

Table of Contents

Introduction	2
Methodology.....	3
How to Use this Survey Data	6
Participant Profile.....	8
List of Survey Positions	10
Survey Compensation Data	11
Top Five Compensated Executives.....	104
Compensation Adjustments in light of COVID	114
Appendix.....	115
Survey Participants.....	116
Explanation of Terms	119

About Quatt Associates

We are a management consulting firm dedicated to enabling the nonprofit community to operate more effectively and strategically.

We specialize in:

- CEO/senior executive compensation and IRS compliance(Intermediate Sanctions)
- Staff compensation systems
- Compensation surveys and research
- Staff compensation benchmarking and analysis
- Benefits benchmarking and analysis
- Executive and staff performance management systems
- Strategic planning
- Organizational diagnostics and organizational effectiveness
- Organizational performance metrics and leadership assessments
- Employee opinion surveys