990Search

INDEPENDENT NONPROFIT COMPENSATION INTELLIGENCE

2024 Compensation Report

Nationwide and regional nonprofit compensation benchmarks

PROFESSIONAL COMPENSATION RESEARCH REPORT

Selected positions	Primary geography	Report edition
1 role group	**NATIONWIDE + NORTHEAST + MIDWEST + SOUTH + WEST**	**2024**

PREPARED FOR **Public sample viewer**

Private Foundations Excluded
All categories | All standard annual-expense ranges
Source filing year: 2022
Generated October 31, 2026

Nationwide Compensation Report

Nationwide benchmark | Annual-expense budget

Nationwide comparison area

All eligible U.S. filing organizations under the selected peer criteria.

Organization type: Private Foundations Excluded | **Category:** All categories | **Minimum reported compensation:** $15,000
Observation counts: Eligible reported positions in each specific role, geography, and budget range. Historical trend counts use the selected standard budget ranges for each report year and therefore may differ from an individual table row.

Budget range: $250,000 or less

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	18,241	**$48,715**	$20,529	$29,375	**$43,514**	$61,245	$81,482

Budget range: $250,001-$500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	16,434	**$74,747**	$33,438	$49,861	**$67,511**	$90,000	$120,373

Budget range: $500,001-$1,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	17,957	**$96,623**	$46,394	$64,420	**$85,351**	$115,723	$156,453

Budget range: $1,000,001-$2,500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	22,089	**$130,610**	$63,293	$84,001	**$111,757**	$155,417	$216,275

Budget range: $2,500,001-$5,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	12,983	**$175,342**	$84,601	$109,703	**$146,907**	$204,448	$291,153

Budget range: $5,000,001-$10,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	9,725	**$222,212**	$104,236	$136,418	**$185,182**	$259,498	$367,904

Budget range: $10,000,001-$25,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	8,420	**$289,094**	$130,671	$171,491	**$236,121**	$336,564	$484,948

Budget range: $25,000,001-$50,000,000

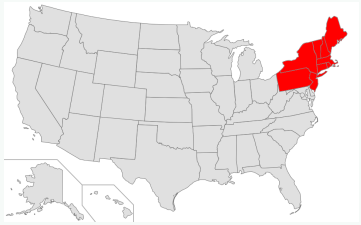
ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	3,803	**$405,963**	$167,952	$223,294	**$311,591**	$448,804	$666,239

Budget range: Greater than $50,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,156	**$809,108**	$233,901	$338,464	**$503,253**	$843,207	$1,497,081

Northeast Compensation Report

Regional benchmark | Annual-expense budget



Northeast comparison area

Organizations located in the highlighted U.S. Census region under the same peer criteria.

Organization type: Private Foundations Excluded | **Category:** All categories | **Minimum reported compensation:** $15,000
Observation counts: Eligible reported positions in each specific role, geography, and budget range. Historical trend counts use the selected standard budget ranges for each report year and therefore may differ from an individual table row.

Budget range: $250,000 or less

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	3,221	**$49,593**	$20,800	$29,466	**$44,004**	$62,500	$82,500

Budget range: $250,001-$500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	2,996	**$75,869**	$35,141	$51,500	**$69,928**	$90,273	$120,000

Budget range: $500,001-$1,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	3,553	**$101,147**	$49,599	$67,126	**$89,328**	$120,768	$164,052

Budget range: $1,000,001-$2,500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,593	**$135,824**	$66,982	$89,390	**$117,178**	$159,962	$222,699

Budget range: $2,500,001-$5,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	2,811	**$188,408**	$93,892	$120,297	**$158,861**	$218,234	$301,000

Budget range: $5,000,001-$10,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	2,253	**$228,125**	$111,902	$145,834	**$193,392**	$268,508	$357,968

Budget range: $10,000,001-$25,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	2,016	**$302,071**	$139,944	$178,845	**$245,139**	$344,198	$488,416

Budget range: $25,000,001-$50,000,000

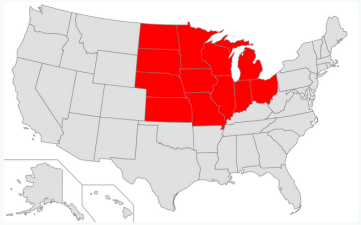
ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	937	**$403,504**	$172,613	$228,047	**$307,447**	$450,015	$659,145

Budget range: Greater than $50,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	1,090	**$837,106**	$236,437	$348,564	**$524,341**	$894,145	$1,449,367

Midwest Compensation Report

Regional benchmark | Annual-expense budget



Midwest comparison area

Organizations located in the highlighted U.S. Census region under the same peer criteria.

Organization type: Private Foundations Excluded | **Category:** All categories | **Minimum reported compensation:** $15,000
Observation counts: Eligible reported positions in each specific role, geography, and budget range. Historical trend counts use the selected standard budget ranges for each report year and therefore may differ from an individual table row.

Budget range: $250,000 or less

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,418	**$47,206**	$20,554	$29,453	**$43,024**	$59,933	$77,858

Budget range: $250,001-$500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	3,782	**$71,254**	$32,359	$48,479	**$65,240**	$85,315	$113,453

Budget range: $500,001-$1,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,010	**$90,216**	$45,538	$62,291	**$81,478**	$107,986	$144,209

Budget range: $1,000,001-$2,500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,808	**$121,736**	$61,774	$80,414	**$104,841**	$142,549	$197,531

Budget range: $2,500,001-$5,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	2,761	**$161,265**	$81,845	$103,752	**$134,300**	$186,372	$268,824

Budget range: $5,000,001-$10,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	2,083	**$202,116**	$97,086	$127,376	**$170,700**	$236,011	$340,822

Budget range: $10,000,001-$25,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	1,874	**$257,966**	$125,105	$160,228	**$219,838**	$304,308	$429,670

Budget range: $25,000,001-$50,000,000

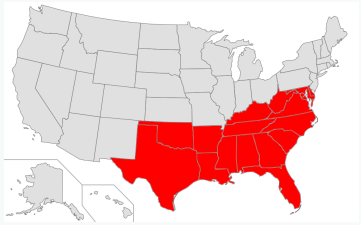
ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	783	**$361,249**	$170,141	$225,995	**$301,403**	$416,373	$577,388

Budget range: Greater than $50,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	856	**$793,778**	$234,561	$350,409	**$518,065**	$833,268	$1,499,625

South Compensation Report

Regional benchmark | Annual-expense budget



South comparison area

Organizations located in the highlighted U.S. Census region under the same peer criteria.

Organization type: Private Foundations Excluded | **Category:** All categories | **Minimum reported compensation:** $15,000
Observation counts: Eligible reported positions in each specific role, geography, and budget range. Historical trend counts use the selected standard budget ranges for each report year and therefore may differ from an individual table row.

Budget range: $250,000 or less

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	6,159	**$48,726**	$20,251	$29,235	**$43,098**	$61,300	$82,467

Budget range: $250,001-$500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	5,544	**$75,454**	$32,505	$48,297	**$66,407**	$90,646	$124,060

Budget range: $500,001-$1,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	5,822	**$97,817**	$45,455	$62,957	**$84,922**	$117,047	$160,000

Budget range: $1,000,001-$2,500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	7,003	**$135,031**	$60,840	$82,238	**$111,136**	$162,927	$234,799

Budget range: $2,500,001-$5,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,088	**$183,127**	$81,503	$108,222	**$148,028**	$217,914	$319,686

Budget range: $5,000,001-$10,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	3,016	**$241,318**	$102,615	$137,937	**$192,207**	$281,082	$420,287

Budget range: $10,000,001-$25,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	2,578	**$312,359**	$126,813	$171,664	**$244,335**	$358,666	$553,690

Budget range: $25,000,001-$50,000,000

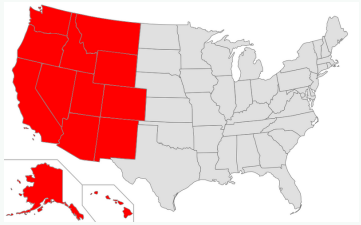
ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	1,206	**$462,959**	$165,366	$218,841	**$323,866**	$487,892	$742,796

Budget range: Greater than $50,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	1,326	**$784,343**	$228,914	$330,322	**$486,020**	$832,355	$1,527,785

West Compensation Report

Regional benchmark | Annual-expense budget



West comparison area

Organizations located in the highlighted U.S. Census region under the same peer criteria.

Organization type: Private Foundations Excluded | **Category:** All categories | **Minimum reported compensation:** $15,000
Observation counts: Eligible reported positions in each specific role, geography, and budget range. Historical trend counts use the selected standard budget ranges for each report year and therefore may differ from an individual table row.

Budget range: $250,000 or less

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,404	**$49,635**	$20,703	$29,463	**$44,000**	$62,400	$84,877

Budget range: $250,001-$500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,067	**$76,428**	$35,000	$51,343	**$70,500**	$92,988	$122,494

Budget range: $500,001-$1,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	4,521	**$97,514**	$47,539	$66,562	**$87,737**	$117,262	$157,254

Budget range: $1,000,001-$2,500,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	5,623	**$128,856**	$66,128	$86,755	**$115,092**	$153,781	$205,338

Budget range: $2,500,001-$5,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	3,276	**$166,995**	$87,079	$111,223	**$146,499**	$194,909	$260,947

Budget range: $5,000,001-$10,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	2,345	**$210,501**	$106,310	$136,719	**$183,648**	$244,326	$328,915

Budget range: $10,000,001-$25,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	1,910	**$276,213**	$135,376	$174,859	**$233,517**	$324,041	$459,417

Budget range: $25,000,001-$50,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	844	**$375,058**	$171,878	$222,980	**$317,189**	$440,552	$635,795

Budget range: Greater than $50,000,000

ROLE / TITLE	COUNT	AVERAGE	10TH	25TH	MEDIAN	75TH	90TH
Ceo / Executive Director	841	**$842,395**	$242,666	$341,345	**$502,239**	$815,018	$1,562,141

Methodology, source, limitations, and license

Consolidated report information

01

Data source and report edition

2024 Compensation Report. Public IRS Form 990 filing data and immutable published benchmark slices. Primary geography: NATIONWIDE + NORTHEAST + MIDWEST + SOUTH + WEST. Budget measure: annual expenses.

02

Role normalization and peer selection

Reported titles are matched to standardized position groups. Organization type, top-level mission category, annual-expense range, minimum compensation, and geography are applied before statistics are calculated. Organization type: Private Foundations Excluded.

03

Calculation and suppression

versioned 990Search compensation rulebook Values and suppressed cells are reproduced from the authorized report data without adding display-only suppression.

04

Limitations

Cells with fewer than five observations are suppressed

05

Customer license

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