



Compensation in Nonprofit Organizations

What are the latest salaries for nonprofits? A new survey gives answers.

The composite executive with the highest annual income in a U.S. nonprofit is the CEO of an international or national organization with 100 or more employees and an annual budget of \$10,000,000 or more. This composite individual is probably with a manufacturing trade association, a foundation, an insurance trade association, a merchandising trade association, a health-care trade association, a health-care providing organization, or a medical or dental society. While the median income of nonprofit CEOs is \$75,000, some of the highest-paid make well in excess of \$450,000. Below are the median incomes of other nonprofit jobs, as revealed in a survey of 1,592 organizations in 125 benchmark jobs. For a copy of the full report, contact the Society's Resource Center (see below):

Median Annual Incomes in Nonprofit Organizations

Chief Legal Officers	\$115,000	Sales Managers.....	\$37,003
Directors of Government Relations	\$74,238	Training Generalists	\$36,426
Chief Financial Officers	\$65,000	Gift Shop Managers	\$33,000
Publishers	\$62,000	Directors of Volunteers.....	\$32,000
Field Staff Directors	\$57,812	Special Events Fundraising Managers.....	\$31,992
Planned Giving Managers	\$54,225	Secretaries to CEOs.....	\$31,418
Marketing Directors	\$50,003	Food Service Managers.....	\$31,000
Directors of Member Services	\$49,300	Client Records Managers.....	\$30,000
Directors of Conventions.....	\$48,300	Senior Account Clerks	\$29,445
Human Resources Managers.....	\$48,000	Caseworkers.....	\$26,408
Artistic Directors	\$47,500	Nutritionists.....	\$25,925
Curators.....	\$46,792	Payroll Clerks	\$25,750
Editors (Books & Periodicals).....	\$46,715	Physical Therapy Aides.....	\$24,305
Directors of Program Services.....	\$45,657	Outreach Workers.....	\$22,880
Directors of Public Relations	\$44,000	Medical Assistants	\$21,000
Marketing Development Managers	\$41,444	Clerk-Typists.....	\$20,476
Directors of Information.....	\$40,224	Maintenance Workers.....	\$20,058
Grant Proposal Writers	\$38,500	Day Care Teachers.....	\$19,426
Registered Nurses.....	\$38,000	Cooks.....	\$17,822
Donor Research Managers	\$37,750		

Selected References

- Langer, Steven, *Compensation in Nonprofit Organizations*.
- Muehrcke, Jill (ed.), *Personnel and Human Resources Development, Leadership Series, Volumes I and II*.

These publications are available through the Society for Nonprofit Organizations' Resource Center, 608-274-9777, <http://danenet.wicipo.org/snpo>.