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NonprofitFairPay 2022

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



nonprofitfairpay.com

Foreword

This authoritative report is based on data from 140,000+ 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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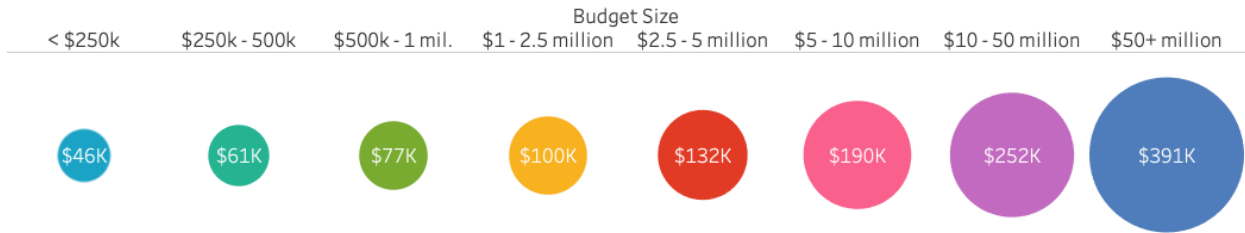
Definitions

- **# 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 \$390,934 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	\$28K	\$46K	\$62K	\$691K	8215
	CFO	\$715	\$11K	\$21K	\$44K	\$869K	93
	COO	\$8K	\$19K	\$32K	\$52K	\$110K	37
	CIO	\$56K	\$56K	\$166K	\$276K	\$276K	2
	VP	\$40	\$16K	\$30K	\$55K	\$618K	318
	Program Director	\$769	\$27K	\$40K	\$48K	\$220K	139
\$250k - 500k	Administrator	\$8K	\$18K	\$30K	\$39K	\$260K	42
	CEO/President	\$1	\$44K	\$61K	\$80K	\$835K	12586
	CFO	\$186	\$11K	\$35K	\$55K	\$257K	112
	COO	\$4K	\$33K	\$55K	\$75K	\$136K	91
	VP	\$1K	\$28K	\$47K	\$75K	\$387K	369
	Program Director	\$82	\$35K	\$48K	\$63K	\$267K	249
\$500k - 1 mil.	Administrator	\$2K	\$15K	\$44K	\$61K	\$280K	60
	CEO/President	\$1	\$56K	\$77K	\$100K	\$2M	14461
	CFO	\$296	\$36K	\$55K	\$76K	\$417K	259
	COO	\$317	\$45K	\$70K	\$111K	\$438K	118
	VP	\$2K	\$34K	\$62K	\$96K	\$550K	430
	Program Director	\$4K	\$21K	\$64K	\$93K	\$621K	216
\$1 - 2.5 million	Administrator	\$4K	\$22K	\$59K	\$70K	\$336K	84
	CEO/President	\$1	\$74K	\$100K	\$136K	\$2M	17707
	CFO	\$585	\$26K	\$75K	\$113K	\$478K	1144
	COO	\$4K	\$70K	\$105K	\$215K	\$473K	377
	CIO	\$134K	\$163K	\$210K	\$287K	\$380K	6
	VP	\$466	\$60K	\$120K	\$205K	\$883K	978
\$2.5 - 5 million	Program Director	\$2K	\$66K	\$117K	\$186K	\$448K	342
	Administrator	\$6K	\$64K	\$81K	\$106K	\$477K	173
	CEO/President	\$1	\$49K	\$132K	\$288K	\$3M	10576
	CFO	\$2K	\$39K	\$110K	\$226K	\$565K	2056
	COO	\$8K	\$96K	\$155K	\$251K	\$855K	527
	CIO	\$99K	\$144K	\$150K	\$161K	\$162K	9
\$5 - 10 million	VP	\$674	\$111K	\$167K	\$248K	\$1M	1342
	Program Director	\$596	\$57K	\$145K	\$239K	\$455K	548
	Administrator	\$4K	\$38K	\$98K	\$121K	\$574K	168
	CEO/President	\$10	\$120K	\$190K	\$318K	\$1M	8110
	CFO	\$722	\$96K	\$148K	\$248K	\$1M	3039
	COO	\$4K	\$59K	\$177K	\$268K	\$605K	744
\$10 - 50 million	CIO	\$34K	\$97K	\$139K	\$276K	\$354K	26
	VP	\$1K	\$66K	\$171K	\$237K	\$1M	1884
	Program Director	\$503	\$129K	\$160K	\$259K	\$524K	618
	Administrator	\$3K	\$92K	\$122K	\$150K	\$478K	162
	CEO/President	\$1	\$159K	\$252K	\$347K	\$9M	11561
	CFO	\$302	\$65K	\$170K	\$237K	\$1M	6300
\$50+ million	COO	\$1K	\$148K	\$187K	\$260K	\$2M	1657
	CIO	\$34K	\$139K	\$186K	\$226K	\$666K	154
	VP	\$38	\$71K	\$180K	\$244K	\$3M	7604
	Program Director	\$8K	\$67K	\$164K	\$214K	\$716K	1492
	Administrator	\$157	\$63K	\$151K	\$207K	\$590K	336
	CEO/President	\$4	\$231K	\$391K	\$658K	\$19M	6171
\$50+ million	CFO	\$745	\$166K	\$228K	\$318K	\$3M	2778
	COO	\$1K	\$196K	\$279K	\$397K	\$4M	689
	CIO	\$106K	\$180K	\$241K	\$352K	\$2M	270
	VP	\$205	\$193K	\$272K	\$405K	\$16M	13379
	Program Director	\$32K	\$168K	\$216K	\$285K	\$1M	650
	Administrator	\$9K	\$141K	\$180K	\$295K	\$877K	95

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 \$416,853 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	\$1	\$15K	\$45K	\$60K	\$415K	4484	
		M	\$29	\$28K	\$48K	\$68K	\$691K	2837	
	CFO	F	\$715	\$14K	\$25K	\$43K	\$105K	42	
		M	\$1K	\$12K	\$19K	\$45K	\$869K	41	
	COO	F	\$13K	\$10K	\$30K	\$40K	\$91K	16	
		M	\$10K	\$17K	\$42K	\$54K	\$110K	18	
	CIO	M	\$56K	\$56K	\$166K	\$276K	\$276K	2	
		F	\$40	\$15K	\$27K	\$45K	\$618K	159	
	Program Director	M	\$216	\$22K	\$40K	\$82K	\$611K	111	
		F	\$1K	\$30K	\$41K	\$48K	\$125K	94	
	Administrator	M	\$769	\$22K	\$35K	\$46K	\$66K	30	
		F	\$8K	\$16K	\$27K	\$35K	\$260K	23	
	\$250k - 500k	CEO/President	M	\$11K	\$24K	\$38K	\$48K	\$135K	15
			F	\$52	\$44K	\$60K	\$76K	\$556K	7110
		CFO	M	\$1	\$45K	\$64K	\$86K	\$695K	4186
F			\$1K	\$15K	\$39K	\$55K	\$175K	64	
COO		M	\$6K	\$21K	\$33K	\$59K	\$257K	37	
		F	\$6K	\$20K	\$57K	\$75K	\$136K	44	
VP		M	\$4K	\$33K	\$42K	\$74K	\$130K	33	
		F	\$2K	\$26K	\$43K	\$64K	\$252K	171	
Program Director		M	\$1K	\$33K	\$62K	\$84K	\$387K	154	
		F	\$82	\$37K	\$49K	\$62K	\$231K	157	
Administrator		M	\$4K	\$34K	\$45K	\$63K	\$267K	71	
		F	\$10K	\$30K	\$44K	\$59K	\$280K	39	
\$500k - 1 mil.		CEO/President	M	\$22K	\$36K	\$61K	\$82K	\$118K	15
			F	\$1	\$55K	\$74K	\$96K	\$868K	8134
		CFO	M	\$65	\$59K	\$80K	\$109K	\$2M	4819
	F		\$600	\$37K	\$54K	\$74K	\$305K	150	
	COO	M	\$296	\$33K	\$58K	\$87K	\$349K	77	
		F	\$317	\$18K	\$64K	\$95K	\$345K	56	
	VP	M	\$16K	\$53K	\$72K	\$114K	\$438K	51	
		F	\$2K	\$16K	\$59K	\$86K	\$550K	232	
	Program Director	M	\$3K	\$42K	\$68K	\$107K	\$550K	155	
		F	\$14K	\$24K	\$65K	\$88K	\$364K	124	
	Administrator	M	\$4K	\$17K	\$63K	\$93K	\$621K	60	
		F	\$31K	\$43K	\$52K	\$67K	\$94K	47	
	\$1 - 2.5 million	CEO/President	M	\$4K	\$50K	\$59K	\$72K	\$336K	29
			F	\$471	\$72K	\$96K	\$127K	\$1M	9222
		CFO	M	\$1	\$77K	\$105K	\$146K	\$2M	6562
F			\$899	\$26K	\$72K	\$111K	\$437K	652	
COO		M	\$585	\$55K	\$80K	\$135K	\$478K	367	
		F	\$4K	\$74K	\$111K	\$246K	\$433K	195	
CIO		M	\$6K	\$67K	\$100K	\$192K	\$473K	151	
		F	\$134K	\$134K	\$134K	\$134K	\$134K	1	
VP		M	\$163K	\$165K	\$255K	\$287K	\$380K	5	
		F	\$954	\$60K	\$125K	\$223K	\$883K	445	
Program Director		M	\$466	\$61K	\$113K	\$193K	\$585K	413	
		F	\$7K	\$71K	\$119K	\$202K	\$421K	206	
Administrator		M	\$2K	\$80K	\$126K	\$192K	\$448K	95	
		F	\$6K	\$29K	\$77K	\$104K	\$316K	88	
\$2.5 - 5 million		CEO/President	M	\$23K	\$74K	\$88K	\$110K	\$477K	65
	F		\$1	\$47K	\$125K	\$252K	\$1M	5048	
	CFO	M	\$600	\$102K	\$139K	\$305K	\$2M	4327	
		F	\$2K	\$77K	\$106K	\$223K	\$560K	1119	
	COO	M	\$3K	\$80K	\$116K	\$234K	\$438K	730	
		F	\$8K	\$96K	\$143K	\$251K	\$855K	278	
	CIO	M	\$10K	\$46K	\$164K	\$250K	\$393K	172	
		F	\$161K	\$161K	\$161K	\$161K	\$161K	1	
	VP	M	\$99K	\$65K	\$147K	\$162K	\$162K	8	
		F	\$2K	\$116K	\$164K	\$231K	\$436K	641	
	Program Director	M	\$10K	\$51K	\$168K	\$253K	\$1M	512	
		F	\$4K	\$56K	\$139K	\$253K	\$447K	300	
	Administrator	M	\$596	\$123K	\$161K	\$240K	\$455K	153	
		F	\$5K	\$36K	\$90K	\$116K	\$431K	96	
	\$5 - 10 million	CEO/President	M	\$4K	\$43K	\$103K	\$125K	\$352K	56
F			\$10	\$117K	\$168K	\$305K	\$979K	3591	
CFO		M	\$51	\$125K	\$209K	\$328K	\$1M	3547	
		F	\$899	\$90K	\$139K	\$241K	\$712K	1597	

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 140,000+ 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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