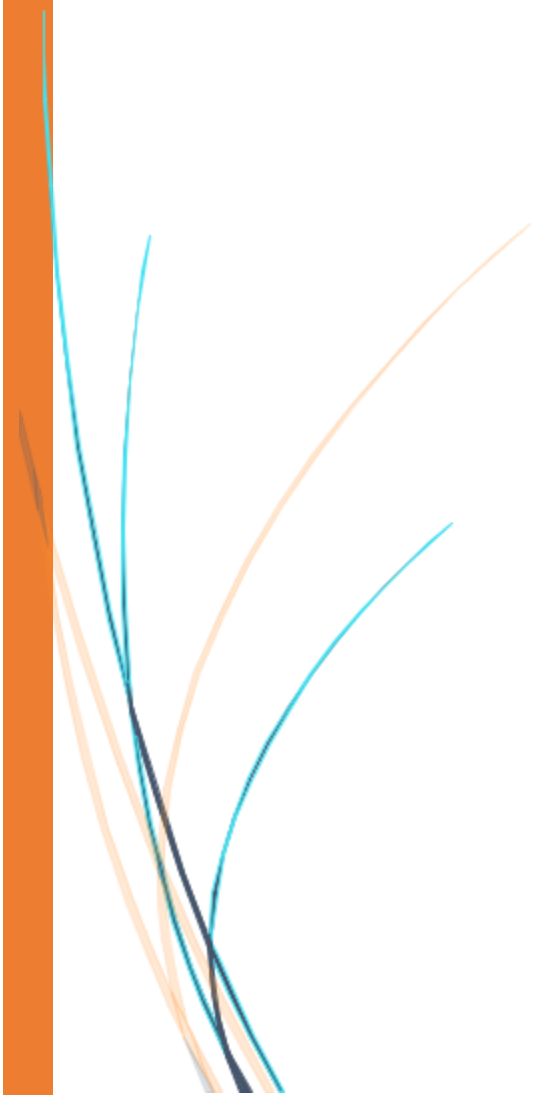
Updated November 14, 2026

NonprofitFairPay 2026

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



nonprofitfairpay.com

Foreword

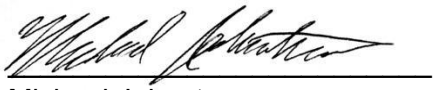
This authoritative report is based on data from 160,000+ salaries to officers of registered 501(c)3 nonprofit organizations, using data from the IRS.

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. For real, I wanna hear from ya.

All the best,



Michael Johnston
Data Analyst and Founder, Nonprofit Fair Pay
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.



NONPROFIT FAIR PAY

Trusted Data that Makes a Difference

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***.

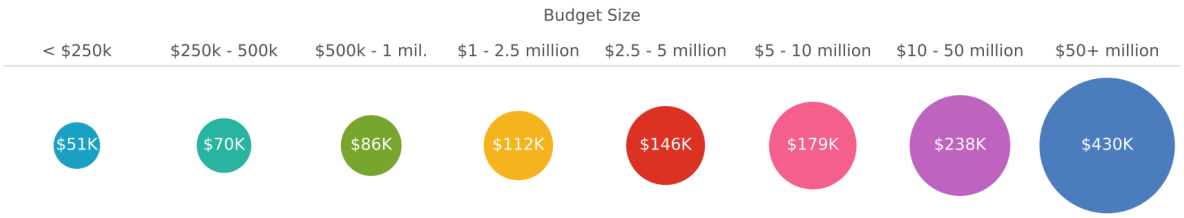
- **What's included in salaries?** Salaries are defined as "reportable compensation" + "other compensation". More detail on what that means is here.

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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 $429,833 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	$51K	$72K	$31M	7928
	CFO	$1	$11K	$25K	$60K	$15M	70
	COO	$2	$14K	$42K	$62K	$320K	58
	CIO	$4M	$4M	$4M	$4M	$4M	1
	VP	$1	$18K	$34K	$61K	$3M	346
	Program Director	$900	$11K	$41K	$58K	$605K	184
	Administrator	$8K	$14K	$39K	$65K	$126K	28
$250k - 500k	CEO/President	$17	$50K	$70K	$91K	$4M	14013
	CFO	$2K	$25K	$43K	$72K	$225K	107
	COO	$1K	$33K	$58K	$80K	$280K	99
	CIO	$365K	$365K	$365K	$365K	$365K	1
	VP	$17	$30K	$51K	$74K	$1M	434
	Program Director	$1K	$41K	$58K	$79K	$206K	289
	Administrator	$4K	$35K	$46K	$58K	$150K	62
$500k - 1 mil.	CEO/President	$1	$64K	$86K	$114K	$1M	16467
	CFO	$1K	$42K	$65K	$90K	$294K	139
	COO	$5K	$58K	$81K	$116K	$233K	179
	VP	$558	$42K	$68K	$109K	$707K	511
	Program Director	$975	$25K	$67K	$106K	$304K	323
	Administrator	$2K	$46K	$59K	$80K	$156K	102
$1 - 2.5 million	CEO/President	$1	$85K	$112K	$150K	$31M	21732
	CFO	$365	$70K	$99K	$133K	$505K	469
	COO	$365	$87K	$113K	$145K	$575K	503
	VP	$930	$72K	$119K	$158K	$707K	1179
	Program Director	$1K	$49K	$116K	$135K	$438K	699
	Administrator	$600	$58K	$83K	$104K	$364K	134
$2.5 - 5 million	CEO/President	$178	$110K	$146K	$195K	$1M	13643
	CFO	$88	$43K	$113K	$147K	$412K	1038
	COO	$2K	$106K	$137K	$172K	$379K	747
	CIO	$105K	$158K	$187K	$218K	$340K	9
	VP	$537	$115K	$143K	$180K	$1M	1717
	Program Director	$2K	$115K	$131K	$157K	$423K	1171
	Administrator	$2K	$43K	$110K	$141K	$361K	140
$5 - 10 million	CEO/President	$551	$67K	$179K	$242K	$2M	10275
	CFO	$540	$111K	$136K	$170K	$496K	1805
	COO	$4K	$122K	$150K	$193K	$1M	1035
	CIO	$104K	$132K	$174K	$219K	$275K	18
	VP	$856	$127K	$160K	$205K	$940K	2891
	Program Director	$436	$122K	$141K	$171K	$976K	1459
	Administrator	$42K	$104K	$132K	$155K	$514K	162
$10 - 50 million	CEO/President	$47	$86K	$238K	$332K	$12M	13973
	CFO	$365	$135K	$169K	$216K	$2M	5193
	COO	$365	$74K	$188K	$240K	$2M	2300
	CIO	$7K	$158K	$203K	$260K	$936K	155
	VP	$157	$146K	$186K	$241K	$4M	10197
	Program Director	$6K	$133K	$160K	$197K	$588K	2770
	Administrator	$5K	$67K	$165K	$204K	$418K	328
$50+ million	CEO/President	$1	$255K	$430K	$732K	$26M	7207
	CFO	$1K	$181K	$247K	$340K	$3M	2072
	COO	$9K	$209K	$283K	$408K	$4M	982
	CIO	$6K	$216K	$278K	$385K	$3M	322
	VP	$87	$212K	$304K	$479K	$13M	16230
	Program Director	$4K	$171K	$225K	$299K	$2M	1113
	Administrator	$19K	$160K	$203K	$247K	$951K	94

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 $475,104 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		$1	$25K	$46K	$71K	$386K	1032
		F	$1	$32K	$51K	$70K	$1M	4104
		M	$1	$30K	$52K	$76K	$31M	2797
	CFO		$4K	$8K	$21K	$36K	$503K	14
		F	$1	$10K	$24K	$59K	$15M	33
		M	$6K	$13K	$46K	$101K	$192K	23
	COO		$938	$8K	$15K	$80K	$320K	10
		F	$4K	$20K	$49K	$66K	$85K	26
		M	$2	$18K	$32K	$56K	$179K	22
	CIO	F	$4M	$4M	$4M	$4M	$4M	1
	VP		$450	$8K	$38K	$65K	$445K	40
		F	$1	$17K	$31K	$53K	$2M	187
		M	$1K	$20K	$39K	$72K	$3M	119
	Program Director		$2K	$30K	$37K	$55K	$106K	31
		F	$900	$20K	$36K	$59K	$605K	111
		M	$11K	$25K	$44K	$62K	$120K	42
	Administrator		$24K	$24K	$65K	$113K	$113K	3
		F	$8K	$25K	$33K	$51K	$83K	18
		M	$32K	$36K	$40K	$77K	$126K	7
$250k - 500k	CEO/President		$560	$23K	$69K	$94K	$538K	1647
		F	$18	$50K	$69K	$88K	$557K	7938
		M	$17	$50K	$72K	$96K	$4M	4435
	CFO		$2K	$11K	$41K	$77K	$142K	20
		F	$4K	$15K	$43K	$66K	$108K	52
		M	$3K	$24K	$45K	$75K	$225K	35
	COO		$12K	$24K	$47K	$72K	$280K	14
		F	$1K	$33K	$56K	$80K	$201K	54
		M	$11K	$45K	$63K	$81K	$142K	31
	CIO	M	$365K	$365K	$365K	$365K	$365K	1
	VP		$3K	$25K	$44K	$75K	$173K	63
		F	$17	$30K	$50K	$68K	$833K	217
		M	$1K	$37K	$57K	$81K	$1M	155
	Program Director		$4K	$37K	$52K	$78K	$133K	55
		F	$2K	$21K	$58K	$74K	$150K	160
		M	$1K	$44K	$63K	$87K	$206K	74
	Administrator		$22K	$13K	$43K	$49K	$71K	8
		F	$4K	$35K	$47K	$58K	$150K	39
		M	$17K	$20K	$53K	$65K	$118K	16
$500k - 1 mil.	CEO/President		$1	$64K	$89K	$116K	$1M	1978
		F	$1	$64K	$85K	$110K	$499K	9272
		M	$1	$65K	$89K	$120K	$634K	5230
	CFO		$16K	$50K	$63K	$90K	$172K	18
		F	$1K	$21K	$60K	$80K	$237K	76
		M	$20K	$50K	$74K	$113K	$294K	45
	COO		$25K	$30K	$85K	$122K	$233K	32
		F	$7K	$31K	$83K	$116K	$177K	84
		M	$5K	$50K	$79K	$116K	$192K	63
	VP		$15K	$52K	$80K	$127K	$417K	65
		F	$558	$40K	$66K	$101K	$214K	270
		M	$3K	$22K	$70K	$113K	$707K	176
	Program Director		$975	$37K	$66K	$108K	$304K	54
		F	$2K	$26K	$67K	$104K	$265K	200
		M	$8K	$54K	$69K	$106K	$201K	70
	Administrator		$29K	$48K	$65K	$113K	$156K	10
		F	$2K	$42K	$58K	$76K	$132K	75
		M	$24K	$52K	$68K	$87K	$150K	17
$1 - 2.5 million	CEO/President		$841	$84K	$116K	$158K	$952K	2639
		F	$1	$42K	$110K	$144K	$1M	11869
		M	$1	$85K	$116K	$159K	$31M	7239
	CFO		$3K	$68K	$100K	$132K	$240K	62
		F	$365	$67K	$96K	$127K	$302K	249
		M	$3K	$74K	$102K	$144K	$505K	158
	COO		$14K	$86K	$110K	$150K	$220K	55
		F	$3K	$90K	$118K	$150K	$575K	278
		M	$365	$83K	$109K	$136K	$348K	170
	VP		$2K	$62K	$112K	$163K	$570K	165
		F	$1K	$75K	$119K	$159K	$383K	565
		M	$930	$72K	$122K	$155K	$707K	450

That's just a sample!

Suitable for meeting IRS requirements, for setting reasonable compensation.

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 160,000+ leaders**

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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

The Most Detailed Report

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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

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SAMPLE

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More Questions? Get in Touch!

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