



Updated August 3, 2023

NonprofitFairPay 2023

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



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

Foreword

This authoritative report is based on data from 130,000+ salaries to officers of registered 501(c)3 nonprofit organizations, using data from the IRS.

It's 1,000+ 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. For real, I wanna hear from ya.

All the best,



Michael Johnston

Data Analyst and Founder, Nonprofit Fair Pay

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About Us

This report is an Irdara 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

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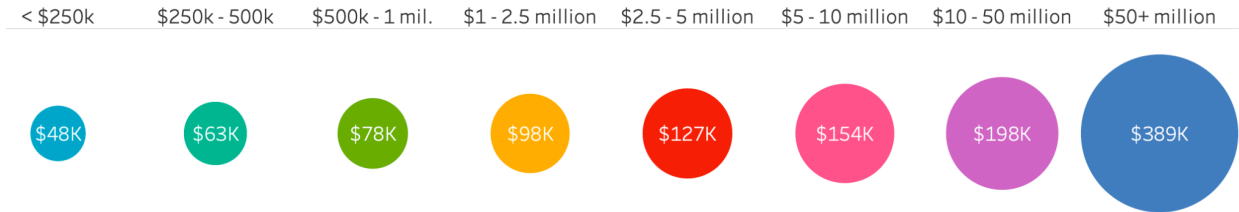
Definitions

- **# 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 \$388,955 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	\$15K	\$48K	\$64K	\$3M	8171
	CFO	\$2K	\$8K	\$36K	\$83K	\$265K	28
	COO	\$6K	\$26K	\$40K	\$58K	\$121K	50
	CIO	\$274K	\$274K	\$274K	\$274K	\$274K	1
	VP	\$64	\$9K	\$36K	\$59K	\$915K	287
	Program Director	\$500	\$25K	\$36K	\$52K	\$108K	185
\$250k - 500k	Administrator	\$2K	\$11K	\$32K	\$46K	\$104K	40
	CEO/President	\$1	\$46K	\$63K	\$81K	\$381K	12730
	CFO	\$3K	\$12K	\$35K	\$60K	\$376K	64
	COO	\$30	\$40K	\$55K	\$84K	\$282K	73
	VP	\$1	\$32K	\$48K	\$71K	\$224K	401
	Program Director	\$2K	\$35K	\$48K	\$62K	\$236K	245
\$500k - 1 mil.	Administrator	\$3K	\$28K	\$42K	\$62K	\$132K	62
	CEO/President	\$1	\$60K	\$78K	\$101K	\$628K	14539
	CFO	\$500	\$48K	\$64K	\$84K	\$176K	133
	COO	\$8K	\$60K	\$80K	\$105K	\$165K	142
	CIO	\$112K	\$112K	\$112K	\$112K	\$112K	1
	VP	\$756	\$43K	\$66K	\$98K	\$420K	474
\$1 - 2.5 million	Program Director	\$2K	\$50K	\$66K	\$93K	\$250K	221
	Administrator	\$3K	\$43K	\$52K	\$72K	\$148K	93
	CEO/President	\$1	\$75K	\$98K	\$130K	\$1M	17971
	CFO	\$500	\$60K	\$79K	\$106K	\$338K	502
	COO	\$4K	\$76K	\$100K	\$125K	\$377K	434
	CIO	\$129K	\$129K	\$141K	\$213K	\$213K	3
\$2.5 - 5 million	VP	\$2K	\$71K	\$107K	\$138K	\$597K	1009
	Program Director	\$4K	\$75K	\$108K	\$125K	\$375K	452
	Administrator	\$28K	\$30K	\$81K	\$110K	\$214K	128
	CEO/President	\$1K	\$96K	\$127K	\$168K	\$1M	10623
	CFO	\$1K	\$37K	\$96K	\$119K	\$356K	1024
	COO	\$7K	\$91K	\$115K	\$150K	\$428K	546
\$5 - 10 million	CIO	\$72K	\$106K	\$112K	\$172K	\$190K	9
	VP	\$3K	\$102K	\$128K	\$160K	\$652K	1523
	Program Director	\$9K	\$103K	\$116K	\$136K	\$343K	663
	Administrator	\$5K	\$36K	\$92K	\$115K	\$383K	156
	CEO/President	\$450	\$115K	\$154K	\$205K	\$4M	7996
	CFO	\$3K	\$89K	\$110K	\$135K	\$438K	1743
\$10 - 50 million	COO	\$6K	\$103K	\$127K	\$160K	\$847K	782
	CIO	\$67K	\$129K	\$159K	\$187K	\$340K	23
	VP	\$6K	\$112K	\$136K	\$172K	\$1M	2406
	Program Director	\$407	\$54K	\$121K	\$142K	\$417K	799
	Administrator	\$27K	\$98K	\$115K	\$134K	\$418K	135
	CEO/President	\$833	\$146K	\$198K	\$281K	\$13M	11279
\$50+ million	CFO	\$2K	\$55K	\$139K	\$175K	\$1M	4368
	COO	\$4K	\$121K	\$152K	\$196K	\$2M	1807
	CIO	\$21K	\$65K	\$162K	\$208K	\$604K	160
	VP	\$4K	\$123K	\$156K	\$200K	\$3M	8769
	Program Director	\$23K	\$115K	\$134K	\$166K	\$537K	1774
	Administrator	\$14K	\$58K	\$137K	\$169K	\$415K	319
\$50+ million	CEO/President	\$174	\$120K	\$389K	\$653K	\$30M	5445
	CFO	\$363	\$78K	\$206K	\$279K	\$3M	1524
	COO	\$27K	\$175K	\$242K	\$355K	\$3M	706
	CIO	\$18K	\$170K	\$216K	\$322K	\$2M	270
	VP	\$150	\$92K	\$260K	\$402K	\$9M	14331
	Program Director	\$10K	\$147K	\$188K	\$247K	\$2M	726
	Administrator	\$56K	\$134K	\$158K	\$198K	\$918K	85

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 \$469,258 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	\$29K	\$47K	\$65K	\$340K	985	
		F	\$1	\$32K	\$48K	\$62K	\$221K	4379	
		CFO	M	\$1	\$30K	\$49K	\$67K	\$3M	2815
				\$15K	\$15K	\$89K	\$163K	\$163K	2
		COO	F	\$5K	\$7K	\$21K	\$45K	\$74K	12
			M	\$2K	\$19K	\$50K	\$133K	\$265K	14
		CIO	F	\$8K	\$12K	\$40K	\$58K	\$121K	12
			M	\$10K	\$12K	\$33K	\$62K	\$92K	16
		VP	M	\$6K	\$32K	\$42K	\$55K	\$110K	22
			F	\$274K	\$274K	\$274K	\$274K	\$274K	1
		Program Director	M	\$2K	\$6K	\$35K	\$62K	\$289K	52
			F	\$400	\$19K	\$35K	\$55K	\$480K	143
		Administrator	M	\$64	\$16K	\$39K	\$68K	\$915K	93
			F	\$6K	\$18K	\$34K	\$44K	\$94K	23
			F	\$500	\$25K	\$39K	\$53K	\$108K	114
			M	\$4K	\$13K	\$34K	\$53K	\$80K	48
			F	\$12K	\$12K	\$32K	\$35K	\$35K	3
			M	\$2K	\$11K	\$33K	\$55K	\$104K	32
			F	\$7K	\$23K	\$24K	\$36K	\$77K	5
			M	\$1	\$43K	\$62K	\$80K	\$381K	1397
\$250k - 500k	CEO/President	F	\$1	\$23K	\$62K	\$79K	\$300K	7181	
		M	\$1	\$47K	\$65K	\$86K	\$330K	4162	
		CFO	F	\$3K	\$26K	\$36K	\$54K	\$62K	10
			M	\$11K	\$12K	\$33K	\$60K	\$376K	40
		COO	F	\$8K	\$21K	\$41K	\$72K	\$113K	14
			M	\$50K	\$70K	\$84K	\$103K	\$120K	9
		VP	F	\$10K	\$20K	\$50K	\$71K	\$282K	40
			M	\$30	\$15K	\$59K	\$88K	\$141K	24
		Program Director	F	\$4K	\$36K	\$51K	\$75K	\$134K	53
			M	\$1	\$29K	\$48K	\$66K	\$224K	211
		Administrator	M	\$3K	\$35K	\$48K	\$77K	\$175K	137
			F	\$2K	\$26K	\$43K	\$58K	\$138K	47
			F	\$2K	\$36K	\$49K	\$61K	\$150K	139
			M	\$13K	\$36K	\$50K	\$75K	\$236K	59
			F	\$5K	\$7K	\$26K	\$94K	\$94K	4
			M	\$3K	\$33K	\$45K	\$62K	\$132K	43
			F	\$10K	\$18K	\$34K	\$62K	\$90K	15
			M	\$10K	\$18K	\$34K	\$62K	\$90K	15
	\$500k - 1 mil.	CEO/President		\$500	\$58K	\$79K	\$104K	\$369K	1605
			F	\$1	\$59K	\$76K	\$97K	\$628K	8109
		CFO	M	\$2	\$61K	\$81K	\$107K	\$525K	4832
			F	\$10K	\$59K	\$68K	\$84K	\$128K	17
		COO	F	\$5K	\$49K	\$62K	\$80K	\$168K	65
			M	\$500	\$42K	\$68K	\$90K	\$176K	51
		VP	F	\$33K	\$66K	\$87K	\$100K	\$150K	17
			M	\$8K	\$28K	\$67K	\$105K	\$137K	72
			F	\$31K	\$68K	\$88K	\$106K	\$165K	53
			M	\$112K	\$112K	\$112K	\$112K	\$112K	1
		Program Director	F	\$13K	\$42K	\$60K	\$94K	\$292K	63
			M	\$3K	\$42K	\$62K	\$94K	\$237K	230
		Administrator	F	\$756	\$44K	\$73K	\$104K	\$420K	181
			M	\$22K	\$45K	\$68K	\$101K	\$165K	33
			F	\$2K	\$52K	\$64K	\$89K	\$140K	123
			M	\$6K	\$47K	\$71K	\$102K	\$250K	65
			F	\$29K	\$17K	\$45K	\$73K	\$148K	8
			M	\$3K	\$21K	\$51K	\$70K	\$106K	64
			F	\$5K	\$44K	\$62K	\$72K	\$124K	21
			M	\$5K	\$44K	\$62K	\$72K	\$124K	21
\$1 - 2.5 million	CEO/President		\$836	\$37K	\$99K	\$131K	\$764K	2080	
		F	\$150	\$75K	\$96K	\$125K	\$767K	9558	
		CFO	M	\$1	\$77K	\$102K	\$139K	\$1M	6344
			F	\$9K	\$59K	\$79K	\$108K	\$338K	55
		COO	F	\$8K	\$60K	\$78K	\$105K	\$268K	285
			M	\$500	\$58K	\$81K	\$107K	\$280K	162
		VP	F	\$17K	\$74K	\$107K	\$125K	\$233K	59
			M	\$4K	\$40K	\$102K	\$125K	\$281K	212
		CIO	F	\$4K	\$74K	\$95K	\$125K	\$377K	163
			M	\$129K	\$129K	\$141K	\$213K	\$213K	3
			F	\$2K	\$69K	\$110K	\$146K	\$282K	118
			M	\$6K	\$35K	\$105K	\$133K	\$414K	495

That's just a sample!

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

Comprehensive

All the data is there.

- **All 50 states, and 700+ 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 130,000+ leaders**

The Best Fit for Unique Nonprofits

Includes data on...

- ...averages, even where there are fewer than 5 organizations
- ...smaller cities
- ...the most detail, so you can find the best benchmarks

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.

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

*NTEE Major Code

** NTEE Decile

***NTEE Centile Code

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More Questions? Get in Touch!

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SAMPLE

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