

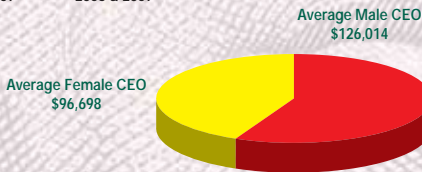
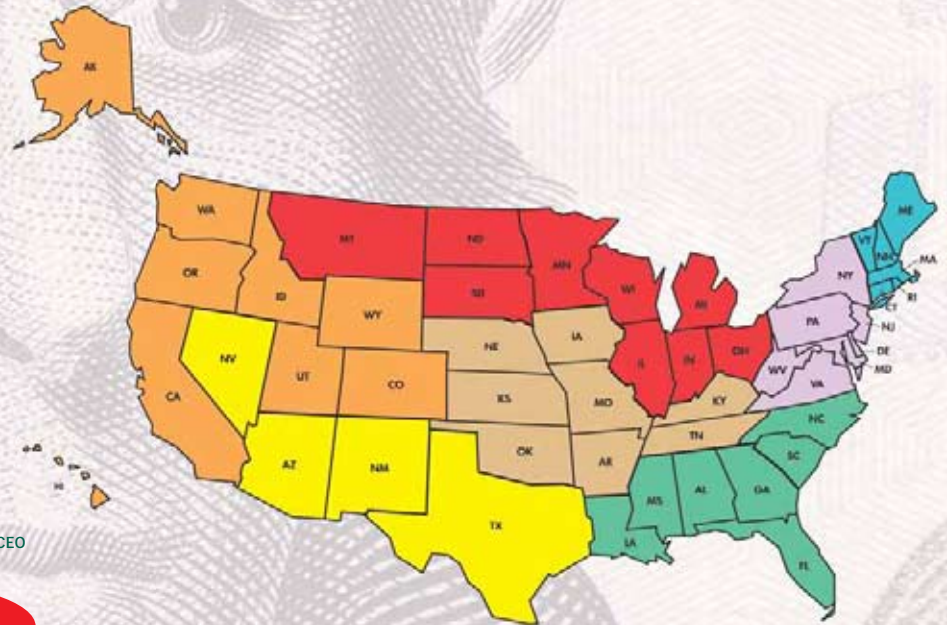
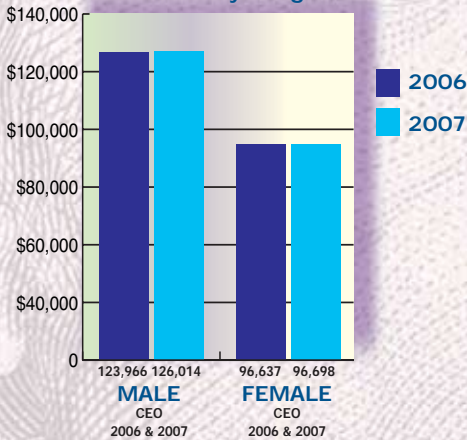
National

AVERAGES 2006/2007

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	\$111,501/\$112,899	\$54,382/\$56,425	\$68,939/\$71,808	\$97,279 /\$101,136	\$146,977/\$152,774	\$219,024/\$214,948	\$286,970/\$293,491
Chief Financial Officer	\$82,989/\$82,739	\$28,480/\$38,173	\$48,012/\$48,441	\$65,779 /\$68,923	\$94,642/\$93,817	\$130,143/\$125,243	\$173,961/\$169,360
Program Director	\$61,858/\$62,727	\$31,919/\$33,203	\$44,163/\$43,949	\$58,358 /\$60,456	\$67,877/\$69,237	\$94,598/\$91,054	\$126,206/\$118,837
Development Director	\$71,455/\$71,825	\$33,890/\$33,493	\$46,123/\$46,369	\$61,539 /\$64,650	\$83,083/\$84,392	\$96,294/\$98,733	\$142,898/\$133,939
Planned Giving Officer	\$69,263/\$69,536	NA/NA no responses	\$41,500/\$43,056	\$62,709 /\$61,983	\$43,631/\$47,572	\$76,540/\$74,171	\$98,098/\$99,241
Major Gifts Officer	\$69,688/\$70,650	NA/NA no responses	\$37,400/\$39,680	\$56,349 /\$57,498	\$60,725 /\$62,188	\$67,137 /\$72,960	\$94,743 /\$99,232
Chief of Direct Marketing	\$64,765/\$62,173	\$30,287/\$30,819	\$36,393/\$38,067	\$53,954 /\$53,308	\$60,656/\$63,396	\$94,156/\$81,778	\$104,598/\$93,469
Director of Volunteers	\$39,727/\$42,180	\$24,445/\$25,484	\$30,640/\$33,862	\$37,652 /\$39,047	\$41,415/\$44,107	\$48,750/\$47,227	\$76,661/\$80,413
Webmaster	\$55,291/\$55,922	\$27,067/\$34,140	NA/NA no responses	\$46,569 /\$46,926	\$64,060/\$64,659	\$61,540/\$57,492	\$78,878/\$80,150
Director of Human Resources	\$64,749/\$65,330	\$40,682 /\$41,431	\$42,981/\$43,524	\$52,056 /\$53,158	\$64,545/\$65,148	\$78,389/\$81,341	\$108,660/\$111,655

Male and Female 2006 and 2007 Average CEO Salary Range



Regional

AVERAGES 2006

	New England	Mid-Atlantic	South	Central	North Central	Southwest	West
Executive Director / CEO / President	\$104,626	\$130,448	\$104,606	\$99,078	\$100,543	\$113,874	\$106,345
Chief Financial Officer	\$86,945	\$95,974	\$71,585	\$71,473	\$75,106	\$82,075	\$79,416
Program Director	\$60,225	\$66,987	\$62,195	\$53,942	\$57,720	\$57,618	\$64,579
Development Director	\$81,448	\$85,062	\$62,735	\$57,037	\$67,170	\$73,058	\$65,936
Planned Giving Officer	\$69,273	\$73,278	\$70,833	\$58,633	\$57,178	\$85,138	\$73,838
Major Gifts Officer	\$96,790	\$75,019	\$68,750	\$50,000	\$62,835	\$96,793	\$59,336
Chief of Direct Marketing	\$75,167	\$71,142	\$59,170	\$47,565	\$68,796	\$57,659	\$57,504
Director of Volunteers	\$44,318	\$45,610	\$37,516	\$33,990	\$35,924	\$38,513	\$42,704
Webmaster	\$49,967	\$62,108	\$48,938	\$47,691	\$48,781	\$59,717	\$56,461
Director of Human Resources	\$77,967	\$76,312	\$57,967	\$49,706	\$60,423	\$66,227	\$57,118