

NATIONAL SEXUAL ASSAULT COALITION

Resource Sharing Project



2019 Sexual Assault Coalition Salary and Budget Report

The *2019 Resource Sharing Project (RSP) Coalition Salary and Budget Report* is a summary of information from 54 of 56 state and territorial sexual assault coalitions. The information included in this report comes directly from coalition executive directors or administrative staff via email. This report is a tool that coalitions can use to make decisions about staff pay and salary scales.

RSP collects this information every two years. The report alternates formats, some years providing information only on executive director and assistant director pay, and other years including salary information for the entire organization. This year, coalitions provided information on their organizational budget and all staff job titles and pay ranges.

Coalitions often use this information to meet Internal Revenue Service (IRS) Safe Harbor standards, which requires all organizations use “comparable data” when establishing executive pay ([IRS.gov, 2018](https://www.irs.gov)). The Office on Violence Against Women (OVW) coalition grant and many other federal funds require coalitions disclose their executive compensation process in their application.

In addition to providing data that supports Safe Harbor laws, pay scales can be an important indicator of how we are living out our values. Though it can be hard to talk about money, having transparent discussions about pay can reveal some of the ways inequalities based on race, geography, gender, ability, and other marginalized identities operate within our organizations. The 2019 report, *Race to Lead*, found that within nonprofits, “women are paid less than men generally and women of color are especially impacted by pay inequities” ([Biu, 2019](https://www.biu.edu)). Coalitions

can use tools like the salary report to periodically guide internal conversations about budget and compensation growth goals.

To protect the confidentiality of individual coalition salary information, we entered all responses into a spreadsheet, grouped them by similar job titles, and averaged the results. Where coalitions provided a pay range, the average of that salary range was used in the calculation of the larger average. The averages were then assembled into the chart that makes up the majority of this report.

Salary information is segmented by full time, part time, contractor, and hourly rates. Some positions paid hourly are full time employees. Others are not. Coalitions did not always provide us this information.

Finally, the number of coalitions reporting a type of position does not indicate how many people share the job title. For example, a single coalition may have several staff attorneys or program specialists. Ranges, averages, and hourly rates may represent more than one employee per title. When known, we entered information for each person in the staff position to give a more accurate average. For example, if one coalition reported six TA specialists, we included each of those TA specialist’s salaries in calculating the average pay, but only counted the coalition once for the “# of Coalitions Reporting” section of the table below.

2019 RSP Coalition Salary Chart						
Position	# Coalitions Reporting	FT Range	FT Avg.	PT Range	Contractor	Hourly
Executive Director	54	\$50,000-\$177,278	\$91,481	\$52,500		
Assistant Director	26	\$55,000-\$122,874	\$73,283	\$23,743		
Prevention Director	7	\$42,986-\$93,951	\$64,617			
Prevention Coordinator	13	\$35,000-\$72,679	\$50,412			

Position	# Coalitions Reporting	FT Range	FT Avg.	PT Range	Contractor	Hourly
Prevention Specialist	7	\$35,700-\$79,000	\$49,387	\$12,000		\$15
Prevention Other	1	\$48,000-\$65,000	\$56,500			\$15-\$28
Policy Director	15	\$44,244-\$93,072	\$68,247			
Policy Coordinator	4	\$39,556-\$59,334	\$48,815			\$20-\$25
Policy Specialist	3	\$35,000-\$63,000	\$52,977			
Policy Other	6	\$38,000-\$55,000	\$49,250	\$35,000-\$85,979	\$24,300	\$15-\$28
Membership Director	5	\$54,384-\$85,000	\$62,500	\$58,663		
Membership Coordinator	3	\$31,200-\$50,400	\$41,694			
Membership Specialist	5	\$47,500-\$54,000	\$48,379			
Training Director	11	\$50,000-\$80,000	\$60,391	\$45,760		
Training Coordinator	19	\$35,000-\$67,500	\$48,030			
Training Specialist	7	\$38,579-\$63,000	\$50,029			
Training Other	3	\$30,000-\$65,000	\$48,500	\$14,968		\$15-\$28
Fiscal Director	17	\$40,000-101,295	\$74,200	\$88,500		
Fiscal Manager	9	\$40,000-\$82,700	\$56,145			
Fiscal Coordinator	5	\$43,990-\$49,000	\$46,747	\$26,520-\$37,400		\$18
Bookkeeper	5	\$31,200-\$65,000	\$43,382	\$30,000-\$40,000		\$22.66

Position	# Coalitions Reporting	FT Range	FT Avg.	PT Range	Contractor	Hourly
Accountant	9	\$54,575-\$69,000	\$62,190	\$52,500-\$80,643		\$20-\$81.25
Contract Management	4	\$42,199-\$82,066	\$58,472	\$70,351		
Fiscal Other	13	\$18,000-\$80,000	\$44,155	\$22,996-\$63,000	\$315	\$28.65
Legal	13	\$41,000-\$103,000	\$66,669	\$60,840-\$80,030		
Staff Attorney	20	\$45,000-\$92,000	\$61,061	\$31,252-\$56,650		
Legal Advocates	8	\$36,000-\$66,671	\$46,403			\$20.25
Legal Other	8	\$33,000-\$63,000	\$41,704	\$50,000		\$12
Communications & Marketing Director	10	\$40,000-\$106,923	\$59,760			
Communications & Marketing Manager	2	\$42,267-\$63,401	\$48,917			
Communications & Marketing Coordinator	9	\$40,000-\$65,000	\$47,499		\$45,500	\$40
Communications & Marketing Specialist	12	\$30,000-\$65,000	\$45,384	\$26,000-\$54,500		\$15-\$50
Development & Fundraising	5	\$40,000-\$88,000	\$62,417			\$15-\$28
SANE-related	10	\$30,000-\$103,000	\$66,100	\$12,000-\$22,050	\$58,240	
SART-related	6	\$45,900-\$54,080				
Community-Specific TA Director	4	\$43,043-\$100,608	\$63,202			

Position	# Coalitions Reporting	FT Range	FT Avg.	PT Range	Contractor	Hourly
Community-Specific TA Coordinator	15	\$35,359-\$62,500	\$47,646	\$57,817		\$20.38
Community-Specific TA Specialist	4	\$28,000-\$58,000	\$48,199			
Community-Specific TA Other	4	\$35,000-\$70,000	\$49,167	\$31,500-\$41,500		
TA Director	9	\$34,440-\$88,000	\$60,489			
TA Manager	7	\$40,000-\$72,000	\$54,301	\$79,418		
TA Coordinator	19	\$35,700-\$65,000	\$48,667	\$17,850-\$70,503		\$23.74
TA Specialist	13	\$30,000-\$72,000	\$45,393			
TA Assistant	7	\$20,800-\$50,000	\$36,081			\$10-\$12
Office Administrative – Director	5	\$42,199-\$77,158	\$65,497			
Office Administrative - Manager	7	\$32,032-\$62,079	\$45,795			
Office Administrative – Coordinator	11	\$35,000-\$65,000	\$47,308	\$33,000-\$55,000		\$15-\$22.43
Office Administrative – Specialist	1	\$47,500	\$47,500			
Office Administrative – Assistant	17	\$25,000-\$47,840	\$34,559	\$12,000-\$28,600		\$15-\$20.81

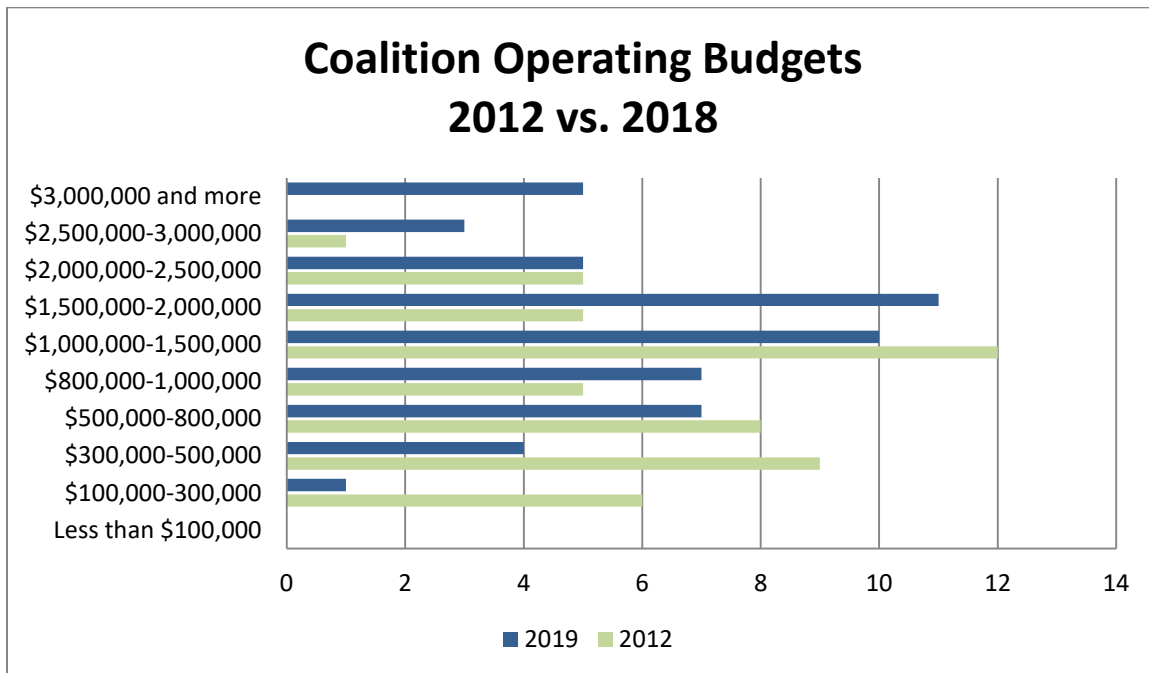
Position	# Coalitions Reporting	FT Range	FT Avg.	PT Range	Contractor	Hourly
Data, Tech, and IT	10	\$37,440-\$80,000	\$50,501	\$30,000-\$41,600	\$40,000	\$20
Research & Evaluation Director, Manager, or Coordinator	6	\$40,000-\$95,458	\$64,814			\$60
Research & Evaluation Specialist or Assistant	4	\$42,000-\$49,000	\$45,933	\$16,900		\$25
National Positions – Director, Manager, or Coordinator	3	\$38,254-\$75,750	\$55,070	\$74,589		
National Positions – Specialists, Assistants, or other	3	\$30,300-\$75,212	\$47,565			
Social Change	5	\$39,000-\$85,000	\$56,554			
Other	19	\$37,580-\$69,000	\$50,056	\$17,017-\$60,000	\$49,000	\$75

Organizational Budget Ranges

53 coalitions submitted information about their organizational budgets.

Of the 53 coalitions that submitted organizational budget information, 27 budgets included money meant for distribution to local sexual assault programs such as Sexual Assault Services Formula Grant Program (SASP), Rape Prevention Education (RPE), or Victims of Crime Act (VOCA) funds. The amount of money coalitions passed through to local programs ranged from \$137,450 to \$25,267,158.

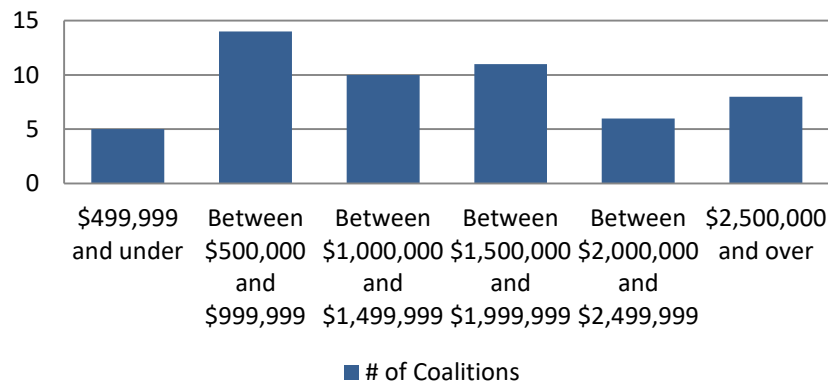
Operating budgets, or total budgets excluding any funds passed through to local programs, ranged from \$147,693 at the lowest to \$7,191,121 at the highest. This represents a growth in average budget and budget range from [2012](#), based on budget information shared with RSP in previous salary and organizational reports.



Budget Comparisons	2006 (47)	2012 (51)	2019 (54)
Operating Budget Ranges	\$74,373 - \$3,934,140	\$100,000 - \$2,800,000	\$147,693 - \$7,191,121
Operating Budget Average	\$745,247	\$1,059,779	\$1,580,163

Operating budgets range in size for a number of reasons. Some coalitions may rely mostly on OVW sexual assault coalition grant awards. Some coalitions are dual domestic violence and sexual assault coalitions. Others receive additional federal grant monies, state/territory monies, and money raised through other sources such as foundations or membership dues. Budgets may also include funds to provide direct services, national training and technical assistance, prevention, or other large projects.

Operating Budget Distribution



Coalition Operating Budget (Smallest to Largest)		
\$147,693	\$999,822	\$1,800,000
\$400,000	\$1,100,000	\$1,900,000
\$425,000	\$1,100,000	\$1,901,395
\$480,000	\$1,145,561	\$1,902,378
\$497,040	\$1,200,000	\$2,000,000
\$503,783	\$1,200,000	\$2,200,000
\$550,000	\$1,227,000	\$2,215,583
\$553,499	\$1,233,985	\$2,376,000
\$556,000	\$1,322,755	\$2,467,218
\$600,000	\$1,400,000	\$2,507,086
\$652,105	\$1,423,710	\$2,552,555
\$760,230	\$1,500,000	\$2,600,000
\$800,000	\$1,511,661	\$3,200,000
\$850,000	\$1,554,317	\$3,348,072
\$901,897	\$1,567,429	\$3,568,849
\$932,466	\$1,600,000	\$3,900,000
\$935,084	\$1,724,131	\$7,191,121
\$990,000	\$1,773,270	

Compensation Ranges

	2017 (53 ED; 22 AD)	2019 (54 ED; 26 AD)
ED pay range	\$42,656-\$173,700	\$50,000-\$177,278
ED pay average	\$86,726	\$91,481
AD pay range	\$42,120-\$106,800	\$55,000-\$122,874
AD pay average	\$67,393	\$73,283

At the request of coalitions, we examined different ways to provide context for compensation ranges, particularly around executive pay. We looked at four possible categories: geographic region, cost of living, area median household incomes, and organizational budget. Our analysis found that executive director pay scales did not have a strong or clear connection with any of the four measures.

These variations indicate that organizations make decisions about compensation based on a range of factors that may include budget size, employee longevity, organizational values, advanced degrees, ED values, whether the ED supervises additional projects, and staff size. For this reason, comparative tracking of coalition staff salaries through reports such as this may offer vital insight for coalitions in their compensation decision making processes.

We could not complete any analysis beyond providing averages and pay ranges on other reported positions while maintaining confidentiality.

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