



September 28, 2021

Nonprofit Executive Pay 2021

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



nonprofitfairpay.com

Foreword


This authoritative report is based on data from 180,000+ 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
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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.



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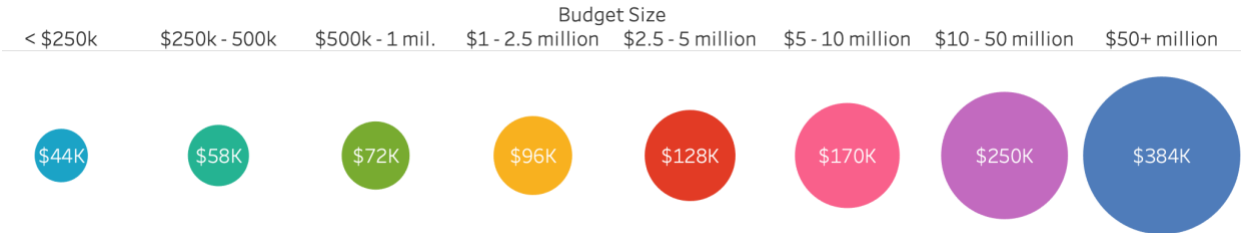
Definitions

- **# 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 \$412,347 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	\$6	\$14K	\$46K	\$59K	\$525K	10792
	CFO	\$1K	\$16K	\$21K	\$21K	\$773K	165
	COO	\$6K	\$11K	\$20K	\$40K	\$90K	21
	VP	\$785	\$13K	\$31K	\$113K	\$566K	438
	Program Director	\$596	\$28K	\$38K	\$50K	\$220K	149
\$250k - 500k	Administrator	\$10K	\$11K	\$11K	\$20K	\$135K	113
	CEO/President	\$1	\$40K	\$55K	\$72K	\$695K	18057
	CFO	\$186	\$19K	\$27K	\$36K	\$252K	153
	COO	\$4K	\$14K	\$28K	\$69K	\$343K	147
	VP	\$1K	\$36K	\$48K	\$90K	\$314K	510
\$500k - 1 mil.	Program Director	\$82	\$37K	\$52K	\$64K	\$231K	275
	Administrator	\$2K	\$2K	\$38K	\$60K	\$280K	95
	CEO/President	\$225	\$52K	\$70K	\$94K	\$2M	21990
	CFO	\$296	\$12K	\$49K	\$71K	\$295K	395
	COO	\$317	\$24K	\$58K	\$82K	\$438K	173
\$1 - 2.5 million	VP	\$117	\$20K	\$42K	\$77K	\$550K	575
	Program Director	\$2K	\$14K	\$30K	\$68K	\$621K	366
	Administrator	\$5K	\$42K	\$51K	\$65K	\$114K	51
	CEO/President	\$1	\$36K	\$93K	\$126K	\$3M	24104
	CFO	\$417	\$35K	\$60K	\$81K	\$424K	1810
\$2.5 - 5 million	COO	\$4K	\$72K	\$104K	\$208K	\$442K	414
	CIO	\$134K	\$134K	\$287K	\$380K	\$380K	3
	VP	\$466	\$52K	\$88K	\$175K	\$568K	1299
	Program Director	\$2K	\$69K	\$128K	\$167K	\$448K	337
	Administrator	\$6K	\$66K	\$66K	\$99K	\$479K	574
\$5 - 10 million	CEO/President	\$779	\$46K	\$122K	\$203K	\$2M	14232
	CFO	\$2K	\$35K	\$92K	\$188K	\$552K	2272
	COO	\$6K	\$87K	\$87K	\$205K	\$855K	706
	CIO	\$99K	\$144K	\$144K	\$161K	\$343K	5
	VP	\$6K	\$87K	\$124K	\$203K	\$1M	1391
\$10 - 50 million	Program Director	\$596	\$117K	\$150K	\$251K	\$458K	427
	Administrator	\$16K	\$82K	\$82K	\$82K	\$574K	466
	CEO/President	\$963	\$115K	\$171K	\$309K	\$1M	9862
	CFO	\$722	\$90K	\$155K	\$266K	\$713K	3798
	COO	\$21K	\$85K	\$132K	\$237K	\$505K	846
\$50+ million	CIO	\$34K	\$75K	\$101K	\$101K	\$354K	45
	VP	\$1K	\$63K	\$166K	\$218K	\$832K	1760
	Program Director	\$8K	\$132K	\$171K	\$285K	\$524K	609
	Administrator	\$11K	\$111K	\$149K	\$331K	\$377K	558
	CEO/President	\$1	\$136K	\$222K	\$321K	\$3M	14586
\$50+ million	CFO	\$285	\$60K	\$159K	\$217K	\$945K	7436
	COO	\$1K	\$119K	\$177K	\$251K	\$1M	2141
	CIO	\$50K	\$182K	\$205K	\$214K	\$666K	307
	VP	\$38	\$136K	\$177K	\$241K	\$2M	7433
	Program Director	\$8K	\$121K	\$155K	\$203K	\$558K	1367
\$50+ million	Administrator	\$727	\$119K	\$139K	\$188K	\$686K	345
	CEO/President	\$1K	\$213K	\$412K	\$554K	\$12M	9455
	CFO	\$745	\$159K	\$230K	\$324K	\$3M	3865
	COO	\$3K	\$210K	\$288K	\$345K	\$7M	805
	CIO	\$42K	\$161K	\$217K	\$362K	\$2M	357
\$50+ million	VP	\$1K	\$173K	\$232K	\$334K	\$5M	20066
	Program Director	\$36K	\$155K	\$194K	\$260K	\$1M	638
\$50+ million	Administrator	\$6K	\$150K	\$173K	\$227K	\$691K	57

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 \$426,490 in the market for Budget Size = \$50+ million, Position = CEO/President and Gender = M.

Budget Size	Position	Gender	Min	25th Percentile	Median	75th Percentile	Max	# of Positions	
< \$250k	CEO/President	F	\$6	\$31K	\$45K	\$56K	\$510K	6374	
		M	\$29	\$25K	\$48K	\$66K	\$525K	3501	
	CFO	F	\$1K	\$21K	\$21K	\$21K	\$330K	109	
		M	\$2K	\$4K	\$16K	\$20K	\$773K	51	
	COO	F	\$6K	\$18K	\$20K	\$30K	\$40K	9	
		M	\$9K	\$10K	\$17K	\$47K	\$55K	9	
	VP	F	\$3K	\$11K	\$16K	\$36K	\$534K	203	
		M	\$785	\$26K	\$128K	\$128K	\$566K	174	
	Program Director	F	\$1K	\$22K	\$38K	\$45K	\$125K	83	
		M	\$596	\$35K	\$35K	\$46K	\$103K	43	
	Administrator	F	\$10K	\$10K	\$27K	\$39K	\$92K	8	
		M	\$11K	\$11K	\$11K	\$11K	\$135K	103	
	\$250k - 500k	CEO/President	F	\$50	\$41K	\$52K	\$69K	\$556K	10261
			M	\$1	\$19K	\$60K	\$80K	\$695K	6124
CFO		F	\$6K	\$19K	\$22K	\$46K	\$175K	54	
		M	\$2K	\$16K	\$29K	\$33K	\$252K	58	
COO		F	\$6K	\$20K	\$60K	\$97K	\$106K	58	
		M	\$4K	\$26K	\$28K	\$40K	\$343K	50	
VP		F	\$2K	\$12K	\$50K	\$84K	\$252K	164	
		M	\$3K	\$46K	\$51K	\$93K	\$314K	317	
Program Director		F	\$82	\$19K	\$51K	\$58K	\$231K	208	
		M	\$10K	\$38K	\$58K	\$69K	\$125K	57	
Administrator		F	\$14K	\$38K	\$60K	\$60K	\$280K	38	
		M	\$18K	\$64K	\$64K	\$64K	\$117K	21	
\$500k - 1 mil.		CEO/President	F	\$247	\$53K	\$67K	\$89K	\$868K	11755
			M	\$225	\$54K	\$76K	\$98K	\$2M	8123
	CFO	F	\$4K	\$15K	\$41K	\$64K	\$256K	142	
		M	\$296	\$25K	\$59K	\$96K	\$295K	112	
	COO	F	\$317	\$20K	\$24K	\$68K	\$240K	66	
		M	\$16K	\$42K	\$62K	\$114K	\$438K	98	
	VP	F	\$2K	\$16K	\$42K	\$65K	\$550K	361	
		M	\$117	\$19K	\$68K	\$131K	\$550K	184	
	Program Director	F	\$8K	\$55K	\$71K	\$130K	\$364K	122	
		M	\$2K	\$5K	\$5K	\$31K	\$621K	115	
	Administrator	F	\$5K	\$20K	\$48K	\$62K	\$114K	36	
		M	\$19K	\$46K	\$61K	\$72K	\$74K	11	
	\$1 - 2.5 million	CEO/President	F	\$395	\$70K	\$89K	\$120K	\$3M	11746
			M	\$1K	\$72K	\$96K	\$130K	\$2M	9530
CFO		F	\$417	\$29K	\$49K	\$66K	\$424K	954	
		M	\$585	\$74K	\$74K	\$102K	\$339K	677	
COO		F	\$4K	\$72K	\$90K	\$186K	\$399K	241	
		M	\$6K	\$84K	\$188K	\$208K	\$442K	146	
CIO		F	\$134K	\$134K	\$134K	\$134K	\$134K	1	
		M	\$287K	\$287K	\$333K	\$380K	\$380K	2	
VP		F	\$954	\$26K	\$75K	\$153K	\$568K	552	
		M	\$466	\$69K	\$109K	\$186K	\$491K	531	
Program Director		F	\$23K	\$69K	\$119K	\$160K	\$417K	185	
		M	\$2K	\$127K	\$142K	\$284K	\$448K	105	
Administrator		F	\$6K	\$99K	\$99K	\$99K	\$218K	225	
		M	\$23K	\$66K	\$66K	\$66K	\$479K	294	
\$2.5 - 5 million	CEO/President	F	\$779	\$85K	\$114K	\$168K	\$1M	6394	
		M	\$805	\$96K	\$125K	\$270K	\$2M	5533	
	CFO	F	\$2K	\$78K	\$103K	\$228K	\$552K	1146	
		M	\$5K	\$32K	\$97K	\$221K	\$438K	724	
	COO	F	\$6K	\$73K	\$147K	\$264K	\$855K	237	
		M	\$10K	\$107K	\$200K	\$278K	\$393K	142	
	CIO	F	\$161K	\$161K	\$161K	\$161K	\$161K	1	
		M	\$99K	\$61K	\$144K	\$343K	\$343K	4	
	VP	F	\$6K	\$71K	\$128K	\$203K	\$436K	691	
		M	\$10K	\$102K	\$102K	\$189K	\$1M	601	
	Program Director	F	\$9K	\$117K	\$149K	\$268K	\$447K	267	
		M	\$596	\$66K	\$155K	\$238K	\$458K	100	
	Administrator	F	\$16K	\$41K	\$82K	\$82K	\$321K	400	
		M	\$48K	\$48K	\$48K	\$113K	\$345K	57	
\$5 - 10 million	CEO/President	F	\$963	\$111K	\$168K	\$303K	\$958K	4021	
		M	\$3K	\$120K	\$179K	\$311K	\$1M	4709	
	CFO	F	\$899	\$90K	\$158K	\$268K	\$712K	2299	
		M	\$722	\$45K	\$145K	\$258K	\$713K	1208	

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 90,000+ 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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