executive Director	10	3.0%		0.4%	2.5%	5.0%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	37	1.6%	-14.1%	-2.9%	2.4%	5.8%	17.2%
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	6	-2.2%			1.8%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	10	3.4%		0.3%	3.1%	9.8%	
Arts, culture, & humanities: museums							
CEO/Executive Director	12	2.2%		0.0%	2.0%	5.4%	
Top Finance Position	5	3.0%			2.8%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	50	1.2%	-8.7%	-2.8%	0.9%	5.1%	12.5%
Top Finance Position	7	3.6%			2.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Arts, culture, & humanities: service & other							
CEO/Executive Director	10	1.9%		0.2%	2.2%	5.5%	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	5.0%			2.9%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	11	7.5%		1.7%	3.7%	13.2%	
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	5	3.7%			3.6%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	6	-1.0%			-0.5%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	18	4.3%		0.2%	2.9%	6.6%	
Top Finance Position	5	0.9%			2.2%		
Community improvement, capacity building: economic development							
CEO/Executive Director	6	2.1%			2.6%		
Community improvement, capacity building: service & other							
CEO/Executive Director	7	1.0%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Crime, legal-related: legal services							
CEO/Executive Director	7	2.4%			2.9%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	-0.9%			1.0%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	8.2%			5.9%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	9	-0.8%			2.0%		
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	14	5.5%		1.4%	4.2%	11.7%	
Top Finance Position	5	7.1%			3.3%		
Top Technology Position	5	9.3%			6.7%		
Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases							
CEO/Executive Director	5	4.7%			4.8%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	8	1.3%			3.3%		
Educational institutions & related activities: adult education							
CEO/Executive Director	7	1.1%			2.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	9	0.4%			4.6%		
Educational institutions & related activities: educational services							
CEO/Executive Director	21	5.7%	-1.7%	0.0%	2.6%	9.1%	20.5%
Top Operations Position	5	0.9%			2.6%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	100	2.7%	-5.9%	-1.4%	2.0%	7.1%	13.0%
Top Administrative Position	11	2.2%		-0.1%	3.0%	4.9%	
Top Development Position	10	1.1%		-0.8%	1.5%	4.5%	
Top Education Position	11	3.6%		0.7%	1.9%	7.7%	
Top Finance Position	24	2.7%	-2.2%	0.0%	3.0%	5.0%	8.2%
Top Operations Position	16	3.7%		1.3%	2.7%	6.7%	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	8	-0.5%			0.6%		
Top Education Position	5	1.0%			-1.3%		
Top Finance Position	8	2.2%			2.7%		
Educational institutions & related activities: higher education							
CEO/Executive Director	21	4.1%	-5.6%	0.8%	2.2%	10.3%	14.6%
Top Administrative Position	10	2.5%		0.8%	1.9%	5.3%	
Top Development Position	10	1.9%		-1.1%	-0.1%	3.1%	
Top Education Position	10	5.0%		1.7%	5.2%	7.8%	
Top Finance Position	16	3.4%		0.0%	2.6%	7.1%	
Top Operations Position	5	3.6%			-1.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Educational institutions & related activities: higher education							
Top Technology Position	9	3.3%			2.0%		
Educational institutions & related activities: service & other							
CEO/Executive Director	28	4.6%	-0.2%	1.3%	3.6%	7.4%	10.8%
Top Finance Position	9	4.7%			5.6%		
Educational institutions & related activities: student services							
CEO/Executive Director	11	6.5%		0.9%	2.8%	7.2%	
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	13	0.8%		-0.6%	1.7%	4.1%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	2.9%		-4.7%	3.6%	9.3%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	7	3.2%			4.2%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	10	5.7%		4.8%	7.4%	10.4%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	14	3.4%		0.0%	2.0%	10.2%	
Top Finance Position	7	-0.1%			0.4%		
Top Operations Position	5	7.7%			5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	20	3.2%	-6.9%	-2.1%	3.2%	7.5%	14.5%
Top Finance Position	13	3.8%		2.4%	3.2%	10.2%	
Top Legal Position	5	-2.4%			0.9%		
Top Operations Position	11	6.4%		-2.6%	7.5%	13.5%	
Top Technology Position	8	-0.5%			0.5%		
Health—general & rehabilitative: public health							
CEO/Executive Director	8	-0.7%			-1.9%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	16	9.5%		3.2%	10.0%	15.9%	
Top Finance Position	5	3.8%			4.2%		
Top Technology Position	5	4.9%			3.9%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	1.9%			-2.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	15	0.1%		-4.6%	1.3%	3.9%	
Housing, shelter: housing support							
CEO/Executive Director	5	2.2%			1.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	65	2.8%	-6.3%	-0.3%	3.0%	7.5%	11.0%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human services—multipurpose & other: centers to support the independence of specific populations							
Top Finance Position	19	5.2%		0.1%	5.2%	9.8%	
Top Human Resources Position	6	0.0%			2.4%		
Top Operations Position	9	1.4%			3.2%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	39	4.7%	-3.0%	0.0%	3.1%	8.7%	12.7%
Top Finance Position	10	2.5%		3.2%	4.3%	5.6%	
Top Operations Position	10	2.0%		-3.0%	3.3%	9.6%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	7	-1.3%			0.5%		
Human services—multipurpose & other: family services							
CEO/Executive Director	27	0.9%	-13.0%	-4.5%	0.9%	7.3%	11.3%
Top Finance Position	7	4.4%			2.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	39	2.1%	-6.3%	-0.4%	2.0%	4.0%	11.1%
Top Finance Position	16	2.4%		-0.1%	1.5%	4.4%	
Top Operations Position	9	7.0%			6.4%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	12	1.3%		-5.9%	1.8%	7.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	24	4.0%	-7.7%	-1.6%	3.8%	9.4%	18.3%
Top Administrative Position	5	3.5%			2.1%		
Top Finance Position	11	4.5%		2.5%	3.9%	7.8%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	6	1.9%			0.4%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	14	3.9%		0.3%	3.4%	6.1%	
Mental health, crisis intervention: counseling							
CEO/Executive Director	6	1.0%			3.1%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	26	5.0%	-6.6%	0.1%	2.7%	11.0%	16.6%
Top Finance Position	5	5.1%			4.2%		
Top Operations Position	5	6.4%			10.2%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	13	1.3%		-2.2%	0.5%	6.7%	
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	5	0.1%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	10	6.8%		2.2%	4.2%	5.3%	
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	4.8%			3.8%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	10	-1.3%		-4.4%	-0.2%	2.1%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	38	-0.4%	-8.7%	-3.9%	0.0%	3.0%	9.0%
Religion-related, spiritual development: Judaism							
CEO/Executive Director	5	8.9%			8.1%		
Youth development: youth centers & clubs							
CEO/Executive Director	8	3.3%			1.8%		
Youth development: youth development programs							
CEO/Executive Director	37	4.4%	-4.0%	0.0%	2.4%	9.2%	20.7%
Top Operations Position	6	4.3%			7.5%		
Chico-Paradise, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	9.4%			7.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	10.2%			7.3%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	1.4%		-4.5%	2.9%	8.2%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	7.2%			6.7%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	-3.7%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	20	6.9%	-3.7%	1.4%	6.2%	12.1%	18.9%
Top Administrative Position	5	5.3%			5.4%		
Top Finance Position	5	3.3%			2.0%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	6.3%			5.4%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	6.8%			3.6%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	5.6%			5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cincinnati, OH-KY-IN							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	3.6%			1.5%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	3.1%			2.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	6.4%		0.2%	4.1%	11.9%	
Top Finance Position	7	8.4%			7.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	12	3.2%		0.7%	2.1%	5.3%	
Top Finance Position	8	6.6%			4.7%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	1.5%		-2.2%	1.1%	5.0%	
Cleveland, OH							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	15	1.7%		0.0%	1.7%	6.0%	
Arts, culture, & humanities: museums							
CEO/Executive Director	7	-2.8%			0.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	19	1.9%		-1.0%	2.6%	6.1%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	14	0.2%		-7.8%	1.6%	6.6%	
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	-0.4%			1.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	6.0%			3.7%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	33	4.9%	-1.2%	1.4%	3.8%	8.7%	13.4%
Top Development Position	5	2.2%			2.2%		
Top Finance Position	14	3.6%		1.5%	2.9%	3.4%	
Educational institutions & related activities: higher education							
CEO/Executive Director	5	1.2%			0.6%		
Top Education Position	5	2.5%			2.9%		
Top Finance Position	5	6.3%			1.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	5.5%			2.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	2.6%			4.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	11	4.6%		1.1%	4.8%	9.2%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	1.5%			4.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	17	6.5%		4.2%	6.2%	8.2%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	4.6%			6.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	11	0.3%		-1.1%	0.6%	6.3%	
Top Finance Position	5	4.0%			2.0%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	7.0%			6.0%		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	7	3.0%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Cleveland, OH							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	9	5.0%			3.2%		
Youth development: youth development programs							
CEO/Executive Director	7	-4.0%			0.0%		
Colorado Springs, CO							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	4.4%			4.8%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	3.8%		-1.0%	2.7%	7.5%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	0.0%			0.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	3.2%			1.8%		
Recreation, sports, leisure, athletics: amateur sports competitions							
CEO/Executive Director	6	4.0%			5.5%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	18	7.5%		0.1%	3.7%	13.7%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Colorado Springs, CO							
Youth development: youth development programs							
CEO/Executive Director	9	1.3%			2.5%		
Columbia, SC							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	-5.5%			-4.2%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	6.4%			3.7%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	-0.4%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	0.5%		-0.8%	0.0%	4.7%	
Columbus, OH							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	1.9%			0.7%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	0.5%		-1.1%	2.8%	5.1%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	2.1%			2.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	26	4.0%	0.0%	0.0%	2.9%	5.9%	8.0%
Top Finance Position	6	2.6%			3.2%		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	0.4%			0.0%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	4.2%			4.2%		
Educational institutions & related activities: student services							
CEO/Executive Director	6	6.5%			3.4%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	1.8%			4.1%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	10.6%			10.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	3.5%		-1.1%	2.7%	10.7%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbus, OH							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	3.0%		0.0%	0.0%	4.8%	
Human services—multipurpose & other: human services							
CEO/Executive Director	14	3.7%		0.1%	2.6%	6.0%	
Top Finance Position	5	-0.5%			-4.2%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	10.7%			11.1%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	9	5.6%			4.7%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	1.9%			5.8%		
Youth development: youth development programs							
CEO/Executive Director	7	7.0%			6.2%		
Corvallis, OR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	3.3%			6.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	0.0%		-2.4%	0.3%	3.0%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	3.7%			0.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	7	2.1%			1.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	17	0.5%		-5.4%	0.0%	2.3%	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	6.4%			6.5%		
Educational institutions & related activities: educational services							
CEO/Executive Director	8	4.8%			5.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	41	3.6%	-2.6%	0.1%	2.8%	6.7%	14.2%
Top Administrative Position	9	6.3%			2.5%		
Top Development Position	7	9.3%			8.1%		
Top Finance Position	22	6.3%	-0.8%	1.5%	6.4%	8.3%	14.0%
Top Operations Position	11	0.0%		-3.0%	2.3%	4.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Educational institutions & related activities: higher education							
CEO/Executive Director	7	2.7%			4.0%		
Top Finance Position	5	2.9%			5.2%		
Educational institutions & related activities: service & other							
CEO/Executive Director	9	8.4%			5.3%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	7.7%			10.3%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	19	6.7%		1.4%	5.1%	11.4%	
Top Finance Position	11	7.1%		1.7%	5.2%	11.7%	
Top Operations Position	10	7.5%		3.1%	4.4%	10.9%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	5.7%			4.7%		
Housing, shelter: temporary housing							
CEO/Executive Director	7	6.9%			5.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	15	0.6%		-0.1%	0.2%	1.7%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	3.2%		-0.4%	3.1%	5.8%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dallas-Fort Worth, TX							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	4.3%			2.7%		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	8.8%			11.3%		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	3.2%		-2.0%	0.9%	6.6%	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	10	3.5%		-3.3%	2.5%	12.3%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	42	1.0%	-9.3%	-5.0%	0.0%	5.6%	12.1%
Youth development: youth development programs							
CEO/Executive Director	14	2.2%		0.0%	1.9%	9.1%	
Danbury, CT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	9.8%			8.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Davenport-Moline-Rock Island, IA-IL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	2.7%			3.2%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	8.4%			10.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	2.1%			2.1%		
Daytona Beach, FL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	-3.4%			-1.1%		
Dayton-Springfield, OH							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	-0.3%			0.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	5.9%			8.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	2.4%			2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	1.6%			0.9%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	-0.2%			0.3%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	6.1%			6.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	3.3%			1.9%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	1.1%			-0.2%		
Denver-Boulder, CO							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	6.2%		1.9%	6.8%	10.1%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	2.8%			1.2%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	3.8%			4.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	3.9%			4.5%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	6	5.1%			4.0%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	13	7.5%		3.0%	6.0%	10.9%	
Educational institutions & related activities: educational services							
CEO/Executive Director	12	2.3%		-1.0%	3.6%	4.3%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	52	3.6%	-6.9%	-0.5%	5.0%	9.2%	12.9%
Top Development Position	7	6.4%			3.3%		
Top Finance Position	11	3.5%		0.4%	2.5%	5.4%	
Top Operations Position	7	2.6%			4.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	2.6%			0.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	14	1.2%		-3.6%	4.1%	6.0%	
Educational institutions & related activities: student services							
CEO/Executive Director	8	-2.0%			-0.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	11	1.9%		-0.1%	1.2%	5.1%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	-0.7%			4.1%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	9.2%			13.4%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	3.9%			3.9%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	4.4%			4.4%		
Health—general & rehabilitative: public health							
CEO/Executive Director	7	1.6%			5.0%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	8	-0.7%			0.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	9	7.0%			8.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	20	8.1%	-0.2%	1.9%	6.6%	14.6%	19.7%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	18	1.1%		-0.4%	1.2%	3.0%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	7	6.1%			4.5%		
Human services—multipurpose & other: family services							
CEO/Executive Director	11	6.1%		0.8%	3.0%	11.2%	
Human services—multipurpose & other: human services							
CEO/Executive Director	22	0.6%	-18.0%	-2.8%	2.6%	6.5%	13.0%
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	9.8%			9.5%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	3.9%			2.6%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	7	-2.7%			-3.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	13	1.5%		-3.9%	3.5%	7.8%	
Top Finance Position	5	2.0%			2.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Denver-Boulder, CO							
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	5.1%			4.7%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	18	3.9%		0.3%	3.2%	8.8%	
Top Finance Position	6	6.2%			7.0%		
Religion-related, spiritual development: religion-related N.E.C.							
CEO/Executive Director	5	4.4%			0.0%		
Youth development: youth development programs							
CEO/Executive Director	18	2.7%		-0.8%	4.3%	8.0%	
Des Moines, IA							
Educational institutions & related activities: higher education							
CEO/Executive Director	5	-2.2%			-2.1%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	5.9%			8.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	5.0%			5.8%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	5.0%			5.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	11	3.2%		-0.1%	1.8%	6.4%	
Arts, culture, & humanities: museums							
CEO/Executive Director	6	0.2%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	-0.4%			-3.1%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	9	7.7%			5.0%		
Community improvement, capacity building: economic development							
CEO/Executive Director	9	2.4%			0.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	0.1%			0.3%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	14	3.4%		0.0%	3.1%	5.3%	
Top Finance Position	7	4.9%			2.8%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	1.8%			1.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	1.7%			2.9%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	13	0.4%		-1.3%	0.0%	4.8%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	31	0.5%	-5.3%	-3.5%	0.9%	6.4%	8.6%
Top Finance Position	7	2.4%			5.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	15	2.7%		-2.7%	3.4%	7.6%	
Top Finance Position	6	3.0%			1.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	-2.2%			-2.6%		
Human services—multipurpose & other: human services							
CEO/Executive Director	19	5.3%		0.0%	3.9%	9.7%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	6.0%			5.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	24	-1.5%	-14.4%	-5.2%	0.0%	1.8%	10.8%
Top Finance Position	8	5.1%			2.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	4.2%		-0.7%	2.9%	8.0%	
Top Finance Position	6	1.1%			2.0%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	2.9%			2.7%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	2.1%			8.4%		
Youth development: youth development programs							
CEO/Executive Director	5	6.6%			4.5%		
Duluth-Superior, MN-WI							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	7.4%			5.7%		
Erie, PA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	8.0%			4.2%		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	-4.1%			-0.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Erie, PA							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	-3.9%			-2.1%		
Eugene-Springfield, OR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	7.9%			7.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	7	5.8%			3.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	-0.2%			0.0%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	5	6.4%			6.6%		
Fayetteville-Springdale-Rogers, AR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	3.1%			2.9%		
Flagstaff, AZ-UT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	9.2%			6.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Lauderdale-Hollywood, FL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	2.8%			1.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	3.2%		1.1%	2.4%	12.3%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	1.0%		0.0%	1.1%	3.3%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	3.5%			3.5%		
Top Finance Position	5	4.1%			3.4%		
Fort Myers-Cape Coral, FL							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	6.0%			3.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	-0.3%			-0.2%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	-2.8%			-0.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Pierce-Port St. Lucie, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	4.0%			3.0%		
Fort Wayne, IN							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	-5.4%			-5.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	3.9%			3.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	5.6%			3.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	5	-1.9%			2.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	3.9%			1.4%		
Fort Worth, TX							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	0.8%			0.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fort Worth, TX							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	22	-0.6%	-11.8%	-6.8%	0.7%	3.2%	8.8%
Top Finance Position	6	-1.1%			0.7%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	4.8%			1.7%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	-1.2%			4.5%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	3.3%			3.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	0.4%		-0.7%	0.1%	2.4%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	13	0.8%		-2.6%	0.6%	5.1%	
Fresno, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	8.9%			4.6%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	2.4%			0.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	7.3%			7.7%		
Youth development: youth development programs							
CEO/Executive Director	6	5.4%			5.0%		
Gainesville, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	2.2%			4.0%		
Gary-Hammond-East Chicago, IN							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	-3.0%			-0.8%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	4.7%			4.3%		
Grand Rapids-Muskegon-Holland, MI							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	-1.7%			-1.1%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	4.0%			4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	3.4%		-1.1%	0.4%	6.7%	
Educational institutions & related activities: higher education							
CEO/Executive Director	5	5.5%			5.8%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	7.2%			6.3%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	3.8%			8.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	6.0%			3.8%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	1.7%			3.0%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	6.1%			6.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	1.0%			2.8%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	8.5%			3.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Grand Rapids-Muskegon-Holland, MI							
International, foreign affairs, & national security: international development							
CEO/Executive Director	6	6.3%			4.1%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	22	0.5%	-5.4%	0.1%	2.3%	3.8%	4.9%
Greensboro-Winston-Salem-High Point, NC							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	5.8%			6.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	0.6%			0.0%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	0.9%			1.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	0.2%		-4.5%	1.2%	7.9%	
Educational institutions & related activities: higher education							
Top Education Position	6	0.8%			3.1%		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	-3.1%			-0.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	2.5%			3.1%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	-0.1%			0.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	0.5%		1.0%	3.9%	4.4%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	4.0%			4.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	5.9%			9.9%		
Human services—multipurpose & other: human services							
CEO/Executive Director	15	3.0%		-3.6%	3.4%	11.4%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	0.1%			1.2%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	6.8%			2.7%		
Top Finance Position	5	4.7%			2.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greensboro-Winston-Salem-High Point, NC							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	7.9%			2.6%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	5.8%		1.6%	2.4%	3.5%	
Greenville-Spartanburg-Anderson, SC							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	1.6%			1.2%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	12	1.5%		-0.7%	2.3%	5.0%	
Educational institutions & related activities: higher education							
CEO/Executive Director	7	3.4%			2.1%		
Top Education Position	5	3.0%			-1.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	3.7%			1.7%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	2.4%			3.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	4.7%			4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Greenville-Spartanburg-Anderson, SC							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	3.2%			2.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	-0.6%		-1.0%	0.0%	0.5%	
Youth development: youth development programs							
CEO/Executive Director	5	4.2%			2.7%		
Harrisburg-Lebanon-Carlisle, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	2.5%			3.5%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	2.7%			1.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	8.3%			5.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	5.5%			5.9%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	5.9%			6.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Harrisburg-Lebanon-Carlisle, PA							
Human services—multipurpose & other: family services							
CEO/Executive Director	5	0.5%			1.3%		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	-0.4%		-2.8%	0.0%	5.7%	
Hartford, CT							
Arts, culture, & humanities: museums							
CEO/Executive Director	9	4.9%			1.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	2.3%			3.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	21	0.6%	-6.1%	-3.3%	-0.8%	5.0%	13.5%
Top Development Position	5	3.5%			2.7%		
Top Finance Position	12	0.7%		-2.8%	1.0%	4.7%	
Top Operations Position	5	2.5%			4.2%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	-2.1%			-0.1%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	3.7%			5.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hartford, CT							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	7	2.2%			4.3%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	6	2.5%			3.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	4.4%			2.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	15	7.9%		1.4%	5.5%	10.4%	
Top Finance Position	6	5.9%			5.5%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	5.3%		0.9%	2.7%	10.9%	
Human services—multipurpose & other: human services							
CEO/Executive Director	12	6.0%		0.3%	6.5%	10.5%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	4.3%			6.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	11	4.5%		3.2%	4.8%	6.7%	
Top Finance Position	6	8.9%			8.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Hickory-Morganton-Lenoir, NC							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	11.2%			12.2%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	9.1%			5.3%		
Honolulu, HI							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	4.4%			5.7%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	5.8%			2.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	14	6.5%		2.5%	4.7%	8.6%	
Top Finance Position	5	8.9%			7.3%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	-0.5%			-0.9%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	1.5%			-1.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	8	0.7%			0.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	-5.5%			-5.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	16	-0.8%		-5.3%	-0.2%	3.5%	
Top Finance Position	7	1.6%			4.3%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	4.2%			5.2%		
Educational institutions & related activities: educational services							
CEO/Executive Director	11	0.4%		-5.1%	-0.5%	9.1%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	40	5.2%	-2.0%	0.9%	4.2%	10.2%	16.7%
Top Administrative Position	9	3.3%			4.4%		
Top Finance Position	13	3.8%		0.1%	3.0%	5.7%	
Educational institutions & related activities: service & other							
CEO/Executive Director	7	4.3%			3.8%		
Educational institutions & related activities: student services							
CEO/Executive Director	5	2.6%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	-2.5%			0.5%		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	3.7%			4.0%		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	5	0.5%			0.0%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	-6.9%			-8.1%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	8.5%			7.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	4.6%			4.3%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	4.4%		-0.8%	0.5%	11.2%	
Human services—multipurpose & other: family services							
CEO/Executive Director	6	8.5%			9.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	-0.6%			1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Houston, TX							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	-1.7%			-0.7%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	2.4%			4.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	27	-1.0%	-14.0%	-6.5%	0.0%	2.2%	11.0%
Youth development: youth development programs							
CEO/Executive Director	13	5.0%		0.5%	2.1%	9.4%	
Huntington-Ashland, WV-KY-OH							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	1.9%			4.8%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	7.3%			3.4%		
Huntsville, AL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	1.0%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	1.9%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	-1.4%		-4.6%	-0.8%	3.4%	
Educational institutions & related activities: educational services							
CEO/Executive Director	8	0.1%			1.3%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	3.0%	-5.2%	-1.0%	2.6%	6.9%	11.7%
Top Finance Position	9	3.5%			4.5%		
Educational institutions & related activities: service & other							
CEO/Executive Director	16	7.8%		3.5%	6.3%	13.3%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	6.3%			5.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	2.7%		-0.6%	2.2%	5.6%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	4.2%			2.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
Human services—multipurpose & other: human services							
CEO/Executive Director	15	2.8%		0.8%	3.7%	5.0%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	5.8%			4.0%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	1.8%			1.3%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	-2.6%			0.1%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	13	5.1%		0.0%	1.6%	9.6%	
Youth development: youth development programs							
CEO/Executive Director	15	3.5%		0.1%	2.9%	7.6%	
Jackson, MS							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	0.7%			1.4%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	2.7%			3.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jackson, MS							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	6	3.6%			2.2%		
Jacksonville, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	17	7.7%		1.6%	7.1%	13.3%	
Educational institutions & related activities: service & other							
CEO/Executive Director	6	8.3%			6.6%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	3.5%			1.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	7.8%			7.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	5.1%			8.0%		
Top Finance Position	5	3.6%			-0.7%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	8.5%			7.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	-4.9%		-8.8%	-1.0%	-0.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Jersey City, NJ							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	-1.6%			0.1%		
Johnstown, PA							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	3.9%			3.0%		
Kalamazoo-Battle Creek, MI							
Human services—multipurpose & other: human services							
CEO/Executive Director	6	5.1%			6.0%		
Kansas City, MO-KS							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	-3.3%			-2.5%		
Arts, culture, & humanities: museums							
CEO/Executive Director	8	5.5%			5.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	16	-0.6%		-5.0%	-0.3%	4.1%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	5.4%			3.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Educational institutions & related activities: educational services							
CEO/Executive Director	7	4.9%			4.4%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	4.5%	-1.8%	0.5%	3.8%	9.0%	12.9%
Top Administrative Position	5	3.5%			0.7%		
Top Finance Position	6	3.1%			3.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	2.8%			2.8%		
Top Education Position	6	4.6%			2.1%		
Educational institutions & related activities: student services							
CEO/Executive Director	6	6.4%			6.0%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	8	6.0%			6.7%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	0.3%			-1.1%		
Top Finance Position	5	3.7%			4.7%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	8.7%			9.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	3.4%			1.6%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	4.7%		-4.0%	7.8%	10.0%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	12	5.0%		3.0%	5.1%	7.7%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	5.8%			2.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	5.0%			1.1%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	4.3%			5.1%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	-0.1%			1.5%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	5.7%		1.2%	3.9%	8.4%	
Youth development: youth development programs							
CEO/Executive Director	8	3.7%			2.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Knoxville, TN							
Health—general & rehabilitative: hospitals							
Top Finance Position	5	10.1%			10.3%		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	4.1%			-0.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	-1.4%			2.5%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	-1.1%			-0.1%		
Lafayette, LA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	5.5%			0.9%		
Lakeland-Winter Haven, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	1.3%		-3.1%	2.6%	6.4%	
Lancaster, PA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	3.2%			3.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lancaster, PA							
Human services—multipurpose & other: human services							
CEO/Executive Director	6	3.6%			3.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	5.6%		4.6%	6.5%	7.0%	
Top Finance Position	6	9.2%			7.7%		
Top Operations Position	6	4.4%			4.7%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	-0.4%		-7.2%	1.1%	4.3%	
Lansing-East Lansing, MI							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	0.3%			0.3%		
Educational institutions & related activities: service & other							
CEO/Executive Director	9	0.5%			1.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	-0.6%			0.9%		
Las Vegas, NV-AZ							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	0.8%		0.0%	0.3%	7.8%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Las Vegas, NV-AZ							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	4.3%			0.5%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	-0.3%			-0.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	5.5%			2.9%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	6.8%			7.2%		
Lawrence, KS							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	2.9%			3.5%		
Lawrence-Haverhill, MA-NH							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	4.8%			5.7%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	4.3%			3.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lawrence-Haverhill, MA-NH							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	1.9%			2.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	2.9%			3.8%		
Lexington, KY							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	3.9%			2.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	7.4%			8.1%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	3.4%			5.4%		
Lincoln, NE							
Educational institutions & related activities: service & other							
CEO/Executive Director	6	1.0%			4.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	3.5%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	2.9%			3.5%		
Youth development: youth development programs							
CEO/Executive Director	6	2.1%			2.0%		
Little Rock-North Little Rock, AR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	-0.2%			0.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	1.2%			0.1%		
Los Angeles-Long Beach, CA							
Animal-related: animal protection & welfare							
CEO/Executive Director	12	1.2%		0.0%	0.0%	3.9%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	30	4.4%	-8.3%	0.2%	5.3%	10.4%	14.0%
Arts, culture, & humanities: media & communications							
CEO/Executive Director	12	4.5%		-2.0%	5.1%	13.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Arts, culture, & humanities: museums							
CEO/Executive Director	16	3.4%		-0.8%	3.7%	9.8%	
Top Operations Position	7	1.5%			4.3%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	42	2.9%	-7.0%	0.0%	2.3%	7.2%	14.8%
Top Finance Position	11	5.8%		0.8%	3.1%	8.6%	
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	12	5.1%		-0.2%	5.2%	10.5%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	12	5.3%		0.0%	3.2%	9.4%	
Community improvement, capacity building: economic development							
CEO/Executive Director	6	4.2%			4.0%		
Community improvement, capacity building: service & other							
CEO/Executive Director	5	9.8%			7.1%		
Crime, legal-related: legal services							
CEO/Executive Director	5	4.0%			5.8%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	7.9%			9.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	4.9%			4.6%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	11	3.9%		1.1%	3.4%	6.1%	
Educational institutions & related activities: educational services							
CEO/Executive Director	17	7.3%		0.0%	5.2%	16.7%	
Top Finance Position	5	1.6%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	153	4.0%	-6.5%	-0.1%	4.5%	9.4%	14.5%
Top Administrative Position	16	4.3%		1.4%	3.3%	8.2%	
Top Business Position	11	1.1%		-5.0%	3.2%	7.2%	
Top Development Position	20	2.7%	-4.1%	1.2%	3.3%	4.8%	6.2%
Top Education Position	21	3.8%	-0.3%	2.2%	2.9%	5.9%	10.4%
Top Finance Position	47	4.8%	-2.2%	1.5%	4.2%	8.0%	13.5%
Top Operations Position	28	4.7%	-5.6%	2.4%	5.1%	10.0%	12.9%
Top PR/Communications Position	5	3.1%			2.4%		
Top Technology Position	9	3.9%			3.9%		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	7	-3.4%			-2.4%		
Educational institutions & related activities: higher education							
CEO/Executive Director	19	3.3%		-0.9%	3.9%	8.2%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Educational institutions & related activities: higher education							
Top Administrative Position	11	4.8%		2.7%	3.8%	7.7%	
Top Development Position	11	5.6%		-0.3%	3.1%	9.9%	
Top Education Position	9	6.2%			4.9%		
Top Finance Position	17	6.2%		3.8%	7.0%	11.8%	
Top Human Resources Position	5	8.2%			10.1%		
Top Operations Position	5	4.2%			2.6%		
Educational institutions & related activities: service & other							
CEO/Executive Director	30	4.9%	-5.4%	0.1%	3.9%	14.3%	17.6%
Top Finance Position	6	6.5%			5.9%		
Top Operations Position	6	5.4%			4.1%		
Educational institutions & related activities: student services							
CEO/Executive Director	8	3.3%			2.8%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	11	-2.4%		-5.5%	-0.1%	0.1%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	7	4.6%			5.4%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	9	7.4%			5.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	23	10.3%	1.3%	4.9%	10.2%	18.3%	22.2%
Top Finance Position	13	8.6%		-0.1%	9.0%	16.7%	
Top Operations Position	7	10.0%			9.9%		
Health—general & rehabilitative: health care N.E.C.							
CEO/Executive Director	5	2.7%			0.6%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	20	3.4%	-11.4%	-1.3%	4.1%	9.2%	16.2%
Top Finance Position	9	4.9%			5.1%		
Top Operations Position	8	4.6%			5.7%		
Health—general & rehabilitative: rehabilitative care							
CEO/Executive Director	6	8.3%			7.4%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	9	2.1%			2.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	15	5.7%		3.8%	5.8%	8.1%	
Top Finance Position	7	4.1%			6.5%		
Housing, shelter: housing support							
CEO/Executive Director	6	5.5%			8.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Housing, shelter: temporary housing							
CEO/Executive Director	8	7.0%			6.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	50	5.4%	-2.4%	0.3%	3.8%	10.4%	16.9%
Top Finance Position	11	4.7%		2.7%	3.9%	6.2%	
Top Operations Position	5	7.5%			5.3%		
Top Program Position	5	2.0%			0.7%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	43	5.1%	-2.1%	-0.3%	1.9%	9.3%	20.8%
Top Administrative Position	5	1.1%			5.2%		
Top Finance Position	16	5.8%		3.1%	4.9%	9.0%	
Top Operations Position	9	6.7%			7.8%		
Top Program Position	7	6.7%			5.5%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	7.1%			3.6%		
Human services—multipurpose & other: family services							
CEO/Executive Director	15	4.5%		0.6%	5.3%	9.2%	
Top Finance Position	7	4.8%			3.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	25	0.5%	-18.0%	0.0%	2.4%	6.0%	9.5%
Top Finance Position	7	-1.6%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Human services—multipurpose & other: human services							
Top Operations Position	6	6.8%			4.4%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	8.2%			7.6%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	7	4.1%			3.2%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	12	1.1%		-3.8%	0.8%	3.5%	
Top Administrative Position	5	5.9%			7.0%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	7	2.8%			0.0%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	23	7.8%	-5.6%	2.8%	8.8%	14.3%	19.9%
Top Development Position	6	3.8%			0.8%		
Top Finance Position	18	4.1%		0.4%	3.9%	6.3%	
Top Human Resources Position	6	3.6%			4.2%		
Top Operations Position	11	3.3%		0.8%	2.0%	9.9%	
Top Program Position	5	6.0%			3.3%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	16	7.1%		1.0%	7.2%	12.4%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	9	4.6%			2.7%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	6	2.8%			2.6%		
Top Operations Position	5	5.3%			6.8%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	1.9%			1.5%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	37	3.7%	-5.5%	0.0%	1.5%	10.0%	18.2%
Unknown							
CEO/Executive Director	13	5.7%		-1.7%	2.1%	14.8%	
Youth development: youth centers & clubs							
CEO/Executive Director	15	1.1%		-0.3%	0.0%	3.0%	
Youth development: youth development programs							
CEO/Executive Director	34	3.1%	-4.1%	0.0%	1.5%	8.7%	13.4%
Louisville, KY-IN							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	0.8%			1.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Louisville, KY-IN							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	0.5%		-1.0%	1.0%	3.9%	
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	8.4%			11.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	0.2%			3.3%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	10	2.4%		0.0%	0.2%	3.6%	
Human services—multipurpose & other: family services							
CEO/Executive Director	6	3.9%			3.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	-4.2%			-6.3%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	7	3.0%			0.0%		
Lubbock, TX							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	0.1%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	0.4%			3.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	1.4%		-2.5%	-0.1%	5.0%	
Educational institutions & related activities: service & other							
CEO/Executive Director	11	5.3%		1.3%	4.3%	6.9%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	0.4%		-3.3%	-1.0%	2.2%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	3.4%		0.7%	3.6%	8.6%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	3.5%			2.2%		
Manchester, NH							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	-1.1%			-1.6%		
Crime, legal-related: legal services							
CEO/Executive Director	5	2.7%			5.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Manchester, NH							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	1.3%			8.2%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	9.6%			6.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	4.0%			3.7%		
Top Finance Position	5	10.3%			8.1%		
Medford-Ashland, OR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	1.7%			1.9%		
Melbourne-Titusville-Palm Bay, FL							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	-0.7%			0.0%		
Memphis, TN-AR-MS							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	1.0%		0.0%	1.9%	5.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	-0.5%			0.3%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	31	0.7%	-13.5%	-3.6%	2.6%	6.6%	11.6%
Top Finance Position	7	3.0%			4.2%		
Top Operations Position	5	4.4%			6.8%		
Health—general & rehabilitative: hospitals							
Top Finance Position	5	2.7%			3.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	0.2%		-3.5%	2.2%	5.9%	
Human services—multipurpose & other: human services							
CEO/Executive Director	6	1.3%			-0.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	-7.8%			-8.1%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	-10.3%			-10.6%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	-2.5%			-1.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Memphis, TN-AR-MS							
Youth development: youth development programs							
CEO/Executive Director	8	-3.4%			-2.2%		
Miami, FL							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	11	9.0%		5.6%	8.1%	13.6%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	5	3.9%			-2.2%		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	-3.0%			-1.1%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	3.7%		0.0%	3.0%	10.2%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	34	2.8%	-6.3%	-1.2%	4.0%	6.6%	11.5%
Top Education Position	5	10.9%			16.8%		
Top Finance Position	5	1.2%			2.9%		
Top Operations Position	7	9.0%			7.7%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	2.5%			5.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Miami, FL							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	6.4%			3.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	6.0%			3.3%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	5.1%			3.6%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	2.2%			1.2%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	3.8%			6.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	7.8%			0.8%		
Youth development: youth development programs							
CEO/Executive Director	6	6.9%			5.1%		
Middlesex-Somerset-Hunterdon, NJ							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	-3.9%			-3.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Middlesex-Somerset-Hunterdon, NJ							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	11	3.1%		-0.1%	3.3%	5.4%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	-0.7%			2.2%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	-1.9%			0.5%		
Top Finance Position	5	8.8%			9.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	3.1%		-2.5%	1.7%	12.4%	
Milwaukee, WI							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	-0.5%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	1.7%		-0.4%	1.4%	7.3%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	5.0%		-0.1%	4.1%	11.6%	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	-2.9%			1.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Educational institutions & related activities: educational services							
CEO/Executive Director	5	5.3%			2.8%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	4.5%	-3.9%	0.3%	4.4%	8.7%	14.6%
Top Finance Position	7	7.1%			7.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	0.9%			2.1%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	4.6%			3.3%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	2.4%			1.9%		
Health—general & rehabilitative: public health							
CEO/Executive Director	6	4.7%			8.4%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	6.1%		1.9%	8.5%	11.4%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	6	4.7%			3.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
Human services—multipurpose & other: family services							
CEO/Executive Director	8	0.0%			2.2%		
Human services—multipurpose & other: human services							
CEO/Executive Director	19	2.4%		-0.2%	2.9%	6.9%	
Top Finance Position	6	5.8%			5.1%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	6.9%			6.4%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	3.5%			4.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	10	5.9%		1.7%	3.1%	11.0%	
Minneapolis-St. Paul, MN-WI							
Animal-related: animal protection & welfare							
CEO/Executive Director	8	7.3%			7.2%		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	0.5%			2.2%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	18	1.5%		0.0%	1.4%	4.2%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	12	1.6%		-2.6%	2.1%	4.6%	
Top Operations Position	5	2.0%			2.4%		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	-3.4%			-4.5%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	34	0.0%	-15.0%	-6.4%	2.0%	5.8%	10.8%
Top Finance Position	6	2.2%			1.4%		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	3.9%			4.1%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	5	3.8%			-1.5%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	16	4.2%		0.0%	4.0%	9.2%	
Community improvement, capacity building: economic development							
CEO/Executive Director	6	10.2%			5.3%		
Crime, legal-related: legal services							
CEO/Executive Director	8	3.8%			7.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	-4.3%			-3.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	13	4.4%		-0.8%	3.5%	11.1%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	85	3.3%	-5.4%	0.4%	3.3%	6.8%	11.5%
Top Administrative Position	7	6.2%			4.2%		
Top Development Position	6	9.2%			6.9%		
Top Finance Position	20	3.4%	-10.1%	-3.4%	1.5%	11.5%	20.4%
Top Operations Position	7	5.9%			5.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	11	7.4%		3.3%	7.1%	9.7%	
Top Education Position	6	2.1%			2.5%		
Top Finance Position	6	-0.8%			1.8%		
Educational institutions & related activities: service & other							
CEO/Executive Director	14	4.9%		1.6%	5.3%	9.6%	
Educational institutions & related activities: student services							
CEO/Executive Director	5	7.4%			6.4%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	4.9%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	5	-0.8%			3.3%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	7.2%			5.0%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	5	5.8%			3.9%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	0.8%			1.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	-7.2%			-8.0%		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	3.1%			-1.3%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	9.3%			6.3%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	8	2.7%			1.8%		
Top Administrative Position	6	-0.6%			1.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	15	1.1%		-1.8%	2.7%	6.9%	
Top Administrative Position	5	4.8%			4.1%		
Top Finance Position	5	2.2%			0.5%		
Housing, shelter: housing support							
CEO/Executive Director	5	6.5%			8.4%		
Housing, shelter: temporary housing							
CEO/Executive Director	9	4.6%			5.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	35	3.9%	-9.2%	-4.1%	5.0%	10.5%	16.6%
Top Finance Position	10	6.7%		4.5%	7.1%	10.7%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	21	2.4%	-5.8%	-0.4%	2.5%	6.5%	12.9%
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	8	5.4%			4.5%		
Human services—multipurpose & other: family services							
CEO/Executive Director	19	3.4%		1.1%	4.4%	10.5%	
Human services—multipurpose & other: human services							
CEO/Executive Director	33	3.9%	-1.6%	0.8%	3.7%	6.1%	13.4%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Human services—multipurpose & other: human services							
Top Finance Position	7	6.4%			4.7%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	13	3.6%		0.0%	2.6%	6.8%	
Top Finance Position	5	1.2%			4.0%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	6.1%			1.6%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	9	5.3%			4.7%		
Top Administrative Position	7	1.7%			5.4%		
Top Finance Position	6	4.4%			5.8%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	3.7%			1.5%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	10	1.9%		0.0%	0.3%	3.5%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	4.3%			6.2%		
Top Finance Position	5	6.8%			4.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	9	5.4%			3.9%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	7	3.9%			2.8%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	12	3.3%		-1.1%	0.9%	6.7%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	26	0.1%	-11.1%	-1.7%	0.5%	6.5%	8.6%
Youth development: youth development programs							
CEO/Executive Director	24	3.6%	-8.1%	-0.3%	4.3%	10.6%	13.3%
Missoula, MT							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	3.7%			5.7%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	4.8%			3.6%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	7	6.2%			8.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Missoula, MT							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	4.2%			7.6%		
Mobile, AL							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	3.3%			3.9%		
Monmouth-Ocean, NJ							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	4.4%			5.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	3.6%		0.2%	2.5%	6.5%	
Top Finance Position	5	4.8%			4.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	5.5%			9.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	-4.9%			-2.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	3.0%			2.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Montgomery, AL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	8.1%			5.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	0.0%			0.5%		
Naples, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	4.6%			1.6%		
Nashua, NH							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	-2.4%			-0.9%		
Nashville, TN							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	-1.6%			-3.8%		
Arts, culture, & humanities: museums							
CEO/Executive Director	5	5.7%			0.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	8	0.6%			1.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	3.7%			3.6%		
Educational institutions & related activities: educational services							
CEO/Executive Director	11	3.6%		-0.5%	4.0%	9.0%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	28	4.1%	-4.6%	-0.9%	3.1%	8.0%	16.9%
Top Development Position	6	7.8%			9.9%		
Top Finance Position	11	2.8%		0.5%	3.4%	7.2%	
Top Operations Position	5	3.5%			4.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	9	-2.9%			-0.8%		
Top Finance Position	5	-5.5%			-3.9%		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	7.2%			4.5%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	-0.1%			0.8%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	-0.5%			2.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	7	3.4%			6.2%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	9	3.8%			3.7%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	22	2.9%	-2.0%	0.0%	3.5%	6.4%	10.3%
Top Finance Position	6	8.3%			7.3%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	14	7.7%		4.5%	7.6%	11.2%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	7	5.9%			3.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	12	5.1%		0.5%	3.0%	7.0%	
Human services—multipurpose & other: human services							
CEO/Executive Director	7	-1.1%			3.9%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	6.2%			3.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nashville, TN							
Mental health, crisis intervention: counseling							
CEO/Executive Director	5	-2.4%			0.0%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	7	-0.9%			-0.9%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	24	2.8%	-15.5%	-1.8%	3.8%	10.6%	18.9%
Top Finance Position	5	-5.1%			0.0%		
Youth development: youth development programs							
CEO/Executive Director	9	1.7%			1.1%		
Nassau-Suffolk, NY							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	4.7%			3.9%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	3.1%			2.0%		
Arts, culture, & humanities: museums							
CEO/Executive Director	9	0.0%			0.1%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	3.0%			4.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	32	5.4%	-2.0%	0.0%	6.6%	10.4%	11.3%
Top Administrative Position	6	3.9%			2.2%		
Top Development Position	5	3.6%			2.6%		
Top Finance Position	11	6.2%		2.0%	4.8%	11.3%	
Top Operations Position	6	5.7%			6.0%		
Educational institutions & related activities: higher education							
CEO/Executive Director	8	2.0%			1.4%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	6.2%			6.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	8.0%			3.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	23	2.2%	-5.4%	-0.4%	1.1%	4.6%	11.9%
Top Finance Position	5	7.6%			5.9%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	1.8%			1.4%		
Top Finance Position	8	1.3%			2.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	-2.7%			2.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	-0.8%			1.7%		
Youth development: youth centers & clubs							
CEO/Executive Director	5	-0.2%			0.0%		
Youth development: youth development programs							
CEO/Executive Director	8	3.9%			0.1%		
New Haven-Meriden, CT							
Educational institutions & related activities: educational services							
CEO/Executive Director	5	-0.3%			0.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	29	2.5%	-3.6%	-1.7%	1.6%	5.6%	8.4%
Top Finance Position	7	7.7%			7.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	3.2%			0.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	6.8%			7.6%		
Youth development: youth development programs							
CEO/Executive Director	6	4.2%			1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New London-Norwich, CT-RI							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	0.1%			0.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	4.3%			3.5%		
New Orleans, LA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	9	3.8%			3.3%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	0.7%			1.2%		
Crime, legal-related: legal services							
CEO/Executive Director	5	-6.1%			-4.7%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	24	2.6%	-4.3%	-1.2%	3.8%	7.8%	10.5%
Top Finance Position	7	2.0%			1.2%		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	3.4%			2.8%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	1.5%			1.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New Orleans, LA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	1.4%			2.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	-0.1%			-3.7%		
New York, NY-NJ							
Animal-related: animal protection & welfare							
CEO/Executive Director	13	8.5%		2.0%	9.8%	14.5%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	97	2.5%	-7.0%	-0.9%	1.1%	6.6%	13.0%
Top Administrative Position	7	2.8%			4.6%		
Top Development Position	8	4.2%			2.7%		
Top Finance Position	20	0.8%	-11.1%	-5.6%	-0.3%	6.3%	12.1%
Top Operations Position	8	6.4%			5.3%		
Arts, culture, & humanities: arts services							
CEO/Executive Director	15	4.3%		1.3%	4.3%	5.9%	
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	10	3.1%		-1.8%	0.7%	8.3%	
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	9	6.0%			5.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, culture, & humanities: humanities							
CEO/Executive Director	8	5.5%			6.8%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	39	2.4%	-7.4%	-3.0%	2.2%	7.5%	11.8%
Top Development Position	7	5.5%			5.1%		
Top Finance Position	12	0.1%		-1.2%	1.5%	2.9%	
Arts, culture, & humanities: museums							
CEO/Executive Director	31	0.1%	-7.4%	-4.2%	0.7%	4.6%	9.5%
Top Development Position	9	3.2%			2.7%		
Top Education Position	6	0.8%			2.8%		
Top Facilities Position	5	1.0%			2.6%		
Top Finance Position	16	1.6%		-3.7%	1.9%	6.1%	
Top Human Resources Position	6	1.1%			0.6%		
Top Legal Position	6	3.9%			2.2%		
Top Marketing Position	6	1.5%			1.2%		
Top Operations Position	12	0.7%		-4.7%	2.4%	5.3%	
Top PR/Communications Position	6	-0.7%			2.2%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	175	3.0%	-7.8%	-1.3%	2.3%	8.4%	14.6%
Top Administrative Position	13	1.1%		-2.2%	4.2%	7.2%	
Top Development Position	20	4.8%	-7.2%	2.2%	3.9%	8.3%	14.3%
Top Finance Position	37	1.4%	-10.0%	-1.6%	2.3%	6.6%	10.7%
Top Legal Position	5	12.1%			11.5%		
Top Marketing Position	7	4.5%			4.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Arts, culture, & humanities: performing arts							
Top Operations Position	7	2.3%			2.5%		
Top PR/Communications Position	5	3.9%			2.0%		
Top Program Position	6	5.8%			5.8%		
Top Technology Position	5	4.5%			4.8%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	21	3.1%	-2.7%	1.3%	3.0%	6.7%	10.3%
Top Finance Position	9	1.2%			2.6%		
Top Program Position	5	6.6%			4.0%		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	16	2.7%		-0.3%	0.2%	6.0%	
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	9	3.1%			1.3%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	23	3.7%	-6.5%	-2.9%	5.1%	8.9%	12.4%
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	14	4.4%		0.3%	4.5%	7.8%	
Top Finance Position	5	4.8%			4.2%		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	8	6.9%			4.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Community improvement, capacity building: business & industry							
CEO/Executive Director	14	4.8%		2.9%	5.8%	6.8%	
Top Finance Position	5	8.2%			9.4%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	46	3.6%	-2.8%	0.0%	2.9%	7.2%	13.2%
Top Finance Position	9	6.1%			6.4%		
Top Operations Position	6	1.9%			1.5%		
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	6	1.5%			3.4%		
Community improvement, capacity building: economic development							
CEO/Executive Director	14	0.4%		-2.1%	0.5%	6.9%	
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	5	6.0%			6.3%		
Community improvement, capacity building: service & other							
CEO/Executive Director	13	4.1%		0.0%	6.0%	11.1%	
Crime, legal-related: legal services							
CEO/Executive Director	22	4.0%	-1.4%	0.0%	3.4%	8.7%	12.8%
Top Finance Position	6	1.8%			2.0%		
Top Legal Position	14	3.9%		2.1%	3.9%	5.3%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Crime, legal-related: rehabilitation services for offenders							
CEO/Executive Director	6	3.7%			4.5%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	7	0.1%			3.2%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	8	3.8%			3.4%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	17	5.2%		-0.2%	3.8%	10.7%	
Top Finance Position	7	2.1%			0.1%		
Top Operations Position	5	4.8%			8.1%		
Educational institutions & related activities: adult education							
CEO/Executive Director	9	0.8%			3.1%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	23	3.2%	-8.5%	-1.6%	3.4%	6.2%	15.6%
Top Finance Position	6	9.9%			13.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	36	2.2%	-8.6%	-3.2%	1.9%	7.5%	13.6%
Top Administrative Position	5	3.6%			4.9%		
Top Development Position	8	9.5%			9.1%		
Top Education Position	5	8.0%			4.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational institutions & related activities: educational services							
Top Finance Position	14	6.6%		0.1%	4.7%	11.7%	
Top Human Resources Position	5	7.2%			5.2%		
Top Operations Position	9	2.3%			2.5%		
Top Program Position	9	4.6%			4.7%		
Top Technology Position	7	5.8%			4.3%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	237	4.6%	-3.1%	0.0%	3.9%	8.4%	16.4%
Top Administrative Position	18	5.4%		1.3%	6.0%	7.4%	
Top Business Position	10	8.1%		2.2%	10.2%	13.1%	
Top Development Position	35	5.0%	-1.6%	2.3%	5.2%	8.3%	11.3%
Top Education Position	35	4.7%	-1.1%	1.3%	4.0%	8.1%	10.8%
Top Facilities Position	10	0.8%		-2.3%	3.2%	4.0%	
Top Finance Position	84	4.2%	-4.8%	1.3%	4.4%	7.9%	13.3%
Top Human Resources Position	6	6.8%			6.5%		
Top Legal Position	5	1.8%			3.4%		
Top Operations Position	50	5.8%	-3.1%	2.2%	5.3%	9.9%	13.2%
Top PR/Communications Position	9	9.3%			6.7%		
Top Program Position	17	1.7%		0.0%	2.0%	5.2%	
Top Technology Position	21	-1.1%	-8.5%	-5.0%	1.2%	5.2%	6.9%
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	4.2%			2.0%		
Top Finance Position	7	0.1%			2.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Educational institutions & related activities: higher education							
CEO/Executive Director	36	2.5%	-5.2%	-0.1%	2.5%	5.5%	9.0%
Top Administrative Position	17	2.9%		0.0%	3.6%	5.2%	
Top Development Position	12	2.2%		0.3%	2.1%	3.0%	
Top Education Position	27	2.3%	-2.9%	-0.1%	1.7%	5.6%	9.1%
Top Facilities Position	5	1.7%			0.4%		
Top Finance Position	27	2.4%	-1.1%	0.7%	2.7%	4.6%	6.1%
Top Human Resources Position	8	6.2%			5.0%		
Top Legal Position	9	6.3%			2.8%		
Top Operations Position	8	4.0%			2.7%		
Top Technology Position	11	0.6%		-2.1%	0.5%	3.8%	
Educational institutions & related activities: libraries							
CEO/Executive Director	10	1.7%		-0.3%	1.8%	2.8%	
Educational institutions & related activities: service & other							
CEO/Executive Director	36	2.1%	-9.0%	-0.7%	1.8%	7.3%	10.7%
Top Development Position	5	5.6%			2.0%		
Top Finance Position	15	5.2%		1.6%	4.3%	9.2%	
Top Operations Position	10	6.8%		4.5%	6.0%	7.3%	
Educational institutions & related activities: student services							
CEO/Executive Director	24	5.1%	0.0%	0.5%	2.6%	7.0%	18.9%
Top Operations Position	7	6.4%			2.9%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	15	2.8%		-2.9%	3.8%	10.1%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Employment, job-related: employment preparation & procurement							
Top Finance Position	7	9.1%			9.8%		
Environmental quality, protection, & beautification: botanical, horticultural, & landscape services							
CEO/Executive Director	7	1.2%			1.6%		
Environmental quality, protection, & beautification: environmental beautification							
CEO/Executive Director	5	3.6%			2.7%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	6	8.4%			8.2%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	2.3%		0.7%	3.0%	5.1%	
Top Development Position	7	12.0%			10.7%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	8	2.2%			-1.1%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	0.0%			1.5%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	10	6.2%		0.8%	7.9%	10.9%	
Top Finance Position	10	8.3%		1.0%	7.2%	15.7%	
Top Operations Position	7	6.7%			6.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	10	1.6%		0.7%	3.0%	5.4%	
Health—general & rehabilitative: health support							
CEO/Executive Director	8	2.1%			2.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	15	4.4%		2.6%	4.6%	6.6%	
Top Finance Position	8	4.8%			6.6%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	9	5.3%			7.2%		
Top Finance Position	5	8.4%			7.5%		
Top Operations Position	5	8.5%			11.1%		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	0.8%			3.0%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	12	3.7%		0.7%	3.1%	6.1%	
Top Finance Position	9	6.3%			4.6%		
Top Operations Position	5	5.1%			3.0%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	5	5.1%			5.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	32	5.1%	-1.2%	0.1%	3.9%	11.1%	14.5%
Top Finance Position	9	5.6%			4.1%		
Top Operations Position	5	5.0%			2.9%		
Housing, shelter: housing support							
CEO/Executive Director	8	3.4%			4.1%		
Housing, shelter: temporary housing							
CEO/Executive Director	12	3.9%		0.5%	2.8%	5.8%	
Top Finance Position	6	6.9%			7.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	104	2.8%	-8.5%	-1.6%	3.1%	7.1%	15.7%
Top Development Position	5	4.4%			0.2%		
Top Finance Position	39	5.3%	-1.2%	0.7%	4.4%	10.4%	14.0%
Top Human Resources Position	9	7.1%			7.7%		
Top Operations Position	16	0.9%		-6.8%	0.8%	6.1%	
Top Program Position	22	3.9%	-4.2%	0.1%	3.6%	7.2%	15.8%
Top Technology Position	6	7.3%			5.2%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	65	1.7%	-11.1%	-2.1%	1.0%	5.9%	14.1%
Top Development Position	5	7.1%			4.2%		
Top Finance Position	19	2.3%		-0.8%	3.4%	6.1%	
Top Human Resources Position	5	8.3%			10.7%		
Top Operations Position	11	5.0%		-4.6%	1.3%	12.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human services—multipurpose & other: children & youth services							
Top Program Position	7	-1.4%			0.0%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	5.9%			4.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	34	4.7%	-2.2%	0.0%	2.7%	7.9%	17.4%
Top Finance Position	11	6.1%		2.7%	3.1%	7.2%	
Human services—multipurpose & other: human services							
CEO/Executive Director	81	2.5%	-10.0%	-0.3%	2.7%	8.0%	13.1%
Top Development Position	11	-2.0%		-4.0%	0.7%	2.2%	
Top Finance Position	32	6.0%	0.0%	2.6%	5.5%	8.1%	15.9%
Top Human Resources Position	5	2.8%			6.3%		
Top Operations Position	15	7.6%		1.3%	6.6%	14.2%	
Top Program Position	13	9.1%		6.1%	7.9%	10.4%	
Top Technology Position	5	1.9%			2.8%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	20	3.0%	-2.1%	0.7%	2.6%	5.6%	8.1%
Top Finance Position	11	3.9%		1.8%	2.7%	7.8%	
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	5.0%			2.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	14	2.2%		-0.2%	2.9%	6.1%	
Top Finance Position	10	3.8%		-1.4%	3.5%	6.3%	
Top Operations Position	5	11.2%			13.7%		
Top Program Position	5	1.6%			4.8%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	8.0%			4.0%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	20	3.6%	-7.8%	-1.0%	1.7%	8.4%	18.7%
Top Finance Position	10	-0.9%		-6.0%	-0.2%	4.4%	
Top Operations Position	5	-0.6%			2.7%		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	12	7.3%		1.2%	4.9%	12.7%	
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	13	0.3%		-2.6%	0.8%	7.7%	
Top Finance Position	6	5.7%			3.2%		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	9	1.9%			2.2%		
Medical research: cancer research							
CEO/Executive Director	10	1.8%		-3.4%	0.8%	4.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Medical research: specifically named diseases research							
CEO/Executive Director	5	1.1%			5.6%		
Mental health, crisis intervention: mental health & crisis intervention N.E.C.							
CEO/Executive Director	11	2.3%		-1.7%	2.5%	5.4%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	34	5.0%	-4.3%	0.2%	4.8%	10.9%	16.7%
Top Finance Position	15	3.7%		2.5%	3.9%	7.1%	
Top Operations Position	10	2.8%		-1.3%	2.7%	6.1%	
Top Program Position	5	1.9%			3.2%		
Mental health, crisis intervention: service & other							
CEO/Executive Director	5	8.2%			2.7%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	16	0.9%		-2.3%	3.1%	4.2%	
Top Finance Position	7	5.8%			4.8%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	6	4.8%			2.7%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.							
CEO/Executive Director	6	4.2%			0.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations							
CEO/Executive Director	7	3.5%			6.0%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	0.4%			2.6%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	10	4.9%		0.5%	2.7%	8.2%	
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	9	6.8%			1.5%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	8	4.0%			5.1%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	12	0.5%		-6.9%	0.0%	5.2%	
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	6	-8.1%			-7.5%		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	8	4.3%			4.2%		
Top Finance Position	6	6.0%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Recreation, sports, leisure, athletics: service & other							
CEO/Executive Director	5	0.0%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	1.4%		0.0%	0.1%	1.8%	
Religion-related, spiritual development: Judaism							
CEO/Executive Director	13	1.9%		-3.0%	3.1%	7.0%	
Top Finance Position	6	7.5%			6.2%		
Religion-related, spiritual development: service & other							
CEO/Executive Director	7	0.2%			0.4%		
Social science research institutes, services: social science							
CEO/Executive Director	6	5.6%			2.2%		
Unknown							
CEO/Executive Director	7	-1.5%			0.5%		
Youth development: service & other							
CEO/Executive Director	6	-1.1%			-0.4%		
Youth development: youth centers & clubs							
CEO/Executive Director	8	7.7%			5.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
Youth development: youth development N.E.C.							
CEO/Executive Director	6	0.6%			2.4%		
Youth development: youth development programs							
CEO/Executive Director	61	3.3%	-10.8%	-0.6%	3.7%	9.7%	16.9%
Top Development Position	7	3.0%			1.4%		
Top Finance Position	9	6.5%			5.9%		
Top Operations Position	8	5.4%			4.7%		
Top Program Position	5	4.2%			0.6%		
Newark, NJ							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	8	0.2%			0.3%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	12	0.8%		-7.1%	2.4%	12.6%	
Community improvement, capacity building: economic development							
CEO/Executive Director	5	2.8%			3.8%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	8.1%			5.6%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	47	3.6%	-1.7%	0.2%	2.3%	6.5%	10.9%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Educational institutions & related activities: elementary & secondary schools							
Top Development Position	6	5.7%			3.6%		
Top Finance Position	13	6.8%		0.8%	4.2%	11.8%	
Educational institutions & related activities: higher education							
Top Education Position	5	4.1%			3.6%		
Educational institutions & related activities: service & other							
CEO/Executive Director	8	6.9%			2.6%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	0.8%			2.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	8.1%		1.4%	8.5%	15.7%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	18	0.7%		-1.6%	0.6%	4.4%	
Top Finance Position	7	2.7%			4.1%		
Human services—multipurpose & other: family services							
CEO/Executive Director	10	4.7%		0.1%	6.6%	10.4%	
Human services—multipurpose & other: human services							
CEO/Executive Director	13	7.4%		3.4%	9.2%	10.6%	
Top Finance Position	5	3.1%			4.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Newark, NJ							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	2.8%			-0.2%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	7.3%		3.6%	6.0%	11.7%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	3.3%			4.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	3.2%			1.1%		
Norfolk-Virginia Beach-Newport News, VA-NC							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	5.9%			8.5%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	1.8%			0.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	-3.3%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	19	3.4%		1.4%	3.0%	4.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Norfolk-Virginia Beach-Newport News, VA-NC							
Educational institutions & related activities: service & other							
CEO/Executive Director	5	2.5%			1.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	6.5%		1.8%	4.9%	7.5%	
Human services—multipurpose & other: family services							
CEO/Executive Director	6	4.3%			2.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	0.5%		-3.1%	0.7%	2.3%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	9	-1.5%			2.1%		
Oakland, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	4.1%		-0.4%	1.5%	11.0%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	9	3.1%			4.1%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	24	3.9%	-6.1%	0.0%	1.0%	8.4%	18.5%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	7.8%			8.4%		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	5	6.4%			3.0%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	7	6.0%			5.9%		
Community improvement, capacity building: service & other							
CEO/Executive Director	7	4.6%			3.1%		
Crime, legal-related: legal services							
CEO/Executive Director	14	5.8%		-0.3%	5.6%	13.4%	
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	10	1.0%		-0.7%	1.0%	5.0%	
Top Finance Position	6	0.3%			0.7%		
Educational institutions & related activities: educational services							
CEO/Executive Director	10	0.5%		-5.4%	2.4%	5.6%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	53	4.5%	-1.3%	0.0%	3.1%	9.4%	13.2%
Top Administrative Position	6	7.1%			4.8%		
Top Development Position	7	6.7%			8.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	21	5.7%	-2.6%	2.7%	5.0%	7.5%	16.9%
Top Operations Position	14	3.1%		-1.8%	1.3%	7.1%	
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	5	-4.0%			-1.2%		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	1.2%			3.0%		
Top Finance Position	5	0.4%			1.6%		
Educational institutions & related activities: service & other							
CEO/Executive Director	20	5.0%	-2.6%	0.0%	6.0%	11.1%	17.4%
Employment, job-related: employment preparation & procurement							
Top Education Position	5	3.8%			4.4%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	13	5.8%		2.0%	3.5%	5.5%	
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	6	4.2%			3.9%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	3.2%			2.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	6	5.8%			1.4%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	8	11.1%			12.8%		
Top Finance Position	5	3.9%			3.4%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	20	4.6%	-7.1%	0.9%	4.5%	7.7%	16.0%
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	19	5.1%		-1.1%	5.0%	10.3%	
Human services—multipurpose & other: family services							
CEO/Executive Director	8	6.3%			5.6%		
Top Finance Position	5	-0.6%			-0.5%		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	4.4%		1.0%	3.7%	8.7%	
Top Operations Position	5	2.3%			1.1%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	-1.4%			1.4%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	1.1%		-3.3%	-0.8%	6.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oakland, CA							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	-1.4%			0.7%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	8	3.1%			3.9%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	-3.7%			-3.3%		
Youth development: service & other							
CEO/Executive Director	5	2.3%			0.0%		
Youth development: youth centers & clubs							
CEO/Executive Director	8	0.4%			1.2%		
Youth development: youth development programs							
CEO/Executive Director	21	2.8%	-7.4%	0.0%	2.7%	6.3%	13.2%
Top Finance Position	5	13.6%			19.5%		
Oklahoma City, OK							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	3.2%			-0.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	12	3.2%		-0.4%	3.8%	4.5%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	5	7.5%			4.3%		
Health—general & rehabilitative: health support							
CEO/Executive Director	5	-0.7%			0.4%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	-2.8%			-0.6%		
Top Finance Position	6	-0.6%			0.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	7.2%			6.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	2.1%			2.3%		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	5.8%			0.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	3.6%			1.8%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	7.7%			4.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	-1.4%			-0.5%		
Olympia, WA							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	6.2%			7.6%		
Omaha, NE-IA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	5.4%			5.2%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	8.0%			5.3%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	2.2%			2.7%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	8.8%			8.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	6.4%			5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	7.0%			10.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	6	-0.8%			2.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	35	5.4%	-2.3%	0.3%	6.7%	10.7%	15.9%
Top Development Position	5	3.9%			3.8%		
Top Finance Position	11	2.0%		0.5%	3.1%	4.5%	
Educational institutions & related activities: higher education							
CEO/Executive Director	5	5.1%			5.0%		
Top Education Position	5	5.6%			4.6%		
Top Finance Position	5	7.5%			7.0%		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	1.2%			-0.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	9	3.2%			0.0%		
Housing, shelter: temporary housing							
CEO/Executive Director	6	9.5%			11.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	21	3.1%	-10.9%	-0.5%	4.2%	11.2%	12.5%
Top Finance Position	6	5.6%			8.6%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	13	3.8%		-4.0%	3.9%	11.8%	
Human services—multipurpose & other: family services							
CEO/Executive Director	14	5.1%		-2.7%	6.1%	10.7%	
Human services—multipurpose & other: human services							
CEO/Executive Director	9	6.1%			4.2%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	5.4%			5.9%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	9	-0.8%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	22	-2.9%	-16.6%	-11.3%	0.0%	2.8%	11.8%
Top Finance Position	5	4.6%			4.4%		
Youth development: youth centers & clubs							
CEO/Executive Director	9	3.0%			1.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orange County, CA							
Youth development: youth development programs							
CEO/Executive Director	6	1.9%			1.2%		
Orlando, FL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	3.9%			1.2%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	3.2%	-2.2%	0.2%	1.4%	6.3%	13.5%
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	2.0%			3.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	1.3%		-1.7%	1.6%	4.9%	
Top Finance Position	5	4.8%			3.6%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	7.0%			5.5%		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	-0.3%			1.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	9.5%			8.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Orlando, FL							
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	6.4%			7.6%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	-1.8%			-1.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	16	0.5%		-4.2%	0.0%	6.3%	
Pensacola, FL							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	2.8%			5.1%		
Peoria-Pekin, IL							
Human services—multipurpose & other: human services							
CEO/Executive Director	7	4.1%			3.2%		
Philadelphia, PA-NJ							
Animal-related: animal protection & welfare							
CEO/Executive Director	10	-1.3%		-6.4%	-1.7%	4.9%	
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	29	3.0%	-9.1%	0.0%	3.5%	5.5%	14.5%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Arts, culture, & humanities: arts & culture							
Top Development Position	5	1.9%			2.3%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	11	2.8%		0.6%	3.0%	5.0%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	10	1.8%		-8.8%	2.4%	12.1%	
Arts, culture, & humanities: museums							
CEO/Executive Director	12	2.1%		-3.5%	4.5%	7.5%	
Top Development Position	5	5.7%			3.8%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	41	1.2%	-14.2%	0.0%	2.4%	5.0%	9.2%
Top Finance Position	6	-0.8%			1.5%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	5	4.7%			0.2%		
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	-0.1%			1.2%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	8	0.2%			0.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Community improvement, capacity building: business & industry							
CEO/Executive Director	5	-2.5%			2.7%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	18	1.2%		-2.0%	1.2%	6.3%	
Community improvement, capacity building: economic development							
CEO/Executive Director	13	1.8%		0.0%	1.6%	5.9%	
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	5	5.1%			9.1%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	15	4.5%		-0.3%	2.9%	8.4%	
Educational institutions & related activities: educational services							
CEO/Executive Director	14	6.7%		-0.8%	7.4%	11.3%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	146	4.2%	-4.6%	0.3%	3.7%	8.7%	12.9%
Top Administrative Position	12	6.3%		0.7%	7.8%	10.1%	
Top Business Position	9	9.5%			10.6%		
Top Development Position	16	4.5%		2.4%	5.0%	7.5%	
Top Education Position	12	4.4%		0.6%	4.7%	9.3%	
Top Finance Position	34	3.5%	-3.9%	2.4%	4.0%	7.2%	9.9%
Top Human Resources Position	7	2.6%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Educational institutions & related activities: elementary & secondary schools							
Top Operations Position	11	4.6%		3.1%	4.6%	6.9%	
Top Technology Position	5	0.5%			0.1%		
Educational institutions & related activities: graduate & professional schools							
CEO/Executive Director	7	0.5%			0.2%		
Educational institutions & related activities: higher education							
CEO/Executive Director	24	4.4%	-2.4%	1.4%	3.9%	6.9%	9.1%
Top Administrative Position	14	3.6%		1.2%	4.4%	5.2%	
Top Development Position	13	1.7%		0.5%	2.4%	5.2%	
Top Education Position	16	0.8%		0.6%	2.8%	3.7%	
Top Finance Position	22	4.4%	1.1%	2.1%	3.8%	6.0%	10.6%
Top Legal Position	8	7.3%			5.9%		
Top Operations Position	5	-0.7%			1.6%		
Top PR/Communications Position	8	5.6%			2.8%		
Top Technology Position	9	4.1%			4.1%		
Educational institutions & related activities: libraries							
CEO/Executive Director	8	2.6%			2.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	17	1.8%		-1.9%	1.6%	5.3%	
Educational institutions & related activities: student services							
CEO/Executive Director	6	5.1%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	6	3.9%			4.6%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	8	2.2%			4.4%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	8	7.1%			4.3%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	12	2.1%		0.4%	3.1%	6.9%	
Health—general & rehabilitative: health support							
CEO/Executive Director	6	7.6%			6.5%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	12	4.8%		1.8%	3.6%	7.9%	
Top Finance Position	10	3.9%		0.9%	2.1%	6.7%	
Top Human Resources Position	9	2.7%			1.4%		
Top Legal Position	5	4.7%			1.4%		
Top Operations Position	7	0.8%			1.9%		
Top Technology Position	6	4.3%			2.8%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	12	4.1%		1.3%	2.3%	6.3%	
Top Finance Position	7	9.6%			10.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Health—general & rehabilitative: public health							
CEO/Executive Director	6	3.0%			4.4%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	7	3.3%			2.5%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	10	3.7%		1.1%	5.3%	6.5%	
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	18	2.0%		-1.3%	2.7%	8.8%	
Top Finance Position	6	5.1%			3.7%		
Housing, shelter: housing support							
CEO/Executive Director	7	7.8%			6.1%		
Housing, shelter: temporary housing							
CEO/Executive Director	6	8.0%			7.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	54	2.9%	-2.1%	0.0%	2.1%	6.2%	9.3%
Top Finance Position	16	1.5%		-1.1%	1.4%	4.1%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	25	4.7%	-3.4%	0.0%	4.0%	8.1%	15.1%
Top Finance Position	10	4.9%		-2.9%	7.2%	12.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	9	-2.0%			0.4%		
Human services—multipurpose & other: family services							
CEO/Executive Director	23	2.6%	-5.4%	-1.4%	2.9%	6.2%	9.5%
Human services—multipurpose & other: human services							
CEO/Executive Director	39	5.9%	-4.6%	1.1%	6.4%	9.0%	17.0%
Top Finance Position	7	6.6%			2.7%		
Top Operations Position	9	3.8%			4.3%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	9	-0.2%			-1.9%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	8.7%			9.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	19	5.2%		0.3%	3.9%	9.7%	
Top Finance Position	14	6.7%		2.2%	5.3%	11.0%	
Top Marketing Position	6	8.1%			6.9%		
Top Operations Position	7	8.3%			7.0%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	10	2.9%		-1.0%	2.9%	3.5%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	16	4.4%		-1.1%	3.7%	11.2%	
Top Finance Position	14	3.5%		-1.5%	1.3%	7.5%	
Top Operations Position	11	3.0%		-1.6%	0.8%	3.7%	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	13	8.1%		2.6%	5.4%	12.2%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	7	0.6%			-1.2%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	7.0%			0.1%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	12	5.3%		2.1%	3.8%	10.4%	
Youth development: youth centers & clubs							
CEO/Executive Director	8	6.4%			1.4%		
Youth development: youth development programs							
CEO/Executive Director	22	2.2%	-5.0%	-2.1%	0.0%	7.5%	13.3%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	18	1.7%		0.0%	2.1%	5.4%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	1.3%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	78	3.5%	-5.6%	0.0%	2.9%	7.4%	13.7%
Top Business Position	5	3.2%			3.4%		
Top Finance Position	11	2.2%		0.8%	2.3%	7.8%	
Educational institutions & related activities: service & other							
CEO/Executive Director	11	1.8%		-1.0%	2.5%	5.5%	
Educational institutions & related activities: student services							
CEO/Executive Director	7	4.1%			0.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	8	0.3%			1.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	24	2.6%	-5.6%	-2.3%	2.3%	5.9%	12.9%
Top Finance Position	5	4.3%			3.5%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	17	4.8%		0.0%	3.5%	8.8%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
Human services—multipurpose & other: family services							
CEO/Executive Director	14	5.1%		0.3%	4.3%	11.2%	
Human services—multipurpose & other: human services							
CEO/Executive Director	14	3.6%		-0.4%	2.6%	9.6%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	-0.4%			-2.8%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	8.4%			2.9%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	18	-0.6%		-4.3%	0.6%	6.6%	
Youth development: youth development programs							
CEO/Executive Director	12	1.2%		-1.4%	1.9%	6.2%	
Pittsburgh, PA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	14	2.3%		-1.3%	3.6%	10.0%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	5	1.6%			4.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	20	5.3%	-1.2%	0.0%	3.8%	9.0%	14.8%
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	1.1%			1.0%		
Community improvement, capacity building: economic development							
CEO/Executive Director	13	-0.3%		-0.6%	0.0%	0.6%	
Educational institutions & related activities: educational services							
CEO/Executive Director	6	9.1%			4.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	2.9%	-4.5%	0.0%	2.9%	5.1%	8.7%
Top Education Position	5	-0.5%			2.3%		
Top Finance Position	11	3.6%		1.4%	3.0%	4.2%	
Top Operations Position	8	4.0%			3.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	13	2.7%		0.0%	1.3%	3.1%	
Top Administrative Position	9	4.7%			2.8%		
Top Education Position	6	2.7%			1.9%		
Top Finance Position	12	4.7%		0.7%	2.9%	9.8%	
Top Legal Position	5	1.2%			2.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Educational institutions & related activities: libraries							
CEO/Executive Director	9	6.6%			4.0%		
Educational institutions & related activities: student services							
CEO/Executive Director	7	4.5%			4.0%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	8	9.6%			9.5%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	10	2.5%		-1.6%	2.8%	5.4%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	6	1.3%			2.2%		
Health—general & rehabilitative: health support							
CEO/Executive Director	7	4.5%			3.7%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	5	4.4%			6.0%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	3.0%			2.1%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	6	8.0%			6.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	1.9%			1.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	34	3.3%	-2.2%	0.1%	2.7%	6.7%	14.0%
Top Finance Position	13	5.9%		0.9%	5.0%	6.0%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	20	2.8%	-1.4%	0.2%	3.5%	6.0%	8.5%
Top Finance Position	7	9.3%			10.4%		
Top Operations Position	5	9.3%			9.8%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	5.4%			5.3%		
Human services—multipurpose & other: family services							
CEO/Executive Director	16	7.5%		2.0%	5.5%	10.5%	
Top Finance Position	6	3.2%			2.3%		
Human services—multipurpose & other: human services							
CEO/Executive Director	19	2.0%		-0.5%	0.3%	3.0%	
Top Finance Position	6	4.9%			3.7%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	5	7.4%			6.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
Human services—multipurpose & other: personal social services							
CEO/Executive Director	8	3.0%			1.7%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	11	5.7%		1.7%	4.5%	8.6%	
Top Finance Position	7	6.4%			6.6%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	1.6%			0.7%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	7	2.3%			3.5%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	3.0%			1.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	2.7%		1.6%	4.0%	5.4%	
Youth development: youth development programs							
CEO/Executive Director	8	7.8%			2.5%		
Pittsfield, MA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	5.2%			3.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsfield, MA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	3.9%			7.0%		
Portland, ME							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	2.2%		0.1%	2.0%	5.7%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	12	2.1%		-1.6%	1.8%	5.3%	
Top Finance Position	6	1.4%			1.4%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	2.4%			0.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	5.5%			6.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	0.4%			2.0%		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	-4.3%			-0.1%		
Youth development: youth development programs							
CEO/Executive Director	5	1.9%			2.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	18	3.7%		0.3%	1.7%	7.2%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	8	3.6%			1.8%		
Arts, culture, & humanities: museums							
CEO/Executive Director	6	3.0%			0.7%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	25	-0.5%	-14.4%	-8.6%	0.0%	3.4%	15.6%
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	2.1%			3.2%		
Community improvement, capacity building: service & other							
CEO/Executive Director	5	3.2%			1.5%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	5	0.2%			6.5%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	-1.6%			-0.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	44	4.5%	-3.6%	0.1%	3.7%	9.5%	14.6%

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	6	6.4%			6.7%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	-2.8%			1.9%		
Top Education Position	6	4.2%			2.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	9	-0.3%			0.8%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	10	3.2%		0.4%	4.6%	7.5%	
Top Finance Position	5	3.0%			3.5%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	18	4.6%		2.0%	4.4%	7.1%	
Top Finance Position	7	3.1%			3.5%		
Top Program Position	5	1.3%			1.0%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	10.6%			6.7%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	7	1.9%			2.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	19	6.2%		2.7%	5.5%	8.5%	
Top Finance Position	5	8.4%			6.5%		
Housing, shelter: housing support							
CEO/Executive Director	8	6.0%			3.6%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	19	5.6%		-0.2%	4.5%	10.8%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	16	0.0%		-4.9%	1.3%	3.2%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	5.8%			6.8%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	9.7%			10.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	16	7.6%		2.0%	5.9%	17.5%	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	13	3.5%		-1.6%	3.2%	7.8%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portland, OR-WA							
Human services—multipurpose & other: personal social services							
CEO/Executive Director	5	7.2%			4.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	2.9%		0.6%	0.9%	2.7%	
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	3.5%			4.1%		
Top Finance Position	5	11.5%			9.7%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	5	0.6%			0.4%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	6	7.4%			11.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	9	4.2%			0.1%		
Unknown							
CEO/Executive Director	5	3.7%			5.9%		
Youth development: youth development programs							
CEO/Executive Director	9	10.2%			13.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Portsmouth-Dover-Rochester, NH-ME							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	0.8%			5.7%		
Providence-Fall River-Warwick, RI-MA							
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	7	2.0%			2.9%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	6.8%			3.2%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	7.0%			4.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	30	6.0%	-1.5%	0.0%	4.9%	11.8%	15.4%
Top Finance Position	10	0.0%		0.0%	1.7%	4.8%	
Educational institutions & related activities: higher education							
Top Administrative Position	5	4.2%			5.8%		
Top Finance Position	6	2.6%			3.4%		
Educational institutions & related activities: libraries							
CEO/Executive Director	5	-1.5%			1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Educational institutions & related activities: service & other							
CEO/Executive Director	8	-1.2%			2.7%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	1.4%			1.0%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	10.5%			7.1%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	-0.2%			-2.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	2.4%		0.4%	3.2%	6.4%	
Human services—multipurpose & other: human services							
CEO/Executive Director	18	2.3%		-1.6%	2.7%	6.6%	
Top Finance Position	8	6.9%			4.9%		
Top Operations Position	7	10.4%			9.5%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	8.2%			5.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	0.8%			-0.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	0.7%			1.3%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	3.3%			2.1%		
Provo-Orem, UT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	6.0%			4.0%		
Raleigh-Durham-Chapel Hill, NC							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	1.2%		-1.2%	0.9%	3.1%	
Arts, culture, & humanities: museums							
CEO/Executive Director	7	4.5%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	13	1.1%		-2.3%	0.0%	3.1%	
Arts, culture, & humanities: service & other							
CEO/Executive Director	5	4.5%			3.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	-4.5%			-5.4%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	7	5.5%			4.2%		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	5.5%			6.4%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	41	3.7%	-3.7%	0.0%	4.5%	6.3%	13.1%
Top Finance Position	14	2.1%		0.9%	3.4%	7.1%	
Educational institutions & related activities: higher education							
CEO/Executive Director	5	8.2%			9.0%		
Top Education Position	5	2.3%			3.7%		
Educational institutions & related activities: service & other							
CEO/Executive Director	9	1.7%			2.1%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	12	1.1%		-0.2%	2.0%	2.5%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	6	6.8%			9.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	1.2%			-1.5%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	9	7.4%			3.1%		
Housing, shelter: temporary housing							
CEO/Executive Director	5	3.4%			1.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	17	5.0%		1.5%	4.4%	6.3%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	-0.2%			2.6%		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	-1.7%			-0.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	1.4%		1.3%	4.2%	5.7%	
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	3.3%		0.3%	3.4%	6.4%	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	-0.5%			1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Raleigh-Durham-Chapel Hill, NC							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	15	-4.5%		-12.6%	-2.2%	5.5%	
Youth development: youth development programs							
CEO/Executive Director	10	-2.7%		-9.3%	-0.2%	3.0%	
Reading, PA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	1.5%			2.2%		
Redding, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	3.7%			5.9%		
Reno, NV							
Youth development: youth development programs							
CEO/Executive Director	5	8.1%			10.1%		
Richmond-Petersburg, VA							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	1.6%			2.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	19	7.7%		3.4%	4.3%	10.4%	
Health—general & rehabilitative: health support							
CEO/Executive Director	6	0.6%			1.3%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	4.1%			3.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	2.2%		-0.8%	1.0%	5.2%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	13	0.8%		-4.5%	0.4%	4.7%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	9.1%			10.1%		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	7.5%			7.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	8	-1.0%			-1.8%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	-4.7%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	0.8%			0.2%		
Youth development: youth development programs							
CEO/Executive Director	5	7.8%			6.0%		
Riverside-San Bernardino-Ontario, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	1.6%			3.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	2.1%	-10.1%	-0.3%	4.5%	7.8%	12.1%
Top Administrative Position	5	3.0%			6.7%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	5.4%			2.7%		
Housing, shelter: temporary housing							
CEO/Executive Director	7	2.2%			1.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	4.1%			0.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	13	4.7%		0.0%	0.5%	13.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Riverside-San Bernardino-Ontario, CA							
Human services—multipurpose & other: family services							
CEO/Executive Director	7	10.6%			7.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	8.6%			10.3%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	6	8.0%			8.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	1.8%			2.2%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	9.2%			9.9%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	14	-1.2%		-4.9%	0.0%	5.2%	
Youth development: youth centers & clubs							
CEO/Executive Director	7	4.2%			1.9%		
Rochester, NY							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	-1.1%			3.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Rochester, NY							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	4.6%		1.3%	4.9%	7.7%	
Educational institutions & related activities: higher education							
Top Education Position	5	7.2%			6.4%		
Top Finance Position	7	6.3%			5.2%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	9	5.4%			2.8%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	-1.6%			-3.2%		
Human services—multipurpose & other: human services							
CEO/Executive Director	13	1.2%		-2.7%	2.3%	5.4%	
Top Finance Position	6	1.7%			1.6%		
Rockford, IL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	3.8%			2.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	-2.3%			-3.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	6	0.2%			2.3%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	1.3%			0.0%		
Crime, legal-related: legal services							
CEO/Executive Director	5	6.9%			3.4%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	6	9.6%			4.4%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	5.5%			6.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	22	1.5%	-3.6%	-2.5%	0.2%	5.1%	6.5%
Top Administrative Position	5	-1.1%			1.6%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	9	7.5%			5.3%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	7	0.3%			1.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	2.7%		-0.6%	0.0%	10.3%	
Top Finance Position	6	5.9%			8.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	9.8%			10.0%		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	-3.9%			-2.3%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	4.0%			2.4%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	6	3.8%			-0.4%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	6.8%			4.2%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	-5.3%			-6.7%		
Youth development: youth development programs							
CEO/Executive Director	11	1.8%		-1.4%	2.4%	8.1%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Salinas, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	5.9%			3.4%		
Salt Lake City-Ogden, UT							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	8.4%			7.7%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	4.0%		-0.8%	2.8%	8.1%	
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	0.1%			0.9%		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	4.6%			3.7%		
San Antonio, TX							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	-0.3%			0.0%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	-1.7%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	15	0.6%		0.2%	1.1%	4.6%	
Top Administrative Position	6	2.0%			1.4%		
Top Finance Position	7	4.3%			3.1%		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	7.9%			9.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	-0.7%			0.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	3.4%		-2.0%	2.6%	5.2%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	11	3.1%		0.1%	1.8%	5.8%	
Human services—multipurpose & other: family services							
CEO/Executive Director	7	9.3%			8.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	3.8%		-1.3%	2.6%	11.3%	
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	3.3%		0.0%	2.3%	5.9%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Antonio, TX							
Youth development: youth development programs							
CEO/Executive Director	6	2.1%			1.4%		
San Diego, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	4.7%			4.7%		
Arts, culture, & humanities: museums							
CEO/Executive Director	17	3.7%		-1.3%	3.9%	8.6%	
Arts, culture, & humanities: performing arts							
CEO/Executive Director	18	1.3%		-0.2%	2.4%	5.8%	
Community improvement, capacity building: service & other							
CEO/Executive Director	5	-5.3%			0.0%		
Crime, legal-related: legal services							
CEO/Executive Director	6	3.4%			3.2%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	7.6%			4.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	12.1%			11.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	48	4.6%	-9.2%	-0.2%	3.9%	9.1%	19.7%
Top Administrative Position	6	0.9%			0.3%		
Top Business Position	5	4.0%			6.1%		
Top Education Position	8	1.0%			2.2%		
Top Finance Position	14	3.5%		-2.2%	2.9%	13.8%	
Top Operations Position	7	3.2%			6.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	11	-0.2%		-0.6%	0.3%	2.2%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	6	5.4%			4.3%		
Health—general & rehabilitative: ambulatory & primary health care							
Top Finance Position	7	2.9%			2.4%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	5	2.5%			5.4%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	-2.3%			-5.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	15	6.0%		-1.4%	0.8%	14.1%	
Top Finance Position	7	3.9%			1.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	14	6.7%		1.6%	3.3%	9.7%	
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	6	8.4%			6.9%		
Human services—multipurpose & other: family services							
CEO/Executive Director	8	6.4%			7.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	20	3.1%	-2.3%	0.3%	2.8%	5.1%	9.7%
Top Finance Position	6	1.7%			2.7%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	-1.1%			0.6%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	8	3.8%			1.4%		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	5	4.5%			6.9%		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	6	8.9%			7.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	7	-3.8%			0.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	0.5%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	17	1.7%		-1.1%	0.0%	6.0%	
Youth development: youth centers & clubs							
CEO/Executive Director	7	1.6%			0.9%		
Youth development: youth development programs							
CEO/Executive Director	12	5.2%		-0.3%	5.8%	9.8%	
San Francisco-Oakland, CA							
Animal-related: animal protection & welfare							
CEO/Executive Director	7	2.8%			3.7%		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	6	3.8%			2.3%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	28	3.9%	-8.1%	0.0%	1.4%	7.2%	19.8%
Top Finance Position	5	-0.4%			0.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Arts, culture, & humanities: arts services							
CEO/Executive Director	5	4.1%			2.1%		
Arts, culture, & humanities: media & communications							
CEO/Executive Director	10	0.6%		-9.8%	2.5%	5.4%	
Arts, culture, & humanities: museums							
CEO/Executive Director	8	0.9%			2.2%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	45	0.3%	-9.3%	-0.5%	0.8%	4.3%	9.0%
Top Development Position	7	7.0%			2.5%		
Top Finance Position	6	-0.4%			4.2%		
Arts, culture, & humanities: service & other							
CEO/Executive Director	5	2.2%			0.0%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	11	0.1%		-2.1%	4.0%	4.7%	
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	5	5.0%			4.5%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	10	3.7%		0.0%	4.3%	8.6%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Crime, legal-related: legal services							
CEO/Executive Director	5	7.9%			4.8%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	14	1.0%		-1.9%	1.0%	4.1%	
Educational institutions & related activities: educational services							
CEO/Executive Director	14	0.2%		-0.7%	0.9%	2.2%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	87	5.1%	-2.7%	0.1%	3.8%	10.0%	16.4%
Top Administrative Position	13	5.1%		2.1%	4.1%	5.7%	
Top Development Position	23	3.5%	-3.3%	2.6%	4.2%	6.0%	7.7%
Top Education Position	16	5.8%		2.4%	4.6%	6.4%	
Top Finance Position	34	4.6%	-2.0%	1.6%	3.5%	5.5%	14.0%
Top Operations Position	10	4.2%		2.6%	4.0%	6.3%	
Top Program Position	5	2.0%			2.4%		
Top Technology Position	9	1.3%			3.6%		
Educational institutions & related activities: higher education							
CEO/Executive Director	6	9.0%			10.0%		
Top Education Position	5	1.5%			2.3%		
Educational institutions & related activities: service & other							
CEO/Executive Director	12	4.6%		-0.1%	3.4%	8.2%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Educational institutions & related activities: student services							
CEO/Executive Director	7	3.9%			0.0%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	6	3.6%			2.8%		
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	7	4.2%			4.2%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	12	7.4%		3.4%	6.4%	8.6%	
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	7	5.5%			6.2%		
Top Finance Position	6	14.8%			13.8%		
Health—general & rehabilitative: hospitals							
Top Finance Position	6	3.9%			4.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	12	9.3%		1.2%	8.1%	17.4%	
Top Finance Position	7	10.3%			10.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	32	4.1%	-3.0%	1.0%	4.1%	6.2%	14.4%
Top Development Position	5	6.6%			3.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Human services—multipurpose & other: centers to support the independence of specific populations							
Top Finance Position	13	7.4%		1.9%	6.0%	8.4%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	26	3.1%	-5.2%	-1.3%	2.4%	6.7%	11.7%
Top Finance Position	8	2.5%			3.3%		
Human services—multipurpose & other: family services							
CEO/Executive Director	11	3.2%		-1.7%	4.0%	8.9%	
Human services—multipurpose & other: human services							
CEO/Executive Director	20	3.3%	-9.2%	-0.7%	2.9%	7.9%	13.7%
Top Finance Position	6	5.1%			5.2%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	0.7%			0.1%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	13	3.8%		1.7%	4.0%	6.2%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	5	9.1%			9.6%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	8	4.2%			1.7%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Francisco-Oakland, CA							
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	10	2.3%		0.0%	0.8%	6.3%	
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	6	1.4%			2.6%		
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	5	4.8%			4.7%		
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	5	-6.7%			-8.9%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	2.8%			3.0%		
Youth development: youth development programs							
CEO/Executive Director	24	5.7%	-5.6%	0.0%	6.3%	11.0%	16.3%
Top Finance Position	6	7.8%			7.6%		
San Jose, CA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	10	1.4%		-6.8%	-0.5%	9.9%	
Arts, culture, & humanities: museums							
CEO/Executive Director	6	0.8%			0.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	11	5.2%		3.0%	7.0%	10.0%	
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	32	4.9%	-0.7%	0.2%	5.1%	8.8%	13.4%
Top Education Position	5	8.3%			9.5%		
Top Finance Position	13	5.4%		1.2%	3.1%	11.5%	
Top Operations Position	7	3.5%			5.4%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	6.5%			5.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	14	2.4%		-1.5%	1.5%	6.5%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	8	2.9%			1.1%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	5.0%			4.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	6.6%		3.0%	6.3%	9.1%	
Top Operations Position	5	5.4%			4.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Jose, CA							
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	7.5%			6.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	8	-0.6%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	8	-1.7%			0.4%		
San Juan, PR							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	2.3%			0.7%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	-1.0%			0.0%		
Santa Barbara-Santa Maria-Lompoc, CA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	5.5%			4.5%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	18	1.9%		-0.4%	3.0%	5.4%	
Top Finance Position	6	0.2%			3.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	6.3%			7.6%		
Santa Cruz, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	5.5%			6.4%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	4.0%			5.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	1.2%			2.4%		
Santa Fe, NM							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	6.2%			4.8%		
Santa Rosa, CA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	3.9%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	9	-1.8%			-5.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Rosa, CA							
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	5	-0.6%			3.6%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	2.9%		0.3%	2.1%	7.1%	
Human services—multipurpose & other: human services							
CEO/Executive Director	7	2.6%			1.3%		
Sarasota-Bradenton, FL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	9	-0.1%			0.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	7	-1.6%			-5.1%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	0.1%			0.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	8	12.5%			12.1%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	4.5%			5.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sarasota-Bradenton, FL							
Human services—multipurpose & other: family services							
CEO/Executive Director	6	4.8%			2.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	1.4%			5.1%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	9.9%			7.8%		
Savannah, GA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	4.8%			3.1%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	0.0%			3.0%		
Scranton-Wilkes-Barre-Hazleton, PA							
Educational institutions & related activities: higher education							
Top Development Position	5	6.4%			3.6%		
Top Finance Position	5	4.3%			3.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	3.9%			4.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	12	2.9%		-0.8%	3.1%	6.7%	
Arts, culture, & humanities: media & communications							
CEO/Executive Director	6	-10.9%			-12.6%		
Arts, culture, & humanities: museums							
CEO/Executive Director	8	1.7%			2.7%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	30	1.9%	-9.3%	-4.7%	2.8%	7.6%	15.3%
Top Finance Position	5	2.6%			2.2%		
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	6	0.6%			-1.0%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	9	1.3%			3.8%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	8.1%			9.3%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	59	1.6%	-8.7%	-4.1%	2.1%	6.2%	11.7%
Top Administrative Position	7	5.6%			3.3%		
Top Business Position	6	4.8%			7.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Educational institutions & related activities: elementary & secondary schools							
Top Development Position	11	3.1%		2.9%	4.0%	5.0%	
Top Education Position	6	0.0%			1.2%		
Top Finance Position	26	3.2%	-7.3%	-1.2%	2.4%	9.1%	13.1%
Top Operations Position	10	4.2%		0.3%	2.2%	9.1%	
Top Technology Position	6	4.0%			3.5%		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	-3.6%			-4.0%		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	4.6%			4.5%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	-1.2%			-2.7%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	13	5.4%		1.0%	3.4%	5.2%	
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	7	5.4%			6.6%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	7	4.2%			4.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	8	5.3%			6.9%		
Top Finance Position	5	8.3%			6.7%		
Top Operations Position	5	5.3%			5.2%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	3.7%			2.1%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	8.7%			8.8%		
Housing, shelter: temporary housing							
CEO/Executive Director	5	4.2%			3.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	27	4.3%	-4.0%	0.5%	4.0%	6.7%	14.5%
Top Finance Position	6	7.4%			6.9%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	14	5.0%		0.8%	4.9%	12.7%	
Human services—multipurpose & other: family services							
CEO/Executive Director	8	0.9%			-0.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	17	4.1%		0.4%	3.6%	6.7%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
Human services—multipurpose & other: human services							
Top Finance Position	5	5.1%			5.1%		
Top Operations Position	5	0.5%			2.5%		
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	3.0%			0.0%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	9	4.1%			4.1%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	9.7%			10.8%		
Recreation, sports, leisure, athletics: camps							
CEO/Executive Director	5	3.7%			1.2%		
Unknown							
CEO/Executive Director	8	4.9%			2.8%		
Youth development: scouting							
CEO/Executive Director	5	0.3%			2.2%		
Youth development: youth development programs							
CEO/Executive Director	14	3.3%		0.0%	1.4%	6.3%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Shreveport-Bossier City, LA							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	0.2%			0.0%		
Spokane, WA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	0.6%			1.3%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	3.7%			2.7%		
Springfield, IL							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	1.1%			1.3%		
Springfield, MA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	-1.2%			-2.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	16	0.7%		-1.4%	0.5%	3.2%	
Top Finance Position	5	3.9%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Springfield, MA							
Educational institutions & related activities: higher education							
CEO/Executive Director	6	-0.3%			0.4%		
Top Education Position	6	3.7%			3.7%		
Top Finance Position	5	6.9%			4.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	7	3.7%			0.5%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	5	-1.5%			-0.1%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	1.0%			2.6%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	5.0%		1.7%	3.1%	7.6%	
Top Finance Position	5	3.3%			3.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	-1.7%			-2.5%		
Human services—multipurpose & other: human services							
CEO/Executive Director	12	5.5%		0.5%	4.6%	7.1%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Cloud, MN							
Human services—multipurpose & other: human services							
CEO/Executive Director	5	8.0%			2.2%		
St. Louis, MO-IL							
Animal-related: animal protection & welfare							
CEO/Executive Director	8	3.3%			4.1%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	7	-3.6%			-0.6%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	15	3.9%		-0.3%	4.0%	6.9%	
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	8	1.9%			0.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	27	2.5%	-4.5%	-0.2%	2.3%	4.7%	11.0%
Top Finance Position	8	3.0%			3.8%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	-1.7%			0.0%		
Top Finance Position	6	2.1%			3.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Educational institutions & related activities: service & other							
CEO/Executive Director	7	0.7%			1.0%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	5	5.7%			4.6%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	5	2.2%			0.2%		
Health—general & rehabilitative: health support							
CEO/Executive Director	6	9.6%			8.6%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	16	4.0%		0.5%	4.1%	9.3%	
Top Finance Position	5	-1.9%			-2.7%		
Top Operations Position	10	10.1%		6.2%	9.8%	16.9%	
Health—general & rehabilitative: nursing							
CEO/Executive Director	5	2.8%			2.0%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	-4.3%			-4.9%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	27	2.0%	-3.8%	-0.7%	1.8%	4.0%	6.8%
Top Finance Position	6	7.4%			6.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	18	5.8%		1.6%	5.5%	9.2%	
Top Finance Position	5	2.0%			3.2%		
Human services—multipurpose & other: family services							
CEO/Executive Director	6	8.6%			4.9%		
Human services—multipurpose & other: human services							
CEO/Executive Director	9	6.5%			3.8%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	10	7.7%		0.4%	7.3%	16.0%	
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	7	1.2%			4.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	5.6%		0.0%	0.9%	7.5%	
Youth development: youth development programs							
CEO/Executive Director	8	4.5%			4.2%		
Stamford, CT							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	5.5%			5.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Stamford, CT							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	20	2.3%	-10.3%	-1.2%	3.2%	9.6%	12.1%
Top Development Position	6	1.3%			3.4%		
Top Finance Position	7	3.9%			4.4%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	3.2%			1.5%		
Human services—multipurpose & other: human services							
CEO/Executive Director	11	1.8%		-6.3%	4.9%	8.6%	
Top Finance Position	5	8.5%			5.2%		
Youth development: youth development programs							
CEO/Executive Director	6	6.8%			3.9%		
Stockton-Lodi, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	4.2%			6.4%		
Syracuse, NY							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	-6.5%			-10.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Syracuse, NY							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	0.0%			1.8%		
Educational institutions & related activities: higher education							
CEO/Executive Director	7	6.1%			5.2%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	6	5.8%			1.5%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	9	3.2%			2.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	12	4.9%		0.3%	3.5%	8.0%	
Tacoma, WA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	5	1.9%			0.7%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	1.6%			3.5%		
Human services—multipurpose & other: human services							
CEO/Executive Director	10	-1.4%		-5.8%	0.4%	4.0%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tallahassee, FL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	4.4%			2.4%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	7.9%			6.5%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	6.6%			5.3%		
Tampa-St. Petersburg-Clearwater, FL							
Arts, culture, & humanities: museums							
CEO/Executive Director	6	3.2%			2.4%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	32	0.8%	-5.8%	-0.9%	0.9%	3.3%	8.6%
Educational institutions & related activities: service & other							
CEO/Executive Director	6	2.7%			1.4%		
Health—general & rehabilitative: hospitals							
CEO/Executive Director	9	7.2%			5.7%		
Top Operations Position	6	6.6%			8.0%		
Health—general & rehabilitative: public health							
CEO/Executive Director	5	12.0%			10.3%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Health—general & rehabilitative: service & other							
CEO/Executive Director	5	-2.2%			1.2%		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	6.8%			8.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	12	8.0%		0.2%	8.1%	14.4%	
Top Finance Position	5	9.6%			9.4%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	16	6.2%		1.0%	7.3%	11.9%	
Human services—multipurpose & other: family services							
CEO/Executive Director	11	4.0%		-0.6%	1.9%	10.5%	
Human services—multipurpose & other: human services							
CEO/Executive Director	15	4.7%		1.0%	4.8%	7.6%	
Top Finance Position	7	2.2%			3.2%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	7	1.8%			0.0%		
Human services—multipurpose & other: residential care & adult day programs							
Top Finance Position	5	6.2%			3.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tampa-St. Petersburg-Clearwater, FL							
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	5	3.1%			-3.0%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	5	7.5%			4.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	11	3.9%		0.0%	0.0%	6.3%	
Youth development: youth development programs							
CEO/Executive Director	8	1.0%			1.9%		
Toledo, OH							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	-2.7%			-1.0%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	-2.6%			-4.0%		
Trenton, NJ							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	21	2.5%	-4.9%	-0.3%	2.2%	5.7%	8.8%
Top Finance Position	7	5.2%			6.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	10	5.0%		2.7%	6.0%	9.5%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	9	5.1%			2.2%		
Human services—multipurpose & other: human services							
CEO/Executive Director	5	-5.7%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	-2.1%			-0.4%		
Tucson, AZ							
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	5	-3.1%			0.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	13	4.3%		-5.0%	9.0%	11.4%	
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	7	-1.5%			0.0%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	12.9%			11.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tucson, AZ							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	9.1%			6.4%		
Human services—multipurpose & other: human services							
CEO/Executive Director	7	0.4%			0.0%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	4.8%			4.6%		
Tulsa, OK							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	12.0%			16.2%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	6	1.5%			0.3%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	7.0%			5.0%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	7	-4.9%			-2.4%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	15	3.0%		-2.8%	0.0%	7.2%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tyler, TX							
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	3.3%			2.5%		
Vallejo-Fairfield-Napa, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	7	1.5%			-1.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	8.2%			8.3%		
Human services—multipurpose & other: family services							
CEO/Executive Director	7	4.0%			1.9%		
Ventura, CA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	3.6%		-4.3%	6.5%	10.2%	
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	9.7%			9.8%		
Human services—multipurpose & other: human services							
CEO/Executive Director	6	-0.4%			-1.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Waco, TX							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	-1.5%			0.8%		
Washington, DC-MD-VA							
Animal-related: animal protection & welfare							
CEO/Executive Director	17	5.7%		1.0%	4.8%	11.3%	
Animal-related: service & other							
CEO/Executive Director	5	7.8%			6.5%		
Animal-related: wildlife preservation & protection							
CEO/Executive Director	5	4.8%			4.2%		
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	36	3.0%	-3.7%	-0.3%	1.7%	3.7%	12.7%
Arts, culture, & humanities: arts, culture, & humanities N.E.C.							
CEO/Executive Director	6	3.6%			2.1%		
Arts, culture, & humanities: historical organizations							
CEO/Executive Director	17	3.1%		1.1%	2.4%	5.3%	
Top Finance Position	5	9.9%			10.3%		
Arts, culture, & humanities: humanities							
CEO/Executive Director	5	2.0%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Arts, culture, & humanities: media & communications							
CEO/Executive Director	24	3.3%	-1.4%	0.0%	2.7%	5.2%	11.2%
Top Administrative Position	5	2.1%			1.0%		
Top Finance Position	10	4.3%		2.2%	3.8%	5.4%	
Top Legal Position	6	3.8%			2.6%		
Top Operations Position	6	4.5%			4.1%		
Arts, culture, & humanities: museums							
CEO/Executive Director	17	2.1%		-2.4%	1.3%	4.6%	
Top Development Position	8	-0.4%			0.7%		
Top Finance Position	6	11.1%			10.2%		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	49	0.6%	-7.1%	-2.7%	0.0%	4.1%	8.2%
Arts, culture, & humanities: service & other							
CEO/Executive Director	15	2.5%		-0.1%	3.8%	5.2%	
Arts, culture, & humanities: visual arts							
CEO/Executive Director	6	5.0%			4.8%		
Civil rights, social action, advocacy: civil liberties							
CEO/Executive Director	15	2.8%		0.9%	2.9%	6.4%	
Top Legal Position	7	0.0%			3.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Civil rights, social action, advocacy: civil rights							
CEO/Executive Director	26	3.3%	-0.4%	0.0%	2.1%	5.1%	11.1%
Top Finance Position	6	4.3%			3.3%		
Top Program Position	6	5.1%			5.2%		
Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.							
CEO/Executive Director	9	1.7%			3.9%		
Top Operations Position	5	0.5%			0.4%		
Civil rights, social action, advocacy: service & other							
CEO/Executive Director	16	6.2%		0.8%	5.7%	8.8%	
Civil rights, social action, advocacy: voter education & registration							
CEO/Executive Director	6	4.0%			5.0%		
Community improvement, capacity building: business & industry							
CEO/Executive Director	10	6.0%		-0.4%	10.6%	12.9%	
Top Finance Position	5	10.1%			11.5%		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	18	4.3%		0.0%	3.3%	5.9%	
Community improvement, capacity building: community improvement & capacity building N.E.C.							
CEO/Executive Director	5	1.8%			0.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Community improvement, capacity building: economic development							
CEO/Executive Director	15	2.7%		0.1%	0.5%	5.2%	
Community improvement, capacity building: nonprofit management							
CEO/Executive Director	5	8.4%			6.9%		
Community improvement, capacity building: service & other							
CEO/Executive Director	12	2.0%		-4.3%	1.1%	12.2%	
Crime, legal-related: legal services							
CEO/Executive Director	11	4.0%		1.2%	3.9%	7.2%	
Top Legal Position	6	4.1%			4.9%		
Crime, legal-related: protection against abuse							
CEO/Executive Director	7	-1.6%			-1.0%		
Crime, legal-related: service & other							
CEO/Executive Director	9	2.1%			2.1%		
Diseases, disorders, medical disciplines: cancer							
CEO/Executive Director	8	4.2%			3.3%		
Diseases, disorders, medical disciplines: diseases of specific organs							
CEO/Executive Director	8	0.5%			1.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Diseases, disorders, medical disciplines: medical disciplines							
CEO/Executive Director	8	9.6%			6.8%		
Diseases, disorders, medical disciplines: service & other							
CEO/Executive Director	8	5.0%			6.8%		
Diseases, disorders, medical disciplines: specifically named diseases							
CEO/Executive Director	5	8.3%			8.0%		
Educational institutions & related activities: adult education							
CEO/Executive Director	8	1.9%			2.4%		
Educational institutions & related activities: education N.E.C.							
CEO/Executive Director	18	2.3%		0.0%	2.4%	6.0%	
Educational institutions & related activities: educational services							
CEO/Executive Director	30	2.7%	-5.9%	-0.8%	1.4%	8.1%	12.7%
Top PR/Communications Position	5	8.5%			9.4%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	164	3.1%	-6.7%	-0.8%	2.2%	6.9%	13.3%
Top Administrative Position	9	5.1%			5.1%		
Top Business Position	13	1.9%		0.1%	0.9%	3.8%	
Top Development Position	28	2.7%	-0.7%	2.0%	2.6%	4.3%	7.8%
Top Education Position	15	4.6%		1.7%	3.6%	7.7%	
Top Facilities Position	8	5.3%			3.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational institutions & related activities: elementary & secondary schools							
Top Finance Position	54	4.4%	-1.1%	1.1%	3.4%	6.6%	12.6%
Top Human Resources Position	6	4.5%			4.0%		
Top Legal Position	5	3.0%			5.1%		
Top Operations Position	36	5.1%	-1.7%	2.1%	4.6%	9.3%	12.4%
Top Program Position	9	2.6%			2.2%		
Educational institutions & related activities: higher education							
CEO/Executive Director	20	1.3%	-11.5%	-1.8%	0.6%	9.8%	12.1%
Top Administrative Position	7	1.1%			-1.5%		
Top Development Position	8	-1.0%			0.8%		
Top Education Position	5	1.8%			2.2%		
Top Finance Position	11	3.3%		-0.3%	2.0%	5.8%	
Top PR/Communications Position	5	5.8%			4.4%		
Educational institutions & related activities: service & other							
CEO/Executive Director	70	4.2%	-3.5%	0.2%	3.0%	8.2%	15.1%
Top Administrative Position	8	1.6%			0.6%		
Top Business Position	6	7.4%			7.4%		
Top Development Position	6	9.4%			8.4%		
Top Education Position	8	3.8%			4.5%		
Top Finance Position	25	3.1%	-6.2%	-0.5%	3.6%	5.1%	12.6%
Top Human Resources Position	7	4.4%			2.5%		
Top Operations Position	18	2.6%		-4.0%	2.7%	7.8%	
Top PR/Communications Position	12	0.4%		-3.7%	1.4%	4.5%	
Top Program Position	6	7.6%			5.6%		
Top Technology Position	6	2.0%			3.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Educational institutions & related activities: student services							
CEO/Executive Director	24	5.9%	-0.5%	0.0%	3.3%	9.3%	21.5%
Top Operations Position	5	4.9%			3.8%		
Employment, job-related: employment preparation & procurement							
CEO/Executive Director	11	6.6%		0.7%	3.3%	10.9%	
Top Finance Position	5	2.7%			3.8%		
Employment, job-related: service & other							
CEO/Executive Director	7	9.4%			12.6%		
Employment, job-related: vocational rehabilitation							
CEO/Executive Director	8	3.8%			0.5%		
Environmental quality, protection, & beautification: environment N.E.C.							
CEO/Executive Director	7	-0.9%			0.0%		
Environmental quality, protection, & beautification: environmental education							
CEO/Executive Director	5	3.2%			0.9%		
Environmental quality, protection, & beautification: natural resources conservation & protection							
CEO/Executive Director	37	4.3%	-3.4%	0.0%	4.0%	7.3%	16.5%
Top Development Position	11	2.9%		-0.2%	4.0%	7.0%	
Top Finance Position	12	7.0%		4.4%	5.5%	10.3%	
Top Operations Position	8	6.2%			7.0%		
Top PR/Communications Position	8	3.4%			3.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Environmental quality, protection, & beautification: natural resources conservation & protection							
Top Program Position	6	2.1%			2.8%		
Top Technology Position	5	-4.3%			-3.0%		
Environmental quality, protection, & beautification: service & other							
CEO/Executive Director	34	3.6%	-9.1%	0.0%	4.4%	10.7%	13.3%
Top Finance Position	9	7.7%			7.7%		
Top Operations Position	5	5.2%			4.9%		
Top PR/Communications Position	6	5.5%			5.6%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	10	5.2%		-1.0%	5.8%	13.9%	
Food, agriculture, & nutrition: service & other							
CEO/Executive Director	5	2.9%			2.5%		
Health—general & rehabilitative: ambulatory & primary health care							
CEO/Executive Director	11	2.2%		-0.8%	3.1%	4.2%	
Top Finance Position	5	4.9%			6.7%		
Health—general & rehabilitative: health (general & financing)							
CEO/Executive Director	5	-1.8%			0.9%		
Health—general & rehabilitative: health support							
CEO/Executive Director	8	4.1%			3.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Health—general & rehabilitative: hospitals							
CEO/Executive Director	13	8.1%		3.5%	5.1%	12.9%	
Top Operations Position	7	-0.4%			2.0%		
Health—general & rehabilitative: nursing							
CEO/Executive Director	6	5.7%			6.0%		
Health—general & rehabilitative: public health							
CEO/Executive Director	13	0.0%		-5.2%	1.5%	7.0%	
Top Operations Position	7	4.7%			2.9%		
Health—general & rehabilitative: reproductive health care							
CEO/Executive Director	6	5.3%			5.2%		
Health—general & rehabilitative: service & other							
CEO/Executive Director	35	3.6%	-5.5%	2.5%	5.0%	7.4%	10.3%
Top Finance Position	10	7.3%		3.8%	6.0%	8.9%	
Top Operations Position	10	5.0%		0.8%	4.0%	9.3%	
Top PR/Communications Position	5	6.4%			4.6%		
Top Program Position	8	4.7%			4.9%		
Top Technology Position	7	3.6%			3.7%		
Housing, shelter: housing & shelter N.E.C.							
CEO/Executive Director	9	3.6%			4.1%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	16	0.2%		-1.3%	1.5%	3.1%	
Housing, shelter: housing support							
CEO/Executive Director	8	5.2%			1.4%		
Housing, shelter: service & other							
CEO/Executive Director	8	3.4%			4.8%		
Housing, shelter: temporary housing							
CEO/Executive Director	8	7.4%			3.7%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	54	3.7%	-1.6%	0.4%	2.5%	6.0%	11.1%
Top Development Position	7	4.1%			3.9%		
Top Finance Position	16	4.5%		2.4%	5.4%	7.2%	
Top Operations Position	6	3.9%			3.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	39	1.6%	-9.1%	-1.3%	2.0%	7.7%	10.7%
Top Finance Position	12	2.5%		-0.1%	2.1%	6.0%	
Top Operations Position	5	0.6%			0.0%		
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	14	6.1%		1.8%	3.3%	8.2%	

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Human services—multipurpose & other: family services							
CEO/Executive Director	17	3.8%		0.0%	4.9%	7.2%	
Human services—multipurpose & other: human services							
CEO/Executive Director	32	1.8%	-4.1%	-2.0%	0.0%	6.7%	8.2%
Top Finance Position	5	8.8%			7.3%		
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	6	6.6%			6.4%		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	2.5%			5.2%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	22	3.3%	-2.0%	0.0%	1.7%	7.5%	10.4%
Top Finance Position	11	8.1%		3.1%	8.2%	12.0%	
Human services—multipurpose & other: service & other							
CEO/Executive Director	7	5.8%			8.3%		
Top Finance Position	5	13.9%			12.1%		
International, foreign affairs, & national security: international development							
CEO/Executive Director	36	2.2%	-5.3%	0.0%	1.8%	6.0%	9.7%
Top Development Position	5	7.5%			8.6%		
Top Finance Position	12	9.1%		5.3%	7.6%	12.3%	
Top Operations Position	8	5.2%			2.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
International, foreign affairs, & national security: international development							
Top Program Position	5	5.5%			9.1%		
Top Technology Position	6	2.6%			2.4%		
International, foreign affairs, & national security: international human rights							
CEO/Executive Director	12	-0.5%		-0.1%	2.0%	3.8%	
International, foreign affairs, & national security: international peace & security							
CEO/Executive Director	16	3.5%		0.2%	3.7%	6.8%	
International, foreign affairs, & national security: international, foreign affairs, & national security N.E.C.							
CEO/Executive Director	5	11.3%			9.2%		
International, foreign affairs, & national security: promotion of international understanding							
CEO/Executive Director	21	3.1%	-0.4%	0.1%	3.5%	4.8%	7.1%
Top Finance Position	7	6.3%			6.6%		
International, foreign affairs, & national security: service & other							
CEO/Executive Director	19	2.5%		-1.3%	4.4%	7.9%	
Top Finance Position	6	6.7%			7.5%		
Medical research: service & other							
CEO/Executive Director	9	3.6%			1.0%		
Medical research: specifically named diseases research							
CEO/Executive Director	5	1.2%			2.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Mental health, crisis intervention: hot lines & crisis intervention							
CEO/Executive Director	6	9.4%			10.6%		
Mental health, crisis intervention: mental health associations							
CEO/Executive Director	5	4.0%			3.3%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	16	3.3%		-0.5%	2.4%	4.9%	
Top Finance Position	5	3.7%			0.9%		
Mental health, crisis intervention: service & other							
CEO/Executive Director	9	5.4%			2.9%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	5.2%			3.5%		
Mutual/membership benefit organizations, other: service & other							
CEO/Executive Director	13	4.0%		2.9%	5.2%	8.3%	
Top Finance Position	5	7.2%			5.1%		
Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion							
CEO/Executive Director	8	4.4%			1.5%		
Philanthropy, voluntarism, & grantmaking foundations: public foundations							
CEO/Executive Director	14	3.0%		-0.2%	3.5%	4.5%	
Top Finance Position	5	6.4%			7.4%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Philanthropy, voluntarism, & grantmaking foundations: service & other							
CEO/Executive Director	6	1.4%			1.4%		
Public safety, disaster preparedness, & relief: safety education							
CEO/Executive Director	7	9.1%			8.8%		
Public, society benefit—multipurpose & other: government & public administration							
CEO/Executive Director	18	3.6%		0.1%	3.0%	6.4%	
Top Finance Position	5	4.8%			2.8%		
Top Operations Position	6	4.9%			4.3%		
Public, society benefit—multipurpose & other: leadership development							
CEO/Executive Director	9	3.9%			2.8%		
Public, society benefit—multipurpose & other: military & veterans organizations							
CEO/Executive Director	10	-2.8%		-7.0%	-0.1%	2.2%	
Public, society benefit—multipurpose & other: public & societal benefit N.E.C.							
CEO/Executive Director	8	2.6%			2.5%		
Top Finance Position	5	7.1%			6.8%		
Top Operations Position	5	10.7%			10.9%		
Public, society benefit—multipurpose & other: service & other							
CEO/Executive Director	38	4.7%	-0.7%	0.2%	3.9%	9.8%	15.5%
Top Finance Position	19	7.4%		3.0%	5.7%	11.9%	
Top Operations Position	7	9.4%			8.2%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Public, society benefit—multipurpose & other: service & other							
Top PR/Communications Position	10	9.0%		3.5%	8.0%	17.1%	
Top Program Position	8	6.4%			8.1%		
Recreation, sports, leisure, athletics: amateur sports							
CEO/Executive Director	22	2.6%	-7.7%	-2.7%	1.9%	8.3%	20.4%
Top Finance Position	5	1.5%			1.6%		
Recreation, sports, leisure, athletics: physical fitness & community recreational facilities							
CEO/Executive Director	5	4.9%			3.5%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	21	0.3%	-8.8%	-1.8%	0.0%	3.0%	9.6%
Science & technology research institutes, services: biological & life sciences							
CEO/Executive Director	6	-3.1%			-3.3%		
Science & technology research institutes, services: engineering & technology							
CEO/Executive Director	9	5.8%			7.0%		
Science & technology research institutes, services: general science							
Top Operations Position	5	2.8%			1.3%		
Science & technology research institutes, services: physical & earth sciences							
CEO/Executive Director	7	3.8%			2.9%		
Top Operations Position	5	0.9%			1.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Science & technology research institutes, services: science & technology N.E.C.							
CEO/Executive Director	7	5.3%			2.7%		
Science & technology research institutes, services: service & other							
CEO/Executive Director	14	5.0%		1.6%	6.1%	9.5%	
Top Finance Position	6	4.6%			3.2%		
Top Program Position	6	8.2%			6.8%		
Social science research institutes, services: service & other							
CEO/Executive Director	10	3.6%		0.4%	4.6%	7.2%	
Top Program Position	5	6.3%			9.6%		
Social science research institutes, services: social science							
CEO/Executive Director	15	0.6%		0.1%	1.5%	3.2%	
Top Finance Position	5	-1.9%			1.5%		
Social science research institutes, services: social science N.E.C.							
CEO/Executive Director	6	3.7%			3.1%		
Unknown							
CEO/Executive Director	8	4.6%			2.4%		
Top Finance Position	5	9.4%			1.6%		
Youth development: service & other							
CEO/Executive Director	6	7.4%			3.5%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
Youth development: youth development programs							
CEO/Executive Director	39	6.0%	-0.2%	0.0%	5.0%	9.8%	17.8%
West Palm Beach-Boca Raton, FL							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	7	1.9%			1.0%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	22	1.2%	-9.6%	-3.3%	1.0%	7.3%	12.2%
Top Finance Position	5	0.5%			0.4%		
Top Operations Position	6	3.2%			3.2%		
Educational institutions & related activities: service & other							
CEO/Executive Director	6	4.3%			3.4%		
Food, agriculture, & nutrition: food programs							
CEO/Executive Director	5	3.4%			0.8%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	4.5%			0.0%		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	5.6%			6.8%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
Human services—multipurpose & other: human services							
CEO/Executive Director	8	7.3%			4.2%		
Top Finance Position	5	4.4%			5.6%		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	5	2.8%			1.1%		
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	6	0.5%			3.1%		
Wichita, KS							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	4.4%			4.1%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	6.8%			4.3%		
Wilmington, DE-NJ-MD							
Arts, culture, & humanities: arts & culture							
CEO/Executive Director	5	-1.3%			0.0%		
Educational institutions & related activities: educational services							
CEO/Executive Director	5	1.1%			-0.9%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Wilmington, DE-NJ-MD							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	21	4.3%	0.0%	1.0%	2.5%	5.6%	12.1%
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	11	2.7%		0.6%	1.5%	4.8%	
Human services—multipurpose & other: human services							
CEO/Executive Director	11	4.4%		0.0%	1.6%	5.5%	
Wilmington, NC							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	8	5.8%			6.2%		
Worcester, MA							
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	6	-1.2%			1.6%		
Educational institutions & related activities: higher education							
CEO/Executive Director	5	7.1%			3.2%		
Top Development Position	6	2.8%			2.7%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	7	3.5%			0.6%		
Top Finance Position	5	8.5%			5.6%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Worcester, MA							
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	7	9.5%			12.3%		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	5	13.2%			11.5%		
York, PA							
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	0.8%			0.9%		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	5	1.9%			-0.3%		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	5	1.6%			3.8%		
Human services—multipurpose & other: human services							
Top Finance Position	5	-0.3%			-0.8%		
Religion-related, spiritual development: Christianity							
CEO/Executive Director	5	0.1%			0.0%		

501(c)(3) organizations incumbent compensation increases
MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Youngstown-Warren, OH							
Human services—multipurpose & other: human services							
CEO/Executive Director	6	1.1%			0.4%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Albany-Schenectady-Troy, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-1.6%			1.2%		
Between $1 million and $5 million							
CEO/Executive Director	7	-1.3%			2.5%		
Top Business Position	5	2.9%			3.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	0.3%			0.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.8%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	11	1.3%		-2.4%	3.5%	6.2%	
Albuquerque, NM							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	7.9%			4.5%		
Ann Arbor, MI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	0.2%			-3.8%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Atlanta, GA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	0.0%		-1.4%	0.1%	4.7%	
Between $1 million and $5 million							
CEO/Executive Director	13	1.7%		-0.4%	0.9%	3.7%	
Greater than $5 million							
CEO/Executive Director	6	2.4%			3.3%		
Top Finance Position	6	7.3%			6.4%		
Top Operations Position	6	7.8%			7.7%		
Austin-San Marcos, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	-1.9%		-7.9%	0.0%	2.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	14	4.2%		2.2%	4.0%	6.2%	
Between $1 million and $5 million							
CEO/Executive Director	15	6.7%		3.0%	4.9%	7.8%	
Baltimore, MD							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	-0.1%		0.0%	0.8%	4.4%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.7%			3.4%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Baltimore, MD							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	13	1.2%		-0.4%	2.8%	4.6%	
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	3.8%			3.2%		
Baton Rouge, LA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	5	-1.8%			-0.9%		
Birmingham, AL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	-1.7%			0.0%		
Boise City, ID							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	6	2.7%			2.7%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	5.8%			6.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	3.2%			0.7%		
Top Business Position	5	0.1%			0.4%		
Greater than $5 million							
CEO/Executive Director	8	0.9%			3.1%		
Top Business Position	5	6.3%			5.3%		
Top Finance Position	8	6.2%			3.1%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	16	0.8%		-1.9%	2.1%	6.9%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	2.1%		-1.7%	-0.3%	4.6%	
Between $1 million and $5 million							
CEO/Executive Director	10	2.6%		-0.3%	2.1%	5.7%	
Greater than $5 million							
CEO/Executive Director	7	6.6%			5.4%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	5	4.1%			7.4%		
Top Administrative Position	5	4.1%			7.4%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Boston, MA							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	10.0%			9.7%		
Top Administrative Position	5	10.0%			9.7%		
Top Finance Position	6	7.3%			6.2%		
Brownsville-Harlingen-San Benito, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	2.2%			2.2%		
Buffalo-Niagara Falls, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Finance Position	6	4.0%			3.9%		
Charleston, WV							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	2.5%			-2.2%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Charlotte-Gastonia-Rock Hill, NC-SC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	3.1%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	5	11.2%			12.3%		
Chicago, IL							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	5	2.0%			1.0%		
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	8	2.2%			1.6%		
Between $1 million and $5 million							
CEO/Executive Director	19	2.2%		-0.2%	3.0%	4.2%	
Top Business Position	14	3.4%		2.0%	3.3%	5.0%	
Top Finance Position	16	1.9%		-0.1%	3.3%	5.0%	
Greater than $5 million							
CEO/Executive Director	9	4.0%			2.9%		
Top Finance Position	8	4.8%			3.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	30	0.8%	-12.4%	-3.6%	0.1%	5.0%	10.4%

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	10	4.6%		2.5%	3.6%	7.2%	
Between $1 million and $5 million							
CEO/Executive Director	30	2.6%	-3.6%	-0.5%	3.3%	5.7%	11.0%
Top Finance Position	8	3.9%			1.9%		
Top Operations Position	5	6.8%			4.1%		
Greater than $5 million							
CEO/Executive Director	23	2.6%	-3.8%	-1.5%	3.4%	6.4%	9.9%
Top Business Position	7	5.5%			4.4%		
Top Education Position	5	3.5%			1.0%		
Top Finance Position	21	6.9%	2.0%	2.5%	5.0%	8.5%	17.0%
Top Marketing Position	7	6.9%			7.2%		
Top Operations Position	9	6.6%			4.1%		
Top PR/Communications Position	7	6.0%			3.8%		
Top Technology Position	12	5.6%		1.7%	4.9%	5.3%	
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	6	-0.2%			0.0%		
Top Administrative Position	5	1.1%			0.9%		
Top Facilities Position	5	7.2%			3.4%		
Greater than $5 million							
CEO/Executive Director	23	4.6%	-5.2%	-1.8%	3.8%	10.8%	19.8%
Top Administrative Position	21	4.3%	-5.5%	-2.0%	2.8%	10.9%	20.7%
Top Facilities Position	13	5.8%		1.0%	4.5%	9.5%	
Top Finance Position	16	3.2%		1.3%	2.9%	5.2%	

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Chicago, IL							
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	5	7.8%			11.7%		
Greater than $5 million							
CEO/Executive Director	6	4.2%			4.3%		
Cincinnati, OH-KY-IN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	0.2%			0.0%		
Cleveland, OH							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	2.8%			2.9%		
Between $1 million and $5 million							
CEO/Executive Director	6	1.0%			0.6%		
Columbia, SC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	4.5%			3.4%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	8.6%			8.6%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Columbia, SC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	9	-0.7%			-1.9%		
Columbus, OH							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	4.1%			4.8%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	3.4%		0.4%	2.4%	6.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.2%			-1.1%		
Between $1 million and $5 million							
CEO/Executive Director	8	6.4%			3.9%		
Dallas-Fort Worth, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	-1.3%			0.0%		
Greater than $5 million							
CEO/Executive Director	5	-1.1%			2.3%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Dayton-Springfield, OH							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	1.8%			2.0%		
Denver-Boulder, CO							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	4.1%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	3.4%			2.1%		
Between $1 million and $5 million							
CEO/Executive Director	5	-3.0%			0.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	0.5%		-2.5%	2.7%	6.6%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	3.0%		2.2%	4.6%	10.5%	
Between $1 million and $5 million							
CEO/Executive Director	18	6.2%		2.4%	5.1%	12.1%	
Top Finance Position	6	5.3%			4.5%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Des Moines, IA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	5	0.7%			-0.2%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	4.9%		1.4%	3.0%	7.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.1%			0.8%		
Between $1 million and $5 million							
CEO/Executive Director	11	3.6%		1.8%	4.0%	5.6%	
Detroit, MI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.6%			0.2%		
Top Finance Position	7	-3.5%			-1.8%		
Between $1 million and $5 million							
CEO/Executive Director	13	4.3%		0.6%	3.0%	5.7%	
Top Business Position	5	0.1%			1.4%		
Top Finance Position	12	2.9%		1.4%	3.1%	3.5%	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	0.5%			0.0%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Detroit, MI							
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	7	4.4%			0.6%		
Top Administrative Position	7	4.4%			0.6%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Greater than $5 million							
CEO/Executive Director	5	1.0%			2.4%		
Evansville-Henderson, IN-KY							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Finance Position	5	3.9%			4.0%		
Fort Lauderdale-Hollywood, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	1.3%			0.0%		
Fort Wayne, IN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	3.7%			7.0%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Fresno, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	3.7%			2.4%		
Greensboro-Winston-Salem-High Point, NC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	2.1%			2.4%		
Harrisburg-Lebanon-Carlisle, PA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	-1.6%		-7.7%	0.8%	2.9%	
Between $1 million and $5 million							
CEO/Executive Director	9	5.6%			4.8%		
Hartford, CT							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	-0.5%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.1%			4.2%		
Between $1 million and $5 million							
CEO/Executive Director	7	4.1%			2.5%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Honolulu, HI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	-0.2%			2.2%		
Houston, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	1.4%			0.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	6.7%			5.2%		
Between $1 million and $5 million							
CEO/Executive Director	5	2.7%			2.0%		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	3.5%			4.8%		
Top Administrative Position	6	2.3%			3.4%		
Indianapolis, IN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	9	1.7%			3.0%		
Between $500 thousand and $1 million							
CEO/Executive Director	7	9.8%			7.8%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Indianapolis, IN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	8	2.0%			3.8%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	9	2.1%			4.1%		
Top Operations Position	6	5.9%			3.4%		
Jackson, MS							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	5.3%			4.9%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.8%			2.1%		
Between $1 million and $5 million							
CEO/Executive Director	6	5.5%			5.8%		
Kansas City, MO-KS							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	7	3.2%			1.7%		
Top Business Position	5	5.1%			3.8%		
Top Finance Position	5	0.7%			0.8%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Kansas City, MO-KS							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	8	4.3%			3.4%		
Lakeland-Winter Haven, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	1.7%			1.9%		
Lansing-East Lansing, MI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	2.8%			3.1%		
Between $1 million and $5 million							
CEO/Executive Director	10	4.8%		0.5%	4.3%	9.0%	
Las Vegas, NV-AZ							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	5	2.7%			3.5%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Lincoln, NE							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	7	2.5%			4.0%		
Little Rock-North Little Rock, AR							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	5	2.2%			2.6%		
Los Angeles-Long Beach, CA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
Top Finance Position	7	2.9%			5.2%		
Between $1 million and $5 million							
CEO/Executive Director	8	9.3%			7.0%		
Top Finance Position	10	3.0%		0.0%	2.9%	6.6%	
Greater than $5 million							
CEO/Executive Director	6	4.8%			5.9%		
Top Finance Position	6	5.6%			3.7%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	15	-2.4%		-9.3%	0.0%	3.0%	
Between $1 million and $5 million							
CEO/Executive Director	11	-1.8%		-7.6%	0.0%	2.9%	

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Los Angeles-Long Beach, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	6	1.0%			2.0%		
Top Finance Position	5	2.3%			4.1%		
501(c)(12)—benevolent life insurance associations, mutual ditch or irrigation companies							
Between $1 million and $5 million							
CEO/Executive Director	7	5.2%			6.4%		
Top Administrative Position	5	5.4%			6.4%		
Louisville, KY-IN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	2.7%			3.6%		
Between $1 million and $5 million							
CEO/Executive Director	8	2.5%			3.9%		
Madison, WI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	7	3.9%			2.4%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	7	0.2%			0.2%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Madison, WI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	9	4.0%			5.0%		
Greater than $5 million							
CEO/Executive Director	5	2.5%			1.5%		
Memphis, TN-AR-MS							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	-1.5%			-0.1%		
Miami, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	-0.8%			-1.3%		
Middlesex-Somerset-Hunterdon, NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	4.4%			5.1%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Milwaukee, WI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	3.9%			4.4%		
Top Business Position	5	2.6%			2.6%		
Top Finance Position	6	2.8%			3.6%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	3.9%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	11	3.5%		1.2%	3.2%	7.4%	
Minneapolis-St. Paul, MN-WI							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	5	-2.3%			1.8%		
Between $1 million and $5 million							
CEO/Executive Director	9	4.3%			3.0%		
Top Business Position	5	4.0%			2.4%		
Top Finance Position	7	4.4%			1.8%		
Greater than $5 million							
CEO/Executive Director	8	7.8%			7.7%		
Top Business Position	5	4.6%			2.2%		
Top Finance Position	8	6.5%			7.5%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Minneapolis-St. Paul, MN-WI							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	19	2.2%		0.0%	1.9%	3.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.1%		0.4%	4.3%	8.9%	
Between $1 million and $5 million							
CEO/Executive Director	15	-1.8%		-5.1%	-1.0%	3.8%	
Greater than $5 million							
CEO/Executive Director	7	4.5%			4.0%		
Top Finance Position	9	4.2%			6.5%		
501(c)(14)—state chartered credit unions, mutual reserve funds							
Between $1 million and $5 million							
CEO/Executive Director	5	6.4%			5.6%		
Montgomery, AL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	7	5.7%			5.9%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Naples, FL							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	6	2.1%			1.8%		
Top Administrative Position	6	2.1%			1.8%		
Top Facilities Position	7	2.0%			1.2%		
Top Finance Position	5	4.8%			5.0%		
Nashville, TN							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	15	2.3%		0.0%	1.4%	2.7%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.7%			3.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	6.0%			5.6%		
Greater than $5 million							
CEO/Executive Director	5	6.4%			6.5%		
Nassau-Suffolk, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	9	4.4%			1.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	3.0%			0.0%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Nassau-Suffolk, NY							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	10	3.4%		0.9%	4.0%	6.2%	
Top Finance Position	7	4.6%			5.2%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	-3.5%			-0.5%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	5	5.1%			4.7%		
Top Administrative Position	5	5.1%			4.7%		
Greater than $5 million							
CEO/Executive Director	5	-4.4%			-0.8%		
Top Administrative Position	5	-4.4%			-0.8%		
Top Facilities Position	7	0.3%			2.1%		
Top Finance Position	6	5.8%			6.3%		
New Orleans, LA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	0.4%			2.2%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	6	2.2%			0.8%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	0.8%			1.9%		
Top Finance Position	7	2.9%			2.4%		
Between $1 million and $5 million							
CEO/Executive Director	31	1.9%	-5.7%	-0.9%	1.1%	5.3%	10.2%
Top Business Position	15	5.4%		2.2%	3.3%	9.3%	
Top Finance Position	22	2.9%	-4.7%	0.2%	3.6%	7.3%	11.3%
Greater than $5 million							
CEO/Executive Director	20	2.5%	-1.0%	0.3%	1.6%	4.5%	9.9%
Top Business Position	7	6.1%			4.4%		
Top Finance Position	19	3.9%		0.0%	2.4%	6.6%	
Top Legal Position	5	3.1%			2.1%		
Top PR/Communications Position	6	2.7%			2.8%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	-1.0%			-3.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	9	-3.0%			-3.0%		
Between $1 million and $5 million							
CEO/Executive Director	10	2.4%		0.0%	2.4%	5.1%	
Greater than $5 million							
CEO/Executive Director	13	4.3%		0.0%	1.3%	4.6%	
Top Finance Position	8	7.3%			7.3%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
New York, NY-NJ							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	16	0.5%		-2.8%	0.4%	5.4%	
Top Administrative Position	16	0.5%		-2.8%	0.4%	5.4%	
Top Facilities Position	5	8.9%			6.8%		
Top Finance Position	16	6.3%		0.8%	3.5%	9.5%	
Newark, NJ							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
Top Finance Position	5	7.3%			4.3%		
Norfolk-Virginia Beach-Newport News, VA-NC							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
Top Finance Position	5	3.1%			0.5%		
Oakland, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	-1.1%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	6	4.2%			4.1%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Oklahoma City, OK							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	1.7%		-0.2%	2.7%	3.9%	
Between $1 million and $5 million							
CEO/Executive Director	6	0.9%			1.7%		
Orange County, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	0.8%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	2.8%			5.0%		
Peoria-Pekin, IL							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Business Position	7	4.4%			3.7%		
Top Finance Position	6	3.4%			3.0%		
Philadelphia, PA-NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	-4.5%			-3.7%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Philadelphia, PA-NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $500 thousand and $1 million							
CEO/Executive Director	10	5.3%		0.9%	2.9%	9.0%	
Between $1 million and $5 million							
CEO/Executive Director	14	4.0%		1.6%	4.2%	4.7%	
Top Business Position	11	4.2%		3.1%	3.6%	4.5%	
Top Finance Position	13	3.4%		2.6%	3.6%	6.6%	
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	13	0.5%		-4.9%	1.1%	4.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.4%			3.9%		
Between $1 million and $5 million							
CEO/Executive Director	9	3.1%			3.0%		
501(c)(07)—social & recreational clubs							
Between $1 million and $5 million							
CEO/Executive Director	8	3.9%			3.0%		
Top Administrative Position	9	4.1%			3.3%		
Greater than $5 million							
Top Administrative Position	5	5.8%			6.3%		
Top Facilities Position	5	5.1%			4.9%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Phoenix-Mesa, AZ							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Finance Position	6	-0.5%			2.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	12	0.6%		0.9%	2.0%	4.3%	
Between $500 thousand and $1 million							
CEO/Executive Director	8	4.6%			4.4%		
Between $1 million and $5 million							
CEO/Executive Director	7	8.3%			7.2%		
Greater than $5 million							
CEO/Executive Director	5	5.5%			5.8%		
Pittsburgh, PA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
Top Business Position	8	5.5%			3.8%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	-1.7%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	4.0%			2.0%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Pittsburgh, PA							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	3.1%			3.2%		
Top Administrative Position	5	3.1%			3.2%		
Top Facilities Position	6	9.9%			9.8%		
Top Finance Position	6	1.2%			1.6%		
Portland, ME							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	-2.2%			-2.2%		
Portland, OR-WA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	17	1.4%		-0.2%	2.9%	4.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	15	0.8%		-1.0%	2.1%	4.6%	
Between $1 million and $5 million							
CEO/Executive Director	8	1.3%			2.2%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Providence-Fall River-Warwick, RI-MA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	6	2.4%			2.9%		
Raleigh-Durham-Chapel Hill, NC							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	3.2%			3.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.5%			1.9%		
Between $1 million and $5 million							
CEO/Executive Director	14	4.9%		2.5%	4.6%	7.5%	
Greater than $5 million							
CEO/Executive Director	8	3.2%			1.2%		
Top Finance Position	5	-0.3%			2.2%		
Richmond-Petersburg, VA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	-0.4%		-4.3%	1.1%	3.2%	
Between $500 thousand and $1 million							
CEO/Executive Director	6	4.1%			3.5%		
Between $1 million and $5 million							
CEO/Executive Director	6	0.9%			0.8%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Richmond-Petersburg, VA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	5	2.5%			4.5%		
Riverside-San Bernardino-Ontario, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $500 thousand and $1 million							
CEO/Executive Director	7	5.6%			4.3%		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	5	-0.7%			-0.6%		
Top Administrative Position	5	-0.7%			-0.6%		
Top Facilities Position	6	4.0%			3.3%		
Roanoke, VA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	5	3.1%			2.2%		
Rochester, NY							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	1.3%			1.8%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Sacramento, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	6.6%		1.0%	4.6%	12.0%	
Between $500 thousand and $1 million							
CEO/Executive Director	17	2.5%		0.0%	2.7%	6.0%	
Between $1 million and $5 million							
CEO/Executive Director	24	3.6%	-5.2%	-0.5%	2.1%	5.6%	15.2%
Greater than $5 million							
CEO/Executive Director	5	3.2%			4.0%		
Salt Lake City-Ogden, UT							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	7	2.7%			3.0%		
Between $1 million and $5 million							
CEO/Executive Director	8	4.5%			3.0%		
San Antonio, TX							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	8.2%			7.8%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
San Diego, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	-0.5%		-1.8%	0.0%	3.5%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	2.3%			2.3%		
San Francisco-Oakland, CA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	7	2.0%			3.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	3.8%			0.0%		
Between $1 million and $5 million							
CEO/Executive Director	5	4.1%			2.5%		
Greater than $5 million							
CEO/Executive Director	5	4.8%			0.1%		
501(c)(07)—social & recreational clubs							
Greater than $5 million							
Top Finance Position	6	7.6%			7.4%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Santa Barbara-Santa Maria-Lompoc, CA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	-1.9%			-1.4%		
Sarasota-Bradenton, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	4.6%			2.8%		
Seattle-Everett, WA							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	8	-0.4%			0.9%		
Between $1 million and $5 million							
CEO/Executive Director	6	2.3%			4.3%		
Top Finance Position	6	4.0%			3.7%		
Greater than $5 million							
CEO/Executive Director	7	4.2%			3.1%		
Top Finance Position	7	3.7%			0.8%		
Top Legal Position	5	5.9%			6.5%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	6	9.4%			8.7%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Seattle-Everett, WA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	7	3.6%			4.9%		
Springfield, IL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	-1.6%			-0.2%		
Between $500 thousand and $1 million							
CEO/Executive Director	8	7.0%			4.7%		
Between $1 million and $5 million							
CEO/Executive Director	7	4.2%			5.2%		
St. Louis, MO-IL							
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
Top Business Position	6	0.6%			0.4%		
Top Finance Position	7	-3.7%			-0.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	7.0%			1.8%		
Top Business Position	5	4.8%			6.3%		
Top Finance Position	5	5.0%			1.8%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
St. Louis, MO-IL							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	9	2.6%			3.8%		
Top Business Position	6	2.7%			2.5%		
Top Finance Position	5	0.1%			1.1%		
Greater than $5 million							
Top Finance Position	5	3.0%			2.8%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	11	3.7%		0.0%	3.2%	7.8%	
Between $500 thousand and $1 million							
CEO/Executive Director	5	1.4%			1.1%		
Between $1 million and $5 million							
CEO/Executive Director	11	-0.1%		-4.1%	0.0%	4.8%	
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	6	2.6%			4.3%		
Stamford, CT							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	7	4.9%			3.6%		
Top Administrative Position	7	4.9%			3.6%		
Top Finance Position	6	0.7%			1.4%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Tallahassee, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	5	-1.2%			0.5%		
Between $500 thousand and $1 million							
CEO/Executive Director	6	0.5%			2.2%		
Between $1 million and $5 million							
CEO/Executive Director	9	0.4%			3.0%		
Tampa-St. Petersburg-Clearwater, FL							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	10	-0.4%		-2.9%	0.7%	6.6%	
Between $1 million and $5 million							
CEO/Executive Director	7	3.7%			6.3%		
Topeka, KS							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	8	3.8%			2.7%		
Between $1 million and $5 million							
CEO/Executive Director	5	6.7%			7.9%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Trenton, NJ							
501(c)(05)—labor, agricultural, & horticultural organizations							
Between $1 million and $5 million							
CEO/Executive Director	5	0.3%			0.0%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Between $1 million and $5 million							
CEO/Executive Director	6	2.7%			4.2%		
Washington, DC-MD-VA							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
Between $1 million and $5 million							
CEO/Executive Director	10	3.4%		0.4%	1.8%	5.0%	
Greater than $5 million							
CEO/Executive Director	10	1.8%		-1.8%	0.1%	4.8%	
Top Finance Position	11	1.5%		-2.3%	2.8%	4.3%	
Top Legal Position	6	1.3%			2.4%		
Top PR/Communications Position	5	3.8%			2.8%		
501(c)(05)—labor, agricultural, & horticultural organizations							
$500 thousand or less							
CEO/Executive Director	5	4.9%			0.6%		
Between $500 thousand and $1 million							
CEO/Executive Director	5	7.1%			7.2%		
Between $1 million and $5 million							
CEO/Executive Director	11	1.3%		-3.5%	3.8%	6.0%	

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(05)—labor, agricultural, & horticultural organizations							
Greater than $5 million							
CEO/Executive Director	15	1.7%		-1.8%	2.5%	4.0%	
Top Finance Position	14	2.3%		1.8%	3.8%	4.6%	
Top Legal Position	8	3.4%			2.9%		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
$500 thousand or less							
CEO/Executive Director	23	-2.5%	-8.6%	-5.8%	0.0%	1.4%	2.4%
Between $500 thousand and $1 million							
CEO/Executive Director	32	3.4%	-3.6%	0.0%	3.0%	6.1%	9.6%
Between $1 million and $5 million							
CEO/Executive Director	89	3.3%	-5.7%	0.3%	3.2%	6.8%	12.5%
Top Administrative Position	7	7.0%			8.9%		
Top Education Position	5	6.2%			4.7%		
Top Finance Position	26	8.0%	2.0%	4.2%	7.3%	11.7%	14.9%
Top Marketing Position	5	3.8%			2.7%		
Top Operations Position	20	6.8%	-0.4%	1.9%	4.1%	10.9%	19.3%
Top PR/Communications Position	10	5.3%		2.2%	5.9%	8.7%	
Top Technology Position	6	2.0%			2.1%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Washington, DC-MD-VA							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
Greater than $5 million							
CEO/Executive Director	57	4.0%	-4.1%	1.2%	3.5%	7.6%	12.4%
Top Administrative Position	13	5.4%		4.0%	5.2%	8.7%	
Top Business Position	15	4.7%		2.2%	5.3%	7.3%	
Top Development Position	5	5.1%			3.0%		
Top Education Position	9	5.5%			3.1%		
Top Finance Position	42	4.0%	-8.4%	0.4%	4.3%	9.9%	14.0%
Top Human Resources Position	6	3.9%			4.6%		
Top Legal Position	14	7.6%		2.4%	4.4%	14.2%	
Top Marketing Position	14	6.7%		3.7%	6.5%	8.8%	
Top Operations Position	18	3.3%		-0.6%	5.2%	8.2%	
Top PR/Communications Position	29	4.4%	0.2%	1.7%	4.3%	7.7%	12.4%
Top Technology Position	14	7.6%		2.8%	7.9%	10.6%	
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	8	7.6%			4.9%		
Top Administrative Position	8	7.6%			4.9%		
Top Facilities Position	5	4.2%			2.3%		
Top Finance Position	9	4.4%			2.4%		

Other subsections incumbent compensation increases MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
West Palm Beach-Boca Raton, FL							
501(c)(07)—social & recreational clubs							
Greater than $5 million							
CEO/Executive Director	13	4.5%		0.7%	4.5%	5.9%	
Top Administrative Position	14	3.8%		0.2%	4.2%	5.9%	
Top Facilities Position	8	2.4%			1.1%		
Top Finance Position	14	4.4%		0.9%	2.8%	3.8%	

Appendix A
MSAs

The following metropolitan statistical areas (MSAs) are included in this report:

- Abilene, TX
- Akron, OH
- Albany-Schenectady-Troy, NY
- Albuquerque, NM
- Allentown-Bethlehem-Easton, PA
- Amarillo, TX
- Anchorage, AK
- Ann Arbor, MI
- Appleton-Oshkosh-Neenah, WI
- Asheville, NC
- Athens, GA
- Atlanta, GA
- Atlantic City, NJ
- Augusta-Aiken, GA-SC
- Austin-San Marcos, TX
- Bakersfield, CA
- Baltimore, MD
- Bangor, ME
- Barnstable-Yarmouth, MA
- Baton Rouge, LA
- Beaumont-Port Arthur, TX
- Bellingham, WA
- Benton Harbor, MI
- Bergen-Passaic, NJ
- Billings, MT
- Binghamton, NY
- Birmingham, AL
- Bismarck, ND
- Bloomington, IN
- Bloomington-Normal, IL
- Boise City, ID
- Boston, MA
- Boulder-Longmont, CO
- Bremerton, WA
- Bridgeport-Milford, CT
- Brockton, MA
- Brownsville-Harlingen-San Benito, TX
- Bryan-College Station, TX
- Buffalo-Niagara Falls, NY
- Burlington, VT
- Canton-Massillon, OH
- Casper, WY
- Cedar Rapids, IA
- Champaign-Urbana, IL
- Charleston, WV
- Charleston-North Charleston, SC
- Charlotte-Gastonia-Rock Hill, NC-SC
- Charlottesville, VA
- Chattanooga, TN-GA
- Cheyenne, WY
- Chicago, IL
- Chico-Paradise, CA
- Cincinnati, OH-KY-IN
- Cleveland, OH
- Colorado Springs, CO
- Columbia, MO
- Columbia, SC
- Columbus, GA-AL
- Columbus, OH
- Corpus Christi, TX
- Corvallis, OR
- Dallas-Fort Worth, TX
- Danbury, CT
- Davenport-Moline-Rock Island, IA-IL
- Daytona Beach, FL
- Dayton-Springfield, OH
- Denver-Boulder, CO
- Des Moines, IA
- Detroit, MI
- Dubuque, IA
- Duluth-Superior, MN-WI
- Dutchess County, NY
- El Paso, TX
- Elkhart-Goshen, IN
- Erie, PA

- Eugene-Springfield, OR
- Evansville-Henderson, IN-KY
- Fargo-Moorhead, ND-MN
- Fayetteville-Springdale-Rogers, AR
- Flagstaff, AZ-UT
- Flint, MI
- Fort Collins-Loveland, CO
- Fort Lauderdale-Hollywood, FL
- Fort Myers-Cape Coral, FL
- Fort Pierce-Port St. Lucie, FL
- Fort Wayne, IN
- Fort Worth, TX
- Fresno, CA
- Gainesville, FL
- Gary-Hammond-East Chicago, IN
- Grand Forks, ND-MN
- Grand Junction, CO
- Grand Rapids-Muskegon-Holland, MI
- Greeley, CO
- Green Bay, WI
- Greensboro-Winston-Salem-High Point, NC
- Greenville, NC
- Greenville-Spartanburg-Anderson, SC
- Hagerstown, MD
- Hamilton-Middletown, OH
- Harrisburg-Lebanon-Carlisle, PA
- Hartford, CT
- Hickory-Morganton-Lenoir, NC
- Honolulu, HI
- Houston, TX
- Huntington-Ashland, WV-KY-OH
- Huntsville, AL
- Indianapolis, IN
- Iowa City, IA
- Jackson, MS
- Jacksonville, FL
- Janesville-Beloit, WI
- Jersey City, NJ
- Johnson City-Kingsport-Bristol, TN-VA
- Johnstown, PA
- Kalamazoo-Battle Creek, MI
- Kansas City, MO-KS
- Knoxville, TN
- Lafayette, LA
- Lakeland-Winter Haven, FL
- Lancaster, PA
- Lansing-East Lansing, MI
- Las Vegas, NV-AZ
- Lawrence, KS
- Lawrence-Haverhill, MA-NH
- Lewiston-Auburn, ME
- Lexington, KY
- Lincoln, NE
- Little Rock-North Little Rock, AR
- Longview-Marshall, TX
- Los Angeles-Long Beach, CA
- Louisville, KY-IN
- Lowell, MA-NH
- Lubbock, TX
- Lynchburg, VA
- Macon, GA
- Madison, WI
- Manchester, NH
- Medford-Ashland, OR
- Melbourne-Titusville-Palm Bay, FL
- Memphis, TN-AR-MS
- Miami, FL
- Middlesex-Somerset-Hunterdon, NJ
- Milwaukee, WI
- Minneapolis-St. Paul, MN-WI
- Missoula, MT
- Mobile, AL
- Modesto, CA
- Monmouth-Ocean, NJ
- Montgomery, AL
- Naples, FL
- Nashua, NH
- Nashville, TN
- Nassau-Suffolk, NY
- New Bedford, MA
- New Haven-Meriden, CT
- New London-Norwich, CT-RI
- New Orleans, LA
- New York, NY-NJ
- Newark, NJ
- Newburgh-Middletown, NY
- Norfolk-Virginia Beach-Newport News, VA-NC
- Oakland, CA
- Ocala, FL
- Odessa-Midland, TX
- Oklahoma City, OK
- Olympia, WA
- Omaha, NE-IA
- Orange County, CA
- Orlando, FL
- Pensacola, FL
- Peoria-Pekin, IL
- Philadelphia, PA-NJ
- Phoenix-Mesa, AZ
- Pittsburgh, PA
- Pittsfield, MA

- Portland, ME
- Portland, OR-WA
- Portsmouth-Dover-Rochester, NH-ME
- Providence-Fall River-Warwick, RI-MA
- Provo-Orem, UT
- Pueblo, CO
- Racine, WI
- Raleigh-Durham-Chapel Hill, NC
- Rapid City, SD
- Reading, PA
- Redding, CA
- Reno, NV
- Richland-Kennewick-Pasco, WA
- Richmond-Petersburg, VA
- Riverside-San Bernardino-Ontario, CA
- Roanoke, VA
- Rochester, MN
- Rochester, NY
- Rockford, IL
- Rocky Mount, NC
- Sacramento, CA
- Saginaw-Bay City-Midland, MI
- Salem, OR
- Salinas, CA
- Salt Lake City-Ogden, UT
- San Antonio, TX
- San Diego, CA
- San Francisco-Oakland, CA
- San Jose, CA
- San Juan, PR
- San Luis Obispo-Atascadero-Paso Robles, CA
- Santa Barbara-Santa Maria-Lompoc, CA
- Santa Cruz, CA
- Santa Fe, NM
- Santa Rosa, CA
- Sarasota-Bradenton, FL
- Savannah, GA
- Scranton-Wilkes-Barre-Hazleton, PA
- Seattle-Everett, WA
- Sharon, PA
- Shreveport-Bossier City, LA
- Sioux Falls, SD
- South Bend, IN
- Spokane, WA
- Springfield, IL
- Springfield, MA
- Springfield, MO
- St. Cloud, MN
- St. Joseph, MO
- St. Louis, MO-IL
- Stamford, CT
- State College, PA
- Stockton-Lodi, CA
- Syracuse, NY
- Tacoma, WA
- Tallahassee, FL
- Tampa-St. Petersburg-Clearwater, FL
- Toledo, OH
- Topeka, KS
- Trenton, NJ
- Tucson, AZ
- Tulsa, OK
- Tyler, TX
- Vallejo-Fairfield-Napa, CA
- Ventura, CA
- Visalia-Tulare-Porterville, CA
- Waco, TX
- Washington, DC-MD-VA
- Waterbury, CT
- Waterloo-Cedar Falls, IA
- Wausau, WI
- West Palm Beach-Boca Raton, FL
- Wichita Falls, TX
- Wichita, KS
- Williamsport, PA
- Wilmington, DE-NJ-MD
- Wilmington, NC
- Worcester, MA
- Yakima, WA
- York, PA
- Youngstown-Warren, OH
- Yuba City, CA

Appendix B
NTEE Codes

Major groups

These are the National Taxonomy of Exempt Entities (NTEE) major groups used in this report:

- Animal-related
- Arts, culture, & humanities
- Civil rights, social action, advocacy
- Community improvement, capacity building
- Crime, legal-related
- Diseases, disorders, medical disciplines
- Educational institutions & related activities
- Employment, job-related
- Environmental quality, protection, & beautification
- Food, agriculture, & nutrition
- Health—general & rehabilitative
- Housing, shelter
- Human services—multipurpose & other
- International, foreign affairs, & national security
- Medical research
- Mental health, crisis intervention
- Mutual/membership benefit organizations, other
- Philanthropy, voluntarism, & grantmaking foundations
- Public safety, disaster preparedness, & relief
- Public, society benefit—multipurpose & other
- Recreation, sports, leisure, athletics
- Religion-related, spiritual development
- Science & technology research institutes, services
- Social science research institutes, services
- Unknown
- Youth development

Decile groups

These are the NTEE decile groups used in this report:

- Animal-related: animal protection & welfare
- Animal-related: animal related N.E.C.
- Animal-related: animal services N.E.C.
- Animal-related: service & other
- Animal-related: veterinary services
- Animal-related: wildlife preservation & protection
- Animal-related: zoos & aquariums
- Arts, culture, & humanities: arts & culture
- Arts, culture, & humanities: arts services
- Arts, culture, & humanities: arts, culture, & humanities N.E.C.
- Arts, culture, & humanities: historical organizations

- Arts, culture, & humanities: humanities
- Arts, culture, & humanities: media & communications
- Arts, culture, & humanities: museums
- Arts, culture, & humanities: performing arts
- Arts, culture, & humanities: service & other
- Arts, culture, & humanities: visual arts
- Civil rights, social action, advocacy: civil liberties
- Civil rights, social action, advocacy: civil rights
- Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.
- Civil rights, social action, advocacy: service & other
- Civil rights, social action, advocacy: voter education & registration
- Community improvement, capacity building: business & industry
- Community improvement, capacity building: community & neighborhood development
- Community improvement, capacity building: community improvement & capacity building N.E.C.
- Community improvement, capacity building: community service clubs
- Community improvement, capacity building: economic development
- Community improvement, capacity building: nonprofit management
- Community improvement, capacity building: service & other
- Crime, legal-related: administration of justice
- Crime, legal-related: crime prevention
- Crime, legal-related: legal services
- Crime, legal-related: protection against abuse
- Crime, legal-related: rehabilitation services for offenders
- Crime, legal-related: service & other
- Diseases, disorders, medical disciplines: birth defects & genetic diseases
- Diseases, disorders, medical disciplines: cancer
- Diseases, disorders, medical disciplines: diseases of specific organs
- Diseases, disorders, medical disciplines: medical disciplines
- Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases
- Diseases, disorders, medical disciplines: service & other
- Diseases, disorders, medical disciplines: specifically named diseases
- Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.
- Educational institutions & related activities: adult education
- Educational institutions & related activities: education N.E.C.
- Educational institutions & related activities: educational services
- Educational institutions & related activities: elementary & secondary schools
- Educational institutions & related activities: graduate & professional schools
- Educational institutions & related activities: higher education
- Educational institutions & related activities: libraries
- Educational institutions & related activities: service & other
- Educational institutions & related activities: student services
- Educational institutions & related activities: vocational & technical schools
- Employment, job-related: employment N.E.C.
- Employment, job-related: employment preparation & procurement
- Employment, job-related: service & other

- Employment, job-related: vocational rehabilitation
- Environmental quality, protection, & beautification: botanical, horticultural, & landscape services
- Environmental quality, protection, & beautification: environment N.E.C.
- Environmental quality, protection, & beautification: environmental beautification
- Environmental quality, protection, & beautification: environmental education
- Environmental quality, protection, & beautification: natural resources conservation & protection
- Environmental quality, protection, & beautification: pollution abatement & control
- Environmental quality, protection, & beautification: service & other
- Food, agriculture, & nutrition: agricultural programs
- Food, agriculture, & nutrition: food programs
- Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.
- Food, agriculture, & nutrition: nutrition
- Food, agriculture, & nutrition: service & other
- Health—general & rehabilitative: ambulatory & primary health care
- Health—general & rehabilitative: health (general & financing)
- Health—general & rehabilitative: health care N.E.C.
- Health—general & rehabilitative: health support
- Health—general & rehabilitative: hospitals
- Health—general & rehabilitative: nursing
- Health—general & rehabilitative: public health
- Health—general & rehabilitative: rehabilitative care
- Health—general & rehabilitative: reproductive health care
- Health—general & rehabilitative: service & other
- Housing, shelter: homeowners & tenants associations
- Housing, shelter: housing & shelter N.E.C.
- Housing, shelter: housing development, construction, & management
- Housing, shelter: housing support
- Housing, shelter: service & other
- Housing, shelter: temporary housing
- Human services—multipurpose & other: centers to support the independence of specific populations
- Human services—multipurpose & other: children & youth services
- Human services—multipurpose & other: emergency assistance
- Human services—multipurpose & other: family services
- Human services—multipurpose & other: human services
- Human services—multipurpose & other: human services N.E.C.
- Human services—multipurpose & other: personal social services
- Human services—multipurpose & other: residential care & adult day programs
- Human services—multipurpose & other: service & other
- International, foreign affairs, & national security: international affairs, foreign policy, & globalization
- International, foreign affairs, & national security: international development
- International, foreign affairs, & national security: international human rights
- International, foreign affairs, & national security: international peace & security
- International, foreign affairs, & national security: international, foreign affairs, & national security N.E.C.
- International, foreign affairs, & national security: promotion of international understanding
- International, foreign affairs, & national security: service & other
- Medical research: cancer research
- Medical research: medical disciplines research

- Medical research: medical research N.E.C.
- Medical research: service & other
- Medical research: specifically named diseases research
- Mental health, crisis intervention: counseling
- Mental health, crisis intervention: hot lines & crisis intervention
- Mental health, crisis intervention: mental health & crisis intervention N.E.C.
- Mental health, crisis intervention: mental health associations
- Mental health, crisis intervention: mental health disorders
- Mental health, crisis intervention: mental health treatment
- Mental health, crisis intervention: service & other
- Mental health, crisis intervention: substance abuse dependency, prevention, & treatment
- Mutual/membership benefit organizations, other: service & other
- Philanthropy, voluntarism, & grantmaking foundations: federated giving programs
- Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion
- Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.
- Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations
- Philanthropy, voluntarism, & grantmaking foundations: public foundations
- Philanthropy, voluntarism, & grantmaking foundations: service & other
- Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion
- Public safety, disaster preparedness, & relief: disaster preparedness & relief services
- Public safety, disaster preparedness, & relief: safety education
- Public safety, disaster preparedness, & relief: service & other
- Public, society benefit—multipurpose & other: government & public administration
- Public, society benefit—multipurpose & other: leadership development
- Public, society benefit—multipurpose & other: military & veterans organizations
- Public, society benefit—multipurpose & other: public & societal benefit N.E.C.
- Public, society benefit—multipurpose & other: public utilities
- Public, society benefit—multipurpose & other: service & other
- Recreation, sports, leisure, athletics: amateur sports
- Recreation, sports, leisure, athletics: amateur sports competitions
- Recreation, sports, leisure, athletics: camps
- Recreation, sports, leisure, athletics: physical fitness & community recreational facilities
- Recreation, sports, leisure, athletics: recreation & sports N.E.C.
- Recreation, sports, leisure, athletics: recreational clubs
- Recreation, sports, leisure, athletics: service & other
- Recreation, sports, leisure, athletics: sports associations & training facilities
- Religion-related, spiritual development: Buddhism
- Religion-related, spiritual development: Christianity
- Religion-related, spiritual development: interfaith coalitions
- Religion-related, spiritual development: Judaism
- Religion-related, spiritual development: religion-related N.E.C.

- Religion-related, spiritual development: religious media & communications
- Religion-related, spiritual development: service & other
- Science & technology research institutes, services: biological & life sciences
- Science & technology research institutes, services: engineering & technology
- Science & technology research institutes, services: general science
- Science & technology research institutes, services: physical & earth sciences
- Science & technology research institutes, services: science & technology N.E.C.
- Science & technology research institutes, services: service & other
- Social science research institutes, services: interdisciplinary research
- Social science research institutes, services: service & other
- Social science research institutes, services: social science
- Social science research institutes, services: social science N.E.C.
- Unknown
- Youth development: adult & child matching programs
- Youth development: scouting
- Youth development: service & other
- Youth development: youth centers & clubs
- Youth development: youth development N.E.C.
- Youth development: youth development programs

Centile groups

These are the NTEE centile groups used in this report:

- Animal-related: alliances & advocacy
- Animal-related: animal protection & welfare
- Animal-related: animal services N.E.C.
- Animal-related: animal training
- Animal-related: animal-related N.E.C.
- Animal-related: fund raising & fund distribution
- Animal-related: protection of endangered species
- Animal-related: single organization support
- Animal-related: veterinary services
- Animal-related: wildlife preservation & protection
- Animal-related: wildlife sanctuaries
- Animal-related: zoos & aquariums
- Arts, culture, & humanities: alliances & advocacy
- Arts, culture, & humanities: art museums
- Arts, culture, & humanities: arts & culture
- Arts, culture, & humanities: arts & humanities councils & agencies
- Arts, culture, & humanities: arts education
- Arts, culture, & humanities: arts services
- Arts, culture, & humanities: arts, culture, & humanities N.E.C.

- Arts, culture, & humanities: ballet
- Arts, culture, & humanities: bands & ensembles
- Arts, culture, & humanities: children's museums
- Arts, culture, & humanities: cultural & ethnic awareness
- Arts, culture, & humanities: dance
- Arts, culture, & humanities: film & video
- Arts, culture, & humanities: folk arts
- Arts, culture, & humanities: fund raising & fund distribution
- Arts, culture, & humanities: historical organizations
- Arts, culture, & humanities: historical societies & historic preservation
- Arts, culture, & humanities: history museums
- Arts, culture, & humanities: humanities
- Arts, culture, & humanities: media & communications
- Arts, culture, & humanities: museums
- Arts, culture, & humanities: music
- Arts, culture, & humanities: natural history & natural science museums
- Arts, culture, & humanities: opera
- Arts, culture, & humanities: performing arts
- Arts, culture, & humanities: performing arts centers
- Arts, culture, & humanities: performing arts schools
- Arts, culture, & humanities: printing & publishing
- Arts, culture, & humanities: professional societies & associations
- Arts, culture, & humanities: radio
- Arts, culture, & humanities: research institutes & public policy analysis
- Arts, culture, & humanities: science & technology museums
- Arts, culture, & humanities: singing & choral groups
- Arts, culture, & humanities: single organization support
- Arts, culture, & humanities: symphony orchestras
- Arts, culture, & humanities: television
- Arts, culture, & humanities: theater
- Arts, culture, & humanities: visual arts
- Civil rights, social action, advocacy: alliances & advocacy
- Civil rights, social action, advocacy: children's rights
- Civil rights, social action, advocacy: civil liberties
- Civil rights, social action, advocacy: civil rights
- Civil rights, social action, advocacy: civil rights, social action, & advocacy N.E.C.
- Civil rights, social action, advocacy: disabled persons' rights
- Civil rights, social action, advocacy: fund raising & fund distribution
- Civil rights, social action, advocacy: immigrants' rights
- Civil rights, social action, advocacy: intergroup & race relations
- Civil rights, social action, advocacy: lesbian & gay rights
- Civil rights, social action, advocacy: minority rights
- Civil rights, social action, advocacy: reproductive rights
- Civil rights, social action, advocacy: research institutes & public policy analysis
- Civil rights, social action, advocacy: right to life
- Civil rights, social action, advocacy: voter education & registration
- Civil rights, social action, advocacy: women's rights
- Community improvement, capacity building: alliances & advocacy
- Community improvement, capacity building: business & industry
- Community improvement, capacity building: chambers of commerce & business leagues
- Community improvement, capacity building: community & neighborhood development
- Community improvement, capacity building: community coalitions
- Community improvement, capacity building: community improvement & capacity building N.E.C.
- Community improvement, capacity building: community service clubs

- Community improvement, capacity building: economic development
- Community improvement, capacity building: fund raising & fund distribution
- Community improvement, capacity building: management & technical assistance
- Community improvement, capacity building: men's service clubs
- Community improvement, capacity building: neighborhood & block associations
- Community improvement, capacity building: nonprofit management
- Community improvement, capacity building: research institutes & public policy analysis
- Community improvement, capacity building: rural economic development
- Community improvement, capacity building: single organization support
- Community improvement, capacity building: small business development
- Community improvement, capacity building: urban & community economic development
- Community improvement, capacity building: women's service clubs
- Crime, legal-related: administration of justice
- Crime, legal-related: alliances & advocacy
- Crime, legal-related: child abuse prevention
- Crime, legal-related: crime & legal related N.E.C.
- Crime, legal-related: crime prevention
- Crime, legal-related: dispute resolution & mediation
- Crime, legal-related: drunk driving related
- Crime, legal-related: inmate support
- Crime, legal-related: law enforcement
- Crime, legal-related: legal services
- Crime, legal-related: prison alternatives
- Crime, legal-related: professional societies & associations
- Crime, legal-related: protection against abuse
- Crime, legal-related: public interest law
- Crime, legal-related: rehabilitation services for offenders
- Crime, legal-related: research institutes & public policy analysis
- Crime, legal-related: sexual abuse prevention
- Crime, legal-related: spouse abuse prevention
- Crime, legal-related: way houses for offenders & ex offenders
- Crime, legal-related: youth violence prevention
- Diseases, disorders, medical disciplines: AIDS
- Diseases, disorders, medical disciplines: alliances & advocacy
- Diseases, disorders, medical disciplines: Alzheimer's disease
- Diseases, disorders, medical disciplines: autism
- Diseases, disorders, medical disciplines: birth defects & genetic diseases
- Diseases, disorders, medical disciplines: brain disorders
- Diseases, disorders, medical disciplines: breast cancer
- Diseases, disorders, medical disciplines: cancer
- Diseases, disorders, medical disciplines: diseases of specific organs
- Diseases, disorders, medical disciplines: Down syndrome
- Diseases, disorders, medical disciplines: epilepsy
- Diseases, disorders, medical disciplines: eye diseases, blindness, & vision impairments
- Diseases, disorders, medical disciplines: fund raising & fund distribution
- Diseases, disorders, medical disciplines: heart & circulatory system diseases & disorders
- Diseases, disorders, medical disciplines: medical disciplines

- Diseases, disorders, medical disciplines: nerve, muscle, & bone diseases
- Diseases, disorders, medical disciplines: neurology & neuroscience
- Diseases, disorders, medical disciplines: pediatrics
- Diseases, disorders, medical disciplines: professional societies & associations
- Diseases, disorders, medical disciplines: single organization support
- Diseases, disorders, medical disciplines: specifically named diseases
- Diseases, disorders, medical disciplines: surgical specialties
- Diseases, disorders, medical disciplines: voluntary health associations & medical disciplines N.E.C.
- Educational institutions & related activities: adult education
- Educational institutions & related activities: alliances & advocacy
- Educational institutions & related activities: alumni associations
- Educational institutions & related activities: charter schools
- Educational institutions & related activities: education N.E.C.
- Educational institutions & related activities: educational services
- Educational institutions & related activities: elementary & secondary schools
- Educational institutions & related activities: fund raising & fund distribution
- Educational institutions & related activities: graduate & professional schools
- Educational institutions & related activities: higher education
- Educational institutions & related activities: libraries
- Educational institutions & related activities: management & technical assistance
- Educational institutions & related activities: parent & teacher groups
- Educational institutions & related activities: preschools
- Educational institutions & related activities: primary & elementary schools
- Educational institutions & related activities: professional societies & associations
- Educational institutions & related activities: remedial reading & encouragement
- Educational institutions & related activities: research institutes & public policy analysis
- Educational institutions & related activities: scholarships & student financial aid
- Educational institutions & related activities: secondary & high schools
- Educational institutions & related activities: single organization support
- Educational institutions & related activities: special education
- Educational institutions & related activities: student services
- Educational institutions & related activities: student sororities & fraternities
- Educational institutions & related activities: support N.E.C.
- Educational institutions & related activities: two-year colleges
- Educational institutions & related activities: undergraduate colleges
- Educational institutions & related activities: universities
- Educational institutions & related activities: vocational & technical schools
- Employment, job-related: alliances & advocacy
- Employment, job-related: employment N.E.C.

- Employment, job-related: employment preparation & procurement
- Employment, job-related: goodwill industries
- Employment, job-related: job training
- Employment, job-related: labor unions
- Employment, job-related: sheltered employment
- Employment, job-related: vocational counseling
- Employment, job-related: vocational rehabilitation
- Environmental quality, protection, & beautification: alliances & advocacy
- Environmental quality, protection, & beautification: botanical gardens & arboreta
- Environmental quality, protection, & beautification: energy resources conservation & development
- Environmental quality, protection, & beautification: environment N.E.C.
- Environmental quality, protection, & beautification: environmental beautification
- Environmental quality, protection, & beautification: environmental education
- Environmental quality, protection, & beautification: forest conservation
- Environmental quality, protection, & beautification: fund raising & fund distribution
- Environmental quality, protection, & beautification: land resources conservation
- Environmental quality, protection, & beautification: management & technical assistance
- Environmental quality, protection, & beautification: natural resources conservation & protection
- Environmental quality, protection, & beautification: pollution abatement & control
- Environmental quality, protection, & beautification: professional societies & associations
- Environmental quality, protection, & beautification: recycling
- Environmental quality, protection, & beautification: research institutes & public policy analysis
- Environmental quality, protection, & beautification: water resources, wetlands conservation & management
- Food, agriculture, & nutrition: agricultural programs
- Food, agriculture, & nutrition: alliances & advocacy
- Food, agriculture, & nutrition: congregate meals
- Food, agriculture, & nutrition: farm bureaus & granges
- Food, agriculture, & nutrition: farmland preservation
- Food, agriculture, & nutrition: food banks & pantries
- Food, agriculture, & nutrition: food programs
- Food, agriculture, & nutrition: food, agriculture, & nutrition N.E.C.
- Food, agriculture, & nutrition: meals on wheels
- Food, agriculture, & nutrition: nutrition
- Food, agriculture, & nutrition: research institutes & public policy analysis
- Food, agriculture, & nutrition: soup kitchens
- Health—general & rehabilitative: alliances & advocacy
- Health—general & rehabilitative: ambulatory & primary health care
- Health—general & rehabilitative: blood banks
- Health—general & rehabilitative: community clinics
- Health—general & rehabilitative: community health systems
- Health—general & rehabilitative: emergency medical services & transport
- Health—general & rehabilitative: family planning
- Health—general & rehabilitative: fund raising & fund distribution
- Health—general & rehabilitative: general hospitals
- Health—general & rehabilitative: group health practices
- Health—general & rehabilitative: health (general & financing)
- Health—general & rehabilitative: health care N.E.C.
- Health—general & rehabilitative: health support

- Health—general & rehabilitative: home health care
- Health—general & rehabilitative: hospitals
- Health—general & rehabilitative: management & technical assistance
- Health—general & rehabilitative: nursing
- Health—general & rehabilitative: nursing facilities
- Health—general & rehabilitative: organ & tissue banks
- Health—general & rehabilitative: patient & family support
- Health—general & rehabilitative: professional societies & associations
- Health—general & rehabilitative: public health
- Health—general & rehabilitative: rehabilitative care
- Health—general & rehabilitative: reproductive health care
- Health—general & rehabilitative: research institutes & public policy analysis
- Health—general & rehabilitative: single organization support
- Health—general & rehabilitative: specialty hospitals
- Health—general & rehabilitative: support N.E.C.
- Housing, shelter: alliances & advocacy
- Housing, shelter: home improvement & repairs
- Housing, shelter: homeless shelters
- Housing, shelter: homeowners & tenants associations
- Housing, shelter: housing & shelter N.E.C.
- Housing, shelter: housing development, construction, & management
- Housing, shelter: housing expense reduction support
- Housing, shelter: housing rehabilitation
- Housing, shelter: housing search assistance
- Housing, shelter: housing support
- Housing, shelter: low income & subsidized rental housing
- Housing, shelter: senior citizens housing & retirement communities
- Housing, shelter: single organization support
- Housing, shelter: temporary housing
- Human services—multipurpose & other: adoption
- Human services—multipurpose & other: adult day care
- Human services—multipurpose & other: alliances & advocacy
- Human services—multipurpose & other: blind & visually impaired centers
- Human services—multipurpose & other: centers to support the independence of specific populations
- Human services—multipurpose & other: child day care
- Human services—multipurpose & other: children & youth services
- Human services—multipurpose & other: deaf & hearing impaired centers
- Human services—multipurpose & other: developmentally disabled centers
- Human services—multipurpose & other: emergency assistance
- Human services—multipurpose & other: ethnic & immigrant centers
- Human services—multipurpose & other: family counseling
- Human services—multipurpose & other: family services
- Human services—multipurpose & other: family services for adolescent parents
- Human services—multipurpose & other: family violence shelters
- Human services—multipurpose & other: financial counseling
- Human services—multipurpose & other: foster care
- Human services—multipurpose & other: fund raising & fund distribution
- Human services—multipurpose & other: gift distribution
- Human services—multipurpose & other: group homes
- Human services—multipurpose & other: half-way house (short-term residential care)

- Human services—multipurpose & other: homeless centers
- Human services—multipurpose & other: hospices
- Human services—multipurpose & other: human service organizations
- Human services—multipurpose & other: human services N.E.C.
- Human services—multipurpose & other: in-home assistance
- Human services—multipurpose & other: LGBT centers
- Human services—multipurpose & other: management & technical assistance
- Human services—multipurpose & other: neighborhood centers
- Human services—multipurpose & other: personal social services
- Human services—multipurpose & other: pregnancy centers
- Human services—multipurpose & other: professional societies & associations
- Human services—multipurpose & other: residential care & adult day programs
- Human services—multipurpose & other: senior centers
- Human services—multipurpose & other: single organization support
- Human services—multipurpose & other: single parent agencies
- Human services—multipurpose & other: support N.E.C.
- Human services—multipurpose & other: supportive housing for older adults
- Human services—multipurpose & other: thrift shops
- Human services—multipurpose & other: transportation assistance
- Human services—multipurpose & other: Urban League
- Human services—multipurpose & other: victims services
- Human services—multipurpose & other: women's centers
- Human services—multipurpose & other: young men's or women's associations
- International, foreign affairs, & national security: arms control & peace
- International, foreign affairs, & national security: fund raising & fund distribution
- International, foreign affairs, & national security: international academic exchange
- International, foreign affairs, & national security: international affairs, foreign policy, & globalization
- International, foreign affairs, & national security: international cultural exchange
- International, foreign affairs, & national security: international development
- International, foreign affairs, & national security: international economic development
- International, foreign affairs, & national security: international exchange N.E.C.
- International, foreign affairs, & national security: international human rights
- International, foreign affairs, & national security: international migration & refugee issues
- International, foreign affairs, & national security: international peace & security
- International, foreign affairs, & national security: international relief
- International, foreign affairs, & national security: international, foreign affairs, & national security N.E.C.
- International, foreign affairs, & national security: promotion of international understanding
- International, foreign affairs, & national security: research institutes & public policy analysis
- Medical research: cancer research

- Medical research: fund raising & fund distribution
- Medical research: medical disciplines research
- Medical research: medical research N.E.C.
- Medical research: research institutes & public policy analysis
- Mental health, crisis intervention: alliances & advocacy
- Mental health, crisis intervention: community mental health centers
- Mental health, crisis intervention: counseling
- Mental health, crisis intervention: eating disorders & addictions
- Mental health, crisis intervention: gambling addiction
- Mental health, crisis intervention: hot lines & crisis intervention
- Mental health, crisis intervention: mental health & crisis intervention N.E.C.
- Mental health, crisis intervention: mental health associations
- Mental health, crisis intervention: mental health disorders
- Mental health, crisis intervention: mental health treatment
- Mental health, crisis intervention: professional societies & associations
- Mental health, crisis intervention: psychiatric hospitals
- Mental health, crisis intervention: residential mental health treatment
- Mental health, crisis intervention: sexual assault services
- Mental health, crisis intervention: single organization support
- Mental health, crisis intervention: substance abuse dependency, prevention, & treatment
- Mental health, crisis intervention: substance abuse prevention
- Mental health, crisis intervention: substance abuse treatment
- Mutual/membership benefit organizations, other: alliances & advocacy
- Mutual/membership benefit organizations, other: mutual & membership benefit N.E.C.
- Mutual/membership benefit organizations, other: professional societies & associations
- Philanthropy, voluntarism, & grantmaking foundations: alliances & advocacy
- Philanthropy, voluntarism, & grantmaking foundations: community foundations
- Philanthropy, voluntarism, & grantmaking foundations: federated giving programs
- Philanthropy, voluntarism, & grantmaking foundations: fund raising & fund distribution
- Philanthropy, voluntarism, & grantmaking foundations: management & technical assistance
- Philanthropy, voluntarism, & grantmaking foundations: named trusts N.E.C.
- Philanthropy, voluntarism, & grantmaking foundations: philanthropy, charity, & voluntarism promotion
- Philanthropy, voluntarism, & grantmaking foundations: philanthropy, voluntarism, & grantmaking foundations N.E.C.
- Philanthropy, voluntarism, & grantmaking foundations: private grantmaking foundations
- Philanthropy, voluntarism, & grantmaking foundations: private independent foundations
- Philanthropy, voluntarism, & grantmaking foundations: professional societies & associations
- Philanthropy, voluntarism, & grantmaking foundations: public foundations
- Philanthropy, voluntarism, & grantmaking foundations: single organization support
- Philanthropy, voluntarism, & grantmaking foundations: voluntarism promotion
- Public safety, disaster preparedness, & relief: alliances & advocacy

- Public safety, disaster preparedness, & relief: disaster preparedness & relief services
- Public safety, disaster preparedness, & relief: fire prevention
- Public safety, disaster preparedness, & relief: public safety, disaster preparedness, & relief N.E.C.
- Public safety, disaster preparedness, & relief: safety education
- Public, society benefit—multipurpose & other: alliances & advocacy
- Public, society benefit—multipurpose & other: citizen participation
- Public, society benefit—multipurpose & other: consumer protection
- Public, society benefit—multipurpose & other: financial institutions
- Public, society benefit—multipurpose & other: fund raising & fund distribution
- Public, society benefit—multipurpose & other: government & public administration
- Public, society benefit—multipurpose & other: leadership development
- Public, society benefit—multipurpose & other: military & veterans organizations
- Public, society benefit—multipurpose & other: professional societies & associations
- Public, society benefit—multipurpose & other: public & societal benefit N.E.C.
- Public, society benefit—multipurpose & other: public transportation systems
- Public, society benefit—multipurpose & other: public utilities
- Public, society benefit—multipurpose & other: research institutes & public policy analysis
- Public, society benefit—multipurpose & other: single organization support
- Public, society benefit—multipurpose & other: support N.E.C.
- Public, society benefit—multipurpose & other: telecommunications
- Recreation, sports, leisure, athletics: alliances & advocacy
- Recreation, sports, leisure, athletics: amateur sports
- Recreation, sports, leisure, athletics: amateur sports competitions
- Recreation, sports, leisure, athletics: baseball & softball
- Recreation, sports, leisure, athletics: basketball
- Recreation, sports, leisure, athletics: camps
- Recreation, sports, leisure, athletics: community recreational centers
- Recreation, sports, leisure, athletics: equestrian
- Recreation, sports, leisure, athletics: fairs
- Recreation, sports, leisure, athletics: football
- Recreation, sports, leisure, athletics: fund raising & fund distribution
- Recreation, sports, leisure, athletics: golf
- Recreation, sports, leisure, athletics: parks & playgrounds
- Recreation, sports, leisure, athletics: physical fitness & community recreational facilities
- Recreation, sports, leisure, athletics: professional societies & associations
- Recreation, sports, leisure, athletics: racquet sports
- Recreation, sports, leisure, athletics: recreation & sports N.E.C.
- Recreation, sports, leisure, athletics: recreational clubs
- Recreation, sports, leisure, athletics: soccer
- Recreation, sports, leisure, athletics: Special Olympics
- Recreation, sports, leisure, athletics: sports associations & training facilities
- Recreation, sports, leisure, athletics: swimming & other water recreation

- Recreation, sports, leisure, athletics: winter sports
- Religion-related, spiritual development: alliances & advocacy
- Religion-related, spiritual development: Buddhism
- Religion-related, spiritual development: Christianity
- Religion-related, spiritual development: fund raising & fund distribution
- Religion-related, spiritual development: Hinduism
- Religion-related, spiritual development: interfaith coalitions
- Religion-related, spiritual development: Islam
- Religion-related, spiritual development: Judaism
- Religion-related, spiritual development: management & technical assistance
- Religion-related, spiritual development: professional societies & associations
- Religion-related, spiritual development: Protestant
- Religion-related, spiritual development: religion-related N.E.C.
- Religion-related, spiritual development: religious film & video
- Religion-related, spiritual development: religious media & communications
- Religion-related, spiritual development: religious printing & publishing
- Religion-related, spiritual development: religious radio
- Religion-related, spiritual development: Roman Catholic
- Religion-related, spiritual development: single organization support
- Religion-related, spiritual development: support N.E.C.
- Science & technology research institutes, services: biological & life sciences
- Science & technology research institutes, services: computer science
- Science & technology research institutes, services: engineering
- Science & technology research institutes, services: engineering & technology
- Science & technology research institutes, services: general science
- Science & technology research institutes, services: marine science & oceanography
- Science & technology research institutes, services: physical & earth sciences
- Science & technology research institutes, services: professional societies & associations
- Science & technology research institutes, services: research institutes & public policy analysis
- Science & technology research institutes, services: science & technology N.E.C.
- Social science research institutes, services: economics
- Social science research institutes, services: interdisciplinary research
- Social science research institutes, services: political science
- Social science research institutes, services: research institutes & public policy analysis
- Social science research institutes, services: social science
- Unknown
- Youth development: adult & child matching programs
- Youth development: alliances & advocacy
- Youth development: Big Brothers & Big Sisters
- Youth development: Boy Scouts of America
- Youth development: boys & girls clubs
- Youth development: boys clubs
- Youth development: Camp Fire
- Youth development: fund raising & fund distribution
- Youth development: Girl Scouts of the U.S.A.
- Youth development: girls clubs
- Youth development: scouting

- Youth development: single organization support
- Youth development: youth centers & clubs
- Youth development: youth community service clubs
- Youth development: youth development agricultural
- Youth development: youth development business
- Youth development: youth development citizenship
- Youth development: youth development N.E.C.
- Youth development: youth development programs
- Youth development: youth development religious leadership

Appendix C
Candid license agreement
Nonprofit Compensation Report

Updated 1-12-2022

Please note that all purchases of Candid's 2022 *Nonprofit Compensation Report* (as defined below) are non-refundable, except as specifically provided herein.

READ THE TERMS AND CONDITIONS HEREIN CAREFULLY BEFORE CONTINUING OR USING THE NONPROFIT COMPENSATION REPORT ("COMPENSATION REPORT"). IF YOU DO NOT AGREE TO THESE TERMS AND CONDITIONS, YOU MAY NOT ACCESS OR OTHERWISE USE THE COMPENSATION REPORT. YOUR CLICKING ON THE BUTTON MARKED "I AGREE" AND YOUR CONTINUED USE OF THE COMPENSATION REPORT INDICATES YOUR ACKNOWLEDGMENT THAT YOU HAVE READ AND ACCEPTED THESE TERMS AND CONDITIONS AND THIS LICENSE AGREEMENT. IF YOU ARE ACCEPTING ON BEHALF OF YOUR EMPLOYER OR ANOTHER ENTITY, YOU REPRESENT AND WARRANT THAT (I) YOU HAVE FULL LEGAL AUTHORITY TO BIND YOUR EMPLOYER OR THE APPLICABLE ENTITY TO THIS LICENSE AGREEMENT; AND (II) YOU AGREE TO THIS LICENSE AGREEMENT ON BEHALF OF THE PARTY THAT YOU REPRESENT.

This LICENSE AGREEMENT is made by **Candid** ("Candid" or "We"), and You. This License Agreement shall be effective upon Your acceptance of this Agreement by clicking on the button marked "I Agree" and/or signing an order form and submitting payment of the associated fee. This License Agreement amends, and is incorporated by reference within, the terms of Your User Agreement (https://candid.org/candid-terms-of-service) with Candid as it may be updated by Candid from time to time for so long as this License Agreement remains in effect. Except as is provided herein to the contrary, all terms of Your User Agreement remain in full force and effect. In the event of a conflict between this License Agreement and Your User Agreement as to the subject matter of this License Agreement, the terms of this License Agreement will control.

WHEREAS, Candid is a charitable organization whose charitable purposes include to collect, organize, and make available to the public information about the nonprofit sector and to study and give counsel on the organization, management, and programming of nonprofits;

WHEREAS, Candid works to connect people who want to change the world to the resources they need to do it through research, collaboration, and training;

WHEREAS, every year, millions of nonprofits spend trillions of dollars around the world and Candid has developed tools like the Compensation Report to help find out and explain where that money goes, and why it matters;

WHEREAS, You desire to license Candid's Compensation Report in order to access knowledge and improve its understanding of the nonprofit sector;

WHEREAS, the license of the Compensation Report to You directly furthers Candid's charitable purposes of strengthening the social sector by advancing knowledge about the social sector in the United States and around the world;

NOW, THEREFORE, in consideration of the mutual promises set forth below, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree to the following:

1. **Acceptance. You acknowledge that You have read the terms and conditions herein and that you accept such terms and conditions. YOU AGREE TO READ THESE TERMS AND CONDITIONS CAREFULLY BEFORE ACCESSING OR USING THE COMPENSATION REPORT. If You do not agree to these terms and conditions, You and Your Authorized User(s) (as defined below) (if any) may not access or use the Compensation Report.**
2. **License.**
    a. Upon Your acceptance of this License Agreement and payment of the associated fee, You are granted the limited, non-exclusive and nontransferable right and license (the "License") to access and use the Nonprofit Compensation Report for the year indicated on the Product Description Page (the "Compensation Report") purchased by you using the "Shopping Cart" feature of the Site, or pursuant to a Purchase Order. While the License is in effect, You and Your Authorized User(s) (if any) are permitted to access and use, and to print limited excerpts for Your internal use of, the Compensation Report for the permitted uses specified in Your User Agreement under the sections titled "Restrictions." Any such excerpts may be used as reference tools but may not be commercially distributed. Any such excerpts must clearly identify Candid and the Compensation Report as the source thereof. "Authorized User(s)" means the individual or individuals authorized by You (if any) to access and use the Compensation Report pursuant to the section titled "Grant of access and usage rights" of Your User Agreement, as applicable.

b. All terms, conditions and restrictions on access to and use of the Site as set forth in Your User Agreement remain in full force and effect. In addition, any reference in Your User Agreement to the Candid site shall be deemed to include a reference to the Compensation Report, whether the Compensation Report is accessed through the Candid Site or otherwise. This License entitles You and Your Authorized User(s) (if any) to access and use only the Nonprofit Compensation Report so purchased by You, and not any other products, including, without limitation, updates there to or subsequent editions thereof, or any similar compensation reports with respect to any other time periods.

c. If, when You purchased the Compensation Report, you selected and paid in full for a "Single-User Report", then (i) if You are an individual, only You may access and use the Compensation Report; or (ii) if You are a corporation or other entity, You may authorize only one (1) employee of You to access and use the Compensation Report. For the avoidance of doubt, You may authorize only an individual who is Your employee (and not any individual who is an independent contractor or other third party, or employee of any other person or entity (including, without limitation, any subsidiary, affiliate or parent of You)), to access and use the Compensation Report.

d. If, when You purchased the Compensation Report, you selected and paid in full for a "Multi-User Report", then You may authorize up to twenty-five (25) individuals who are Your employees to access and use the Compensation Report. For the avoidance of doubt, (i) You may purchase a Multi-User Report only if You are a corporation or other entity; (ii) if You purchase a Multi-User Report, You may authorize only individuals who are Your employees (and not any individuals who are independent contractors or other third parties, or employees of any other person or entity (including, without limitation, any subsidiary, affiliate or parent of You)), to access and use the Compensation Report. In addition, if You are a Library (as defined below) and purchase a Multi-User Report, You may authorize Your Patrons (as defined below) to access and use the Compensation Report, provided any such Patron agrees to the provisions of the User Agreement and this License Agreement prior to any access or use of the Compensation Report. You agree that We may require Your Authorized User(s) (if any) to verify electronically that they are Your Authorized User(s) and to indicate that they will abide by the terms of this Agreement.

   "Library" means an organized collection of accessible print and/or non-print materials that is maintained and made available for use by, but not for sale to, the public, by a governmental entity or agency or an educational institution, with appropriate staff to maintain such materials and to provide reference, research and other services to the public. For the avoidance of doubt, the term "Library" shall not include any library maintained by or as a part of any for-profit corporation or other entity or non-profit corporation or other entity, such as a company's "corporate library," and any such corporation or other entity must obtain an Enterprise License Agreement.

"Patron" means an individual member of the public authorized to access and use a Library in accordance with the rules and policies applicable to such Library, provided that such individual has agreed to the terms and conditions of this License Agreement and the User Agreement.

e. Corporations or other entities wishing to authorize more than twenty-five (25) employees to access and use the Compensation Report must obtain an **Enterprise License Agreement**.

f. Without limiting any other provision of this License Agreement or the User Agreement, You and Your Authorized User(s) (if any) agree that neither You nor any Authorized User shall:

i. transmit electronically, extract, excerpt, summarize or otherwise use the Compensation Report in any manner that directly or indirectly competes with Candid in any way whatsoever; or

ii. distribute, publish or copy the Compensation Report or any portion, extract, excerpt or summary thereof, or create any data compilation, summary or analysis to be sold or otherwise provided to any third party.

If You desire to include any extract of the Compensation Report in any publication of Yours, You must obtain Our prior written consent to such publication, which may be given or withheld in Our sole discretion, and, if given, may be subject to such additional terms and conditions as we determine in Our sole discretion.

3. **Charges and Fees; Billing.**

a. Charges and Fees. You agree as follows:

i. You agree to pay, using a valid credit card, the purchase price (and any other applicable charges and sales taxes) specified in the "Shopping Cart" feature on the Candid Site at the time of purchase of the Compensation Report, or within thirty (30) days of the date of Candid's invoice to You.

ii. You agree to maintain and promptly update Your Registration Data to keep it accurate. Without limiting any other provision of this Agreement, if You provide any information that is untrue, inaccurate, or incomplete, or We have reasonable grounds to suspect that such is the case, We reserve the right to suspend or terminate Your user account or License and refuse any and all current or future use by You of the Candid Site (or any portion thereof), the Compensation Report and/or any of our other products.

b. Billing. You agree as follows:

i. By using the Compensation Report, You are expressly agreeing that We are permitted to bill You a License fee. The License fee will be billed at the time Your order is placed.

ii. As used in this License Agreement, "billing" shall include a charge against the credit card

account number you provided when You purchased the Compensation Report, or a bill submitted via invoice, as applicable.

iii. We reserve the right to change the terms of this License Agreement in the future and will give You prior written notice of any such changes.

iv. In the event We cannot at any time charge Your credit card, or do not receive full payment within thirty days of the date of Our invoice, as applicable, We reserve the right to terminate Your License to the Compensation Report without notice.

4. **Accuracy and Warranty Disclaimers.**

Without limiting any provision of Your User Agreement (as amended by this License Agreement), You and Your Authorized User(s) (if any) acknowledge and agree that Candid does not warrant or guarantee the accuracy, quality, completeness, currency or validity of any information contained in the Compensation Report.

5. **LIMITATIONS ON LIABILITY. WITHOUT LIMITING ANY PROVISIONS OF YOUR USER AGREEMENT (AS AMENDED BY THIS LICENSE AGREEMENT), IN NO EVENT SHALL CANDID'S TOTAL CUMULATIVE LIABILITY WITH RESPECT TO THIS LICENSE AGREEMENT OR THE COMPENSATION REPORT EXCEED THE PURCHASE PRICE PAID FOR THE COMPENSATION REPORT.**

6. **Term and Termination.**

a. Candid may terminate Your License at any time, with or without cause, by giving You written notice of termination; provided that if Candid terminates Your License without cause, You shall be entitled to a refund of the fees billed to Your credit card or otherwise paid by You with respect to the License.

b. You may terminate Your License, with or without cause, by giving Us written notice of termination, and ceasing all use of the Compensation Report, and all use of the Candid Site excepting uses expressly permitted under Your User Agreement.

c. If You claim that We are in breach of this Agreement, Your sole remedies shall be: (i) (A) restoration of the License as contemplated by this License Agreement in accordance with the terms and conditions hereof; or (B) termination of this License Agreement; and, as appropriate, (ii) a refund of a portion of the fee paid by You with respect to the Compensation Report reflecting Your actual proven damages.

d. Termination or expiration of Your License means You and Your Authorized User(s) (if any) may

no longer exercise the additional rights granted by this License Agreement, including, without limitation, accessing and using the Compensation Report, but shall not in itself cause termination or expiration of Your User Agreement. For the avoidance of doubt, and without limiting the previous sentence, following any termination or expiration of this License Agreement, You and Your Authorized User(s) (if any) shall continue to be subject to the restrictions and other terms and conditions applicable to You and them contained herein, but shall no longer be entitled to any rights with respect to the Compensation Report hereunder.

e. This License Agreement shall be governed by, and enforced in accordance with, the substantive and procedural laws of the State of New York, including its statutes of limitations. This License Agreement is subject to the venue, jurisdiction and arbitration provisions set forth in the Your User Agreement.

f. This License Agreement and its associated invoice(s), as they together amend Your User Agreement with Candid, constitute the entire agreement between You and Candid with respect to the subject matter of this License Agreement. This License Agreement may not be modified except in accordance with the section titled "Modification of these terms of use" of Your User Agreement.

I HAVE READ THIS LICENSE AGREEMENT AND AGREE TO ALL THE PROVISIONS ABOVE.