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NonprofitFairPay 2024

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 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

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About Us

This report is an Irdato 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

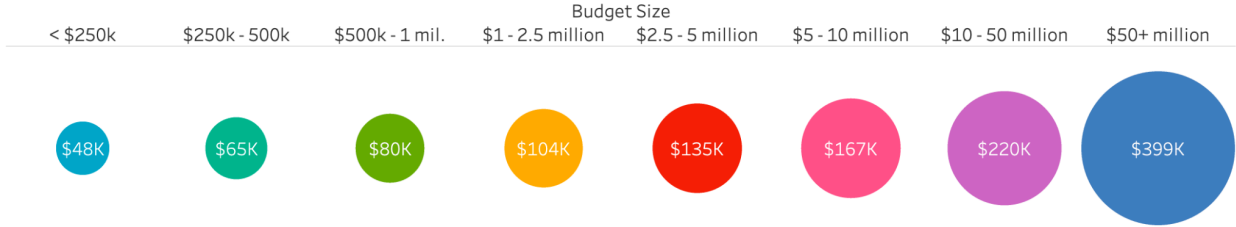
Definitions

- **# 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 \$399,225 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	\$66K	\$3M	8405
	CFO	\$250	\$12K	\$23K	\$55K	\$278K	55
	COO	\$3K	\$20K	\$36K	\$62K	\$358K	54
	CIO	\$328K	\$328K	\$328K	\$328K	\$328K	1
	VP	\$64	\$20K	\$35K	\$60K	\$1M	386
	Program Director	\$2K	\$11K	\$35K	\$50K	\$136K	196
\$250k - 500k	Administrator	\$2K	\$7K	\$31K	\$46K	\$112K	40
	CEO/President	\$1	\$47K	\$65K	\$85K	\$422K	13439
	CFO	\$1K	\$17K	\$35K	\$56K	\$376K	73
	COO	\$850	\$35K	\$57K	\$84K	\$147K	90
	VP	\$1	\$16K	\$48K	\$73K	\$308K	431
	Program Director	\$2K	\$17K	\$49K	\$64K	\$200K	260
\$500k - 1 mil.	Administrator	\$979	\$28K	\$41K	\$61K	\$136K	70
	CEO/President	\$1	\$60K	\$80K	\$106K	\$664K	15399
	CFO	\$500	\$34K	\$62K	\$80K	\$269K	149
	COO	\$5K	\$57K	\$78K	\$106K	\$196K	135
	VP	\$833	\$39K	\$66K	\$96K	\$390K	516
	Program Director	\$38	\$45K	\$66K	\$90K	\$196K	272
\$1 - 2.5 million	Administrator	\$4K	\$43K	\$52K	\$72K	\$171K	93
	CEO/President	\$1	\$78K	\$104K	\$140K	\$1M	19730
	CFO	\$488	\$60K	\$84K	\$113K	\$298K	498
	COO	\$4K	\$83K	\$112K	\$138K	\$406K	450
	CIO	\$70K	\$119K	\$152K	\$235K	\$244K	6
	VP	\$180	\$66K	\$114K	\$152K	\$843K	1042
\$2.5 - 5 million	Program Director	\$5K	\$39K	\$113K	\$136K	\$403K	479
	Administrator	\$7K	\$63K	\$85K	\$115K	\$292K	134
	CEO/President	\$504	\$101K	\$135K	\$182K	\$2M	11705
	CFO	\$2K	\$80K	\$107K	\$136K	\$330K	1017
	COO	\$2K	\$97K	\$125K	\$167K	\$562K	615
	CIO	\$108K	\$57K	\$116K	\$172K	\$228K	8
\$5 - 10 million	VP	\$4K	\$108K	\$137K	\$178K	\$2M	1627
	Program Director	\$3K	\$56K	\$131K	\$154K	\$401K	715
	Administrator	\$2K	\$72K	\$100K	\$119K	\$310K	163
	CEO/President	\$86	\$124K	\$167K	\$227K	\$4M	8908
	CFO	\$86	\$99K	\$124K	\$153K	\$485K	1813
	COO	\$6K	\$113K	\$139K	\$179K	\$941K	845
\$10 - 50 million	CIO	\$13K	\$155K	\$184K	\$226K	\$381K	18
	VP	\$834	\$123K	\$152K	\$195K	\$2M	2562
	Program Director	\$407	\$117K	\$134K	\$158K	\$1M	933
	Administrator	\$2K	\$98K	\$125K	\$144K	\$521K	153
	CEO/President	\$486	\$157K	\$220K	\$311K	\$13M	12280
	CFO	\$2K	\$61K	\$157K	\$199K	\$754K	4552
\$50+ million	COO	\$1K	\$134K	\$172K	\$220K	\$2M	1929
	CIO	\$13K	\$147K	\$189K	\$241K	\$917K	175
	VP	\$771	\$136K	\$174K	\$225K	\$2M	9357
	Program Director	\$4K	\$129K	\$153K	\$191K	\$591K	1933
	Administrator	\$2K	\$62K	\$148K	\$185K	\$452K	351
	CEO/President	\$765	\$115K	\$399K	\$692K	\$23M	6392
\$100+ million	CFO	\$2K	\$87K	\$235K	\$313K	\$3M	1696
	COO	\$149	\$98K	\$272K	\$390K	\$3M	788
	CIO	\$18K	\$192K	\$257K	\$371K	\$2M	270
	VP	\$10	\$202K	\$289K	\$451K	\$11M	15471
	Program Director	\$13K	\$165K	\$215K	\$283K	\$2M	834
	Administrator	\$14K	\$146K	\$191K	\$233K	\$592K	91

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 \$448,331 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	\$13K	\$47K	\$66K	\$450K	1011	
		F	\$1	\$31K	\$47K	\$63K	\$587K	4465	
	CFO	M	\$1	\$15K	\$50K	\$70K	\$3M	2933	
		F	\$5K	\$12K	\$22K	\$36K	\$189K	6	
	COO	M	\$2K	\$12K	\$19K	\$23K	\$89K	21	
		F	\$250	\$8K	\$41K	\$98K	\$278K	28	
	CIO	M	\$8K	\$26K	\$65K	\$82K	\$358K	7	
		F	\$9K	\$11K	\$35K	\$63K	\$303K	24	
	VP	M	\$3K	\$14K	\$33K	\$50K	\$135K	23	
		F	\$328K	\$328K	\$328K	\$328K	\$328K	1	
	Program Director	M	\$2K	\$14K	\$33K	\$53K	\$400K	61	
		F	\$500	\$20K	\$34K	\$54K	\$696K	182	
	Administrator	M	\$64	\$10K	\$40K	\$72K	\$1M	144	
		F	\$3K	\$8K	\$35K	\$52K	\$94K	28	
		M	\$2K	\$22K	\$37K	\$50K	\$91K	119	
		F	\$4K	\$24K	\$33K	\$47K	\$136K	49	
		M	\$12K	\$12K	\$32K	\$35K	\$35K	3	
		F	\$2K	\$11K	\$30K	\$46K	\$91K	29	
		M	\$7K	\$13K	\$33K	\$61K	\$112K	8	
		F	\$1	\$44K	\$63K	\$84K	\$400K	1471	
\$250k - 500k	CEO/President	F	\$40	\$24K	\$64K	\$82K	\$393K	7588	
		M	\$1	\$48K	\$67K	\$90K	\$422K	4391	
	CFO	F	\$3K	\$4K	\$26K	\$50K	\$54K	8	
		M	\$10K	\$24K	\$44K	\$60K	\$376K	37	
	COO	M	\$1K	\$6K	\$31K	\$69K	\$149K	28	
		F	\$44K	\$62K	\$79K	\$106K	\$129K	14	
	VP	M	\$6K	\$32K	\$47K	\$69K	\$116K	41	
		F	\$850	\$33K	\$60K	\$88K	\$147K	35	
	Program Director	M	\$6K	\$35K	\$50K	\$77K	\$160K	66	
		F	\$1	\$25K	\$44K	\$64K	\$285K	207	
	Administrator	M	\$2K	\$35K	\$54K	\$80K	\$308K	159	
		F	\$6K	\$35K	\$51K	\$67K	\$200K	50	
		M	\$2K	\$33K	\$48K	\$62K	\$120K	155	
		F	\$6K	\$37K	\$50K	\$69K	\$174K	55	
		M	\$5K	\$24K	\$28K	\$31K	\$35K	5	
		F	\$979	\$14K	\$45K	\$61K	\$136K	52	
		M	\$5K	\$32K	\$43K	\$65K	\$130K	13	
		F	\$2K	\$58K	\$81K	\$106K	\$369K	1761	
	\$500k - 1 mil.	CEO/President	F	\$1	\$60K	\$79K	\$102K	\$664K	8538
			M	\$245	\$62K	\$83K	\$112K	\$602K	5110
CFO		F	\$10K	\$40K	\$57K	\$68K	\$126K	18	
		M	\$3K	\$36K	\$62K	\$80K	\$161K	86	
COO		M	\$500	\$30K	\$62K	\$85K	\$269K	45	
		F	\$19K	\$45K	\$96K	\$120K	\$170K	21	
VP		M	\$6K	\$26K	\$69K	\$98K	\$149K	68	
		F	\$5K	\$69K	\$86K	\$114K	\$196K	46	
Program Director		M	\$5K	\$44K	\$63K	\$117K	\$326K	73	
		F	\$2K	\$40K	\$65K	\$89K	\$219K	241	
Administrator		M	\$833	\$38K	\$72K	\$100K	\$390K	202	
		F	\$5K	\$38K	\$60K	\$74K	\$156K	43	
		M	\$38	\$46K	\$61K	\$77K	\$142K	151	
		F	\$7K	\$47K	\$72K	\$118K	\$196K	79	
		M	\$29K	\$35K	\$53K	\$90K	\$147K	7	
		F	\$4K	\$22K	\$52K	\$72K	\$171K	64	
		M	\$27K	\$40K	\$56K	\$72K	\$135K	22	
		F	\$836	\$78K	\$105K	\$144K	\$836K	2363	
\$1 - 2.5 million		CEO/President	F	\$105	\$76K	\$101K	\$134K	\$1M	10534
			M	\$1	\$81K	\$109K	\$149K	\$1M	6845
	CFO	F	\$3K	\$62K	\$83K	\$121K	\$186K	57	
		M	\$488	\$61K	\$85K	\$115K	\$278K	289	
	COO	M	\$2K	\$28K	\$83K	\$108K	\$298K	152	
		F	\$11K	\$41K	\$111K	\$126K	\$200K	56	
	CIO	M	\$4K	\$85K	\$115K	\$139K	\$360K	223	
		F	\$16K	\$80K	\$107K	\$139K	\$406K	171	
	VP	M	\$70K	\$119K	\$152K	\$235K	\$244K	6	
		F	\$180	\$57K	\$100K	\$153K	\$453K	129	
		M	\$740	\$33K	\$114K	\$145K	\$360K	508	
		F	\$3K	\$71K	\$118K	\$163K	\$843K	406	

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 140,000+ 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

More Questions? Get in Touch!

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*NTEE Major Code

** NTEE Decile

***NTEE Centile Code