

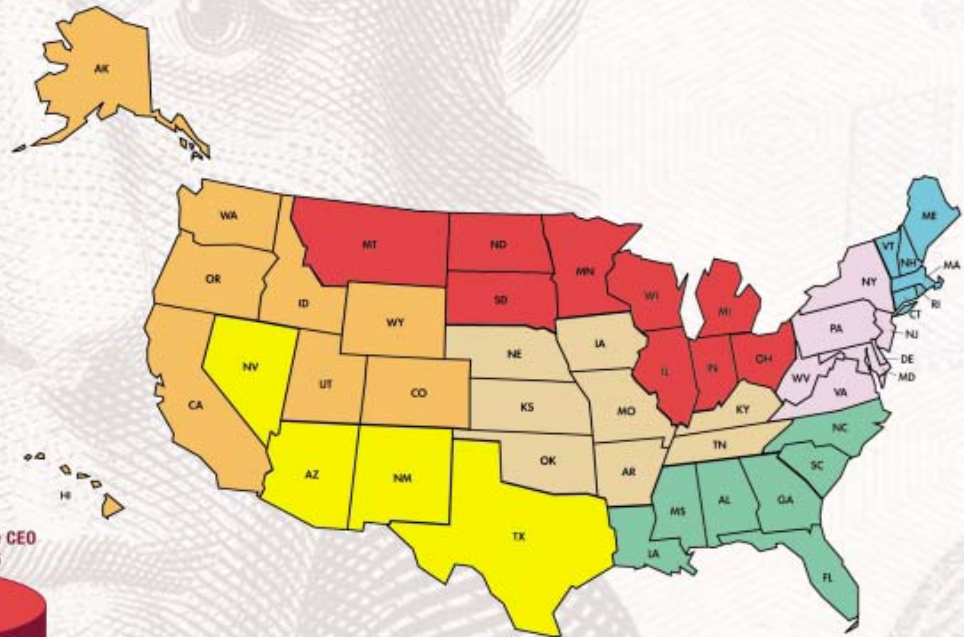
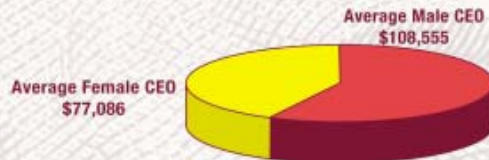
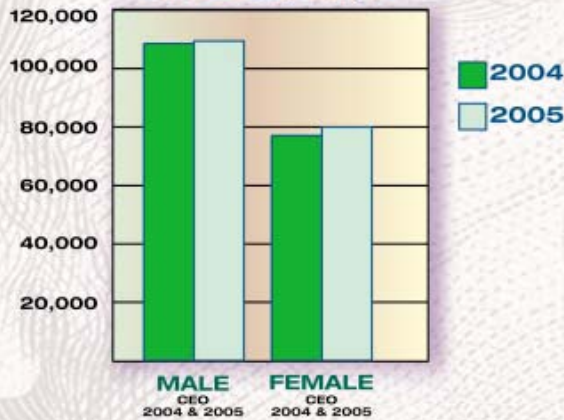
National

AVERAGES 2004 / 2005

Average Salary By Budget Size

	Overall Average	\$500,000 - \$999,999	\$1M - \$9.9M	\$10M - 24.9M	\$25M OR MORE
Executive Director / CEO / President	\$90,422 / \$92,411	\$64,552 / \$66,840	\$87,290 / \$89,084	\$120,675 / \$125,216	\$180,814 / \$195,886
Chief Financial Officer	\$65,382 / \$66,482	\$40,324 / \$41,969	\$58,900 / \$58,228	\$78,940 / \$84,880	\$110,036 / \$117,149
Program Director	\$54,166 / \$55,869	\$40,129 / \$41,335	\$53,582 / \$54,863	\$72,641 / \$77,750	\$92,688 / \$93,452
Planned Giving Officer & Major Gifts Officer	\$63,630 / \$64,730	\$39,000 / \$45,000	\$56,663 / \$56,120	\$57,626 / \$60,185	\$86,285 / \$89,436
Development Director	\$57,675 / \$57,511	\$39,857 / \$42,713	\$55,264 / \$56,097	\$75,159 / \$74,945	\$101,091 / \$110,805
Chief of Direct Marketing	\$60,651 / \$63,621	\$25,000 / NA	\$49,758 / \$48,096	\$39,175 / \$47,740	\$131,530 / \$137,453
Director of Volunteers	\$37,177 / \$38,428	\$29,400 / \$32,010	\$36,572 / \$36,767	\$41,667 / \$43,327	\$83,333 / \$85,000
Web Master	\$40,499 / \$35,360	\$26,250 / \$30,000	\$34,985 / \$34,013	NA	\$57,855 / \$51,500
Chief of Technology	\$62,085 / \$60,163	\$27,000 / \$28,000	\$49,962 / \$49,262	\$58,867 / \$66,358	\$104,176 / \$89,708

Male and Female
2004 and 2005 Average
CEO Salary Range



Regional

AVERAGES 2004

	New England	Mid-Atlantic	South	Central	North Central	Southwest	West
Executive Director / CEO / President	\$83,477	\$101,400	\$85,132	\$71,179	\$92,030	\$79,030	\$97,401
Chief Financial Officer	\$67,265	\$71,183	\$56,887	\$50,944	\$70,586	\$47,920	\$70,995
Program Director	\$49,384	\$63,567	\$44,665	\$46,847	\$50,766	\$44,900	\$60,474
Planned Giving Officer & Major Gifts Officer	\$69,600	\$60,008	\$87,500	\$55,200	\$63,742	\$47,760	\$76,092
Development Director	\$65,065	\$63,500	\$52,340	\$47,356	\$55,317	\$48,214	\$62,707
Chief of Direct Marketing	\$47,000	\$62,831	\$51,233	\$33,144	\$95,088	\$36,000	\$74,416
Director of Volunteers	\$28,800	\$47,797	\$35,000	\$31,598	\$32,554	\$31,000	\$44,880
Web Master	NA	\$41,501	\$65,998	\$39,000	\$30,000	\$30,000	\$46,160
Chief of Technology	\$66,910	\$72,325	\$46,500	\$37,314	\$76,703	\$35,000	\$60,000