

Community Assistance Center
CEO Compensation Process

January 2021

CAC Board of Directors established a team to review CEO compensation as part of its new CEO search in 2020. It reviewed the current CEO salary and compared it to the Committee's collective knowledge of salaries for similar roles in our community.

Research was conducted via a variety of websites that analyze salaries for Not for Profit entities in order to determine the prevalent factors in determining the CEO salary. Published studies from the following sources were utilized: Blue Avocado, Charity Navigator, and National Council on Not for Profits.

Key factors analyzed included budgeted expenses, the number of full-time employees, education level of the candidate, and primary source of revenue. These were put into a spreadsheet along with relevant CAC data.

From the various calculations, it was determined that there was a wide range of potential salaries. The results were discussed among the members of the Committee, and the range was narrowed based on an evaluation of Industry and CAC relevant factors. The current salary for 2021 was established based on the candidates past experience and qualifications.

