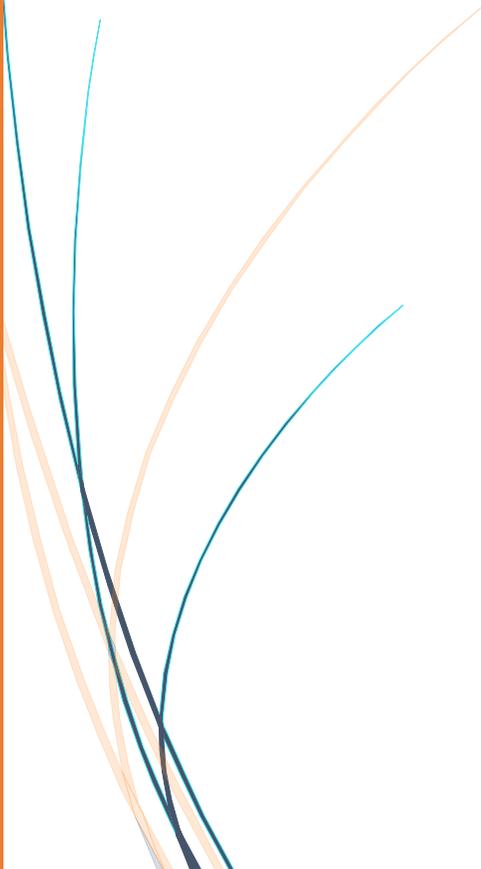




October 10, 2019

Nonprofit Executive Pay 2019

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



nonprofitfairpay.com

Foreword

This authoritative report is based on data from 175,000+ 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. 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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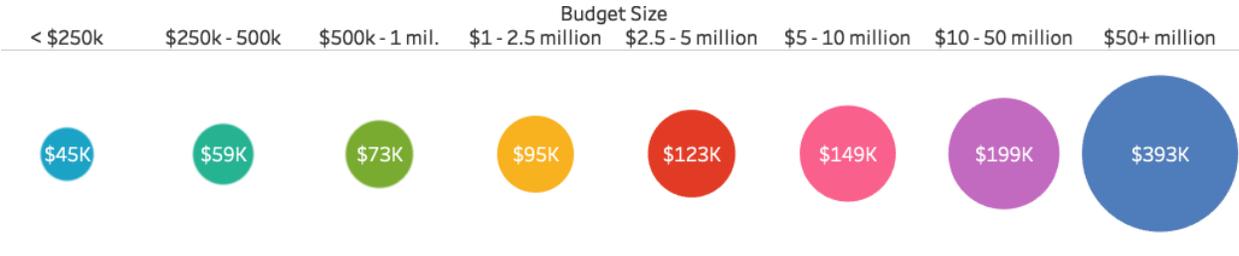
Definitions

- **# 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 \$392,853 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	\$46K	\$60K	\$2M	7940
	CFO	\$288	\$21K	\$42K	\$77K	\$227K	47
	COO	\$4K	\$26K	\$44K	\$48K	\$135K	22
	CIO	\$24K	\$235K	\$235K	\$235K	\$235K	3
	VP	\$650	\$18K	\$32K	\$52K	\$946K	238
\$250k - 500k	Program Director	\$4K	\$25K	\$40K	\$52K	\$150K	167
	Administrator	\$6K	\$30K	\$33K	\$53K	\$106K	37
	CEO/President	\$1	\$44K	\$59K	\$77K	\$423K	13915
	CFO	\$5K	\$31K	\$46K	\$60K	\$143K	103
	COO	\$2K	\$46K	\$60K	\$80K	\$270K	78
\$500k - 1 mil.	VP	\$1K	\$29K	\$48K	\$72K	\$296K	369
	Program Director	\$692	\$35K	\$45K	\$60K	\$130K	213
	Administrator	\$2	\$33K	\$40K	\$52K	\$117K	100
	CEO/President	\$1	\$55K	\$73K	\$95K	\$643K	17000
	CFO	\$5K	\$41K	\$52K	\$71K	\$229K	317
\$1 - 2.5 million	COO	\$5K	\$50K	\$68K	\$109K	\$284K	104
	VP	\$1K	\$40K	\$63K	\$90K	\$425K	436
	Program Director	\$1K	\$43K	\$58K	\$84K	\$235K	227
	Administrator	\$17K	\$48K	\$58K	\$70K	\$141K	142
	CEO/President	\$88	\$72K	\$95K	\$126K	\$4M	21678
\$2.5 - 5 million	CFO	\$2K	\$54K	\$71K	\$92K	\$656K	1586
	COO	\$9K	\$74K	\$91K	\$123K	\$406K	401
	CIO	\$80K	\$120K	\$121K	\$143K	\$143K	4
	VP	\$500	\$67K	\$103K	\$144K	\$568K	1093
	Program Director	\$2K	\$63K	\$105K	\$129K	\$341K	375
\$5 - 10 million	Administrator	\$9K	\$52K	\$71K	\$99K	\$213K	281
	CEO/President	\$1K	\$95K	\$123K	\$166K	\$1M	13386
	CFO	\$531	\$66K	\$87K	\$112K	\$336K	3014
	COO	\$8K	\$84K	\$113K	\$150K	\$359K	647
	CIO	\$129K	\$151K	\$151K	\$151K	\$151K	2
\$10 - 50 million	VP	\$2K	\$103K	\$132K	\$170K	\$2M	1644
	Program Director	\$7K	\$103K	\$123K	\$142K	\$268K	587
	Administrator	\$14K	\$73K	\$91K	\$116K	\$263K	252
	CEO/President	\$904	\$113K	\$149K	\$202K	\$3M	10481
	CFO	\$1K	\$79K	\$105K	\$129K	\$763K	4211
\$50+ million	COO	\$9K	\$100K	\$128K	\$158K	\$488K	804
	CIO	\$67K	\$112K	\$135K	\$176K	\$323K	26
	VP	\$1K	\$113K	\$143K	\$177K	\$2M	2421
	Program Director	\$8K	\$113K	\$128K	\$151K	\$299K	783
	Administrator	\$12K	\$94K	\$113K	\$139K	\$378K	260
\$10 - 50 million	CEO/President	\$1	\$146K	\$199K	\$277K	\$5M	15504
	CFO	\$1K	\$108K	\$137K	\$173K	\$1M	8829
	COO	\$2K	\$121K	\$153K	\$198K	\$1M	2190
	CIO	\$17K	\$126K	\$159K	\$198K	\$689K	216
	VP	\$2K	\$126K	\$157K	\$202K	\$2M	10606
\$50+ million	Program Director	\$8K	\$123K	\$145K	\$179K	\$537K	1838
	Administrator	\$38K	\$119K	\$142K	\$165K	\$672K	421
	CEO/President	\$1K	\$240K	\$393K	\$642K	\$26M	7667
	CFO	\$5K	\$161K	\$218K	\$304K	\$10M	3831
	COO	\$12K	\$184K	\$256K	\$384K	\$5M	847
\$50+ million	CIO	\$6K	\$172K	\$222K	\$337K	\$2M	329
	VP	\$5K	\$190K	\$260K	\$384K	\$6M	17790
	Program Director	\$40K	\$156K	\$203K	\$265K	\$3M	787
	Administrator	\$101K	\$133K	\$164K	\$222K	\$629K	121

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 \$414,614 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	\$1	\$31K	\$45K	\$59K	\$244K	4463	
		M	\$500	\$30K	\$47K	\$65K	\$2M	2686	
	CFO	F	\$288	\$21K	\$30K	\$43K	\$59K	23	
		M	\$13K	\$35K	\$102K	\$130K	\$183K	13	
	COO	F	\$4K	\$38K	\$45K	\$48K	\$70K	9	
		M	\$16K	\$26K	\$46K	\$82K	\$135K	9	
	CIO	M	\$235K	\$235K	\$235K	\$235K	\$235K	2	
		F	\$650	\$16K	\$32K	\$49K	\$632K	125	
	VP	M	\$1K	\$24K	\$35K	\$58K	\$946K	83	
		F	\$4K	\$25K	\$42K	\$52K	\$144K	113	
	Program Director	M	\$8K	\$24K	\$40K	\$56K	\$150K	32	
		F	\$14K	\$32K	\$33K	\$36K	\$88K	23	
	Administrator	M	\$24K	\$32K	\$36K	\$55K	\$64K	8	
		F	\$13	\$43K	\$58K	\$73K	\$345K	8080	
\$250k - 500k	CEO/President	M	\$1	\$45K	\$62K	\$82K	\$423K	4527	
		F	\$13K	\$31K	\$46K	\$59K	\$80K	57	
	CFO	M	\$8K	\$24K	\$51K	\$76K	\$143K	32	
		F	\$15K	\$48K	\$61K	\$90K	\$270K	35	
	COO	M	\$2K	\$48K	\$60K	\$74K	\$144K	31	
		F	\$1K	\$28K	\$42K	\$60K	\$296K	176	
	VP	M	\$2K	\$35K	\$55K	\$75K	\$259K	163	
		F	\$692	\$38K	\$49K	\$62K	\$112K	123	
	Program Director	M	\$5K	\$34K	\$41K	\$58K	\$107K	72	
		F	\$12K	\$35K	\$44K	\$58K	\$117K	67	
	Administrator	M	\$24K	\$30K	\$38K	\$46K	\$86K	28	
		F	\$1	\$55K	\$71K	\$91K	\$643K	9578	
	\$500k - 1 mil.	CEO/President	M	\$500	\$58K	\$77K	\$103K	\$518K	5676
			F	\$5K	\$42K	\$52K	\$69K	\$229K	197
CFO		M	\$14K	\$46K	\$58K	\$74K	\$151K	89	
		F	\$5K	\$61K	\$72K	\$111K	\$284K	40	
COO		M	\$13K	\$48K	\$61K	\$109K	\$200K	52	
		F	\$2K	\$36K	\$59K	\$90K	\$425K	214	
VP		M	\$1K	\$42K	\$66K	\$90K	\$358K	176	
		F	\$1K	\$40K	\$55K	\$75K	\$235K	146	
Program Director		M	\$3K	\$48K	\$69K	\$90K	\$162K	50	
		F	\$17K	\$45K	\$58K	\$69K	\$141K	86	
Administrator		M	\$32K	\$51K	\$66K	\$72K	\$117K	48	
		F	\$88	\$70K	\$91K	\$119K	\$519K	11206	
\$1 - 2.5 million		CEO/President	M	\$90	\$75K	\$101K	\$136K	\$4M	8299
			F	\$2K	\$51K	\$67K	\$86K	\$275K	905
	CFO	M	\$3K	\$58K	\$78K	\$104K	\$656K	540	
		F	\$9K	\$74K	\$90K	\$119K	\$246K	231	
	COO	M	\$17K	\$74K	\$98K	\$124K	\$406K	139	
		F	\$80K	\$80K	\$80K	\$80K	\$80K	1	
	VP	M	\$120K	\$121K	\$143K	\$143K	\$143K	3	
		F	\$500	\$66K	\$103K	\$134K	\$436K	470	
	Program Director	M	\$987	\$69K	\$106K	\$156K	\$568K	473	
		F	\$2K	\$61K	\$105K	\$129K	\$341K	231	
	Administrator	M	\$14K	\$77K	\$114K	\$132K	\$241K	105	
		F	\$10K	\$53K	\$71K	\$82K	\$213K	136	
	\$2.5 - 5 million	CEO/President	M	\$14K	\$49K	\$79K	\$105K	\$164K	121
			F	\$1K	\$92K	\$118K	\$153K	\$1M	6270
CFO		M	\$3K	\$98K	\$130K	\$177K	\$1M	5625	
		F	\$531	\$65K	\$83K	\$106K	\$285K	1659	
COO		M	\$2K	\$69K	\$91K	\$115K	\$336K	1038	
		F	\$8K	\$84K	\$110K	\$149K	\$359K	372	
VP		M	\$16K	\$88K	\$121K	\$157K	\$286K	205	
		F	\$129K	\$151K	\$151K	\$151K	\$151K	2	
Program Director		M	\$2K	\$103K	\$131K	\$163K	\$465K	822	
		F	\$14K	\$106K	\$132K	\$175K	\$576K	632	
Administrator		M	\$8K	\$101K	\$120K	\$139K	\$234K	315	
		M	\$7K	\$105K	\$126K	\$149K	\$268K	191	
\$5 - 10 million		CEO/President	F	\$30K	\$74K	\$88K	\$114K	\$228K	131
			M	\$14K	\$73K	\$92K	\$116K	\$263K	95
	CFO	M	\$4K	\$108K	\$141K	\$187K	\$1M	4382	
		F	\$4K	\$119K	\$155K	\$213K	\$3M	4843	
	VP	F	\$4K	\$76K	\$101K	\$125K	\$763K	2093	
		M	\$1K	\$82K	\$107K	\$135K	\$660K	1690	

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 175,000+ 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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