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

Nonprofit organizations, excluding private foundations
All categories | All standard annual-expense ranges
Data source: Public IRS Forms 990 and 990-EZ compensation filings
Source filing year: 2022
Generated October 31, 2026

Historical compensation trends

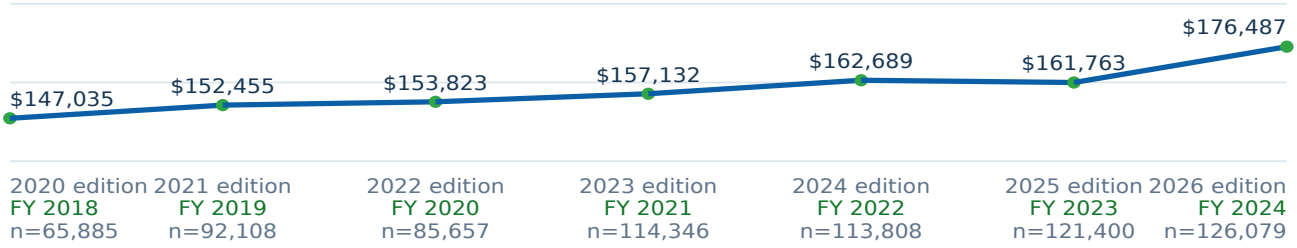
Nationwide annual averages | All standard annual-expense ranges

Edition and source years: Each large year is the 990Search report edition. The smaller FY label is the underlying IRS fiscal year, two years earlier. **Trend cohort:** Nationwide organizations using the same organization type, top-level category, minimum compensation, and selected budget criteria as this report. Each year displays its own observation count (**n**), so trend counts are not expected to equal a single budget-row count.

CEO/EXECUTIVE DIRECTOR

Standard annual-expense budget ranges - $250,000 and above | All categories

+20.0%



2020 edition	2021 edition	2022 edition	2023 edition	2024 edition	2025 edition	2026 edition
FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
n=65,885	n=92,108	n=85,657	n=114,346	n=113,808	n=121,400	n=126,079

Source: Public IRS Forms 990 and 990-EZ compensation filings. Edition years identify the 990Search publication; FY identifies the underlying fiscal year.

Nationwide Compensation Report

Nationwide benchmark | Annual-expense budget

Nationwide comparison area

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

Data period: 2024 Compensation Report · Based on IRS fiscal year 2022 filings | **Source:** Public IRS Forms 990 and 990-EZ compensation filings.
Organization type: Nonprofit organizations, excluding private foundations | **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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

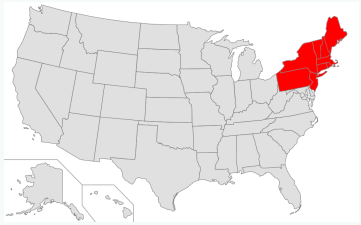
Budget range: Greater than $50,000,000

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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.

Data period: 2024 Compensation Report · Based on IRS fiscal year 2022 filings | **Source:** Public IRS Forms 990 and 990-EZ compensation filings.
Organization type: Nonprofit organizations, excluding private foundations | **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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

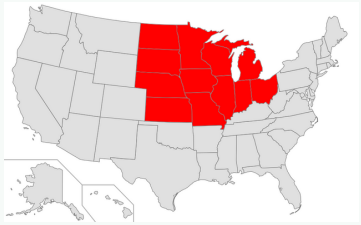
Budget range: Greater than $50,000,000

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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.

Data period: 2024 Compensation Report · Based on IRS fiscal year 2022 filings | **Source:** Public IRS Forms 990 and 990-EZ compensation filings.
Organization type: Nonprofit organizations, excluding private foundations | **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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

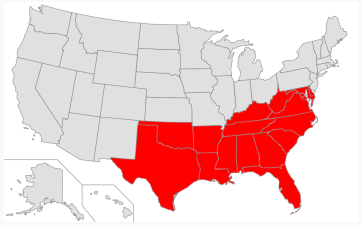
Budget range: Greater than $50,000,000

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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.

Data period: 2024 Compensation Report · Based on IRS fiscal year 2022 filings | **Source:** Public IRS Forms 990 and 990-EZ compensation filings.
Organization type: Nonprofit organizations, excluding private foundations | **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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

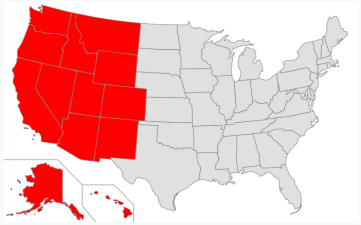
Budget range: Greater than $50,000,000

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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.

Data period: 2024 Compensation Report · Based on IRS fiscal year 2022 filings | **Source:** Public IRS Forms 990 and 990-EZ compensation filings.
Organization type: Nonprofit organizations, excluding private foundations | **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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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

2024 Compensation Report · Based on IRS fiscal year 2022 filings | Public IRS Forms 990 and 990-EZ compensation filings | Budget bands use annual expenses.

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 · Based on IRS fiscal year 2022 filings. Public IRS Forms 990 and 990-EZ compensation filings and immutable published benchmark slices. The report edition identifies the 990Search publication; the source fiscal year identifies the period reported to the IRS. 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: Nonprofit organizations, excluding private foundations.

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

Authorized customer use only. This report may not be transferred to another account.