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NonprofitFairPay 2025

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

nonprofitfairpay.com

Foreword

This authoritative report is based on data from 150,000+ 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 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

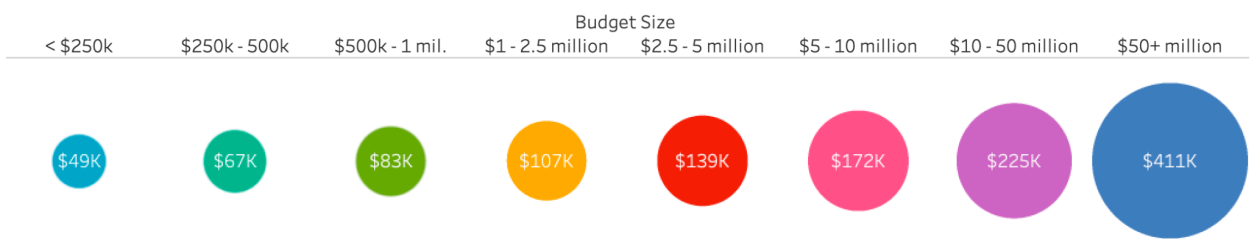
Definitions

- **# 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 \$411,188 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	\$49K	\$69K	\$6M	8194
	CFO	\$2K	\$10K	\$34K	\$60K	\$15M	61
	COO	\$2	\$18K	\$34K	\$60K	\$358K	49
	CIO	\$3M	\$3M	\$3M	\$3M	\$3M	1
	VP	\$180	\$8K	\$31K	\$56K	\$3M	340
	Program Director	\$512	\$23K	\$39K	\$54K	\$605K	185
\$250k - 500k	Administrator	\$5K	\$17K	\$30K	\$44K	\$145K	37
	CEO/President	\$1	\$48K	\$66K	\$87K	\$691K	13513
	CFO	\$5K	\$10K	\$33K	\$61K	\$214K	84
	COO	\$2K	\$18K	\$54K	\$71K	\$142K	84
	CIO	\$351K	\$351K	\$351K	\$351K	\$351K	1
	VP	\$135	\$31K	\$49K	\$70K	\$709K	465
\$500k - 1 mil.	Program Director	\$240	\$39K	\$53K	\$72K	\$159K	273
	Administrator	\$2K	\$16K	\$43K	\$62K	\$139K	72
	CEO/President	\$1	\$31K	\$83K	\$109K	\$2M	15975
	CFO	\$500	\$35K	\$60K	\$90K	\$709K	137
	COO	\$4K	\$51K	\$81K	\$120K	\$314K	167
	VP	\$752	\$43K	\$69K	\$106K	\$2M	531
\$1 - 2.5 million	Program Director	\$2K	\$48K	\$68K	\$102K	\$299K	280
	Administrator	\$4K	\$42K	\$55K	\$73K	\$140K	95
	CEO/President	\$1	\$80K	\$107K	\$143K	\$960K	20719
	CFO	\$1	\$31K	\$91K	\$119K	\$306K	476
	COO	\$642	\$42K	\$113K	\$140K	\$406K	472
	CIO	\$76K	\$76K	\$76K	\$76K	\$76K	1
\$2.5 - 5 million	VP	\$1K	\$32K	\$112K	\$150K	\$446K	1072
	Program Director	\$2K	\$87K	\$117K	\$136K	\$403K	572
	Administrator	\$40	\$60K	\$85K	\$116K	\$291K	139
	CEO/President	\$500	\$105K	\$139K	\$187K	\$2M	12856
	CFO	\$2K	\$86K	\$114K	\$144K	\$641K	977
	COO	\$2K	\$104K	\$132K	\$166K	\$369K	689
\$5 - 10 million	CIO	\$111K	\$147K	\$163K	\$244K	\$310K	11
	VP	\$1K	\$106K	\$141K	\$179K	\$2M	1686
	Program Director	\$9K	\$114K	\$131K	\$158K	\$366K	898
	Administrator	\$2K	\$39K	\$106K	\$130K	\$340K	147
	CEO/President	\$61	\$127K	\$172K	\$232K	\$2M	9501
	CFO	\$3K	\$103K	\$128K	\$158K	\$520K	1796
\$10 - 50 million	COO	\$5K	\$117K	\$143K	\$182K	\$1M	949
	CIO	\$110K	\$59K	\$171K	\$204K	\$384K	16
	VP	\$700	\$123K	\$155K	\$198K	\$911K	2668
	Program Director	\$7K	\$61K	\$140K	\$166K	\$783K	1079
	Administrator	\$1K	\$104K	\$132K	\$156K	\$503K	163
	CEO/President	\$30	\$163K	\$225K	\$316K	\$15M	13208
\$50+ million	CFO	\$545	\$64K	\$161K	\$205K	\$851K	4880
	COO	\$642	\$70K	\$178K	\$229K	\$2M	2136
	CIO	\$6K	\$73K	\$194K	\$252K	\$834K	156
	VP	\$771	\$70K	\$178K	\$231K	\$5M	9688
	Program Director	\$4K	\$64K	\$154K	\$192K	\$648K	2328
	Administrator	\$5K	\$66K	\$157K	\$190K	\$403K	344
\$50+ million	CEO/President	\$304	\$123K	\$411K	\$696K	\$16M	6743
	CFO	\$2K	\$173K	\$236K	\$320K	\$2M	1902
	COO	\$149	\$100K	\$269K	\$401K	\$4M	868
	CIO	\$16K	\$101K	\$258K	\$362K	\$3M	276
	VP	\$109	\$205K	\$292K	\$454K	\$9M	15935
	Program Director	\$24K	\$166K	\$223K	\$300K	\$2M	955
	Administrator	\$18K	\$80K	\$198K	\$251K	\$624K	84

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 \$452,390 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	\$24K	\$46K	\$68K	\$471K	1035
		F	\$1	\$30K	\$48K	\$65K	\$508K	4266
		M	\$1	\$30K	\$51K	\$73K	\$6M	2900
	CFO		\$6K	\$19K	\$36K	\$150K	\$323K	10
		F	\$2K	\$5K	\$21K	\$55K	\$15M	28
		M	\$2K	\$10K	\$45K	\$98K	\$243K	23
	COO		\$4K	\$8K	\$34K	\$68K	\$358K	9
		F	\$12K	\$23K	\$41K	\$55K	\$104K	17
		M	\$2	\$7K	\$32K	\$63K	\$215K	23
	CIO	F	\$3M	\$3M	\$3M	\$3M	\$3M	1
			\$1K	\$7K	\$32K	\$51K	\$369K	52
	VP	F	\$2K	\$16K	\$29K	\$51K	\$343K	171
		M	\$180	\$19K	\$36K	\$60K	\$3M	117
	Program Director		\$4K	\$24K	\$42K	\$55K	\$91K	27
		F	\$512	\$12K	\$41K	\$55K	\$605K	112
	Administrator	M	\$4K	\$18K	\$35K	\$47K	\$125K	46
			\$17K	\$17K	\$21K	\$35K	\$35K	3
		F	\$5K	\$17K	\$26K	\$45K	\$145K	26
		M	\$7K	\$12K	\$34K	\$77K	\$126K	8
\$250k - 500k	CEO/President		\$1	\$22K	\$65K	\$88K	\$387K	1586
		F	\$1	\$24K	\$65K	\$84K	\$458K	7629
		M	\$1	\$48K	\$70K	\$93K	\$691K	4306
	CFO		\$6K	\$12K	\$35K	\$62K	\$214K	11
		F	\$11K	\$21K	\$35K	\$58K	\$132K	47
		M	\$5K	\$18K	\$28K	\$61K	\$149K	26
	COO		\$13K	\$48K	\$58K	\$93K	\$127K	9
		F	\$2K	\$34K	\$51K	\$68K	\$120K	43
		M	\$2K	\$19K	\$59K	\$72K	\$142K	32
	CIO	M	\$351K	\$351K	\$351K	\$351K	\$351K	1
			\$3K	\$18K	\$50K	\$88K	\$163K	64
	VP	F	\$135	\$14K	\$46K	\$65K	\$555K	232
		M	\$1K	\$33K	\$50K	\$73K	\$709K	169
	Program Director		\$8K	\$18K	\$50K	\$82K	\$149K	48
		F	\$240	\$39K	\$53K	\$66K	\$159K	158
	Administrator	M	\$4K	\$38K	\$54K	\$76K	\$155K	67
			\$22K	\$13K	\$36K	\$62K	\$69K	8
		F	\$2K	\$16K	\$44K	\$62K	\$139K	48
		M	\$5K	\$19K	\$45K	\$66K	\$85K	16
\$500k - 1 mil.	CEO/President		\$129	\$61K	\$84K	\$112K	\$422K	1892
		F	\$1	\$61K	\$81K	\$105K	\$664K	8946
		M	\$1	\$62K	\$85K	\$114K	\$2M	5151
	CFO		\$13K	\$35K	\$64K	\$88K	\$214K	22
		F	\$3K	\$18K	\$57K	\$87K	\$237K	72
		M	\$500	\$29K	\$62K	\$105K	\$709K	43
	COO		\$14K	\$36K	\$64K	\$121K	\$314K	30
		F	\$4K	\$26K	\$82K	\$120K	\$206K	76
		M	\$17K	\$63K	\$88K	\$119K	\$240K	61
	VP		\$1K	\$23K	\$64K	\$124K	\$361K	76
		F	\$2K	\$20K	\$66K	\$96K	\$562K	264
		M	\$752	\$46K	\$78K	\$114K	\$2M	191
	Program Director		\$14K	\$39K	\$56K	\$81K	\$299K	47
		F	\$4K	\$49K	\$67K	\$100K	\$183K	173
		M	\$2K	\$52K	\$83K	\$124K	\$228K	61
	Administrator		\$4K	\$16K	\$33K	\$57K	\$140K	11
		F	\$5K	\$46K	\$56K	\$73K	\$132K	65
		M	\$28K	\$42K	\$55K	\$77K	\$134K	19
\$1 - 2.5 million	CEO/President		\$515	\$83K	\$112K	\$148K	\$836K	2611
		F	\$327	\$80K	\$104K	\$137K	\$960K	11126
		M	\$1	\$81K	\$111K	\$152K	\$719K	6992
	CFO		\$10K	\$62K	\$88K	\$115K	\$199K	67
		F	\$1	\$63K	\$92K	\$118K	\$260K	255
		M	\$1K	\$59K	\$91K	\$121K	\$306K	154
	COO		\$24K	\$87K	\$113K	\$141K	\$219K	54
		F	\$642	\$83K	\$113K	\$140K	\$362K	261
		M	\$6K	\$83K	\$110K	\$139K	\$406K	157
	CIO	M	\$76K	\$76K	\$76K	\$76K	\$76K	1
			\$1K	\$61K	\$115K	\$162K	\$339K	149
	VP	F	\$3K	\$65K	\$111K	\$144K	\$446K	523

That's just a sample!

Suitable for meeting [IRS requirements](#), for setting reasonable compensation.

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 150,000+ 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 detail, so you can find the best benchmarks

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