



Nonprofit Salary Update

How does your salary compare?

The composite executive with the highest annual income in a U.S. nonprofit is the CEO of an international or national organization with 500 or more employees and an annual budget of \$50,000,000 or more. This composite individual is probably with a performing arts organization, manufacturing trade association, a communications trade association, a social-welfare organization, a health-care organization, an insurance trade association, or a real estate trade association. While the median income of nonprofit CEOs is \$73,000, some of the highest-paid make well in excess of \$600,000.

Below are the median incomes of other nonprofit jobs, as revealed in a survey of over 62,000 employees in 124 benchmark jobs in 1,709 nonprofit organizations. This information is reported in *Compensation in Nonprofit Organizations*, a two-volume, 1,654-page statistical analysis of compensation practices in the nonprofit sector. Copies of the full report are available for \$295 from Abbott, Langer & Associates, Dept. ART, 548 First Street, Crete, Illinois 60417, 708-672-4200, www.abbott-langer.com.

These survey results are especially useful in light of the Intermediate Sanctions Act, which lets the IRS punish nonprofit organizations that permit excessive compensation. The IRS has recently stepped up enforcement of this law. To avoid penalties, your salaries must conform to those of similar organizations. (See these *Nonprofit World* articles: "Expectations for Nonprofit Boards are Changing," Vol. 19, No. 3, "How to Be Sure Compensation Is Reasonable," Vol. 17, No. 1, and "Avoiding the Snares of Intermediate Sanctions," Vol. 14, No. 6 on the Society's Web site, www.snpo.org.)

Median Annual Incomes in Nonprofit Organizations

Chief Legal Officers	\$120,750	Caseworkers	\$35,000
Directors of Government Relations	\$76,975	Special Events Fundraising Managers	\$34,000
Publishers	\$66,461	Training Generalists	\$33,780
Chief Financial Officers	\$64,000	Client Records Managers	\$33,750
Editors (Books & Periodicals)	\$63,627	Directors of Volunteers	\$33,000
Field Staff Directors	\$57,550	Secretaries to CEOs	\$32,550
Planned Giving Managers	\$56,375	Artistic Directors	\$31,815
Marketing Directors	\$55,703	Physical Therapy Aides	\$31,528
Directors of Conventions	\$53,500	Senior Account Clerks	\$30,641
Human Resources Managers	\$50,000	Nutritionists	\$29,651
Marketing Development Managers	\$48,720	Food Service Managers	\$28,750
Directors of Member Services	\$47,070	Payroll Clerks	\$27,439
Directors of Public Relations	\$45,000	Outreach Workers	\$25,000
Directors of Program Services	\$44,500	Gift Shop Managers	\$24,600
Curators	\$44,127	Maintenance Workers	\$21,883
Registered Nurses	\$40,750	Day Care Teachers	\$20,928
Sales Managers	\$40,200	Clerk-Typists	\$19,920
Donor Research Managers	\$39,000	Medical Assistants	\$17,617
Directors of Information	\$38,000	Cooks	\$17,246
Grant Proposal Writers	\$37,000		