

Society of St. Andrew  
**Process for Determining CEO Compensation**

As a matter of policy, the Society of St. Andrew limits the annual salary of the Executive Director (CEO) to no more than three times the annual salary of the organization’s lowest paid full-time employee.

Further, the Society of St. Andrew requires that the Executive Director be offered the same benefits (401K employer contribution & matching and health/dental insurance) as all other full-time employees of the organization.

In 2016, as part of the leadership transition process in hiring a new Executive Director (CEO), a detailed compensation analysis was conducted using Guidestar’s **Nonprofit Compensation Report**. Both average and median compensation levels were considered for national, state, and local nonprofits of similar type to the Society of St. Andrew. Median compensation levels were considered more reliable as averages could be skewed by one or two unusually high or low compensation packages. Compensation determination matrix follows.

<b>National Average &amp; Median Nonprofit CEO Compensation</b>		
	<b>Avg.</b>	<b>Median</b>
CEO w/Budget size \$1M-\$2.5M	112,198	95,942
CEO w/Budget size \$2.5M-\$5M	151,630	125,600
National Nonprofit Average & Median by Nonprofit Type w/ \$1M - \$5M Budget		
Food, Ag. And Nutrition	96,082	78,646
Housing and Shelter	103,833	92,000
Human Services	96,541	87,724
Religion-Related	109,857	92,632
Virginia based Nonprofits		
CEO w/Budget size \$1M-\$2.5M	141,571	115,512
CEO w/Budget size \$2.5M-\$5M	191,464	161,902
Human Service Nonprofits Compensation based on various metropolitan areas		
Richmond-Petersburg, VA	93,819	99,824
Roanoke, VA	77,805	78,307
Greensboro/Winston-Salem, NC	94,276	86,500
Chattanooga, TN	88,947	104,102
Charlotte, NC	98,875	86,957
Knoxville, TN	72,402	75,843
Lynchburg area nonprofits actual from IRS 990		
TJ Poplar Forest, 1.5M budget		126,400
Gleaning for the World		100,000
Stop Hunger Now (Raleigh)		132,400
Current (Retiring) SoSA CEO Salary (8 years in position)		98,114
Starting Salary of New Executive Director		\$76,750