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# NonprofitFairPay 2024

The Most Comprehensive Nonprofit  
Executive Compensation Report,  
Based on Data from the IRS

[nonprofitfairpay.com](https://nonprofitfairpay.com)

# Foreword

This authoritative report is based on data from 150,000+ salaries to officers of registered 501(c)3 nonprofit organizations, using data from the IRS.

It's many pages make up the most *detailed* nonprofit salary report available based fully on data from the IRS. It allows you to find the *right* matches to your organization, so you can make the right decisions.

We also aim to make our report simple, clear, and immediately actionable.

Send us your feedback, and questions, at [michael@nonprofitfairpay.com](mailto:michael@nonprofitfairpay.com). For real, I wanna hear from ya.

All the best,



Michael Johnston

Data Analyst and Founder, Nonprofit Fair Pay

[michael@nonprofitfairpay.com](mailto:michael@nonprofitfairpay.com)

## About Us

This report is an Irdata project. The name is derived from the Amharic word meaning "help". Also, we love data.

We're a small team of professionals in data, technology, and philanthropy. Our goal is to provide the most accurate essential data possible for nonprofits and philanthropists across the world.

Nonprofit Fair Pay is our first major project, and we'd love to [hear from you](#).

Together we can use information to help create projects which achieve the greatest possible good for the people they're helping.



**NONPROFIT FAIR PAY**

Trusted Data that Makes a Difference

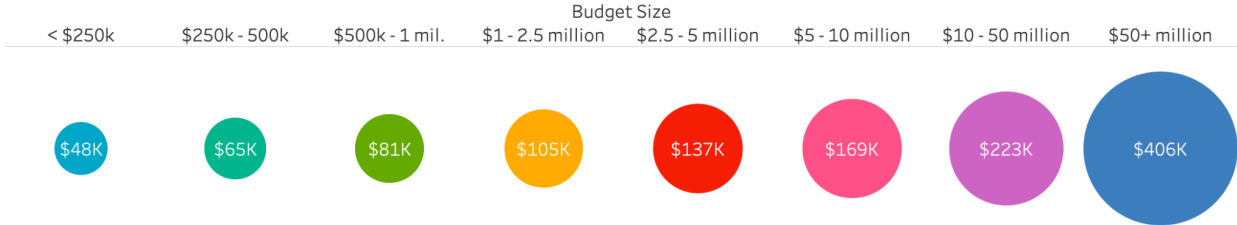
# Definitions

- **# of Positions:** In some cases only a few organizations exist in a certain category. In those cases, market numbers may be thrown off by the specific circumstances of those jobs and organizations. Think carefully.
- Pay is in **thousands**, denoted by **k**.
- **What's included in salaries?** Salaries are defined as "reportable compensation" + "other compensation". More detail on what that means is [here](#).

# Section 1: By Budget size and Position

## 1.1 The Basic Trend

The chart below shows the average president/CEO pay, depending on the size of the organization.



Larger organizations usually pay more.

## 1.2 Details

Find your organization's budget size, and see the range of pay for various positions.

*In general, how does my organization's pay compare to others?*

(Data begins on next page)



## Highlights:

The highest median income, in a reasonably large market, was \$405,527 in the market for Budget Size = \$50+ million and Position = CEO/President.

Budget Size	Position	Min	25th Percentile	Median	75th Percentile	Max	# of Positions
< \$250k	CEO/President	\$1	\$30K	\$48K	\$67K	\$837K	8404
	CFO	\$250	\$12K	\$23K	\$56K	\$323K	61
	COO	\$2	\$18K	\$35K	\$60K	\$358K	58
	VP	\$600	\$8K	\$32K	\$52K	\$446K	359
	Program Director	\$1K	\$23K	\$37K	\$52K	\$605K	190
	Administrator	\$2K	\$18K	\$33K	\$46K	\$126K	37
\$250k - 500k	CEO/President	\$1	\$47K	\$65K	\$86K	\$2M	13659
	CFO	\$2K	\$19K	\$44K	\$61K	\$376K	71
	COO	\$5K	\$19K	\$58K	\$84K	\$147K	84
	CIO	\$351K	\$351K	\$351K	\$351K	\$351K	1
	VP	\$42	\$32K	\$50K	\$73K	\$555K	432
	Program Director	\$2K	\$38K	\$52K	\$69K	\$200K	257
\$500k - 1 mil.	Administrator	\$5K	\$28K	\$40K	\$59K	\$141K	66
	CEO/President	\$1	\$60K	\$81K	\$106K	\$2M	15580
	CFO	\$500	\$30K	\$59K	\$87K	\$283K	143
	COO	\$844	\$57K	\$80K	\$111K	\$206K	150
	VP	\$752	\$39K	\$67K	\$101K	\$2M	541
	Program Director	\$38	\$44K	\$66K	\$90K	\$196K	280
\$1 - 2.5 million	Administrator	\$4K	\$38K	\$52K	\$70K	\$147K	98
	CEO/President	\$1	\$79K	\$105K	\$141K	\$836K	20137
	CFO	\$1	\$62K	\$89K	\$117K	\$279K	465
	COO	\$6K	\$84K	\$112K	\$140K	\$406K	441
	CIO	\$76K	\$76K	\$235K	\$244K	\$244K	3
	VP	\$180	\$64K	\$113K	\$152K	\$843K	1033
\$2.5 - 5 million	Program Director	\$5K	\$39K	\$113K	\$133K	\$403K	544
	Administrator	\$600	\$63K	\$85K	\$108K	\$292K	141
	CEO/President	\$500	\$52K	\$137K	\$185K	\$2M	12249
	CFO	\$2K	\$43K	\$111K	\$139K	\$330K	976
	COO	\$2K	\$50K	\$128K	\$167K	\$562K	660
	CIO	\$108K	\$113K	\$148K	\$172K	\$228K	10
\$5 - 10 million	VP	\$4K	\$105K	\$137K	\$178K	\$2M	1674
	Program Director	\$6K	\$114K	\$130K	\$155K	\$401K	778
	Administrator	\$2K	\$72K	\$104K	\$125K	\$322K	150
	CEO/President	\$86	\$63K	\$169K	\$229K	\$2M	9132
	CFO	\$86	\$101K	\$127K	\$155K	\$520K	1780
	COO	\$10K	\$116K	\$144K	\$182K	\$941K	871
\$10 - 50 million	CIO	\$105K	\$68K	\$177K	\$230K	\$381K	16
	VP	\$834	\$124K	\$154K	\$195K	\$911K	2570
	Program Director	\$5K	\$120K	\$137K	\$162K	\$1M	998
	Administrator	\$2K	\$96K	\$125K	\$148K	\$521K	159
	CEO/President	\$30	\$160K	\$223K	\$313K	\$13M	12843
	CFO	\$2K	\$125K	\$159K	\$201K	\$851K	4742
\$50+ million	COO	\$3K	\$137K	\$176K	\$224K	\$2M	2039
	CIO	\$6K	\$145K	\$193K	\$256K	\$917K	166
	VP	\$771	\$138K	\$177K	\$228K	\$2M	9419
	Program Director	\$4K	\$128K	\$153K	\$191K	\$556K	2158
	Administrator	\$5K	\$130K	\$153K	\$188K	\$446K	345
	CEO/President	\$765	\$237K	\$406K	\$698K	\$16M	6650
\$10 - 50 million	CFO	\$2K	\$173K	\$238K	\$320K	\$3M	1837
	COO	\$149	\$198K	\$273K	\$391K	\$3M	833
	CIO	\$16K	\$201K	\$259K	\$363K	\$2M	283
	VP	\$10	\$203K	\$291K	\$451K	\$9M	15736
	Program Director	\$18K	\$165K	\$217K	\$290K	\$2M	894
	Administrator	\$25K	\$74K	\$192K	\$246K	\$624K	84

## Section 2: By Budget size, Position and Gender

Find your organization's budget size, and see the range of pay for various positions, for men and women.

*What are the major differences between pay for men and women?*

(Data begins on next page)

## Highlights:

The highest median income, in a reasonably large market, was \$448,928 in the market for Budget Size = \$50+ million, Position = CEO/President and Gender = .

Budget Size	Position	Gender	Min	25th Percentile	Median	75th Percentile	Max	# of Positions	
< \$250k	CEO/President		\$1	\$12K	\$45K	\$68K	\$450K	1024	
		F	\$1	\$31K	\$47K	\$64K	\$508K	4401	
			M	\$1	\$30K	\$50K	\$72K	\$837K	2983
	CFO			\$5K	\$14K	\$31K	\$36K	\$323K	9
		F	\$2K	\$9K	\$20K	\$27K	\$157K	22	
			M	\$250	\$12K	\$40K	\$75K	\$243K	30
	COO			\$4K	\$8K	\$53K	\$70K	\$358K	9
		F	\$9K	\$20K	\$34K	\$49K	\$104K	21	
			M	\$2	\$10K	\$35K	\$53K	\$215K	28
	VP			\$1K	\$14K	\$34K	\$52K	\$400K	54
		F	\$600	\$18K	\$30K	\$49K	\$343K	178	
			M	\$1K	\$10K	\$38K	\$60K	\$446K	128
	Program Director			\$3K	\$26K	\$36K	\$54K	\$91K	27
		F	\$1K	\$22K	\$38K	\$53K	\$605K	111	
			M	\$4K	\$12K	\$35K	\$47K	\$136K	52
	Administrator			\$35K	\$35K	\$35K	\$35K	\$35K	1
		F	\$2K	\$9K	\$26K	\$46K	\$91K	26	
			M	\$7K	\$28K	\$37K	\$77K	\$126K	10
\$250k - 500k	CEO/President		\$1	\$45K	\$63K	\$86K	\$400K	1535	
		F	\$40	\$47K	\$65K	\$82K	\$458K	7731	
			M	\$1	\$48K	\$68K	\$92K	\$2M	4401
	CFO			\$5K	\$9K	\$34K	\$61K	\$214K	8
		F	\$7K	\$12K	\$45K	\$63K	\$376K	40	
			M	\$2K	\$9K	\$42K	\$72K	\$149K	23
	COO			\$37K	\$57K	\$79K	\$106K	\$129K	14
		F	\$5K	\$17K	\$49K	\$66K	\$101K	40	
			M	\$14K	\$42K	\$62K	\$97K	\$147K	30
	CIO			\$351K	\$351K	\$351K	\$351K	\$351K	1
		F	\$6K	\$36K	\$50K	\$80K	\$162K	61	
			M	\$42	\$28K	\$47K	\$65K	\$555K	215
	VP			\$1K	\$38K	\$53K	\$82K	\$308K	157
		F	\$11K	\$45K	\$58K	\$83K	\$200K	38	
			M	\$2K	\$37K	\$52K	\$65K	\$120K	152
	Program Director			\$7K	\$19K	\$50K	\$70K	\$174K	68
		F	\$12K	\$31K	\$45K	\$59K	\$141K	51	
			M	\$5K	\$18K	\$40K	\$65K	\$85K	11
\$500k - 1 mil.	CEO/President		\$2K	\$59K	\$82K	\$107K	\$450K	1826	
		F	\$1	\$30K	\$80K	\$103K	\$664K	8698	
			M	\$1	\$62K	\$84K	\$112K	\$2M	5070
	CFO			\$10K	\$19K	\$57K	\$70K	\$176K	22
		F	\$3K	\$36K	\$58K	\$87K	\$161K	83	
			M	\$500	\$29K	\$62K	\$100K	\$283K	38
	COO			\$17K	\$43K	\$92K	\$126K	\$170K	26
		F	\$6K	\$55K	\$77K	\$106K	\$206K	71	
			M	\$844	\$64K	\$84K	\$108K	\$163K	53
	VP			\$12K	\$44K	\$67K	\$123K	\$361K	75
		F	\$2K	\$40K	\$66K	\$97K	\$562K	253	
			M	\$752	\$38K	\$74K	\$105K	\$2M	213
	Program Director			\$5K	\$41K	\$58K	\$73K	\$125K	42
		F	\$38	\$46K	\$66K	\$84K	\$160K	167	
			M	\$2K	\$21K	\$72K	\$111K	\$196K	72
	Administrator			\$4K	\$29K	\$35K	\$64K	\$147K	13
		F	\$4K	\$39K	\$54K	\$70K	\$122K	62	
			M	\$22K	\$40K	\$52K	\$72K	\$134K	23
\$1 - 2.5 million	CEO/President		\$40	\$41K	\$108K	\$147K	\$836K	2490	
		F	\$105	\$78K	\$102K	\$135K	\$569K	10760	
			M	\$1	\$40K	\$109K	\$150K	\$750K	6899
	CFO			\$3K	\$31K	\$89K	\$117K	\$190K	64
		F	\$1	\$64K	\$90K	\$117K	\$278K	257	
			M	\$1K	\$30K	\$88K	\$117K	\$279K	144
	COO			\$11K	\$84K	\$106K	\$125K	\$274K	51
		F	\$10K	\$90K	\$115K	\$140K	\$360K	229	
			M	\$6K	\$82K	\$110K	\$142K	\$406K	161
	CIO			\$76K	\$76K	\$235K	\$244K	\$244K	3
		F	\$4K	\$66K	\$112K	\$145K	\$446K	502	
			M	\$1K	\$62K	\$117K	\$159K	\$843K	401



## That's just a sample!

Suitable for meeting [IRS requirements](#), for setting reasonable compensation.

- ...the most detail, so you can find the best benchmarks

## Comprehensive

All the data is there.

- **All 50 states**, and **600+ metro areas** (*only from nonprofitfairpay*)
- **All sectors**: including Education, Human Services, Health, Arts, and more
- **All common executive roles**: President/CEO/ED, CFO, COO, CIO, VP, Program Director, and Administrator
- **Data from 150,000+ leaders**

## Interactive Tools

Includes access to our interactive Market Explorer tool. [Click here to download an overview.](#)

## The Best Fit for Unique Nonprofits

Includes data on...

- ...averages, even where there are fewer than 5 organizations
- ...smaller cities

## The Most Detailed Report

Find the best benchmarks. The full report has salary bands by...

1. Budget Size and Position
2. Budget Size, Position and Gender
3. Sector, Budget Size and Position
4. Sector, Budget Size, Position and Gender (*only from nonprofitfairpay*)
5. Specific Organization Type, Budget Size and Position
6. Budget Size, State and Position
7. Budget Size, State, Position and Gender
8. Sector, Budget Size, State and Position
9. Sub-Sector\*\*, State and Position
10. Sector, Budget Size, Metro Area and Position
11. Sub-Sector, Metro Area and Position

## Best-In-Class Price

Similar reports can be \$1,000+, and consultants can be even more expensive. Get the data you need to meet IRS requirements for \$299.

## Purchase the report

*Click here to purchase the full report:*

[nonprofitfairpay.com/product-page/nonprofit-executive-compensation-full-report](https://nonprofitfairpay.com/product-page/nonprofit-executive-compensation-full-report)

## More Questions? Get in Touch!

[michael@nonprofitfairpay.com](mailto:michael@nonprofitfairpay.com)

\*NTEE Major Code

\*\* NTEE Decile

\*\*\*NTEE Centile Code