

# Nonprofit Compensation Report

**Candid.**



# Foreword

Every year, millions of nonprofits spend trillions of dollars around the world. Candid finds out where that money comes from, where it goes, and why it matters. Through research, collaboration, and training, Candid connects people who want to change the world to the resources they need to do it. Our data tools on nonprofits, foundations, and grants are the most comprehensive in the world. Find out more at [candid.org](https://candid.org).

Candid has information on more than 1.9 million active U.S. nonprofit organizations. Visitors can access free and fee-based products to get the nonprofit data they need. Candid's Nonprofit Compensation Sample Report includes data from thousands of nonprofit organizations. It allows you to see how the actual report can be used to benchmark and research nonprofit executive compensation accurately.

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# All organizations compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>\$250 thousand or less</b>							
CEO/Executive Director	14,996	\$47,147	\$20,930	\$29,640	\$42,844	\$59,500	\$78,121
Top Administrative Position	387	\$34,731	\$17,764	\$21,920	\$30,340	\$41,962	\$55,687
Top Business Position	56	\$52,352	\$19,894	\$24,456	\$43,478	\$75,604	\$93,917
Top Development Position	42	\$38,415	\$16,403	\$21,470	\$32,272	\$54,600	\$69,178
Top Education Position	44	\$49,535	\$19,744	\$29,999	\$35,847	\$55,465	\$102,177
Top Facilities Position	21	\$32,882	\$19,692	\$20,800	\$31,800	\$36,875	\$49,920
Top Finance Position	796	\$38,680	\$17,064	\$21,938	\$32,037	\$48,000	\$68,277
Top Legal Position	7	\$46,557			\$48,000		
Top Marketing Position	13	\$36,388		\$28,364	\$29,167	\$32,135	
Top Operations Position	201	\$36,435	\$19,814	\$26,097	\$33,000	\$43,000	\$55,999
Top PR/Communications Position	19	\$31,991		\$23,226	\$29,250	\$40,584	
Top Program Position	327	\$38,497	\$20,600	\$26,887	\$36,020	\$45,106	\$57,824
Top Technology Position	5	\$30,250			\$29,197		

## Between \$250 thousand and \$500 thousand

CEO/Executive Director	12,918	\$68,892	\$33,374	\$47,475	\$62,835	\$83,000	\$109,447
Top Administrative Position	378	\$47,249	\$20,800	\$29,097	\$40,782	\$56,493	\$75,286
Top Business Position	125	\$91,362	\$34,293	\$56,760	\$88,809	\$121,487	\$148,903
Top Development Position	60	\$56,338	\$22,145	\$31,800	\$43,475	\$68,772	\$113,599
Top Education Position	74	\$62,437	\$21,320	\$30,851	\$59,399	\$84,573	\$114,421
Top Facilities Position	21	\$39,706	\$20,760	\$26,142	\$37,167	\$55,431	\$65,793
Top Finance Position	796	\$56,774	\$21,888	\$30,786	\$46,989	\$69,095	\$108,460
Top Human Resources Position	6	\$36,442			\$35,587		
Top Legal Position	18	\$85,205		\$53,233	\$71,866	\$117,785	
Top Marketing Position	12	\$51,303		\$31,999	\$38,715	\$65,397	
Top Operations Position	274	\$55,321	\$23,976	\$35,400	\$52,108	\$68,871	\$91,686
Top PR/Communications Position	16	\$51,054		\$22,428	\$36,827	\$58,243	

# All organizations compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>\$250 thousand or less</b>								
CEO/Executive Director								
	F	7,959	\$45,764	\$21,539	\$30,000	\$42,279	\$57,024	\$73,432
	M	5,399	\$50,360	\$20,400	\$29,921	\$45,000	\$64,148	\$86,966
	U	1,638	\$43,278	\$20,000	\$26,400	\$38,492	\$54,661	\$72,015
Top Administrative Position								
	F	222	\$34,230	\$18,000	\$22,150	\$30,469	\$41,014	\$54,740
	M	130	\$36,152	\$17,007	\$20,804	\$29,940	\$44,953	\$58,419
	U	35	\$32,630	\$16,601	\$23,011	\$29,503	\$40,316	\$49,118
Top Business Position								
	F	18	\$30,120		\$21,205	\$24,431	\$35,150	
	M	29	\$64,632	\$21,753	\$43,516	\$70,070	\$83,915	\$100,390
	U	9	\$57,245			\$47,360		
Top Development Position								
	F	27	\$32,010	\$15,727	\$19,272	\$26,000	\$38,147	\$59,865
	M	11	\$51,721		\$37,725	\$53,400	\$67,330	
Top Education Position								
	F	19	\$37,734		\$27,873	\$35,505	\$44,087	
	M	18	\$67,564		\$27,752	\$53,324	\$102,449	
	U	7	\$35,205			\$33,000		
Top Facilities Position								
	M	17	\$32,807		\$20,800	\$31,800	\$35,000	
Top Finance Position								
	F	432	\$36,918	\$17,306	\$21,199	\$31,611	\$45,028	\$63,484
	M	279	\$42,981	\$17,000	\$22,642	\$34,500	\$55,350	\$80,367
	U	85	\$33,522	\$17,078	\$20,856	\$28,400	\$39,450	\$55,082

## 501(c)(3) organizations compensation national by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-related</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	505	\$44,043	\$20,000	\$28,000	\$40,534	\$55,000	\$73,679
Top Administrative Position	7	\$24,756			\$23,514		
Top Finance Position	48	\$37,627	\$16,478	\$23,750	\$32,400	\$46,649	\$67,885
Top Operations Position	13	\$31,197		\$25,846	\$28,976	\$36,100	
Top Program Position	8	\$36,078			\$37,173		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	333	\$66,381	\$33,046	\$46,888	\$61,324	\$80,357	\$99,836
Top Finance Position	23	\$53,582	\$25,760	\$32,500	\$51,248	\$73,609	\$76,843
Top Operations Position	13	\$46,708		\$34,667	\$38,400	\$53,600	
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	559	\$99,180	\$48,251	\$69,813	\$91,058	\$122,337	\$157,141
Top Administrative Position	9	\$76,052			\$72,298		
Top Business Position	6	\$86,999			\$99,906		
Top Development Position	13	\$98,205		\$78,300	\$101,302	\$119,308	
Top Finance Position	71	\$74,760	\$30,160	\$46,746	\$70,900	\$93,626	\$122,705
Top Operations Position	21	\$94,510	\$50,118	\$60,000	\$90,508	\$127,066	\$154,119
<b>Greater than \$5 million</b>							
CEO/Executive Director	210	\$280,430	\$128,958	\$163,579	\$229,645	\$347,563	\$487,629
Top Administrative Position	27	\$172,757	\$117,153	\$136,960	\$152,074	\$200,817	\$234,648
Top Business Position	9	\$181,931			\$166,741		
Top Development Position	79	\$172,306	\$114,867	\$125,089	\$159,740	\$189,316	\$231,533
Top Education Position	24	\$147,356	\$110,965	\$119,854	\$132,478	\$158,858	\$206,972
Top Facilities Position	8	\$198,498			\$192,202		
Top Finance Position	138	\$165,532	\$93,912	\$112,867	\$145,418	\$197,789	\$260,140
Top Human Resources Position	44	\$171,335	\$118,566	\$134,805	\$156,129	\$189,773	\$248,131
Top Legal Position	14	\$206,952		\$127,955	\$181,630	\$244,284	

## 501(c)(3) organizations compensation national by NTEE major group, budget size, & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-related</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	381	\$43,509	\$20,000	\$27,950	\$40,000	\$54,106	\$71,872
	M	91	\$49,891	\$21,549	\$32,455	\$49,769	\$63,257	\$78,750
	U	33	\$34,078	\$18,572	\$24,000	\$28,400	\$39,000	\$48,121
Top Administrative Position								
	F	7	\$24,756			\$23,514		
Top Finance Position								
	F	33	\$37,347	\$16,447	\$19,089	\$32,200	\$46,539	\$64,268
	M	15	\$38,245		\$26,725	\$32,600	\$44,787	
Top Operations Position								
	F	8	\$32,572			\$30,975		
Top Program Position								
	F	6	\$34,085			\$34,982		
<b>Between \$500 thousand and \$1 million</b>								
CEO/Executive Director								
	F	261	\$64,653	\$32,261	\$46,168	\$60,000	\$79,520	\$98,490
	M	69	\$73,030	\$36,698	\$50,380	\$68,846	\$86,518	\$117,600
Top Finance Position								
	F	13	\$43,449		\$28,800	\$35,850	\$52,600	
	M	10	\$66,754		\$51,878	\$73,609	\$75,419	
Top Operations Position								
	F	9	\$48,497			\$45,003		
<b>Between \$1 million and \$5 million</b>								
CEO/Executive Director								
	F	371	\$93,168	\$47,692	\$67,421	\$87,721	\$113,292	\$140,000

## 501(c)(3) organizations compensation national by NTEE centile group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Animal-related: alliances &amp; advocacy</b>							
<b>\$250 thousand or less</b>							
CEO/Executive Director	9	\$38,274			\$39,910		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	8	\$69,944			\$72,750		
<b>Between \$1 million and \$2.5 million</b>							
CEO/Executive Director	5	\$74,526			\$89,460		
<b>Animal-related: animal protection &amp; welfare</b>							
<b>\$250 thousand or less</b>							
CEO/Executive Director	155	\$35,923	\$17,500	\$22,500	\$30,000	\$43,473	\$58,690
Top Finance Position	18	\$24,256		\$16,547	\$18,872	\$24,950	
Top Program Position	5	\$34,259			\$36,750		
<b>Between \$250 thousand and \$500 thousand</b>							
CEO/Executive Director	167	\$47,920	\$24,800	\$33,694	\$43,588	\$58,316	\$75,000
Top Finance Position	15	\$43,663		\$33,300	\$37,168	\$48,302	
Top Operations Position	6	\$31,852			\$30,088		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	222	\$61,252	\$32,757	\$43,860	\$58,458	\$78,047	\$92,456
Top Finance Position	19	\$53,106		\$32,500	\$51,248	\$68,662	
Top Operations Position	11	\$48,697		\$33,937	\$45,003	\$56,483	
<b>Between \$1 million and \$2.5 million</b>							
CEO/Executive Director	250	\$80,549	\$44,558	\$58,532	\$79,485	\$95,423	\$122,795
Top Finance Position	18	\$63,116		\$35,224	\$53,489	\$73,245	
Top Operations Position	6	\$92,691			\$79,880		

## Other subsections compensation national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(04)—civic leagues, social welfare organizations, &amp; local associations of employees</b>							
<b>\$500 thousand or less</b>							
CEO/Executive Director	277	\$68,722	\$24,000	\$41,640	\$60,993	\$88,375	\$118,252
Top Administrative Position	10	\$48,148		\$39,679	\$46,865	\$52,255	
Top Finance Position	25	\$48,329	\$20,109	\$32,016	\$38,965	\$58,793	\$71,745
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	125	\$126,334	\$60,000	\$83,960	\$115,524	\$163,247	\$213,248
Top Administrative Position	9	\$78,311			\$72,380		
Top Finance Position	10	\$102,203		\$58,693	\$76,764	\$138,020	
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	178	\$178,391	\$68,506	\$101,960	\$148,137	\$209,468	\$331,064
Top Administrative Position	24	\$110,960	\$59,959	\$84,298	\$114,501	\$128,310	\$172,703
Top Business Position	12	\$197,297		\$129,992	\$150,564	\$224,209	
Top Development Position	6	\$138,835			\$130,918		
Top Finance Position	39	\$115,873	\$41,511	\$74,708	\$111,796	\$147,463	\$186,545
Top Legal Position	8	\$166,446			\$141,381		
Top Marketing Position	6	\$199,474			\$161,200		
Top Operations Position	13	\$152,782		\$117,658	\$136,784	\$176,950	
<b>Greater than \$5 million</b>							
CEO/Executive Director	108	\$394,174	\$149,177	\$201,737	\$264,199	\$410,645	\$704,529
Top Administrative Position	23	\$216,458	\$126,148	\$154,992	\$202,129	\$229,006	\$347,282
Top Business Position	21	\$293,237	\$168,484	\$201,633	\$224,145	\$326,014	\$420,762
Top Development Position	8	\$249,901			\$170,974		
Top Facilities Position	5	\$141,784			\$145,961		
Top Finance Position	65	\$256,166	\$108,910	\$127,031	\$204,311	\$309,296	\$442,242
Top Human Resources Position	17	\$250,814		\$138,797	\$224,300	\$263,545	
Top Legal Position	28	\$244,420	\$129,241	\$163,931	\$225,047	\$281,832	\$350,481

## Other subsections compensation national by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>501(c)(04)—civic leagues, social welfare organizations, &amp; local associations of employees</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	137	\$68,635	\$30,503	\$43,776	\$61,995	\$85,252	\$111,700
	M	118	\$70,544	\$22,510	\$41,450	\$61,327	\$93,281	\$133,901
	U	22	\$59,489	\$22,500	\$34,196	\$56,596	\$76,971	\$94,598
Top Administrative Position								
	F	6	\$52,050			\$48,766		
Top Finance Position								
	F	13	\$48,314		\$20,716	\$37,440	\$56,614	
	M	9	\$52,774			\$55,000		
<b>Between \$500 thousand and \$1 million</b>								
CEO/Executive Director								
	F	51	\$111,282	\$52,980	\$75,505	\$95,266	\$129,895	\$189,013
	M	70	\$138,253	\$60,810	\$91,714	\$140,001	\$178,566	\$216,441
Top Administrative Position								
	F	6	\$65,727			\$65,609		
Top Finance Position								
	F	5	\$89,137			\$67,644		
<b>Between \$1 million and \$5 million</b>								
CEO/Executive Director								
	F	56	\$161,149	\$67,774	\$94,295	\$128,992	\$186,978	\$310,848
	M	110	\$189,373	\$68,719	\$108,730	\$158,021	\$220,097	\$331,396
	U	12	\$158,179		\$96,508	\$129,217	\$176,089	
Top Administrative Position								
	F	12	\$108,079		\$79,996	\$104,485	\$128,333	
	M	11	\$115,228		\$93,041	\$119,713	\$128,035	

# All organizations state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>\$250 thousand or less</b>							
CEO/Executive Director	224	\$47,438	\$21,158	\$31,206	\$43,574	\$60,810	\$76,928
Top Administrative Position	5	\$29,442			\$25,325		
Top Finance Position	5	\$24,722			\$17,000		
<b>Between \$250 thousand and \$500 thousand</b>							
CEO/Executive Director	163	\$65,007	\$32,272	\$42,206	\$58,200	\$78,427	\$104,442
Top Finance Position	12	\$58,701		\$30,750	\$51,818	\$72,462	
Top Program Position	7	\$52,656			\$47,000		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	144	\$80,544	\$39,396	\$53,777	\$75,266	\$98,239	\$117,693
Top Administrative Position	5	\$59,027			\$56,055		
Top Business Position	9	\$133,164			\$121,626		
Top Finance Position	11	\$125,167		\$81,351	\$95,727	\$110,828	
<b>Between \$1 million and \$2.5 million</b>							
CEO/Executive Director	176	\$106,434	\$56,256	\$72,149	\$91,780	\$123,268	\$172,518
Top Administrative Position	7	\$85,732			\$86,877		
Top Business Position	6	\$98,099			\$96,459		
Top Finance Position	24	\$64,504	\$21,370	\$43,149	\$62,612	\$76,436	\$97,004
Top Operations Position	9	\$61,861			\$54,502		
<b>Between \$2.5 million and \$5 million</b>							
CEO/Executive Director	85	\$135,051	\$72,077	\$96,564	\$128,100	\$168,952	\$216,241
Top Administrative Position	6	\$79,271			\$69,939		
Top Finance Position	21	\$86,664	\$39,687	\$53,666	\$71,490	\$92,035	\$151,576
Top Operations Position	9	\$90,555			\$92,035		
<b>Between \$5 million and \$10 million</b>							
CEO/Executive Director	68	\$149,887	\$91,996	\$108,681	\$141,874	\$177,365	\$226,422
Top Administrative Position	7	\$132,182			\$122,621		

# All organizations compensation state by budget size & gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>								
<b>\$500 thousand or less</b>								
CEO/Executive Director								
	F	196	\$49,563	\$25,000	\$32,868	\$46,376	\$60,481	\$78,030
	M	162	\$63,433	\$26,427	\$41,275	\$59,205	\$78,230	\$100,094
	U	29	\$42,474	\$20,050	\$23,117	\$40,000	\$54,624	\$62,113
Top Finance Position								
	F	7	\$28,537			\$29,380		
	M	8	\$67,789			\$64,750		
Top Program Position								
	F	6	\$40,366			\$39,697		
<b>Between \$500 thousand and \$1 million</b>								
CEO/Executive Director								
	F	77	\$71,220	\$39,641	\$48,500	\$70,000	\$88,438	\$107,742
	M	59	\$87,683	\$39,623	\$62,826	\$90,000	\$107,547	\$128,825
	U	8	\$117,633			\$64,576		
Top Administrative Position								
	F	5	\$59,027			\$56,055		
Top Business Position								
	M	7	\$128,039			\$119,786		
Top Finance Position								
	F	5	\$83,404			\$80,000		
	M	5	\$98,129			\$95,727		

## 501(c)(3) organizations compensation state by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Animal-related							
<b>\$500 thousand or less</b>							
CEO/Executive Director	6	\$34,923			\$27,768		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	\$54,680			\$55,673		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	6	\$105,397			\$91,635		
Arts, culture, & humanities							
<b>\$500 thousand or less</b>							
CEO/Executive Director	21	\$46,764	\$28,004	\$38,002	\$42,308	\$57,949	\$65,000
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	\$79,204			\$93,783		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	12	\$116,342		\$82,500	\$106,465	\$166,673	
Civil rights, social action, advocacy							
<b>\$500 thousand or less</b>							
CEO/Executive Director	6	\$39,946			\$35,823		
Community improvement, capacity building							
<b>\$500 thousand or less</b>							
CEO/Executive Director	11	\$65,791		\$53,356	\$65,000	\$81,723	
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	6	\$104,087			\$103,064		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	7	\$109,089			\$105,633		

## 501(c)(3) organizations compensation state by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
Human services—multipurpose & other: emergency assistance							
CEO/Executive Director	5	\$68,630			\$73,500		
Human services—multipurpose & other: family services							
CEO/Executive Director	32	\$66,091	\$21,103	\$36,108	\$51,999	\$83,377	\$129,829
Human services—multipurpose & other: human services							
CEO/Executive Director	52	\$100,367	\$32,437	\$49,492	\$69,902	\$98,591	\$182,317
Top Finance Position	11	\$97,723		\$81,959	\$97,684	\$119,567	
Human services—multipurpose & other: human services N.E.C.							
CEO/Executive Director	8	\$130,726			\$64,761		
Human services—multipurpose & other: personal social services							
CEO/Executive Director	6	\$107,455			\$67,687		
Human services—multipurpose & other: residential care & adult day programs							
CEO/Executive Director	19	\$137,223		\$60,483	\$84,580	\$228,256	
Top Finance Position	8	\$134,780			\$110,126		
International, foreign affairs, & national security: international development							
CEO/Executive Director	7	\$98,698			\$63,493		
Mental health, crisis intervention: mental health treatment							
CEO/Executive Director	10	\$100,638		\$75,352	\$89,830	\$130,185	
Mental health, crisis intervention: substance abuse dependency, prevention, & treatment							
CEO/Executive Director	23	\$91,882	\$55,099	\$60,574	\$95,000	\$110,100	\$124,049

## Other subsections compensation state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
501(c)(04)—civic leagues, social welfare organizations, & local associations of employees							
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	\$95,616			\$94,952		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	5	\$161,701			\$165,129		
501(c)(05)—labor, agricultural, & horticultural organizations							
<b>\$500 thousand or less</b>							
CEO/Executive Director	5	\$49,670			\$46,692		
<b>Between \$500 thousand and \$1 million</b>							
Top Business Position	9	\$133,164			\$121,626		
Top Finance Position	5	\$91,133			\$95,727		
<b>Between \$1 million and \$5 million</b>							
Top Business Position	5	\$147,856			\$145,162		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	38	\$71,104	\$36,958	\$47,702	\$63,133	\$87,594	\$114,260
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	6	\$102,483			\$87,795		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	20	\$191,895	\$110,911	\$140,051	\$183,199	\$222,127	\$286,947

## 501(c)(3) organizations MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Human services—multipurpose & other							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	7	\$88,167			\$82,370		
<b>Akron, OH</b>							
Arts, culture, & humanities							
<b>\$500 thousand or less</b>							
CEO/Executive Director	7	\$59,148			\$52,079		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	5	\$97,998			\$70,000		
Educational institutions & related activities							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	10	\$107,611		\$68,758	\$100,412	\$151,582	
<b>Greater than \$5 million</b>							
CEO/Executive Director	7	\$273,674			\$231,843		
Top Finance Position	6	\$154,767			\$131,234		
Health—general & rehabilitative							
<b>Greater than \$5 million</b>							
CEO/Executive Director	5	\$572,295			\$257,744		
Human services—multipurpose & other							
<b>\$500 thousand or less</b>							
CEO/Executive Director	13	\$50,741		\$35,000	\$50,000	\$60,900	

# 501(c)(3) organizations compensation MSA by NTEE decile group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Akron, OH</b>							
Arts, culture, & humanities: museums							
CEO/Executive Director	5	\$78,528			\$52,079		
Arts, culture, & humanities: performing arts							
CEO/Executive Director	6	\$61,090			\$69,100		
Community improvement, capacity building: community & neighborhood development							
CEO/Executive Director	6	\$94,721			\$79,788		
Educational institutions & related activities: elementary & secondary schools							
CEO/Executive Director	10	\$176,379		\$88,591	\$152,732	\$207,402	
Top Finance Position	7	\$113,680			\$128,942		
Educational institutions & related activities: service & other							
CEO/Executive Director	5	\$134,208			\$113,332		
Housing, shelter: housing development, construction, & management							
CEO/Executive Director	5	\$133,041			\$136,340		
Human services—multipurpose & other: centers to support the independence of specific populations							
CEO/Executive Director	13	\$153,581		\$70,500	\$91,714	\$177,554	
Top Finance Position	5	\$158,425			\$140,081		
Human services—multipurpose & other: children & youth services							
CEO/Executive Director	5	\$107,241			\$90,065		

## Other subsections compensation MSA by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Akron, OH</b>							
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	6	\$41,612			\$39,625		
<b>Albany-Schenectady-Troy, NY</b>							
501(c)(05)—labor, agricultural, & horticultural organizations							
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	\$107,065			\$84,121		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	7	\$175,820			\$172,164		
Top Business Position	6	\$215,394			\$187,410		
<b>Greater than \$5 million</b>							
CEO/Executive Director	7	\$214,044			\$205,726		
Top Finance Position	6	\$192,330			\$185,962		
501(c)(06)—business leagues, chambers of commerce, real estate boards, etc.							
<b>\$500 thousand or less</b>							
CEO/Executive Director	10	\$89,438		\$52,465	\$71,185	\$97,883	
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	9	\$135,608			\$133,098		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	19	\$260,736		\$142,589	\$209,011	\$377,906	

# All organizations incumbent compensation increases national by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>\$250 thousand or less</b>							
CEO/Executive Director	7,920	1.9%	-9.0%	-0.5%	0.8%	6.3%	13.9%
Top Administrative Position	220	1.2%	-6.4%	-1.2%	0.0%	4.6%	9.6%
Top Business Position	29	0.7%	-10.3%	-3.5%	0.0%	4.7%	15.6%
Top Development Position	14	0.3%		-0.6%	0.4%	4.6%	
Top Education Position	22	1.0%	-6.5%	-3.5%	0.4%	5.5%	13.5%
Top Facilities Position	12	3.6%		0.0%	0.9%	3.7%	
Top Finance Position	400	1.3%	-11.6%	-1.7%	0.1%	6.2%	13.8%
Top Marketing Position	6	3.6%			4.3%		
Top Operations Position	73	0.7%	-16.5%	-0.2%	0.9%	6.4%	11.8%
Top PR/Communications Position	11	4.1%		-0.6%	2.6%	9.4%	
Top Program Position	140	4.3%	-3.4%	0.0%	2.2%	9.1%	18.1%
<b>Between \$250 thousand and \$500 thousand</b>							
CEO/Executive Director	7,834	3.0%	-5.7%	0.0%	2.3%	6.8%	13.3%
Top Administrative Position	224	3.3%	-3.3%	0.0%	2.0%	6.1%	13.1%
Top Business Position	74	3.9%	-0.2%	0.6%	3.0%	5.8%	10.6%
Top Development Position	20	4.9%	-1.0%	0.0%	3.7%	7.4%	13.9%
Top Education Position	39	3.4%	-3.4%	0.0%	3.0%	5.5%	10.8%
Top Facilities Position	10	4.5%		0.3%	4.7%	7.8%	
Top Finance Position	452	1.4%	-8.3%	-1.0%	0.8%	5.3%	11.2%
Top Legal Position	9	2.6%			1.3%		
Top Marketing Position	5	2.7%			0.0%		
Top Operations Position	124	2.6%	-5.5%	0.0%	2.3%	5.9%	12.5%
Top PR/Communications Position	6	3.0%			2.2%		
Top Program Position	96	4.7%	-3.0%	0.0%	3.5%	10.3%	17.0%

# All organizations incumbent compensation increases state by budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Alabama</b>							
<b>\$250 thousand or less</b>							
CEO/Executive Director	127	1.6%	-11.2%	-0.7%	1.1%	6.0%	14.1%
<b>Between \$250 thousand and \$500 thousand</b>							
CEO/Executive Director	105	2.0%	-6.2%	0.0%	1.0%	5.3%	9.5%
Top Finance Position	9	4.6%			5.8%		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	94	1.8%	-3.3%	0.0%	0.7%	4.3%	8.8%
Top Business Position	7	2.7%			4.0%		
Top Finance Position	7	2.1%			2.5%		
<b>Between \$1 million and \$2.5 million</b>							
CEO/Executive Director	126	2.8%	-4.2%	0.0%	2.1%	6.0%	11.3%
Top Administrative Position	6	5.9%			6.4%		
Top Finance Position	11	1.4%		-0.9%	0.0%	3.2%	
<b>Between \$2.5 million and \$5 million</b>							
CEO/Executive Director	69	3.0%	-5.8%	-0.8%	1.8%	5.6%	14.7%
Top Finance Position	15	3.5%		-1.6%	2.2%	6.7%	
Top Operations Position	7	4.2%			3.7%		
<b>Between \$5 million and \$10 million</b>							
CEO/Executive Director	50	2.1%	-5.9%	-0.5%	1.6%	4.7%	10.3%
Top Finance Position	20	3.8%	-2.5%	0.0%	3.4%	6.7%	11.8%
<b>Between \$10 million and \$25 million</b>							
CEO/Executive Director	37	3.9%	-3.0%	0.0%	2.8%	6.9%	11.8%
Top Administrative Position	5	4.6%			1.9%		
Top Development Position	5	6.6%			1.0%		
Top Finance Position	19	2.4%		-2.4%	2.4%	6.9%	
Top Operations Position	9	3.7%			2.8%		

## 501(c)(3) organizations incumbent compensation increases MSA by NTEE major group & budget size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
<b>Abilene, TX</b>							
Human services—multipurpose & other							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	6	3.2%			3.6%		
<b>Akron, OH</b>							
Arts, culture, & humanities							
<b>\$500 thousand or less</b>							
CEO/Executive Director	5	-2.6%			0.0%		
Educational institutions & related activities							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	7	3.2%			3.5%		
Human services—multipurpose & other							
<b>\$500 thousand or less</b>							
CEO/Executive Director	6	-3.3%			-1.2%		
<b>Between \$500 thousand and \$1 million</b>							
CEO/Executive Director	5	4.4%			0.0%		
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	6	7.0%			5.3%		
<b>Greater than \$5 million</b>							
CEO/Executive Director	11	1.3%		-0.2%	1.2%	2.9%	
Top Finance Position	6	3.2%			1.4%		
Mental health, crisis intervention							
<b>Between \$1 million and \$5 million</b>							
CEO/Executive Director	5	2.9%			8.3%		