



Martha's Kitchen CEO Compensation

It is the practice of Martha's Kitchen to review the CEO's compensation on an annual basis. The Executive Committee comprising of the President, Vice-President, Secretary and Treasurer meets annually to review salary surveys such as the attached from the 2020 Nonprofit Compensation Associates. At the Executive Committee's sole discretion, the CEO salary may be changed based on his/her performance and in parity with equivalent sized nonprofit organizations in the Bay Area and comparable demographics. The CEO has the right to appeal by providing an explanation of the basis for appeal in writing addressed to the President of the Board of Directors. The Executive Committee has 5 business days to respond to aforementioned appeal.

Executive Director/Chief Executive Officer

Responsible to the Board of Directors for management of the entire nonprofit organization including fundraising/development, human resources, strategic planning, programs, finance and communications. Represents organization to government agencies, community and the public.

			Annual Cash Compensation						
Salary & Incentives: All Organizations	# of Orgs	# of Emps	10th %ile	25th %ile	Median (50%)	75th %ile	90th %ile	Avg by Employee	Avg by Organtztn
Base Salary - All Employees	576	580	\$90,000	\$118,669	\$150,010	\$194,266	\$257,598	\$164,880	\$165,207
# Eligible for Incentive/Bonus	257	259							
Actual Bonus Paid	143	144	500	2,019	6,680	20,000	47,500	16,644	16,754
Total Cash Compensation (Base + Bonus)	576	580	90,006	119,077	153,153	196,012	268,650	169,012	169,367
Annual Expenses			Annual Base Salary						
to \$499,999 Avg: \$301.6K	15	15	55,756	60,000	75,005	87,679	116,345	79,779	79,779
\$500,000 - 999,999 Avg: \$741.3K	65	65	62,760	77,449	91,666	107,500	127,026	95,098	95,098
\$1,000,000 - 2,499,999 Avg: \$1.6M	122	125	88,000	102,585	123,000	145,000	179,200	130,720	131,484
\$2,500,000 - 4,999,999 Avg: \$3.4M	137	138	110,000	124,875	148,830	170,000	180,770	148,189	148,015
\$5,000,000 - 8,999,999 Avg: \$6.8M	91	91	132,658	152,982	175,000	205,000	250,000	185,703	185,703
\$9,000,000 - 14,999,999 Avg: \$11.8M	59	59	149,872	175,000	196,116	250,000	306,370	213,995	213,995
\$15,000,000 and over Avg: \$32.0M	87	87	147,351	191,006	240,469	291,900	374,000	252,154	252,154
Geographic Location									
Central Bay Area (six counties)	364	366	101,519	127,659	165,180	207,838	271,525	179,808	179,997
Alameda/Contra Costa	122	123	99,497	119,995	150,010	200,000	278,006	169,549	169,963
Marin	31	31	97,000	129,168	170,384	195,700	227,718	169,483	169,483
San Francisco	115	116	110,415	140,000	173,535	222,669	276,830	191,474	191,643
San Mateo/Santa Clara	96	96	99,700	128,102	163,500	204,750	281,681	182,192	182,192
Central Coast	48	49	72,000	100,500	120,000	162,507	220,500	137,045	137,900
Central Valley	23	23	91,497	123,000	136,269	169,773	198,216	143,862	143,862
Napa/Solano/Sonoma	67	67	87,936	103,000	136,427	168,480	205,865	141,600	141,600
North Coast	18	18	58,988	64,688	76,364	103,205	140,595	88,919	88,919
Sacramento Region	42	42	88,200	120,000	151,237	188,742	257,307	170,942	170,942
Sierra Nevada/North State	15	15	61,800	73,826	104,000	130,000	151,732	101,938	101,938
Field of Service									
Animal Welfare	17	17	76,000	139,995	195,694	264,644	302,200	199,128	199,128
Assn Mgmt/Membership/Support Orgs	23	24	86,035	121,246	160,139	217,250	379,695	190,419	195,052
Child Welfare/Child Care	16	16	101,843	127,620	151,008	182,463	228,763	157,049	157,049
Community/Economic Development	17	17	70,200	76,253	120,667	195,503	218,543	133,087	133,087
Conservation/Environment/Parks	68	69	90,000	105,000	140,000	175,000	215,000	153,947	153,681
Culture/Arts/Museums/Theater	39	39	88,000	120,000	165,000	290,000	400,000	212,909	212,909
Education/Schools/Colleges/Research	58	59	90,000	100,000	140,438	178,364	228,800	154,706	155,718
Employment/Workforce Programs	5	5			168,300			145,758	145,758
Family Counseling/Mental Health Svcs	14	14	128,662	134,733	155,000	174,765	222,500	161,595	161,595
Foundation/Philanthropy/Fundraising	20	20	93,704	122,378	172,418	231,375	281,050	180,909	180,909
Health/Medical Clinics	27	27	63,480	110,593	162,365	235,000	287,144	176,135	176,135
Housing/Shelters	41	41	81,493	130,000	164,050	224,279	290,516	181,669	181,669
Legal Services/Advocacy/Civil Rights	36	37	92,165	112,442	135,000	177,500	219,987	150,033	150,895
Religious/Churches									
Substance Abuse Treatment/Prevention	5	5			180,111			177,972	177,972
Youth/Recreation	20	20	84,992	108,707	134,000	158,250	245,000	143,962	143,962
Social Service - One Major Program	38	38	85,463	112,628	150,447	188,756	267,887	158,814	158,814
Social Service - Multiple Programs	128	128	92,250	120,000	152,232	194,296	228,729	157,418	157,418
Number of FTEs									
1 to 5	67	67	60,000	75,005	100,000	134,862	176,000	110,250	110,250
6 to 15	142	144	81,329	94,535	120,000	145,375	182,908	127,093	127,616
16 to 40	164	166	107,415	121,854	150,000	172,553	221,850	158,838	159,000
41 to 100	101	101	129,799	153,406	180,003	215,509	269,799	195,079	195,079
More than 100	102	102	147,104	176,406	214,527	275,263	346,899	234,041	234,041
Number of Employees Managed									
1 to 3	40	40	59,371	74,120	91,368	134,272	159,094	103,650	103,650
4 to 8	92	93	74,402	90,000	120,000	149,000	191,800	124,442	124,883
9 to 14	76	77	83,400	100,000	120,000	145,250	196,360	130,451	130,904
15 and over	364	366	118,039	138,404	170,803	216,929	281,236	189,678	189,920