

# 2009 Nonprofit Organizations Salary and Benefits Survey

## Chief Development Officer - Compensation Detail

Senior most position responsible for the organization's fundraising and income development activities. Develops fundraising strategies and campaigns to support the programs of the organization. Stays abreast of current fundraising techniques. Provides leadership to the organization's efforts to obtain planned, annual and deferred giving; approaches to individuals, foundations and corporations. Manages the overall marketing and promotional functions to develop ties with the community, and achieve membership/participation goals.

Scope				Base Salary						Incentive / Bonus				Total Cash Compensation					
Annual Revenue	# OF ORGS	# FTEs	AVG Tenure in Years	MIN	Average	25th PCTL	50th PCTL (Median)	75th PCTL	MAX	% of ORGS Paying	% FTEs RECVNG	MAX % Payout	AVG % Paid	Min. Comp.	Average Comp	25th PCTL Comp	Median Comp	75th PCTL Comp	Max. Comp
<b>Survey Participant Data Response</b>		1	3.17	\$126,600	\$151,000	\$134,200	\$141,800	\$149,400	\$157,000	N/A	100%	10%	6%	\$126,600	\$151,000	\$134,200	\$141,800	\$149,400	\$157,000
Under \$499,000	51	1	3.08	\$64,000	\$65,000	\$68,000	\$72,000	\$76,000	\$80,000	3%	52%	5%	3%	\$64,000	\$65,000	\$68,000	\$72,000	\$76,000	\$80,000
\$500,000 - \$999,000	72	1	2.92	\$76,000	\$82,000	\$80,750	\$85,500	\$90,250	\$95,000	8%	67%	5%	2%	\$76,000	\$82,000	\$80,750	\$85,500	\$90,250	\$95,000
\$1,000,000 - \$2,499,999	102	1	2.17	\$96,000	\$107,500	\$102,000	\$108,000	\$114,000	\$120,000	17%	49%	5%	3%	\$96,000	\$107,500	\$102,000	\$108,000	\$114,000	\$120,000
\$2,500,000 - \$4,999,999	154	1	1.67	\$128,000	\$146,000	\$136,000	\$144,000	\$152,000	\$160,000	23%	55%	6%	4%	\$128,000	\$146,000	\$136,000	\$144,000	\$152,000	\$160,000
\$5,000,000 - \$9,999,999	184	1	2.25	\$140,000	\$159,000	\$148,750	\$157,500	\$166,250	\$175,000	39%	61%	8%	5%	\$140,000	\$159,000	\$148,750	\$157,500	\$166,250	\$175,000
\$10,000,000 - \$24,999,999	205	1	2.42	\$152,000	\$181,000	\$161,500	\$171,000	\$180,500	\$190,000	61%	58%	10%	5%	\$152,000	\$181,000	\$161,500	\$171,000	\$180,500	\$190,000
\$25,000,000 - \$99,999,999	154	1	3.00	\$160,000	\$194,000	\$170,000	\$180,000	\$190,000	\$200,000	67%	66%	10%	5%	\$160,000	\$194,000	\$170,000	\$180,000	\$190,000	\$200,000
\$100,000,000 +	102	1	3.42	\$176,000	\$219,000	\$187,000	\$198,000	\$209,000	\$220,000	78%	59%	11%	6%	\$176,000	\$219,000	\$187,000	\$198,000	\$209,000	\$220,000
<b>All Organizations</b>	<b>1024</b>	<b>1</b>	<b>2.61</b>	<b>\$124,000</b>	<b>\$144,188</b>	<b>\$131,750</b>	<b>\$139,500</b>	<b>\$147,250</b>	<b>\$155,000</b>	<b>37%</b>	<b>58%</b>	<b>7%</b>	<b>4%</b>	<b>\$126,460</b>	<b>\$147,173</b>	<b>\$134,364</b>	<b>\$142,268</b>	<b>\$150,171</b>	<b>\$158,075</b>
Organizational Focus	# OF ORGS	# FTEs	AVG Tenure in Years	MIN	Average	25th PCTL	50th PCTL (Median)	75th PCTL	MAX	% of ORGS Paying	% FTEs RECVNG	MAX % Payout	AVG % Paid	Min. Comp.	Average Comp	25th PCTL Comp	Median Comp	75th PCTL Comp	Max. Comp
<b>Survey Participant Data Response</b>		1	3.17	\$125,600	\$151,000	\$133,450	\$141,300	\$149,150	\$157,000	N/A	100%	10%	6%	\$125,600	\$151,000	\$133,450	\$141,300	\$149,150	\$157,000
Arts, Culture, and Humanities	51	1	2.50	\$152,000	\$165,000	\$161,500	\$171,000	\$180,500	\$190,000	27%	45%	9%	4%	\$152,000	\$165,000	\$161,500	\$171,000	\$180,500	\$190,000
Education	205	1	2.17	\$175,200	\$214,000	\$186,150	\$199,100	\$208,050	\$219,000	65%	86%	10%	6%	\$189,216	\$231,120	\$201,042	\$212,868	\$224,694	\$236,520
Environment and Animals	82	1	2.42	\$146,000	\$161,000	\$155,125	\$164,250	\$173,375	\$182,500	49%	72%	9%	5%	\$146,000	\$161,000	\$155,125	\$164,250	\$173,375	\$182,500
Health	154	1	1.92	\$176,000	\$218,500	\$187,000	\$198,000	\$209,000	\$220,000	60%	89%	10%	9%	\$176,000	\$218,500	\$187,000	\$198,000	\$209,000	\$220,000
Human Services	276	1	1.50	\$131,912	\$146,000	\$140,157	\$148,401	\$156,646	\$164,890	36%	41%	5%	3%	\$137,188	\$151,840	\$145,763	\$154,337	\$162,911	\$164,890
International, Foreign Affairs	51	1	2.25	\$116,800	\$118,250	\$124,100	\$131,400	\$138,700	\$146,000	30%	67%	7%	4%	\$116,800	\$118,250	\$124,100	\$131,400	\$138,700	\$146,000
Public, Society Benefit	51	1	2.08	\$123,600	\$126,980	\$131,325	\$139,050	\$146,775	\$154,500	33%	77%	8%	3%	\$123,600	\$126,980	\$131,325	\$139,050	\$146,775	\$154,500
Religion, Spiritual Development	82	1	3.17	\$104,800	\$106,700	\$111,350	\$117,900	\$124,450	\$131,000	19%	56%	3%	2%	\$104,800	\$106,700	\$111,350	\$117,900	\$124,450	\$131,000
Mutual/Membership Benefit Organizations	51	1	1.75	\$164,000	\$195,300	\$174,250	\$184,500	\$194,750	\$205,000	29%	23%	6%	5%	\$164,000	\$195,300	\$174,250	\$184,500	\$194,750	\$205,000
Unknown, Unclassified	20	1	2.17	\$162,400	\$191,650	\$172,550	\$182,700	\$192,850	\$203,000	24%	30%	7%	2%	\$162,400	\$191,650	\$172,550	\$182,700	\$192,850	\$203,000
<b>All Organizations</b>	<b>1024</b>	<b>1</b>	<b>2.61</b>	<b>\$124,000</b>	<b>\$144,188</b>	<b>\$131,750</b>	<b>\$139,500</b>	<b>\$147,250</b>	<b>\$155,000</b>	<b>37%</b>	<b>59%</b>	<b>7%</b>	<b>4%</b>	<b>\$126,460</b>	<b>\$147,173</b>	<b>\$134,364</b>	<b>\$142,268</b>	<b>\$150,171</b>	<b>\$158,075</b>
Geographic Region	# OF ORGS	# FTEs	AVG Tenure in Years	MIN	Average	25th PCTL	50th PCTL (Median)	75th PCTL	MAX	% of ORGS Paying	% FTEs RECVNG	MAX % Payout	AVG % Paid	Min. Comp.	Average Comp	25th PCTL Comp	Median Comp	75th PCTL Comp	Max. Comp
<b>Survey Participant Data Response</b>		1	3.17	\$125,600	\$151,000	\$133,450	\$141,300	\$149,150	\$157,000	N/A	100%	10%	6%	\$125,600	\$151,000	\$133,450	\$141,300	\$149,150	\$157,000
<b>United States</b>	<b>1024</b>	<b>1</b>	<b>2.61</b>	<b>\$124,000</b>	<b>\$144,188</b>	<b>\$131,750</b>	<b>\$139,500</b>	<b>\$147,250</b>	<b>\$155,000</b>	<b>37%</b>	<b>59%</b>	<b>7%</b>	<b>4%</b>	<b>\$126,460</b>	<b>\$147,173</b>	<b>\$134,364</b>	<b>\$142,268</b>	<b>\$150,171</b>	<b>\$158,075</b>
<b>Subregions</b>																			
New England States	205	1	1.58	\$172,480	\$210,100	\$183,260	\$194,040	\$204,820	\$215,600	34%	34%	9%	5%	\$186,278	\$226,908	\$197,921	\$209,563	\$221,206	\$232,848
Middle Atlantic States	205	1	1.42	\$176,000	\$215,500	\$187,000	\$198,000	\$209,000	\$220,000	45%	45%	9%	6%	\$190,080	\$232,740	\$201,960	\$213,840	\$225,720	\$237,600
Middle Southeast States	102	1	1.83	\$161,600	\$198,000	\$171,700	\$181,800	\$191,900	\$202,000	23%	66%	6%	3%	\$161,600	\$198,000	\$171,700	\$181,800	\$191,900	\$202,000
Lower Southeast States	102	1	1.67	\$165,600	\$199,300	\$175,950	\$186,300	\$196,650	\$207,000	56%	78%	3%	1%	\$165,600	\$199,300	\$175,950	\$186,300	\$196,650	\$207,000
Great Lake States	51	1	2.92	\$156,000	\$176,000	\$165,750	\$175,500	\$185,250	\$195,000	53%	56%	12%	8%	\$156,000	\$176,000	\$165,750	\$175,500	\$185,250	\$195,000
Central Plains States	51	1	2.75	\$152,000	\$169,900	\$161,500	\$171,000	\$180,500	\$190,000	45%	33%	7%	5%	\$152,000	\$169,900	\$161,500	\$171,000	\$180,500	\$190,000
South Central States	51	1	3.25	\$145,600	\$161,000	\$154,700	\$163,800	\$172,900	\$182,000	55%	67%	8%	5%	\$145,600	\$161,000	\$154,700	\$163,800	\$172,900	\$182,000
Lower Mountain States	51	1	3.08	\$136,000	\$146,619	\$144,500	\$153,000	\$161,500	\$170,000	17%	87%	8%	4%	\$136,000	\$146,619	\$144,500	\$153,000	\$161,500	\$170,000
Pacific Northwest States	102	1	1.42	\$172,000	\$209,339	\$182,750	\$193,500	\$204,250	\$215,000	14%	34%	5%	3%	\$172,000	\$209,339	\$182,750	\$193,500	\$204,250	\$215,000
Pacific Southwest States	102	1	1.25	\$168,000	\$206,900	\$178,500	\$189,000	\$199,500	\$210,000	31%	88%	6%	4%	\$168,000	\$206,900	\$178,500	\$189,000	\$199,500	\$210,000