

National

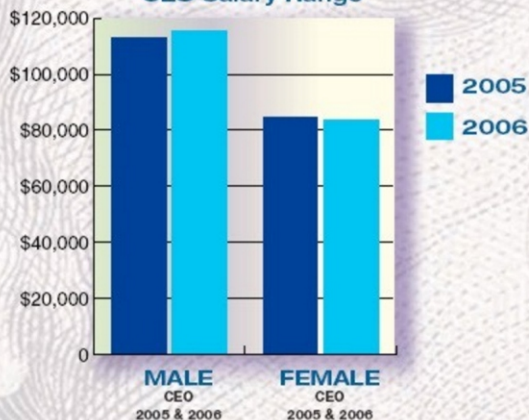
AVERAGES 2005/2006

Average Salary By Budget Size

	Overall Average	<\$500,000	\$500K – \$999.9K	\$1M – \$9.9M	\$10M – \$24.9M	\$25M–\$49.9M	\$50M+
Executive Director / CEO / President	\$98,476/\$100,118	\$54,916 /\$56,500	\$73,105 /\$73,783	\$87,970 /\$90,413	\$146,069 /\$149,427	\$164,727 /\$155,867	\$210,896 /\$207,143
Chief Financial Officer	\$72,295/\$73,413	\$49,028 /\$50,902	\$60,531 /\$58,096	\$54,017 /\$56,636	\$95,782 /\$97,248	\$117,200 /\$120,025	\$128,047 /\$123,898
Program Director	\$59,094/\$60,577	\$32,977 /\$34,872	\$47,203 /\$48,829	\$51,892 /\$54,435	\$78,498 /\$80,228	\$100,000 /\$109,300	\$104,714 /\$97,665
Development Director	\$62,455/\$65,004	\$34,600 /\$34,740	\$39,250 /\$47,964	\$55,338 /\$57,994	\$73,317 /\$76,770	\$96,571 /\$110,010	\$107,812 /\$105,578
Planned Giving Officer & Major Gifts Officer	\$68,912/\$70,037	NA / NA	\$68,000 /\$75,000	\$52,690 /\$54,650	\$71,888 /\$73,325	\$66,167 /\$69,744	\$100,852 /\$95,338
Chief of Direct Marketing	\$72,585/\$68,970	\$60,000 /\$61,800	\$68,919 /\$42,500	\$46,146 /\$51,227	\$83,223 /\$89,032	\$72,250 /\$82,755	\$154,702 / NA
Director of Volunteers	\$39,626/\$38,423	\$31,800 /\$32,156	\$32,646 /\$33,458	\$34,161 /\$37,241	\$41,081 /\$41,894	\$47,000 /\$43,900	\$74,287 / NA
Web Master	\$51,416/\$49,557	NA / NA	\$66,962 /\$55,388	\$39,590 /\$37,139	\$54,591 /\$57,085	\$66,000 /\$128,750	\$53,605 /\$48,127
Director of Human Resources	\$62,698/\$62,070	\$45,000 /\$46,500	\$57,942 /\$48,711	\$49,031 /\$48,932	\$66,395 /\$66,755	\$74,333 /\$79,121	\$96,751 /\$90,953

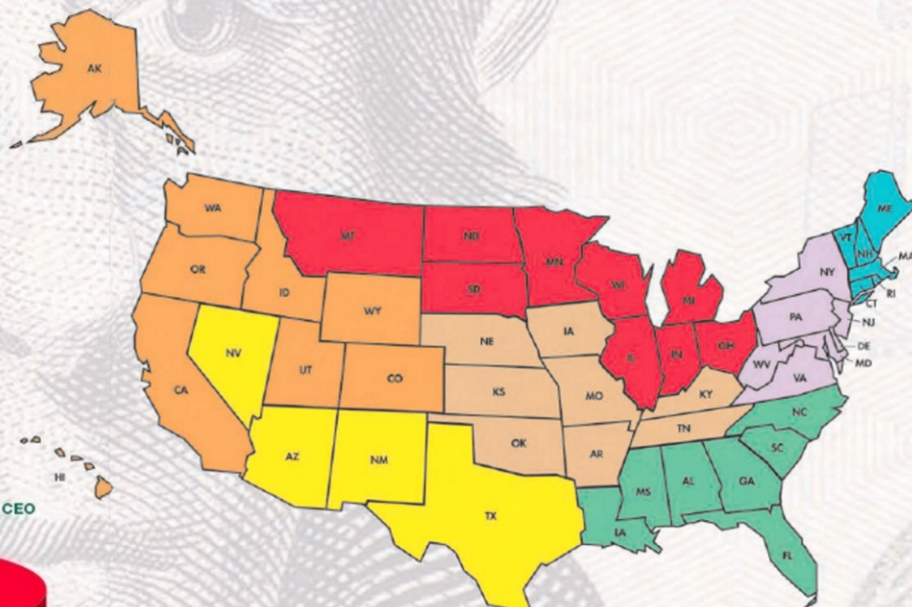
*Declines anticipate turnover in position

Male and Female
2005 and 2006 Average
CEO Salary Range



Average Female CEO
\$84,711

Average Male CEO
\$113,173



Regional

AVERAGES 2005

	New England	Mid-Atlantic	South	Central	North Central	Southwest	West
Executive Director / CEO / President	\$80,729	\$107,962	\$94,434	\$94,171	\$99,128	\$126,024	\$91,200
Chief Financial Officer	\$60,538	\$79,482	\$63,607	\$66,432	\$73,931	\$107,375	\$64,565
Program Director	\$54,009	\$68,888	\$54,053	\$50,130	\$56,930	\$54,493	\$53,806
Development Director	\$49,781	\$69,916	\$53,071	\$60,268	\$64,320	\$60,249	\$59,886
Planned Giving Officer & Major Gifts Officer	NA	\$95,333	\$51,105	\$116,000	\$62,764	NA	\$54,995
Chief of Direct Marketing	\$49,433	\$92,612	\$58,800	\$55,910	\$76,141	NA	\$50,800
Director of Volunteers	\$33,900	\$53,466	\$38,820	\$36,929	\$39,283	\$34,780	\$26,400
Web Master	\$47,237	\$56,655	\$43,737	\$70,066	\$60,520	NA	\$28,834
Director of Human Resources	\$53,791	\$72,744	\$62,200	\$62,353	\$65,125	\$51,667	\$52,528