



Updated March 24, 2024

# NonprofitFairPay 2024

The Most 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 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](mailto: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 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.



**NONPROFIT FAIR PAY**

Trusted Data that Makes a Difference

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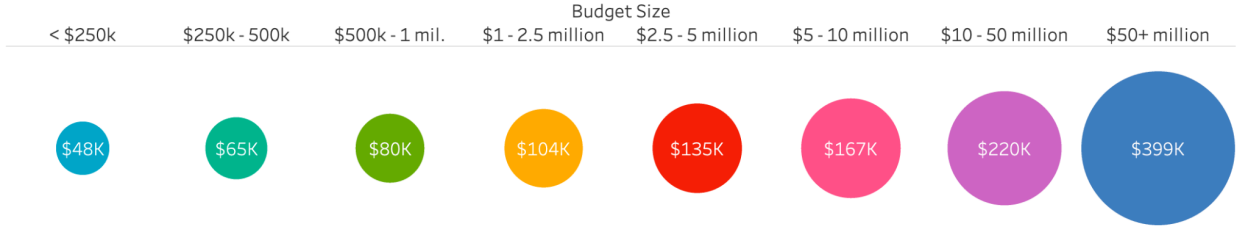
# Definitions

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

## 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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