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## EXECUTIVE SUMMARY

OCADSV's survey has echoed larger national salary and benefit surveys of community based domestic and sexual violence programs. While our member programs pay similar or slightly higher wages than in neighboring, Washington State, Oregon community-based advocacy wages fall below National community based advocate and similarly situated positions in both the non-profit and government sectors.

Direct service advocates in Oregon community based domestic and sexual violence agencies wear many hats and often assist survivors in navigating multiple distinct systems. They are often the only trauma informed, survivor- centered fully confidential resource in their community. To be a community based domestic and sexual violence advocate is a nuanced and highly skilled profession. The last few years have seen unprecedented turn over in the non-profit sector. Our member programs have not been immune to this. The majority of advocacy skills are learned through on-the-job training and shadowing and these types of training opportunities and organizational skills are lost when advocates and leadership leave for better paying positions. In the last 4 years advocates in community based programs have had to be resilient in the face of adversity, they have gotten creative and dug in as stalwarts in their community with little disruption to 24/7 crisis services. However, their salaries remain well below other non-profit direct service provision jobs.

As of January 1, 2024 OCADSV has documented 22 new Executive Directors in our 54 member programs in the last three years. Data within this report also shows that on average Executive Directors at our member programs earn over \$40,000 less per year than executive directors and CEOs in other Oregon non-profits. Turnover has caused losses in historical memory and expertise in both direct services and leadership in programs. Our member programs need support to be able to stabilize and keep highly trained staff and leadership in place in place.

Most advocates surveyed noted the best part of their jobs is connecting with survivors, community, and teamwork. Almost all respondents noted they receive organizational support round burn out and secondary trauma from the job. Examples given include robust PTO, opportunities for debriefing and support, and access mental health benefits. The surveys echoed that most feel supported and recognized by their employers for doing hard work well. However, almost all of the advocates surveyed for this report noted that higher wages would make their jobs more sustainable. Many responded that low wages are the hardest part about their jobs. This is telling in a trauma-based sector – the hardest part of the job is *not* responding to trauma but low pay.

## PROCESS

To gather data for this report OCADSV Staff and Interns started collecting information in December 2022 through May 2023. They employed interviews and surveys to collect quantitative and qualitative data about the salary scales and benefits offered at member programs. The tools used were:

1. Qualitative Introduction Interview with Program Director.
  - Explain report and process.
  - Collected qualitative data about salary and benefit decision processes.
  - requested for payment scale information.
2. Online Survey for HR individuals asking about benefits and wages.
3. Online Survey for Advocates asking about their jobs and identities and if the salaries and benefits support them adequately.

### **Member Program Participation**

#### Salary

We received salary data from 22 of 53 OCADSV member and tribal programs. It is presented below in this report regionally by averages without identifying information as to which program offers which salary and benefits.

For the purposes of reporting the salary information, we created job categories based on job titles and available description to compare like positions.

We will report the salary info under the following categories:

- *Advocate*: Provides Direct Services with little admin and no supervisory tasks
- *Coordinator*: May provide direct services while also taking on an administration role within one program of the larger organization.
- *Admin*: Jobs that provide no direct service but solely keep operations running with admin tasks.
- *Manager*: May provide direct services along with admin tasks and supervisory responsibilities.
- *Executive Director*: Oversees all administrative and direct services if the organization

If a position is omitted in the chart, it means we did not receive any data from that region for that particular position.

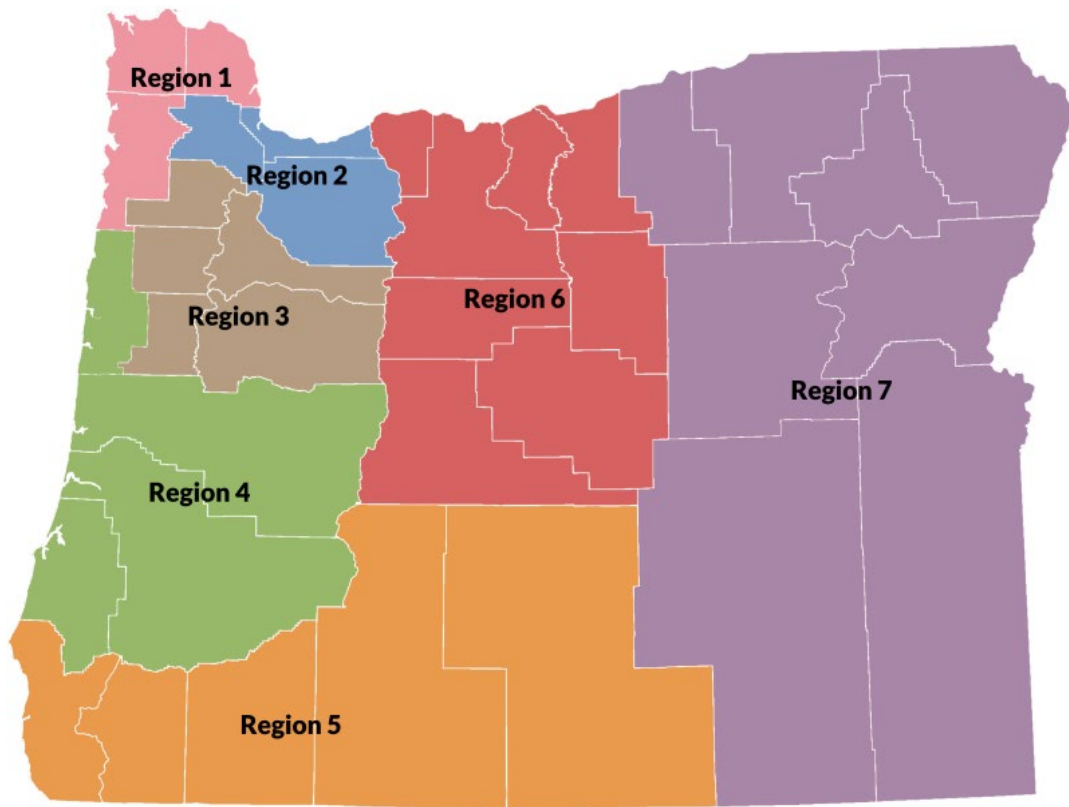
## Benefits

We used an anonymous online survey to determine what benefits are offered to staff at member programs. This was sent directly to program directors. We asked for only one response per program. We received 28 responses out of 53 current member programs.

## Advocates: Who Is Doing the Work and Job Satisfaction

OCADSV circulated an anonymous online survey to member programs through directors and OCADSV mailings and listservs. We received 111 individual responses to the survey. Each question was voluntary so numbers may not always reflect the total number of people who participated. The data is intended to show a snapshot of who is doing the work as advocates around the state, how they feel about the work, and how they feel about compensation and benefits.

## SALARY DATA BY REGION



## REGION 1: NORTH COAST

*Data Received from 2 of 3 programs.*

Position	Begin	End
Advocate	\$ 19.50/ hr	\$ 23.75/ hr
Manager	\$22.50/ hr	\$27.15/ hr
Coordinator	\$21.00 / hr	\$ 26.00/ hr

Executive Director: \$80,000 annually or \$38.46/ hr

## REGION 2: PORTLAND METRO

*Data Received from 9 of 17 programs.*

Position	Begin	End
Advocate	\$ 19.60/ hr	\$ 21.00/ hr
Manager	\$ 25.50/ hr	\$ 27.00/ hr
Coordinator	\$ 20.40/ hr	\$ 21.75/ hr

No Executive Director data received.

## REGION 3: MID-WILLAMETTE VALLEY

*Data Received from 3 of 7 programs.*

Position	Begin	End
Advocate	\$ 23.40/ hr	\$ 25.19/ hr
Manager	\$ 29.47/ hr	\$ 30.55/ hr
Coordinator	\$ 22.00/ hr	\$ 24.50/ hr
Admin	\$ 26.44/ hr	\$ 26.44/ hr

Executive Director: \$ 74,938 avg annually or \$ 36.00/ hr

## REGION 4: UMPQUA AND SOUTH WILLAMETTE VALLEYS REGION

*Date received from 2 of 7 programs.*

Position	Begin	End
Advocate	\$ 17.00/ hr	\$ 21.88/ hr
Manager	\$ 32.00/ hr	\$ 32.00/ hr
Coordinator	\$ 21.40 / hr	\$ 23.00/ hr
Admin	\$16.00/ hr	\$16.00/ hr

**Executive Director:** Average of \$89,190 annually or 42.90/ hr

## REGION 5: SOUTHERN

*Data received from 2 of 8 programs.*

Position	Begin	End
Advocate	\$ 18.16/ hr	\$ 18.16/ hr

**Executive Director:** \$55,000 - \$57,050 annually OR \$26.45 - \$27.65/hr

## REGION 6: CENTRAL

*Data Received from 1 of 4 programs.*

Position	Begin	End
Advocate	\$18.00/ hr	\$ 22.50/ hr
Manager	\$ 24.00/ hr	\$ 35.00/ hr
Coordinator	\$ 21.00/ hr	\$ 25.00/ hr

**Executive Director:** 42,400-62,500 annually or 20.43 – 32.00/hr

## REGION 7: EASTERN

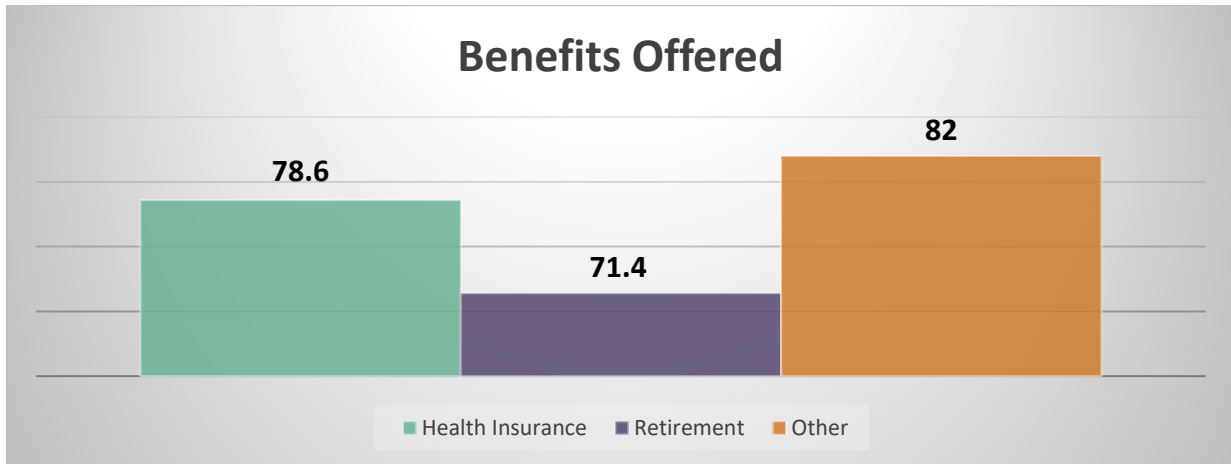
*Data Received from 3 of 7 programs.*

Position	Begin	End
Advocate	\$ 17.38/ hr	\$ 23.50/ hr
Manager	\$ 23.77/ hr	\$ 31.22/ hr
Coordinator	\$ 19.40/ hr	\$ 32.30/ hr
Admin	\$ 26.40/ hr	\$ 40.00/ hr

No Executive Director data received.

## BENEFITS

OCADSV used an anonymous survey to determine benefits offered to staff at member programs. We asked for only one response per program. We received 28 responses out of 53 current member programs.



- 78.6 % of responses affirmed that Health Insurance was offered at the program.
- 71.4 % of the responses affirmed that Retirement was offered at the agency.
- 82% of the responses noted that they offered other types of benefits.

Within the other category write in responses included:

- Paid Family Leave
- Employee Assistance Program
- Life Insurance
- Flexible Spending Account
- Health Reimbursement Account
- Retirement Matching
- Mental Health Flex Time
- Short and Long Term Disability
- Paid Time Off: Holidays, Sick, Vacation
- Student Loan Forgiveness Program
- Wellness Check – money to support wellness related activities
- Cell Phone Stipend

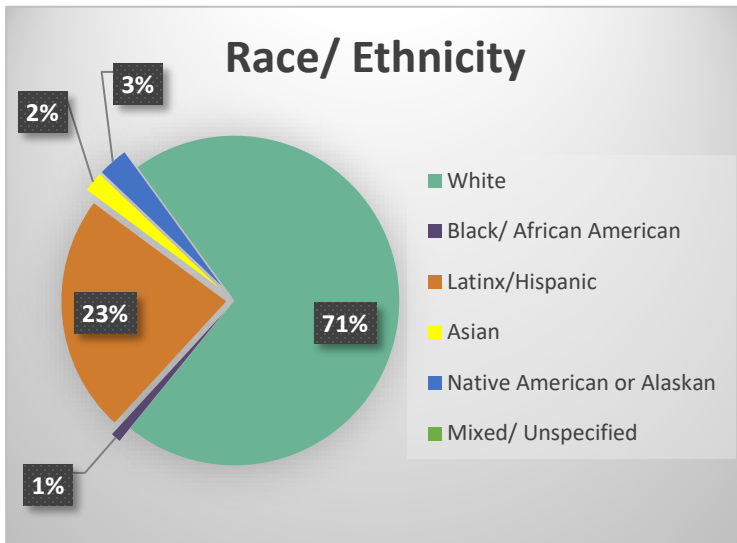
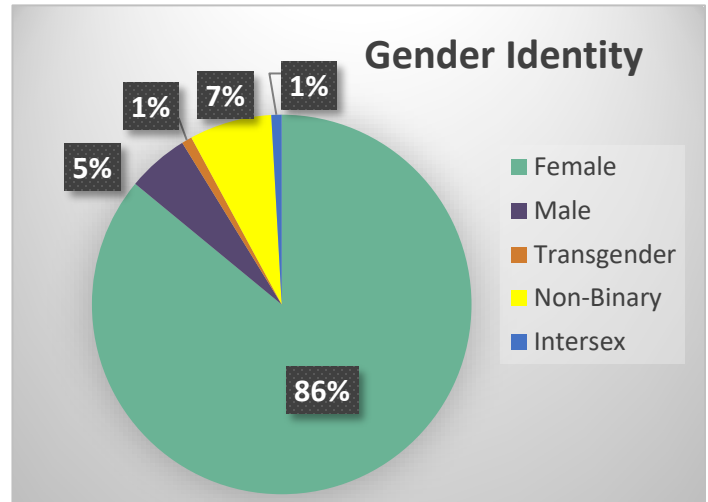


# ADVOCATE DATA

## Surveyed Advocate Demographic Data:

### Gender:

- Female: 98 individuals
- Male: 6 individuals
- Transgender: 1 individual
- Non-binary: 8 individuals
- Intersex: 1 individual



### Race/ Ethnicity:

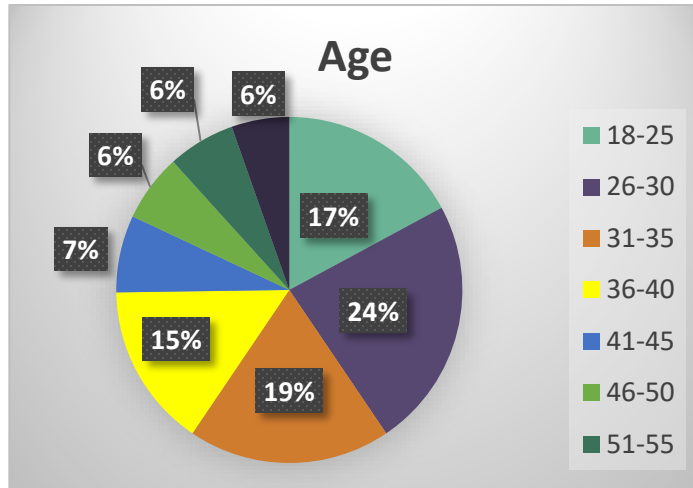
- White: 73 individuals
- Black/ African American: 1 individual
- Latinx/ Hispanic: 24 individuals
- Asian: 2 individuals
- Native American/ Alaskan: 3 individuals
- Unspecified/ Mixed: 6 individuals

### Geographic Location

- 48 were located in urban areas.
- 55 were located in rural areas.
- 2 were located in suburban areas.
- 2 were located in frontier areas.

Age:

- 18-29: 9 individuals
- 26-30: 26 individuals
- 31-35: 21 individuals
- 36-40: 17 individuals
- 41-45: 8 individuals
- 46-5: 7 individuals
- 51-55: 5 individuals
- 61-65: 6 individuals
- 70+: 1 individual

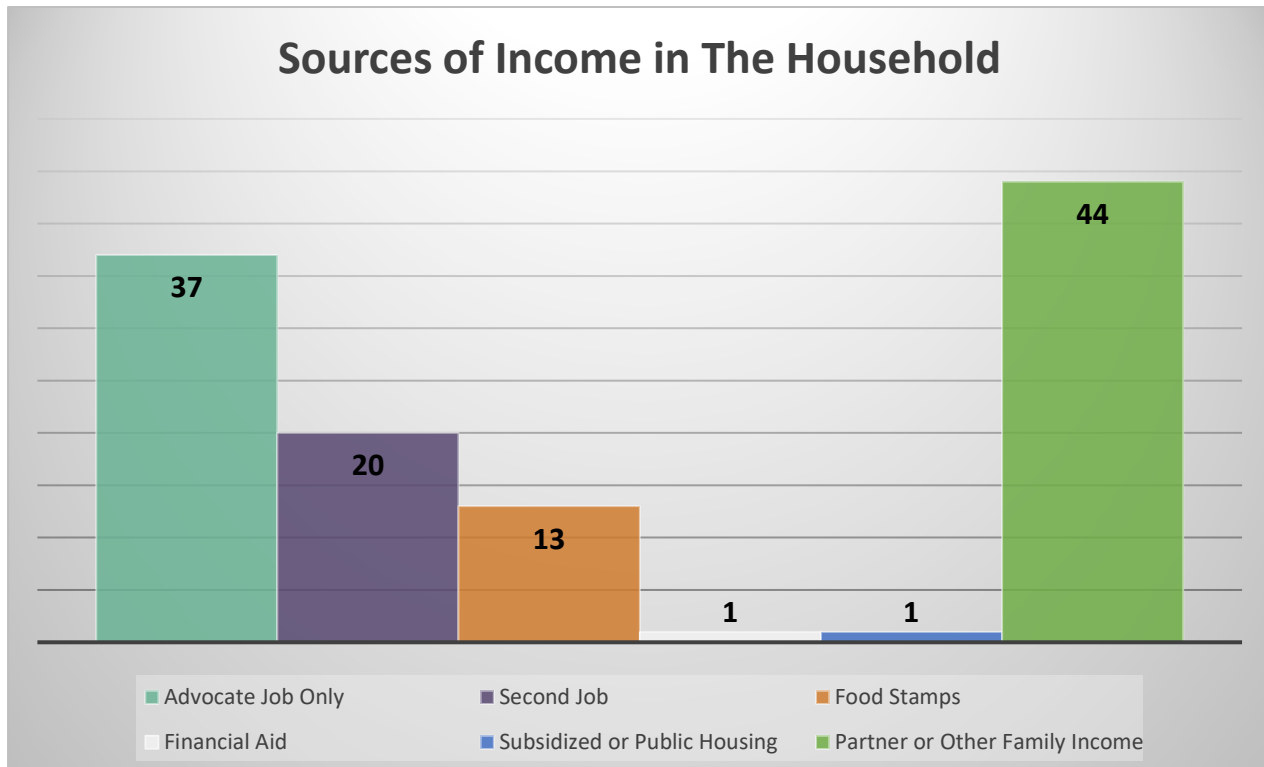


Time in Role:

- Under 1 year: 47
- 2-4 years: 45
- 5-8 years: 12
- 9-12 years: 4
- 13-20:5
- 20+: 2

Family Income and Make Up:

- 68 respondents reported that they have dependents 18 and under in the household
- Of 111 responses 47 were the sole income providers for their household



## Advocate Salary and Benefits Feedback

### Education and Workload vs Salary

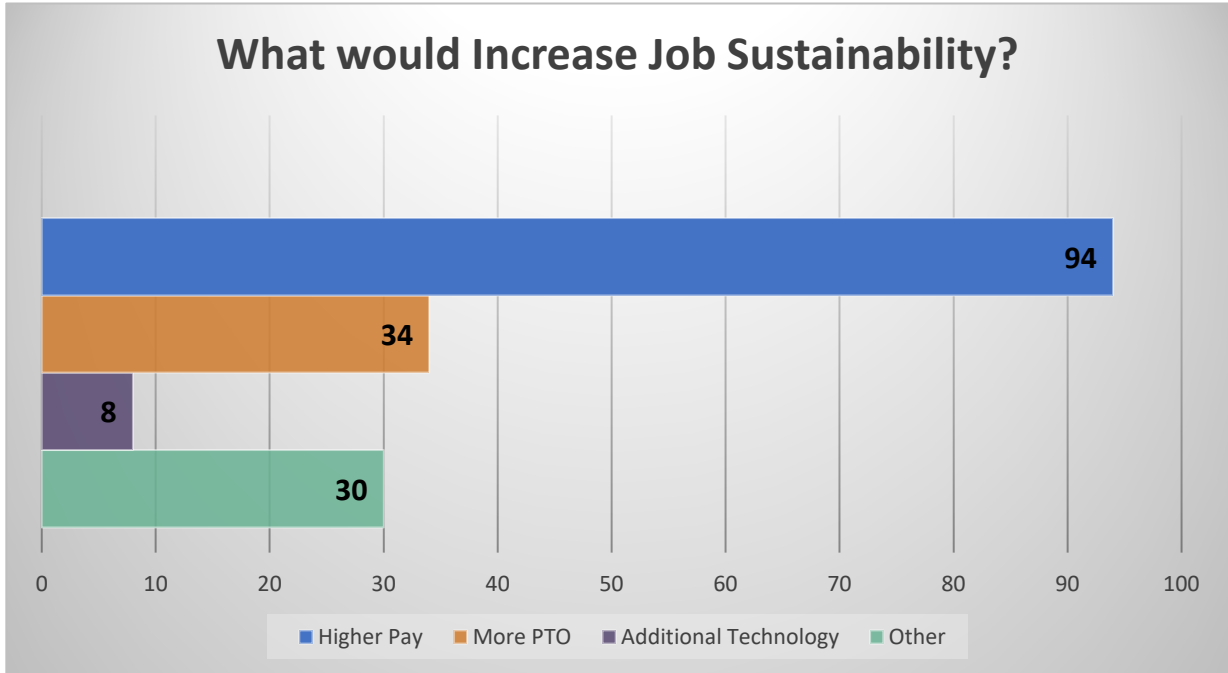
- Participants indicated it was most important for their workplaces to be competitive in Salaries and Flexible work schedule.
- Respondents were asked if they felt their current salary accurately reflected their workload.
  - 36 *strongly disagreed* that they were being accurately compensated based on their workload.
  - 34 *disagreed* that they were being accurately compensated based on their workload.
  - 8 had no opinion or were unsure.
  - 21 *agreed* they were accurately compensated based on their workload.
  - 6 *strongly agreed* they were accurately compensated based on their workload.
- Respondents were asked if their salary accurately reflected their education level.
  - 23 *strongly disagreed* that they were being accurately compensated based on their education level.
  - 33 *disagreed* that they were being accurately compensated based on their education level.
  - 19 had no opinion or were unsure.
  - 28 *agreed* they were accurately compensated based on their education level.
  - 7 *strongly agreed* they were accurately compensated based on their education level.

### PTO

- 9 respondents stated they receive personal time off hours but do not feel able to access it in a meaningful or timely manner when needed.
- Those who felt they were able to access their PTO readily felt that was due to:
  - Adequate staff members (39)
  - Team flexibility in covering one another (66)
  - Dedicated Leadership (4)

## Sustainability in the Position

- 98 respondents reported that the agency they work for provides support around staff morale, self-care, and resilience. 13 reported a lack of these supports.
- What would make your job more sustainable?

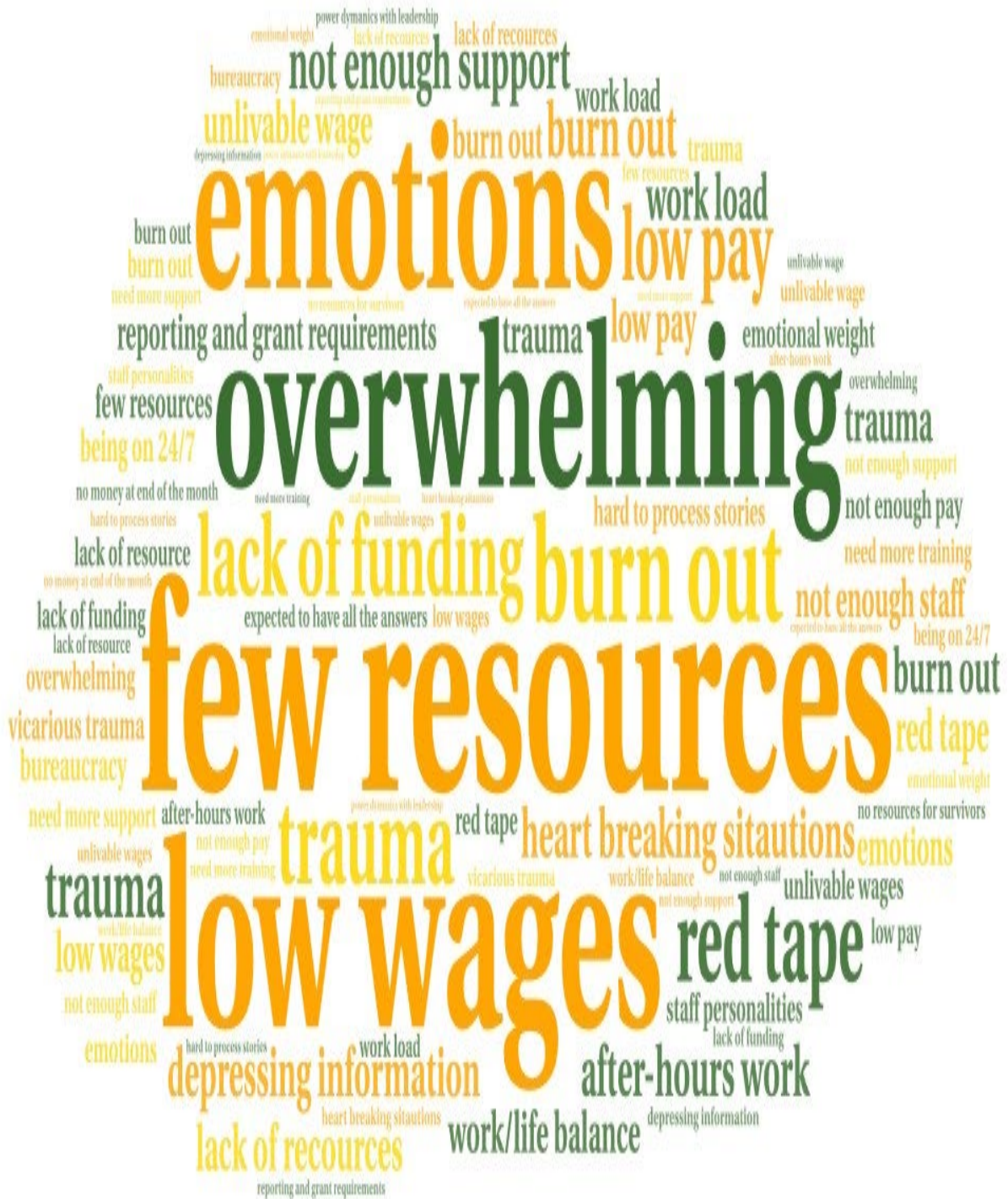


“Other” suggestions were:

- Set Schedule
- Remote work
- Team building
- More staff
- Self-care support and debriefing
- A quiet space to take breaks
- More team communication
- More resources for survivors



What is the most difficult part of your job?





# HOW DOES THE COMMUNITY BASED DV/SA FIELD COMPARE?

In this section, we will show our member program state averages for wages as compared to similar salary information from:

- Oregon non-profit sector; The statewide non- profit sector in Oregon and from
- Washington Domestic and Sexual Violence community based programs;
- National job postings for advocate positions as referenced in the National Network to End Domestic Violence Economic Justice and Domestic Violence Advisory Council: Recommendations for Advocate Compensation Report.

## OCADSV Member Program Averages

Data received from 22 of 53 member programs.

Position	Begin	End
Advocate	\$ 19.00	\$ 22.28
Manager	\$ 25.71	\$ 30.49
Coordinator	\$ 20.87	\$ 25.43
Admin	\$ 22.95	\$ 27.48

**Executive Directors:** \$70,520.60 annually OR \$34.13 hourly

## Oregon Non-Profit Sector

This section uses the Non-Profit Association of Oregon 2023 Compensation and Benefits Report.

### Executive Directors:

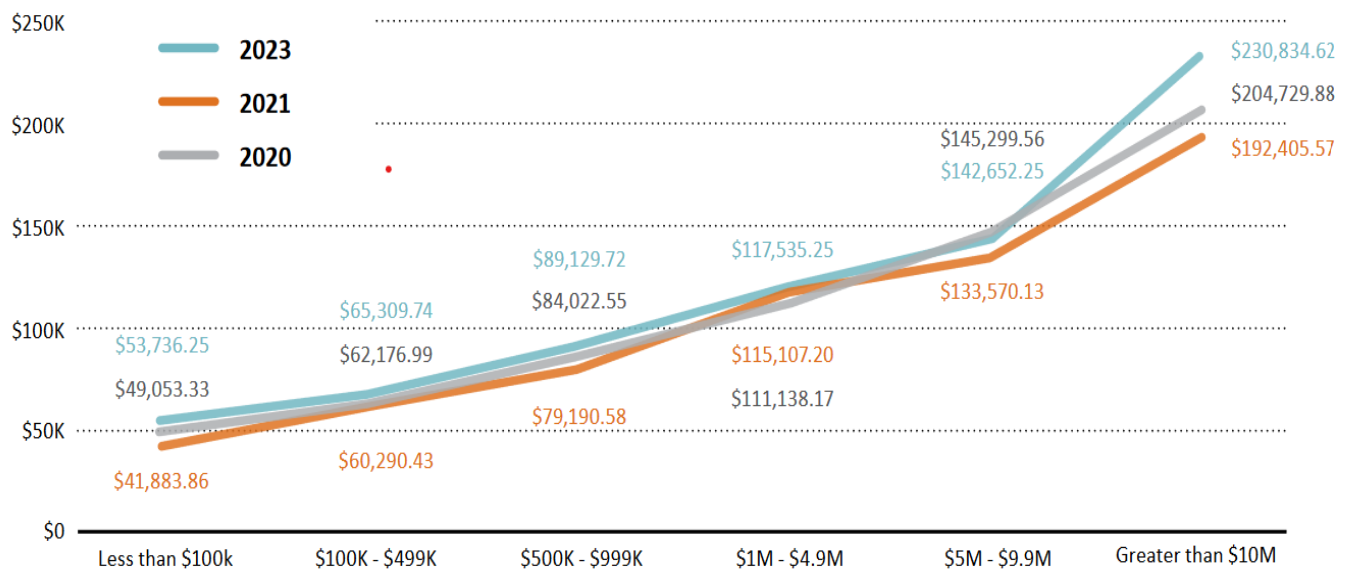
Per the 2023 Non-Profit Association of Oregon 2023 Compensation and Benefits Report the state- wide average pay for a full time Executive Director/ CEO is **\$51.44 per hour or \$114,414.83 salary annually.** (Appendix I)

Charts From Page 20- 21 of the 2023 NAO Report- *Average Executive Director Salary by County*

County	Average Annual Salary
Benton	\$77,798.42
Clackamas	\$106,437.53
Clatsop	\$58,335.71
Deschutes	\$98,121.12
Douglas	\$50,963.17
Jackson	\$97,986.26
Klamath	\$48,512.89
Lane	\$98,274.05
Linn	\$91,231.60
Marion	\$90,574.69
Multnomah	\$131,083.26
Wasco	\$117,718.33
Washington	\$129,135.76

Region	Average Annual Salary
Central Oregon	\$100,570.77
Metro Portland	\$128,717.92
North Coast	\$57,743.81
Northern Willamette Valley	\$77,635.44
Southern Oregon	\$86,386.67
Southern Willamette Valley	\$87,685.19
Southern Willamette Valley	\$88,166.70

**Executive Director/CEO Average Salary Based on Annual Operating Budget**





## Advocates

The NAO 2023 survey has broader job categories since it covers non-profits from multiple sectors. We have included the definition of the position with the job data below to assist comparisons within our member programs. Information below is found in Appendices I and II of the Non-profit Association of Oregon report.

**“Social Worker/Case Manager/Case Worker - Helps the organization’s clients handle everyday life problems. Assesses clients’ weaknesses and strengths and aids them in developing a plan to improve their everyday lives.”** This category would most likely cover advocates and direct service works in our member programs.

Position Title	Average Hourly	Average Salary
Case Manager	\$ 23.65	\$ 49,368.85
Case Worker	\$ 22.15	\$ 44,967.16
Social Worker	\$ 27.98	\$ 57,301.68

## Program Directors/Managers and Coordinators

**Program Director/Manager/Coordinator - Manages one program of the organization. Selects, trains, and evaluates the performance of the program's staff. Communicates the program’s services to the community. Develops and manages the program budget.**

**Project Coordinator - Assists project managers with specific administrative tasks related to their assigned projects. Organizes and communicates all details of projects and specific assignments to team members and serve as a liaison between team members and the project manager.**

**Project Manager - Manages one or multiple projects of the organization. Selects, trains, and evaluates the performance of the project and staff related to the project. Develops and manages the project budget**

Position Title	Average Hourly	Average Salary
Program Coordinator	\$ 25.12	\$ 51,666.18
Program Director	\$ 37.37	\$ 79,385.68
Program Manager	\$ 30.84	\$ 64,419.65

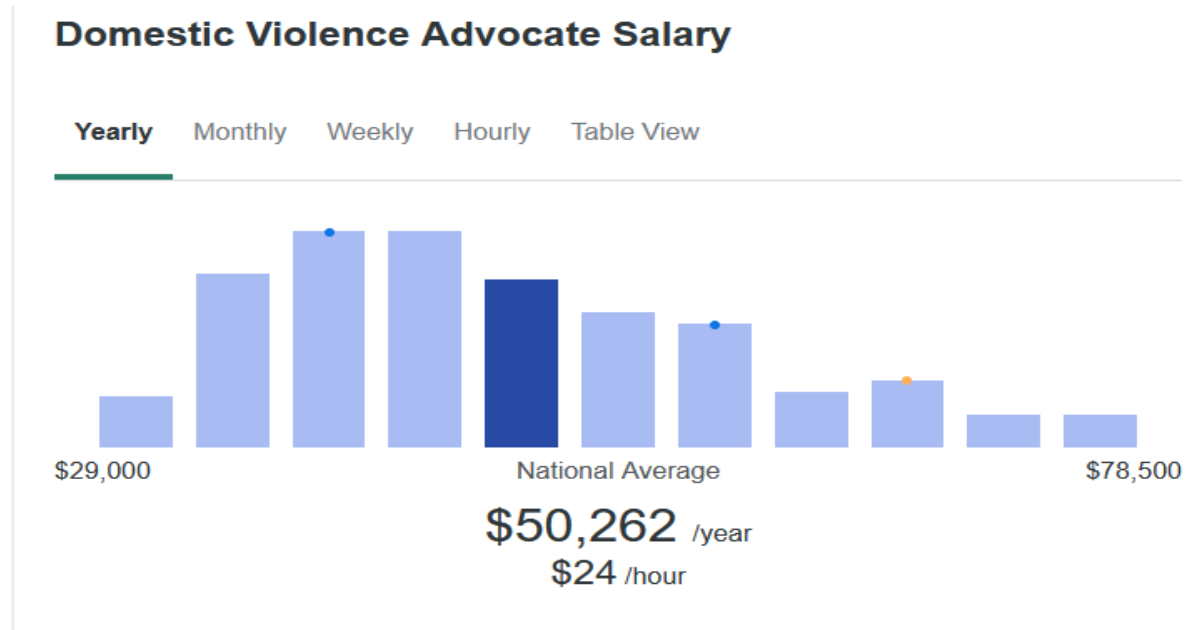
**Washington State D/SV Programs**

For this section, we will reference Washington State Coalition Against Domestic Violence’s 2020 Wages and Benefits Summary (page 4)

	<b>ANNUAL SALARY AVERAGES (EXEMPT)</b>	<b>HOURLY AVERAGES (NONEXEMPT)</b>	<b>ANNUAL SALARY MEDIAN (EXEMPT)</b>	<b>HOURLY MEDIAN (NONEXEMPT)</b>
<b>Advocate</b> (no supervisory role)	\$45,622	\$18.44	\$45,622	\$18.00
<b>Advocate</b> (supervisory role)	\$50,000	\$19.98	\$50,000	\$19.00
<b>Manager</b>	\$57,172	\$27.50	\$55,820	\$28.01
<b>Administrative Assistant/Bookkeeper</b>	\$61,753	\$23.22	\$61,753	\$22.37
<b>Development Director</b>	\$73,250	N/A	\$73,250	N/A
<b>Assistant Director</b>	\$73,250	\$19.00	\$73,250	\$19.00
<b>Executive Director</b>	\$70,722	N/A	\$77,000	N/A

## Nationally

The NNEDV Economic Justice and Domestic Violence Advisory Council: Recommendations for Advocate Compensation notes a 2022 zip recruiter chart showing the national average for advocate salaries **\$50,262/ yr OR \$24/ hr.**



They also compared the National Advocate average to a zip recruiter average for a Child Welfare Specialist with Department of Human Services to compare similarity-situated positions serving similar populations from the Nonprofit Sector versus the State/ Government Sector. (NNEDV, 2)

**Average Salary:**  
Domestic Violence Advocate<sup>1</sup> **\$32,717**

**Average Salary:**  
Child Welfare Specialist<sup>2</sup> **\$50,377**

## RESOURCES

WSCADV 2020 Wages and Benefits Survey

<https://wscadv.org/news/wages-benefits-survey-of-domestic-violence-programs/>

Non- Profit Association of Oregon 2021 Compensation and Benefits Report

<https://nonprofitoregon.org/comp-and-benefit>

Non- Profit Association of Oregon 2023 Compensation and Benefits Report

[Non-Profit Association of Oregon 2023 Compensation and Benefits](#)

*NNEDV Economic Justice and Domestic Violence Advisory Council: Recommendations for Advocate Compensation* <https://nnedv.org/resources-library/economic-justice-and-domestic-violence-advisory-council-recommendations-advocate-compensation/>