

Thinking About Nonprofit Compensation

Accompanies an article in the Jan 23, 2007 Not for Profit News

Annual Budget Size							
National Averages for Nonprofit Compensation							
	< \$250K	\$250-500K	\$500K-1 mil	\$1 - 2.5 mil	\$2.5-5 mil	\$5-10 mil	\$10-25 mil
Title or Role							
CEO/Executive Director	36547	49355	62299	78939	98659	120531	156096
COO/Operations Director	34000	51282	59143	66864	72849	87057	108440
Top Development Position	41200	52114	58732	65307	69883	79168	96375
Top Program Position	31723	44674	56996	62543	67911	74867	81590
Top Marketing Position	NM	NM	57351	63572	66038	75819	87619
Top Financial/Business Position	28996	34941	52439	61500	67645	79202	95889
Top PR Position	NM	NM	NM	66625	71738	81575	85776

Summarized from the Chronicle on Philanthropy (www.Philanthropy.com)- October 12, 2006 (Original Data from www.GuideStar.org)

Cautions

- 1) We live in Indiana where we tend toward a lower cost of living and salary structure than much of the country
- 2) Though the segmentation by organization size takes out big hospitals or universities, this information covers a wide range of nonprofit fields.
- 3) It covers the full range of experience and qualifications from 40 year founders to brand new hires.