



August 25, 2020

# Nonprofit Executive Pay 2020

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



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

# Foreword

This authoritative report is based on data from 93,000+ 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](mailto: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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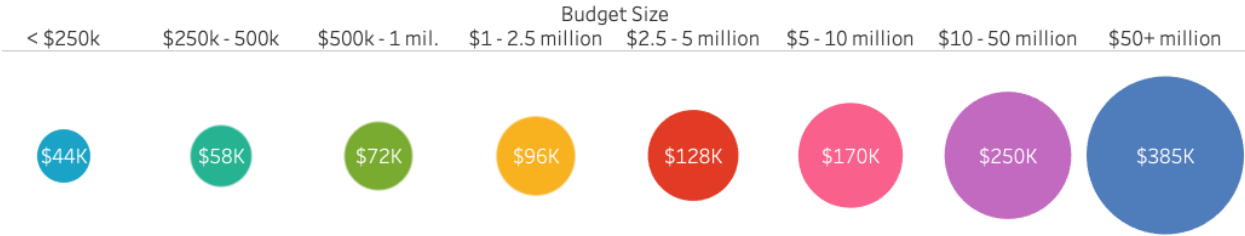
# Definitions

- **# 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 \$385,016 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	\$5	\$28K	\$44K	\$576K	\$576K	4839
	CFO	\$150	\$13K	\$19K	\$752K	\$752K	79
	COO	\$5K	\$17K	\$27K	\$150K	\$150K	30
	CIO	\$249K	\$249K	\$249K	\$249K	\$249K	2
	VP	\$40	\$17K	\$32K	\$564K	\$564K	198
	Program Director	\$2K	\$24K	\$42K	\$228K	\$228K	107
\$250k - 500k	Administrator	\$12K	\$10K	\$20K	\$86K	\$86K	20
	CEO/President	\$1	\$21K	\$58K	\$835K	\$835K	8044
	CFO	\$270	\$22K	\$27K	\$199K	\$199K	97
	COO	\$1K	\$30K	\$49K	\$120K	\$120K	51
	VP	\$24	\$22K	\$45K	\$337K	\$337K	229
	Program Director	\$654	\$32K	\$40K	\$275K	\$275K	118
\$500k - 1 mil.	Administrator	\$13K	\$40K	\$44K	\$125K	\$125K	41
	CEO/President	\$1	\$54K	\$72K	\$992K	\$992K	9021
	CFO	\$3K	\$34K	\$53K	\$417K	\$417K	170
	COO	\$2K	\$50K	\$63K	\$314K	\$314K	71
	VP	\$116	\$34K	\$57K	\$473K	\$473K	290
	Program Director	\$7K	\$42K	\$56K	\$315K	\$315K	135
\$1 - 2.5 million	Administrator	\$12K	\$44K	\$55K	\$112K	\$112K	47
	CEO/President	\$94	\$71K	\$96K	\$1M	\$1M	11005
	CFO	\$1K	\$54K	\$72K	\$438K	\$438K	738
	COO	\$7K	\$70K	\$104K	\$405K	\$405K	217
	CIO	\$84K	\$84K	\$118K	\$152K	\$152K	2
	VP	\$952	\$58K	\$99K	\$562K	\$562K	638
\$2.5 - 5 million	Program Director	\$16K	\$66K	\$117K	\$428K	\$428K	223
	Administrator	\$6K	\$45K	\$72K	\$469K	\$469K	111
	CEO/President	\$444	\$94K	\$128K	\$1M	\$1M	6503
	CFO	\$635	\$75K	\$103K	\$504K	\$504K	1321
	COO	\$7K	\$87K	\$135K	\$758K	\$758K	339
	CIO	\$97K	\$97K	\$159K	\$309K	\$309K	3
\$5 - 10 million	VP	\$1	\$55K	\$162K	\$786K	\$786K	816
	Program Director	\$6K	\$116K	\$151K	\$514K	\$514K	303
	Administrator	\$12K	\$36K	\$93K	\$541K	\$541K	112
	CEO/President	\$28	\$113K	\$170K	\$2M	\$2M	4906
	CFO	\$349	\$90K	\$139K	\$795K	\$795K	1883
	COO	\$6K	\$113K	\$180K	\$607K	\$607K	389
\$10 - 50 million	CIO	\$87K	\$142K	\$152K	\$335K	\$335K	9
	VP	\$756	\$128K	\$169K	\$524K	\$524K	1183
	Program Director	\$57	\$65K	\$159K	\$409K	\$409K	384
	Administrator	\$3K	\$49K	\$132K	\$456K	\$456K	156
	CEO/President	\$778	\$154K	\$250K	\$4M	\$4M	7626
	CFO	\$2K	\$124K	\$166K	\$1M	\$1M	4262
\$50+ million	COO	\$5K	\$71K	\$182K	\$1M	\$1M	1060
	CIO	\$55K	\$65K	\$185K	\$543K	\$543K	92
	VP	\$52	\$139K	\$174K	\$1M	\$1M	5254
	Program Director	\$25K	\$130K	\$160K	\$779K	\$779K	857
	Administrator	\$727	\$125K	\$147K	\$432K	\$432K	229
	CEO/President	\$288	\$228K	\$385K	\$10M	\$10M	4793
\$50+ million	CFO	\$168	\$166K	\$228K	\$2M	\$2M	2225
	COO	\$211	\$196K	\$291K	\$4M	\$4M	517
	CIO	\$31K	\$178K	\$235K	\$2M	\$2M	211
	VP	\$66	\$184K	\$257K	\$10M	\$10M	10765
	Program Director	\$17K	\$176K	\$223K	\$3M	\$3M	411
	Administrator	\$46K	\$159K	\$236K	\$648K	\$648K	47

## 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 \$408,670 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	\$5	\$15K	\$43K	\$411K	\$411K	2632	
		M	\$400	\$25K	\$46K	\$576K	\$576K	1677	
	CFO	F	\$150	\$6K	\$17K	\$321K	\$321K	44	
		M	\$965	\$15K	\$45K	\$752K	\$752K	26	
	COO	F	\$5K	\$8K	\$23K	\$78K	\$78K	20	
		M	\$5K	\$18K	\$33K	\$150K	\$150K	9	
	CIO	M	\$249K	\$249K	\$249K	\$249K	\$249K	2	
		F	\$40	\$15K	\$28K	\$507K	\$507K	87	
	VP	M	\$975	\$9K	\$35K	\$564K	\$564K	88	
		F	\$2K	\$18K	\$43K	\$228K	\$228K	67	
	Program Director	M	\$2K	\$25K	\$35K	\$97K	\$97K	26	
		F	\$12K	\$12K	\$31K	\$86K	\$86K	6	
	Administrator	M	\$20K	\$20K	\$20K	\$48K	\$48K	13	
		F	\$741	\$42K	\$56K	\$488K	\$488K	4554	
\$250k - 500k	CEO/President	M	\$1	\$42K	\$60K	\$779K	\$779K	2765	
		F	\$13K	\$22K	\$23K	\$66K	\$66K	49	
	CFO	M	\$9K	\$9K	\$31K	\$199K	\$199K	36	
		F	\$6K	\$8K	\$50K	\$102K	\$102K	16	
	COO	M	\$8K	\$20K	\$62K	\$120K	\$120K	20	
		F	\$2K	\$9K	\$44K	\$169K	\$169K	120	
	VP	M	\$24	\$25K	\$49K	\$337K	\$337K	82	
		F	\$13K	\$16K	\$40K	\$275K	\$275K	72	
	Program Director	M	\$654	\$30K	\$37K	\$267K	\$267K	31	
		F	\$13K	\$40K	\$45K	\$125K	\$125K	25	
	Administrator	M	\$16K	\$30K	\$54K	\$118K	\$118K	11	
		F	\$400	\$52K	\$70K	\$992K	\$992K	5003	
	\$500k - 1 mil.	CEO/President	M	\$1	\$56K	\$75K	\$925K	\$925K	3086
			F	\$3K	\$36K	\$54K	\$351K	\$351K	82
CFO		M	\$8K	\$29K	\$52K	\$305K	\$305K	71	
		F	\$2K	\$21K	\$66K	\$274K	\$274K	24	
COO		M	\$13K	\$52K	\$63K	\$314K	\$314K	41	
		F	\$2K	\$19K	\$40K	\$441K	\$441K	133	
VP		M	\$116	\$48K	\$79K	\$473K	\$473K	123	
		F	\$7K	\$41K	\$56K	\$260K	\$260K	71	
Program Director		M	\$8K	\$22K	\$57K	\$315K	\$315K	44	
		F	\$17K	\$48K	\$60K	\$104K	\$104K	31	
Administrator		M	\$12K	\$30K	\$51K	\$72K	\$72K	14	
		F	\$231	\$70K	\$92K	\$1M	\$1M	5551	
\$1 - 2.5 million		CEO/President	M	\$94	\$74K	\$101K	\$1M	\$1M	4198
			F	\$1K	\$52K	\$68K	\$437K	\$437K	397
	CFO	M	\$3K	\$61K	\$85K	\$438K	\$438K	250	
		F	\$7K	\$35K	\$98K	\$368K	\$368K	116	
	COO	M	\$9K	\$70K	\$113K	\$405K	\$405K	82	
		F	\$84K	\$84K	\$84K	\$84K	\$84K	1	
	CIO	M	\$152K	\$152K	\$152K	\$152K	\$152K	1	
		F	\$2K	\$28K	\$111K	\$562K	\$562K	240	
	VP	M	\$952	\$58K	\$94K	\$559K	\$559K	325	
		F	\$30K	\$60K	\$116K	\$403K	\$403K	111	
	Program Director	M	\$16K	\$38K	\$124K	\$428K	\$428K	84	
		F	\$6K	\$46K	\$60K	\$201K	\$201K	53	
	Administrator	M	\$11K	\$46K	\$86K	\$469K	\$469K	43	
		F	\$444	\$90K	\$121K	\$1M	\$1M	2959	
\$2.5 - 5 million	CEO/President	M	\$486	\$98K	\$134K	\$1M	\$1M	2775	
		F	\$3K	\$75K	\$101K	\$388K	\$388K	710	
	CFO	M	\$635	\$76K	\$107K	\$504K	\$504K	475	
		F	\$8K	\$82K	\$130K	\$758K	\$758K	182	
	COO	M	\$29K	\$95K	\$137K	\$456K	\$456K	118	
		F	\$159K	\$159K	\$159K	\$159K	\$159K	1	
	CIO	M	\$97K	\$97K	\$203K	\$309K	\$309K	2	
		F	\$8K	\$116K	\$164K	\$481K	\$481K	379	
	VP	M	\$1	\$45K	\$161K	\$448K	\$448K	336	
		F	\$9K	\$116K	\$143K	\$410K	\$410K	162	
	Program Director	M	\$6K	\$117K	\$150K	\$430K	\$430K	74	
		F	\$20K	\$85K	\$101K	\$316K	\$316K	69	
	Administrator	M	\$12K	\$48K	\$93K	\$175K	\$175K	34	
		F	\$28	\$109K	\$150K	\$935K	\$935K	2111	
\$5 - 10 million	CEO/President	M	\$4K	\$117K	\$195K	\$1M	\$1M	2231	
		F	\$349	\$86K	\$132K	\$450K	\$450K	966	



## 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

## Purchase the report

[nonprofitfairpay.com/product-page/2020-nonprofit-executive-compensation-full-report](https://nonprofitfairpay.com/product-page/2020-nonprofit-executive-compensation-full-report)

## More Questions? Get in Touch!

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