

Nonprofit Compensation Report

20th edition | September 2020



Foreword

In February 2019, GuideStar and Foundation Center joined forces to form a new organization, Candid. Candid’s mission is to get people the information they need to do good. You can learn more at candid.org.

GuideStar’s database, website, and tools are now services of Candid. Visitors still access information on more than 2.9 million U.S. nonprofit organizations at guidestar.org. They still use free and fee-based products to get the nonprofit data they need. And they can use this new edition of the Nonprofit Compensation Report to benchmark and research nonprofit executive compensation.

The 2020 Nonprofit Compensation Report reviews key employee compensation at more than 113,000 nonprofit organizations. It relies exclusively upon data derived from the GuideStar database of digitized IRS Form 990 and 990-EZ information.

© 2020 by Candid

All rights reserved. No part of this report may be reproduced in any form without written permission of Candid.

Candid
32 Old Slip 24th Floor
New York, NY 10005 USA
candid.org

All Organizations Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less							
CEO/Executive Director	18,694	\$46,238	\$20,559	\$29,000	\$41,971	\$58,000	\$76,466
Top Administrative Position	577	\$33,583	\$17,904	\$22,282	\$29,538	\$40,810	\$53,984
Top Business Position	81	\$50,007	\$20,000	\$29,260	\$42,654	\$70,610	\$82,717
Top Development Position	52	\$36,677	\$18,308	\$25,000	\$35,500	\$44,362	\$54,479
Top Education Position	70	\$45,836	\$21,904	\$26,958	\$38,282	\$54,480	\$85,755
Top Facilities Position	38	\$28,902	\$18,594	\$20,451	\$25,610	\$33,093	\$45,400
Top Finance Position	1,121	\$37,714	\$17,108	\$21,500	\$30,583	\$45,833	\$66,084
Top Human Resources Position	5	\$30,446			\$28,920		
Top Legal Position	30	\$52,339	\$27,317	\$37,726	\$48,600	\$65,155	\$87,419
Top Marketing Position	15	\$30,312		\$22,774	\$28,980	\$32,091	
Top Operations Position	239	\$39,591	\$19,572	\$25,035	\$35,000	\$45,567	\$68,650
Top PR/Communications Position	24	\$34,669	\$18,440	\$23,313	\$30,732	\$43,800	\$52,165
Top Program Position	459	\$36,342	\$19,449	\$24,713	\$33,213	\$43,620	\$56,637
Top Technology Position	12	\$33,207		\$19,121	\$25,000	\$33,750	

Between \$250 thousand and \$500 thousand

CEO/Executive Director	14,727	\$69,051	\$32,400	\$46,858	\$62,830	\$83,649	\$110,335
Top Administrative Position	503	\$47,036	\$19,772	\$29,000	\$42,212	\$55,856	\$75,562
Top Business Position	192	\$89,717	\$30,787	\$56,108	\$87,639	\$115,222	\$147,310
Top Development Position	67	\$51,417	\$20,774	\$31,869	\$43,108	\$64,649	\$78,000
Top Education Position	100	\$70,194	\$25,000	\$32,752	\$63,845	\$96,833	\$130,112
Top Facilities Position	24	\$36,666	\$17,771	\$24,300	\$35,179	\$45,751	\$60,897
Top Finance Position	983	\$54,137	\$20,614	\$28,800	\$44,458	\$67,611	\$98,298
Top Human Resources Position	9	\$63,362			\$31,875		
Top Legal Position	21	\$95,449	\$41,600	\$65,423	\$107,678	\$125,656	\$149,323
Top Marketing Position	20	\$40,434	\$20,171	\$31,856	\$39,194	\$49,973	\$62,797
Top Operations Position	268	\$56,383	\$27,245	\$38,728	\$51,135	\$66,612	\$90,000

All Organizations Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less								
CEO/Executive Director								
	F	10,224	\$44,485	\$21,000	\$29,425	\$41,200	\$55,123	\$71,302
	M	7,410	\$48,997	\$20,119	\$28,800	\$43,527	\$62,400	\$85,000
	U	1,060	\$43,850	\$20,000	\$26,500	\$39,450	\$55,225	\$72,027
Top Administrative Position								
	F	359	\$32,424	\$17,540	\$21,641	\$28,800	\$39,182	\$50,260
	M	182	\$35,080	\$18,020	\$22,595	\$30,346	\$42,367	\$56,091
	U	36	\$37,578	\$17,935	\$25,962	\$34,193	\$47,651	\$56,303
Top Business Position								
	F	36	\$41,819	\$20,435	\$29,625	\$38,324	\$51,725	\$70,225
	M	43	\$58,017	\$20,738	\$32,640	\$53,742	\$77,836	\$90,529
Top Development Position								
	F	35	\$35,208	\$17,939	\$22,900	\$33,846	\$43,216	\$55,481
	M	14	\$37,251		\$28,300	\$37,955	\$44,480	
Top Education Position								
	F	41	\$40,162	\$21,249	\$25,978	\$35,180	\$48,654	\$63,422
	M	20	\$63,204	\$23,004	\$38,982	\$57,610	\$92,299	\$108,519
	U	9	\$33,087			\$31,620		
Top Facilities Position								
	F	11	\$26,384		\$19,827	\$25,090	\$27,951	
	M	25	\$29,559	\$18,815	\$20,450	\$26,130	\$33,390	\$41,394
Top Finance Position								
	F	600	\$35,673	\$17,032	\$21,347	\$30,160	\$43,647	\$60,000
	M	454	\$40,319	\$17,656	\$21,568	\$32,050	\$50,824	\$73,178
	U	67	\$38,340	\$18,000	\$22,703	\$31,569	\$47,920	\$64,834

501(c)(3) Organizations Compensation National by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	577	\$44,091	\$19,858	\$27,000	\$40,000	\$54,700	\$73,850
Top Administrative Position	7	\$28,395			\$28,587		
Top Finance Position	49	\$37,565	\$17,243	\$20,396	\$30,174	\$45,370	\$76,428
Top Operations Position	19	\$32,196		\$23,493	\$35,000	\$38,348	
Top Program Position	13	\$34,313		\$30,375	\$32,083	\$36,000	
Between \$500 thousand and \$1 million							
CEO/Executive Director	307	\$65,613	\$32,635	\$46,650	\$61,635	\$78,750	\$99,743
Top Administrative Position	6	\$47,307			\$38,047		
Top Finance Position	30	\$53,952	\$24,984	\$39,266	\$50,250	\$67,480	\$78,955
Top Operations Position	11	\$52,059		\$35,396	\$50,775	\$62,382	
Between \$1 million and \$5 million							
CEO/Executive Director	482	\$98,094	\$51,333	\$70,002	\$90,212	\$118,773	\$152,559
Top Administrative Position	12	\$66,787		\$37,721	\$53,905	\$83,272	
Top Development Position	9	\$97,771			\$109,709		
Top Finance Position	50	\$75,372	\$26,974	\$48,360	\$68,784	\$101,680	\$123,203
Top Operations Position	17	\$105,570		\$81,846	\$111,955	\$134,337	
Greater than \$5 million							
CEO/Executive Director	202	\$270,332	\$127,721	\$158,829	\$226,532	\$319,305	\$468,730
Top Administrative Position	21	\$162,419	\$118,788	\$129,761	\$145,346	\$177,204	\$210,697
Top Business Position	13	\$152,873		\$118,468	\$145,122	\$164,099	
Top Development Position	74	\$165,448	\$110,862	\$123,513	\$146,837	\$184,258	\$244,322
Top Education Position	16	\$159,841		\$130,101	\$146,166	\$181,117	
Top Facilities Position	10	\$182,498		\$141,902	\$171,387	\$216,052	
Top Finance Position	131	\$154,833	\$89,434	\$109,051	\$143,738	\$187,557	\$227,162
Top Human Resources Position	33	\$171,195	\$117,700	\$128,539	\$158,166	\$190,148	\$246,335
Top Legal Position	10	\$221,048		\$132,963	\$199,077	\$245,015	

501(c)(3) Organizations Compensation National by NTEE Major Group, Budget Size, and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related								
\$500 thousand or less								
CEO/Executive Director								
	F	453	\$42,827	\$19,510	\$26,250	\$39,475	\$53,198	\$71,130
	M	105	\$50,573	\$22,587	\$32,510	\$46,916	\$62,796	\$85,536
	U	19	\$38,403		\$26,740	\$31,800	\$47,316	
Top Administrative Position								
	F	7	\$28,395			\$28,587		
Top Finance Position								
	F	32	\$33,960	\$17,320	\$20,330	\$30,087	\$38,450	\$49,938
	M	15	\$46,931		\$21,507	\$39,344	\$72,237	
Top Operations Position								
	F	13	\$32,841		\$27,750	\$36,550	\$38,596	
Top Program Position								
	F	11	\$32,996		\$27,688	\$32,083	\$34,518	
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	224	\$63,087	\$30,750	\$45,656	\$60,000	\$76,458	\$93,124
	M	74	\$73,745	\$40,459	\$50,000	\$68,834	\$88,551	\$113,665
	U	9	\$61,626			\$61,664		
Top Administrative Position								
	F	5	\$37,276			\$37,085		
Top Finance Position								
	F	15	\$52,510		\$34,732	\$48,500	\$64,437	
	M	14	\$56,591		\$45,488	\$56,250	\$69,824	
Top Operations Position								
	F	8	\$52,162			\$51,086		

501(c)(3) Organizations Compensation National by NTEE

Centile Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Animal-Related: Alliances & Advocacy							
\$250 thousand or less							
CEO/Executive Director	8	\$53,835			\$44,780		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	8	\$42,331			\$46,272		
Between \$1 million and \$2.5 million							
CEO/Executive Director	5	\$76,884			\$83,611		
Animal-Related: Animal Protection & Welfare							
\$250 thousand or less							
CEO/Executive Director	184	\$35,510	\$17,840	\$22,388	\$31,909	\$45,000	\$56,328
Top Finance Position	18	\$29,396		\$20,052	\$26,800	\$33,871	
Top Operations Position	6	\$30,173			\$32,283		
Top Program Position	5	\$32,025			\$33,035		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	174	\$45,928	\$21,710	\$31,200	\$41,800	\$55,246	\$75,175
Top Finance Position	14	\$41,651		\$25,543	\$36,981	\$48,753	
Top Operations Position	9	\$31,526			\$35,000		
Between \$500 thousand and \$1 million							
CEO/Executive Director	217	\$60,866	\$29,941	\$44,124	\$58,815	\$75,000	\$92,504
Top Finance Position	22	\$57,237	\$30,152	\$41,498	\$53,750	\$70,444	\$93,983
Top Operations Position	8	\$54,122			\$48,712		
Between \$1 million and \$2.5 million							
CEO/Executive Director	223	\$81,343	\$44,670	\$61,114	\$78,677	\$96,255	\$119,890
Top Finance Position	13	\$73,582		\$45,322	\$57,127	\$90,202	
Top Operations Position	5	\$108,357			\$115,428		

Other Subsections Compensation National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(01)—Government Instrumentality							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$147,201			\$120,071		
501(c)(02)—Title Holding Corporation							
\$500 thousand or less							
CEO/Executive Director	8	\$79,130			\$68,898		
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
\$500 thousand or less							
CEO/Executive Director	477	\$70,257	\$24,000	\$39,966	\$60,266	\$90,031	\$129,547
Top Administrative Position	27	\$41,365	\$22,554	\$29,769	\$35,948	\$49,390	\$74,609
Top Facilities Position	11	\$33,794		\$25,610	\$27,758	\$37,850	
Top Finance Position	45	\$43,844	\$19,582	\$23,974	\$39,000	\$60,000	\$69,974
Top Operations Position	6	\$58,230			\$56,922		
Between \$500 thousand and \$1 million							
CEO/Executive Director	254	\$120,628	\$48,917	\$75,558	\$107,973	\$160,320	\$206,276
Top Administrative Position	17	\$76,481		\$49,208	\$69,280	\$89,696	
Top Finance Position	21	\$55,134	\$30,917	\$37,370	\$51,434	\$61,886	\$87,461
Between \$1 million and \$5 million							
CEO/Executive Director	352	\$175,664	\$68,020	\$101,670	\$153,726	\$214,230	\$317,330
Top Administrative Position	39	\$115,118	\$73,957	\$80,113	\$116,159	\$126,335	\$167,981
Top Business Position	16	\$185,942		\$136,063	\$159,755	\$183,153	
Top Development Position	7	\$119,406			\$107,127		

Other Subsections Compensation National by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
501(c)(01)—Government Instrumentality								
Between \$1 million and \$5 million								
CEO/Executive Director								
	M	7	\$156,638			\$124,567		
501(c)(02)—Title Holding Corporation								
\$500 thousand or less								
CEO/Executive Director								
	M	6	\$92,957			\$97,567		
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees								
\$500 thousand or less								
CEO/Executive Director								
	F	214	\$63,753	\$23,662	\$40,124	\$54,545	\$80,000	\$109,353
	M	240	\$75,224	\$24,000	\$40,000	\$63,499	\$97,334	\$144,479
	U	23	\$78,930	\$29,042	\$36,619	\$74,030	\$107,151	\$144,249
Top Administrative Position								
	F	20	\$41,401	\$23,872	\$29,718	\$36,889	\$48,200	\$73,930
	M	6	\$44,830			\$36,331		
Top Facilities Position								
	M	8	\$31,646			\$27,928		
Top Finance Position								
	F	24	\$41,050	\$17,558	\$22,639	\$34,620	\$47,275	\$63,290
	M	19	\$49,482		\$34,479	\$52,564	\$62,250	

All Organizations State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
\$250 thousand or less							
CEO/Executive Director	272	\$46,803	\$22,123	\$30,000	\$41,390	\$57,625	\$77,828
Top Administrative Position	9	\$33,189			\$27,360		
Top Finance Position	13	\$42,748		\$23,100	\$40,416	\$55,000	
Top Program Position	7	\$31,707			\$33,286		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	205	\$67,135	\$30,634	\$46,125	\$60,715	\$77,600	\$116,402
Top Finance Position	14	\$67,785		\$40,496	\$66,659	\$83,281	
Between \$500 thousand and \$1 million							
CEO/Executive Director	155	\$83,056	\$40,478	\$53,146	\$75,000	\$100,671	\$132,413
Top Administrative Position	6	\$50,213			\$53,648		
Top Business Position	10	\$128,124		\$106,517	\$130,339	\$147,099	
Top Finance Position	13	\$85,327		\$65,650	\$81,536	\$105,433	
Between \$1 million and \$2.5 million							
CEO/Executive Director	193	\$113,813	\$53,692	\$71,584	\$94,127	\$139,000	\$204,337
Top Administrative Position	10	\$82,624		\$68,305	\$77,438	\$93,355	
Top Business Position	8	\$101,873			\$99,016		
Top Finance Position	21	\$74,944	\$49,359	\$53,077	\$67,820	\$83,146	\$122,506
Top Operations Position	10	\$69,121		\$42,329	\$70,769	\$82,116	
Between \$2.5 million and \$5 million							
CEO/Executive Director	95	\$141,540	\$70,688	\$93,758	\$120,081	\$182,053	\$222,349
Top Administrative Position	5	\$108,374			\$112,562		
Top Finance Position	26	\$101,515	\$44,424	\$68,440	\$86,794	\$114,985	\$179,751
Top Operations Position	11	\$84,549		\$72,509	\$81,000	\$109,194	
Between \$5 million and \$10 million							
CEO/Executive Director	74	\$159,414	\$95,757	\$114,429	\$149,614	\$181,705	\$250,456
Top Administrative Position	9	\$158,749			\$156,716		

All Organizations Compensation State by Budget Size and Gender

	Gender	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama								
\$500 thousand or less								
CEO/Executive Director								
	F	232	\$50,218	\$24,545	\$33,453	\$47,588	\$60,876	\$77,740
	M	220	\$62,672	\$23,490	\$36,919	\$56,420	\$77,877	\$112,101
	U	25	\$42,178	\$23,784	\$32,200	\$40,390	\$49,907	\$63,055
Top Administrative Position								
	F	5	\$37,110			\$38,648		
	M	6	\$44,146			\$42,698		
Top Finance Position								
	F	12	\$31,345		\$24,505	\$27,174	\$39,765	
	M	14	\$75,571		\$56,738	\$72,114	\$90,320	
Top Program Position								
	F	5	\$33,237			\$33,286		
Between \$500 thousand and \$1 million								
CEO/Executive Director								
	F	84	\$74,747	\$38,253	\$49,450	\$70,810	\$91,769	\$116,178
	M	62	\$95,576	\$40,823	\$55,082	\$95,245	\$114,819	\$180,927
	U	9	\$74,348			\$72,676		
Top Administrative Position								
	F	5	\$50,168			\$56,861		
Top Business Position								
	M	8	\$122,924			\$115,846		
Top Finance Position								
	M	8	\$98,615			\$100,366		

501(c)(3) Organizations Compensation State by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-Related							
\$500 thousand or less							
CEO/Executive Director	8	\$32,360			\$25,775		
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	30	\$52,278	\$30,009	\$39,083	\$46,346	\$61,650	\$85,878
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$80,919			\$72,114		
Between \$1 million and \$5 million							
CEO/Executive Director	14	\$119,298		\$84,039	\$89,262	\$170,120	
Civil Rights, Social Action, Advocacy							
\$500 thousand or less							
CEO/Executive Director	9	\$43,348			\$35,750		
Community Improvement, Capacity Building							
\$500 thousand or less							
CEO/Executive Director	12	\$64,417		\$44,416	\$51,509	\$64,793	
Between \$500 thousand and \$1 million							
CEO/Executive Director	5	\$93,356			\$96,055		
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$126,468			\$135,524		
Crime, Legal-Related							
\$500 thousand or less							
CEO/Executive Director	16	\$64,391		\$54,433	\$64,500	\$69,703	

501(c)(3) Organizations Compensation State by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
Animal-Related: Animal Protection & Welfare							
CEO/Executive Director	11	\$58,306		\$25,775	\$55,252	\$78,697	
Arts, Culture, and Humanities: Arts & Culture							
CEO/Executive Director	10	\$55,526		\$45,860	\$52,762	\$61,650	
Arts, Culture, and Humanities: Museums							
CEO/Executive Director	10	\$88,578		\$51,775	\$71,600	\$117,064	
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	13	\$68,444		\$32,000	\$68,077	\$85,000	
Arts, Culture, and Humanities: Service and Other							
CEO/Executive Director	6	\$118,153			\$94,834		
Civil Rights, Social Action, Advocacy: Civil Rights							
CEO/Executive Director	6	\$65,561			\$64,640		
Community Improvement, Capacity Building: Community & Neighborhood Development							
CEO/Executive Director	13	\$70,023		\$48,457	\$51,517	\$86,673	
Community Improvement, Capacity Building: Economic Development							
CEO/Executive Director	7	\$120,458			\$127,122		
Crime, Legal-Related: Protection Against Abuse							
CEO/Executive Director	12	\$61,165		\$45,688	\$67,092	\$71,660	

Other Subsections Compensation State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
501(c)(04)—Civic Leagues, Social Welfare Organizations, and Local Associations of Employees							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$96,443			\$95,533		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$131,421			\$118,084		
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
Top Finance Position	5	\$93,186			\$91,806		
Between \$500 thousand and \$1 million							
CEO/Executive Director	7	\$78,070			\$97,016		
Top Business Position	10	\$128,124		\$106,517	\$130,339	\$147,099	
Between \$1 million and \$5 million							
CEO/Executive Director	12	\$158,177		\$92,217	\$149,982	\$211,729	
Top Business Position	5	\$135,408			\$104,161		
Top Finance Position	6	\$129,115			\$115,905		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	62	\$73,506	\$35,123	\$46,850	\$61,295	\$88,650	\$126,530
Between \$500 thousand and \$1 million							
CEO/Executive Director	27	\$133,981	\$72,830	\$87,453	\$122,540	\$173,849	\$209,805
Between \$1 million and \$5 million							
CEO/Executive Director	29	\$217,544	\$94,882	\$147,688	\$199,633	\$260,000	\$389,019

501(c)(3) Organizations Compensation MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Abilene, TX							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	7	\$47,188			\$41,177		
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	8	\$92,846			\$83,707		
Akron, OH							
Arts, Culture, and Humanities							
\$500 thousand or less							
CEO/Executive Director	10	\$48,617		\$31,707	\$43,129	\$55,269	
Between \$1 million and \$5 million							
CEO/Executive Director	6	\$118,338			\$113,231		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$117,074			\$141,604		
Greater than \$5 million							
CEO/Executive Director	8	\$353,203			\$238,069		
Top Finance Position	6	\$143,927			\$121,182		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	13	\$55,196		\$41,346	\$50,000	\$62,400	

501(c)(3) Organizations Compensation MSA by NTEE Decile Group

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
Arts, Culture, and Humanities: Performing Arts							
CEO/Executive Director	6	\$62,226			\$66,450		
Educational Institutions and Related Activities: Elementary & Secondary Schools							
CEO/Executive Director	9	\$268,035			\$144,058		
Top Finance Position	7	\$105,054			\$115,140		
Housing, Shelter: Housing Development, Construction, & Management							
CEO/Executive Director	6	\$131,704			\$134,039		
Human Services—Multipurpose and Other: Centers to Support the Independence of Specific Populations							
CEO/Executive Director	7	\$135,605			\$123,620		
Human Services—Multipurpose and Other: Children & Youth Services							
CEO/Executive Director	6	\$104,334			\$85,937		
Human Services—Multipurpose and Other: Family Services							
CEO/Executive Director	6	\$95,463			\$90,366		
Human Services—Multipurpose and Other: Human Services							
CEO/Executive Director	12	\$85,873		\$41,750	\$83,564	\$121,338	
Mental Health, Crisis Intervention: Substance Abuse Dependency, Prevention, & Treatment							
CEO/Executive Director	5	\$140,568			\$132,486		

Other Subsections Compensation MSA by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Akron, OH							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
\$500 thousand or less							
CEO/Executive Director	6	\$38,153			\$34,319		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	9	\$45,796			\$40,000		
Albany-Schenectady-Troy, NY							
501(c)(05)—Labor, Agricultural, and Horticultural Organizations							
Between \$500 thousand and \$1 million							
CEO/Executive Director	6	\$103,102			\$79,916		
Between \$1 million and \$5 million							
CEO/Executive Director	7	\$136,906			\$137,576		
Top Business Position	7	\$215,987			\$189,072		
Greater than \$5 million							
CEO/Executive Director	7	\$182,834			\$193,165		
Top Finance Position	7	\$160,801			\$109,393		
501(c)(06)—Business Leagues, Chambers of Commerce, Real Estate Boards, Etc.							
\$500 thousand or less							
CEO/Executive Director	22	\$104,458	\$64,790	\$82,494	\$100,900	\$120,092	\$137,384
Between \$500 thousand and \$1 million							
CEO/Executive Director	23	\$126,911	\$76,630	\$100,854	\$122,139	\$147,833	\$186,614

All Organizations Incumbent Compensation Increases National by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
\$250 thousand or less							
CEO/Executive Director	9,521	1.7%	-9.8%	-0.9%	0.6%	6.0%	13.5%
Top Administrative Position	240	1.3%	-8.2%	0.0%	0.7%	4.9%	8.8%
Top Business Position	27	4.6%	-1.5%	1.5%	3.9%	7.9%	11.6%
Top Development Position	10	-1.7%		-5.2%	0.0%	1.4%	
Top Education Position	24	3.9%	-0.9%	1.2%	3.3%	6.8%	12.6%
Top Facilities Position	8	-1.4%			1.7%		
Top Finance Position	394	1.9%	-7.4%	-1.0%	0.2%	6.0%	12.6%
Top Operations Position	73	2.3%	-7.7%	0.0%	0.3%	6.3%	13.9%
Top Program Position	165	1.2%	-10.3%	-1.0%	0.8%	5.5%	13.9%

Between \$250 thousand and \$500 thousand

CEO/Executive Director	9,069	2.6%	-6.3%	-0.1%	1.9%	6.5%	13.0%
Top Administrative Position	273	1.6%	-5.4%	0.0%	1.5%	5.1%	10.1%
Top Business Position	99	1.8%	-3.6%	0.0%	2.1%	4.4%	8.4%
Top Development Position	17	5.0%		0.0%	4.1%	8.6%	
Top Education Position	56	1.4%	-5.4%	0.4%	2.5%	3.8%	7.0%
Top Facilities Position	9	3.3%			1.0%		
Top Finance Position	433	1.9%	-6.9%	-0.3%	1.7%	5.7%	13.0%
Top Legal Position	8	4.8%			4.3%		
Top Marketing Position	5	1.8%			1.0%		
Top Operations Position	108	2.7%	-6.5%	0.0%	2.3%	5.9%	15.7%
Top Program Position	78	1.8%	-9.9%	-0.5%	2.0%	7.0%	11.9%

Between \$500 thousand and \$1 million

CEO/Executive Director	10,734	3.1%	-5.1%	0.0%	2.5%	6.9%	13.3%
Top Administrative Position	318	3.2%	-4.5%	0.0%	2.2%	6.6%	12.5%

All Organizations Incumbent Compensation Increases State by Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Alabama							
\$250 thousand or less							
CEO/Executive Director	164	2.0%	-8.9%	-0.5%	0.9%	5.6%	15.2%
Top Administrative Position	6	-2.0%			-0.1%		
Between \$250 thousand and \$500 thousand							
CEO/Executive Director	131	2.2%	-6.3%	0.0%	1.1%	4.6%	10.6%
Between \$500 thousand and \$1 million							
CEO/Executive Director	104	2.1%	-3.2%	-0.3%	0.9%	4.8%	8.9%
Top Business Position	9	4.7%			4.9%		
Top Finance Position	6	-0.1%			-0.5%		
Between \$1 million and \$2.5 million							
CEO/Executive Director	135	2.0%	-3.8%	-0.3%	1.2%	4.8%	9.6%
Top Administrative Position	7	-1.7%			-0.6%		
Top Business Position	5	3.5%			2.6%		
Top Finance Position	9	4.5%			2.8%		
Between \$2.5 million and \$5 million							
CEO/Executive Director	69	3.7%	-4.3%	0.1%	3.9%	8.4%	10.7%
Top Finance Position	15	3.8%		-0.1%	3.3%	6.7%	
Top Operations Position	8	4.6%			5.1%		
Between \$5 million and \$10 million							
CEO/Executive Director	49	2.6%	-8.2%	0.0%	3.4%	6.3%	10.1%
Top Administrative Position	5	4.2%			9.3%		
Top Finance Position	17	4.4%		0.8%	3.5%	7.8%	
Between \$10 million and \$25 million							
CEO/Executive Director	40	3.5%	-5.0%	0.0%	3.9%	6.9%	11.9%
Top Administrative Position	5	2.5%			3.7%		
Top Finance Position	20	3.7%	-1.3%	0.4%	3.5%	7.4%	11.9%
Top Operations Position	11	6.0%		1.4%	4.6%	9.2%	

501(c)(3) Organizations Incumbent Compensation Increases MSA by NTEE Major Group and Budget Size

	Count	Average	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Abilene, TX							
Human Services—Multipurpose and Other							
Between \$1 million and \$5 million							
CEO/Executive Director	7	5.6%			4.4%		
Akron, OH							
Arts, Culture, and Humanities							
Between \$1 million and \$5 million							
CEO/Executive Director	6	4.5%			2.2%		
Educational Institutions and Related Activities							
Between \$1 million and \$5 million							
CEO/Executive Director	5	5.2%			3.6%		
Greater than \$5 million							
CEO/Executive Director	5	4.5%			1.6%		
Human Services—Multipurpose and Other							
\$500 thousand or less							
CEO/Executive Director	9	1.6%			0.5%		
Between \$1 million and \$5 million							
CEO/Executive Director	9	1.5%			2.6%		
Greater than \$5 million							
CEO/Executive Director	9	1.9%			3.4%		