



EQUITABLE

nonprofit workplace report



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EXECUTIVE LEADERSHIP

Chief Executive Officer
Executive Director
Chief Administrative Officer/VP of Administration
Chief Development Officer/VP of Development
Chief Financial Officer/VP of Finance
Chief Marketing Officer/VP of Marketing & Communications
Chief Operations Officer/VP of Operations
Chief Program Officer/VP of Programs
Deputy Director/Assistant Executive Director

OPERATIONS & ADMINISTRATION

Director of Operations
Operations/Office Manager
Executive Assistant
Operations/Office/ Administrative Assistant
Facilities Director
Director of Information Technology
Information Technology Specialist
Director of Human Resources
Human Resources Generalist
Recruiter
Volunteer Coordinator
Volunteer Director/Volunteer Manager
Database Coordinator
Database Manager

FINANCE

Director of Finance
Accountant
Controller
Bookkeeper
Payroll Clerk

DEVELOPMENT

Director of Development
Director of Membership/Membership Manager
Development Manager
Development Associate
Grant Manager
Grant Writer

MARKETING, COMMUNICATIONS & ADVOCACY

Director of Marketing and Communication
Marketing Coordinator
Graphic Designer
Social Media Manager
Advocacy Manager/Advocacy Coordinator

PROGRAMS

Director of Programs
Program Manager
Program Assistant
Director of Education
Director of Residential Services
Regional Director/Site Director
Clinical Director
Clinical Supervisor (LCSW)
Licensed Marriage and Family Therapist
Nurse Practitioner
Case Manager
Social Worker
Job Coach
Job Developer
Residential Counselor
Teacher
Assistant Teacher/Tutor
Education Manager
Community Outreach Coordinator/
Outreach Worker

READING THE COMPENSATION GRAPHS

The graph represents both reported individual data points, as well as statistical analysis of the data. The dots represent individual data values. The darker shaded gray box defines a range greater than the first quartile and less than the mean. The light gray box defines a range greater than the mean and less than the third quartile. The bold lines above and below are the boundaries of salaries within 2 standard deviations of the mean.

Sample Job Title

Sample job description. Sample job description.

SAMPLE JOB CATEGORY



Annual Base Pay Range	
\$41,600	To \$145,600
Median	
\$85,280	

Field of Service	Minimum	Maximum	Median
Association management, membership	\$120,640	\$120,640	\$120,640
Child welfare, child care, early childhood	\$83,200	\$135,200	\$91,520
Community economic development	\$49,920	\$93,600	\$60,320
Conservation, environment, animal welfare	\$60,320	\$60,320	\$60,320
Culture, art, museums	\$49,920	\$104,000	\$79,040
Education, schools, colleges, research	\$41,600	\$116,480	\$95,680
Faith, religion	\$72,800	\$72,800	\$72,800
Food/nutrition	\$87,360	\$87,360	\$87,360
Foundation, philanthropy, fundraising	\$64,480	\$64,480	\$64,480
Health clinics, hospitals	\$79,040	\$145,600	\$95,680
Housing, shelters	\$76,960	\$128,960	\$89,440
Other social/human services	\$68,640	\$104,000	\$83,200
Social justice, advocacy, civil rights	\$70,720	\$70,720	\$70,720
Youth services, recreation	\$64,480	\$124,800	\$95,680

Location	Minimum	Maximum	Median
Los Angeles	\$49,920	\$135,200	\$89,440
San Bernardino	\$83,200	\$83,200	\$83,200
San Diego	\$72,800	\$145,600	\$120,640
Santa Barbara	\$68,640	\$91,520	\$85,280
Ventura	\$79,040	\$104,000	\$93,600

Employees Managed	Minimum	Maximum	Median
1 to 3	\$49,920	\$145,600	\$91,520
4 to 8	\$68,640	\$118,560	\$88,400

Employer Annual Budget	Minimum	Maximum	Median
\$250K-\$500K	\$70,720	\$70,720	\$70,720
\$500K-\$1M	\$54,080	\$83,200	\$79,040
\$1M-\$2M	\$41,600	\$95,680	\$64,480
\$2M-\$5M	\$68,640	\$135,200	\$89,440
\$5M-\$10M	\$68,640	\$124,800	\$95,680
\$10M-\$20M	\$76,960	\$128,960	\$93,600
\$20M-\$40M	\$83,200	\$124,800	\$111,280
\$40M-\$100M	\$83,200	\$145,600	\$114,400

