

Job Title	Base Salary Increase from Last Year %	
	Average	Median
Chief Executive Officer	6.8%	5.2%
Chief Operating Officer	8.0%	4.9%
Chief Financial Officer	7.0%	5.1%
General Counsel	8.2%	6.2%
Top Development Executive	6.6%	5.4%
<b>Average</b>	<b>7.3%</b>	<b>5.4%</b>

Source: Total Compensation Solutions - 2017/2018 Not For Profit Compensation Survey ([www.total-comp.com](http://www.total-comp.com))