

Updated February 4, 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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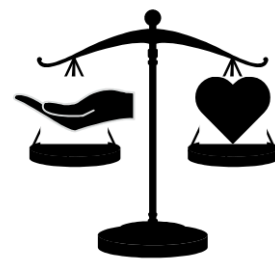
## About Us

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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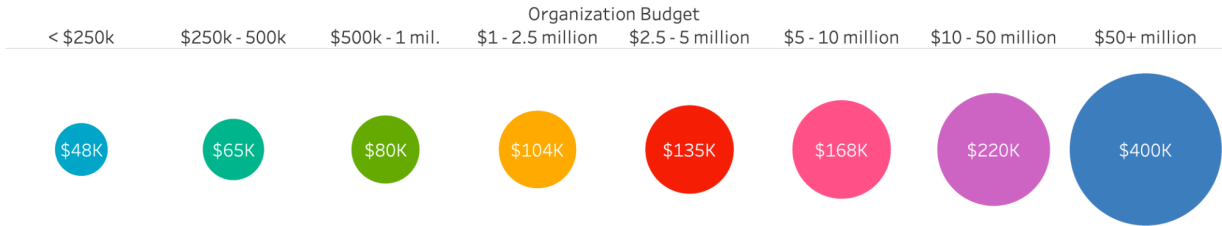
# Definitions

- **# 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 \$399,501 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	8392
	CFO	\$250	\$12K	\$23K	\$55K	\$278K	55
	COO	\$3K	\$21K	\$39K	\$62K	\$358K	54
	CIO	\$328K	\$328K	\$328K	\$328K	\$328K	1
	VP	\$64	\$20K	\$36K	\$60K	\$1M	385
	Program Director	\$2K	\$22K	\$36K	\$50K	\$136K	201
\$250k - 500k	Administrator	\$2K	\$7K	\$30K	\$46K	\$112K	40
	CEO/President	\$1	\$47K	\$65K	\$85K	\$422K	13438
	CFO	\$1K	\$8K	\$35K	\$60K	\$376K	72
	COO	\$850	\$35K	\$57K	\$85K	\$147K	90
	VP	\$1	\$31K	\$48K	\$73K	\$308K	434
	Program Director	\$2K	\$34K	\$50K	\$64K	\$200K	258
\$500k - 1 mil.	Administrator	\$979	\$28K	\$43K	\$62K	\$136K	71
	CEO/President	\$1	\$60K	\$80K	\$105K	\$664K	15382
	CFO	\$500	\$36K	\$62K	\$80K	\$269K	149
	COO	\$5K	\$55K	\$78K	\$108K	\$196K	135
	VP	\$833	\$39K	\$67K	\$96K	\$390K	514
	Program Director	\$38	\$22K	\$65K	\$90K	\$196K	275
\$1 - 2.5 million	Administrator	\$4K	\$21K	\$52K	\$72K	\$171K	92
	CEO/President	\$1	\$39K	\$104K	\$140K	\$1M	19700
	CFO	\$488	\$60K	\$84K	\$113K	\$298K	502
	COO	\$2K	\$82K	\$112K	\$137K	\$406K	454
	CIO	\$70K	\$119K	\$152K	\$235K	\$244K	6
	VP	\$180	\$33K	\$114K	\$153K	\$843K	1043
\$2.5 - 5 million	Program Director	\$5K	\$80K	\$114K	\$136K	\$403K	472
	Administrator	\$7K	\$63K	\$85K	\$115K	\$292K	133
	CEO/President	\$504	\$101K	\$135K	\$182K	\$2M	11686
	CFO	\$2K	\$79K	\$107K	\$136K	\$330K	1017
	COO	\$2K	\$97K	\$125K	\$165K	\$562K	611
	CIO	\$108K	\$57K	\$116K	\$172K	\$228K	8
\$5 - 10 million	VP	\$834	\$107K	\$137K	\$177K	\$2M	1639
	Program Director	\$3K	\$112K	\$130K	\$154K	\$401K	717
	Administrator	\$2K	\$72K	\$100K	\$119K	\$310K	163
	CEO/President	\$86	\$124K	\$168K	\$228K	\$4M	8884
	CFO	\$86	\$99K	\$124K	\$153K	\$485K	1805
	COO	\$6K	\$113K	\$139K	\$179K	\$941K	850
\$10 - 50 million	CIO	\$13K	\$155K	\$184K	\$226K	\$381K	18
	VP	\$1K	\$123K	\$152K	\$195K	\$2M	2559
	Program Director	\$407	\$117K	\$135K	\$158K	\$1M	922
	Administrator	\$2K	\$98K	\$125K	\$144K	\$521K	153
	CEO/President	\$486	\$156K	\$220K	\$311K	\$13M	12255
	CFO	\$2K	\$122K	\$156K	\$199K	\$754K	4547
\$50+ million	COO	\$1K	\$134K	\$172K	\$220K	\$2M	1923
	CIO	\$13K	\$146K	\$189K	\$241K	\$917K	175
	VP	\$771	\$68K	\$174K	\$225K	\$2M	9339
	Program Director	\$4K	\$65K	\$153K	\$192K	\$591K	1931
	Administrator	\$2K	\$124K	\$148K	\$184K	\$452K	354
	CEO/President	\$765	\$231K	\$400K	\$692K	\$23M	6378
\$100+ million	CFO	\$2K	\$173K	\$234K	\$313K	\$3M	1685
	COO	\$149	\$97K	\$272K	\$390K	\$3M	784
	CIO	\$18K	\$96K	\$257K	\$375K	\$2M	268
	VP	\$10	\$101K	\$289K	\$451K	\$11M	15458
	Program Director	\$13K	\$167K	\$216K	\$285K	\$2M	823
	Administrator	\$14K	\$73K	\$191K	\$233K	\$592K	92

## 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 \$448,553 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	\$27K	\$47K	\$66K	\$450K	1008		
		F	\$1	\$31K	\$47K	\$63K	\$587K	4455		
		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	\$20K	\$60K	\$82K	\$358K	8	
			F	\$9K	\$23K	\$37K	\$63K	\$303K	23	
		VP	M	\$3K	\$14K	\$33K	\$50K	\$135K	23	
			F	\$328K	\$328K	\$328K	\$328K	\$328K	1	
		Program Director	M	\$2K	\$7K	\$34K	\$53K	\$400K	60	
			F	\$500	\$20K	\$34K	\$54K	\$696K	182	
		Administrator	M	\$64	\$10K	\$40K	\$72K	\$1M	144	
			F	\$3K	\$8K	\$35K	\$52K	\$94K	28	
	\$250k - 500k	CEO/President		\$1	\$44K	\$63K	\$84K	\$400K	1476	
			F	\$40	\$47K	\$64K	\$82K	\$393K	7580	
			CFO	M	\$1	\$48K	\$68K	\$90K	\$422K	4393
				F	\$3K	\$4K	\$26K	\$50K	\$54K	8
			COO	M	\$10K	\$11K	\$42K	\$60K	\$376K	36
				F	\$1K	\$6K	\$31K	\$69K	\$149K	28
		VP	M	\$44K	\$64K	\$85K	\$115K	\$129K	14	
			F	\$6K	\$32K	\$47K	\$69K	\$116K	41	
		Program Director	M	\$850	\$33K	\$60K	\$88K	\$147K	35	
			F	\$6K	\$35K	\$50K	\$77K	\$160K	66	
		Administrator	M	\$1	\$25K	\$44K	\$64K	\$285K	211	
			F	\$2K	\$35K	\$53K	\$80K	\$308K	158	
		Program Director	M	\$6K	\$34K	\$50K	\$67K	\$200K	51	
			F	\$2K	\$33K	\$49K	\$62K	\$120K	151	
		Administrator	M	\$6K	\$18K	\$50K	\$69K	\$174K	56	
			F	\$5K	\$24K	\$28K	\$31K	\$35K	5	
\$500k - 1 mil.		CEO/President		\$2K	\$58K	\$81K	\$106K	\$369K	1757	
			F	\$1	\$30K	\$79K	\$102K	\$664K	8517	
			CFO	M	\$245	\$62K	\$83K	\$112K	\$602K	5117
				F	\$10K	\$40K	\$57K	\$68K	\$126K	18
		COO	M	\$5K	\$37K	\$62K	\$80K	\$161K	85	
			F	\$500	\$30K	\$63K	\$90K	\$269K	46	
		VP	M	\$19K	\$21K	\$93K	\$126K	\$170K	20	
			F	\$6K	\$51K	\$67K	\$98K	\$155K	69	
		Program Director	M	\$5K	\$69K	\$86K	\$114K	\$196K	46	
			F	\$5K	\$44K	\$63K	\$119K	\$326K	71	
		Administrator	M	\$2K	\$40K	\$65K	\$89K	\$219K	242	
			F	\$833	\$38K	\$72K	\$100K	\$390K	201	
		Program Director	M	\$5K	\$38K	\$55K	\$73K	\$156K	42	
			F	\$38	\$46K	\$61K	\$77K	\$142K	153	
		Administrator	M	\$7K	\$47K	\$72K	\$118K	\$196K	81	
			F	\$29K	\$35K	\$53K	\$90K	\$147K	7	
	\$1 - 2.5 million	CEO/President		\$27K	\$40K	\$59K	\$72K	\$135K	22	
			F	\$836	\$78K	\$105K	\$144K	\$836K	2351	
			CFO	M	\$105	\$38K	\$101K	\$134K	\$1M	10516
				F	\$1	\$80K	\$108K	\$149K	\$1M	6845
		COO	M	\$3K	\$62K	\$83K	\$121K	\$186K	57	
			F	\$488	\$30K	\$85K	\$116K	\$278K	292	
		VP	M	\$2K	\$54K	\$80K	\$107K	\$298K	153	
			F	\$11K	\$41K	\$111K	\$126K	\$200K	56	
		CIO	M	\$2K	\$85K	\$115K	\$139K	\$360K	226	
			F	\$16K	\$40K	\$107K	\$139K	\$406K	172	
		Program Director	M	\$70K	\$119K	\$152K	\$235K	\$244K	6	
			F	\$180	\$57K	\$99K	\$153K	\$453K	129	
		Administrator	M	\$740	\$32K	\$114K	\$146K	\$360K	508	
			F	\$3K	\$70K	\$118K	\$163K	\$843K	407	

## 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

## Purchase the report

*Click here to purchase the full report:*

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

## More Questions? Get in Touch!

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