



2026

Nonprofit Compensation & Talent Strategies Report



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Welcome

2026 Nonprofit Compensation & Talent Strategies Report

Executive Summary

Nonprofits in 2025 face a mixed workforce landscape of gradual improvement and persistent challenges. Recruitment timelines are improving, with more positions filled within 60 days, but 45% of organizations still report difficulty finding qualified staff. Candidate interest in mission-driven work, expanded non-salary benefits, and the use of streamlined processes and AI have contributed to progress. However, applicant quality remains a concern—particularly for hard-to-fill fundraising and program management roles.

Hiring decisions continue to emphasize mission alignment and prior experience, while soft skills and emotional intelligence have risen sharply in importance. Salary alignment has become a key factor in both hiring and retention, underscoring growing compensation pressures. The top reasons for losing candidates remain misaligned pay expectations, lack of required skills, and competition from faster-moving employers.

Retention trends show steady overall turnover, with greater stability than many for-profit sectors. Program management and development roles continue to see the highest attrition, while executive leaders remain in place longer, highlighting the need to strengthen mid-level pipelines. Nonprofits are experimenting with wellness programs, recognition initiatives, and flexible rewards as alternatives to salary increases.

Hybrid work has emerged as the dominant model, though engagement efforts have waned, raising risks for morale and productivity. Pay transparency has largely normalized, shifting from compliance to a tool for equity and trust. AI adoption is growing, mainly for content and research tasks, but remains uneven, with little integration into strategic decision-making.

Finally, financial pressures are intensifying: 40% of nonprofits report staffing decreases tied to funding instability. DEI momentum has slowed considerably, with most organizations shifting their focus from expansion to maintenance. Taken together, the data point to a sector stabilizing in some areas while navigating serious structural challenges, requiring innovation in recruitment, compensation, leadership development, and funding strategy to sustain long-term impact.

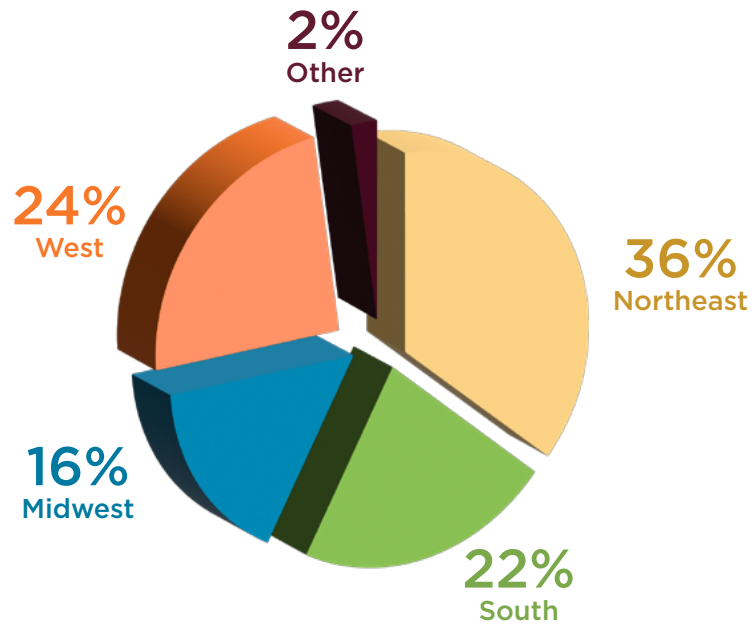
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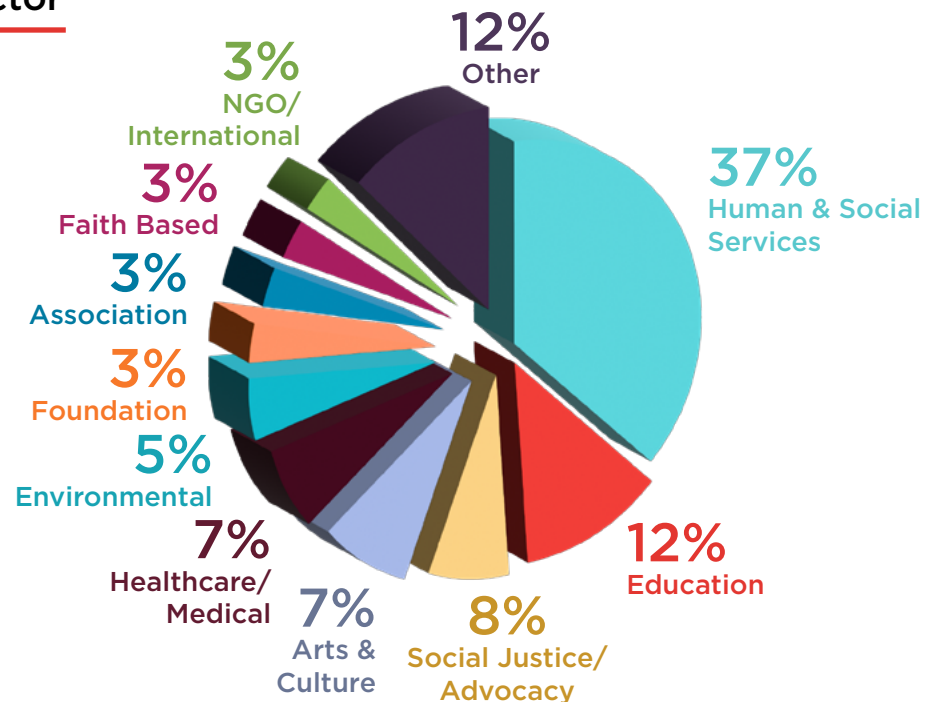
Barbara Gebhardt, CEO
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Profile of Respondents

Organization Headquarters

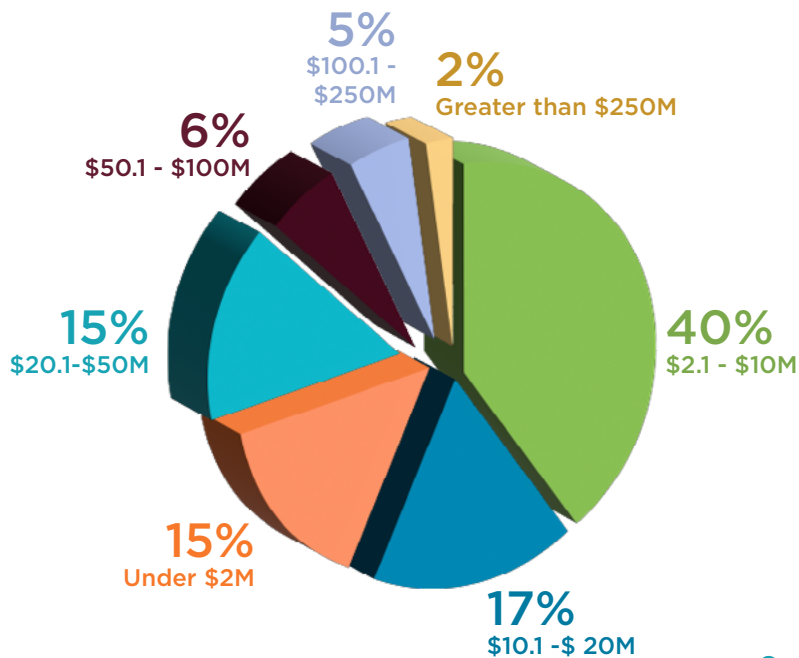


Primary Sector

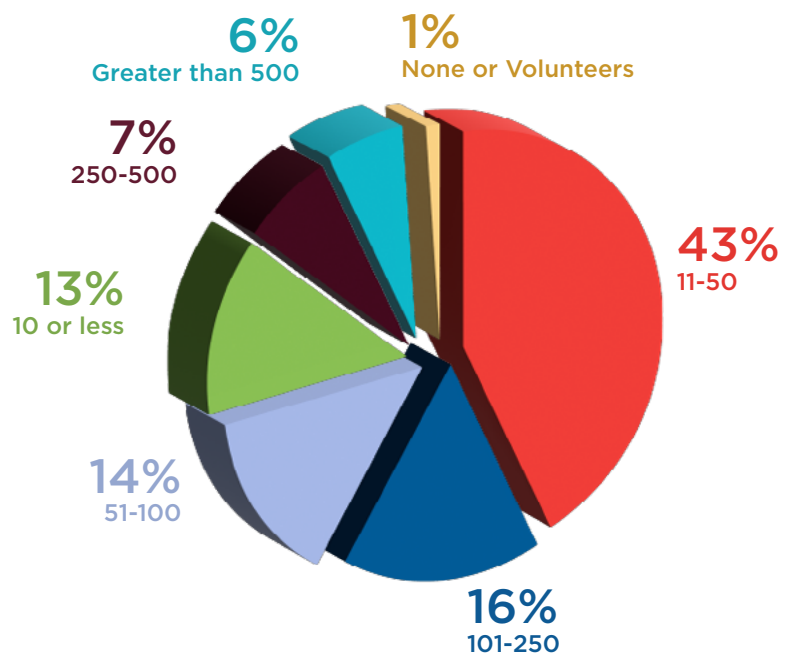


Profile of Respondents

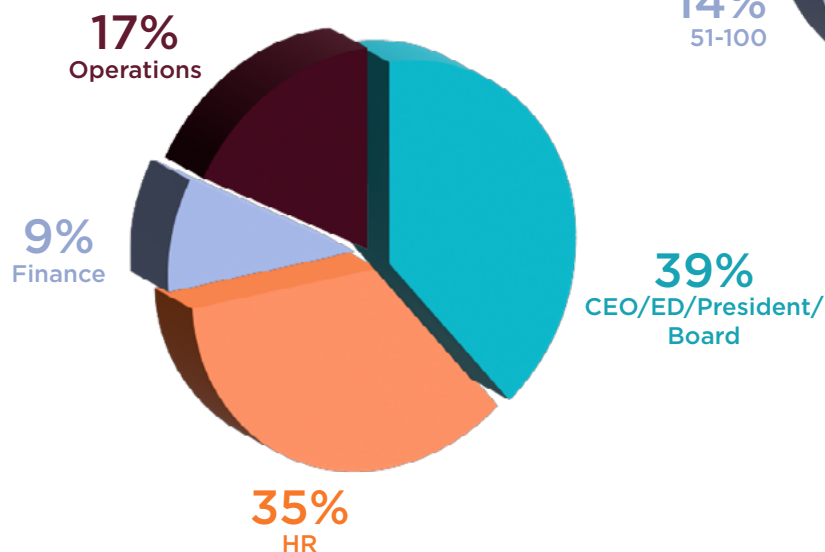
Annual Operating Budget



Number of Full Time Employees

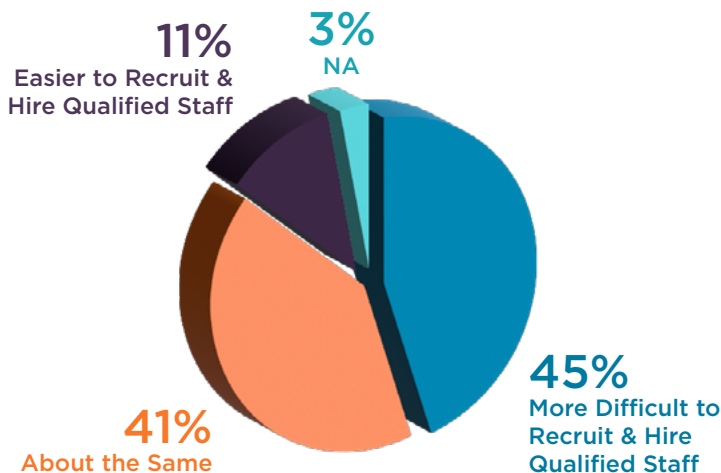


Role Within Organization



Recruiting

Difficulty Level in Recruiting

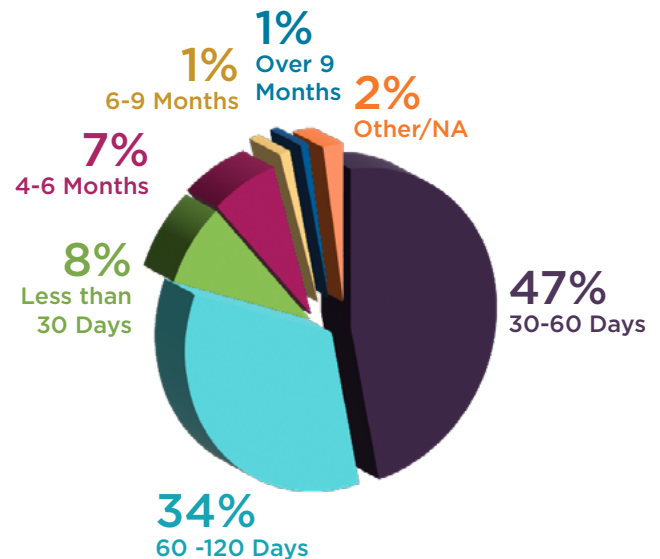


A significant percentage (45%) of non-profits report greater difficulty recruiting and hiring qualified staff, while 41% indicate that conditions are about the same, and 11% find it easier than they did last year. The perceived difficulty in recruiting qualified candidates has declined steadily, while those finding it easier to recruit have nearly doubled. These trends suggest that recruiting challenges, though still significant, are gradually easing.

Several factors may be contributing to the relative ease of recruitment and this positive trend. Many candidates are increasingly drawn to mission-driven work, seeking fulfillment and social impact alongside compensation.

The uptick in positions being filled within 60 days is a very positive trend. Bringing the average vacancy period below that threshold is especially impactful for non-

Average Vacancy

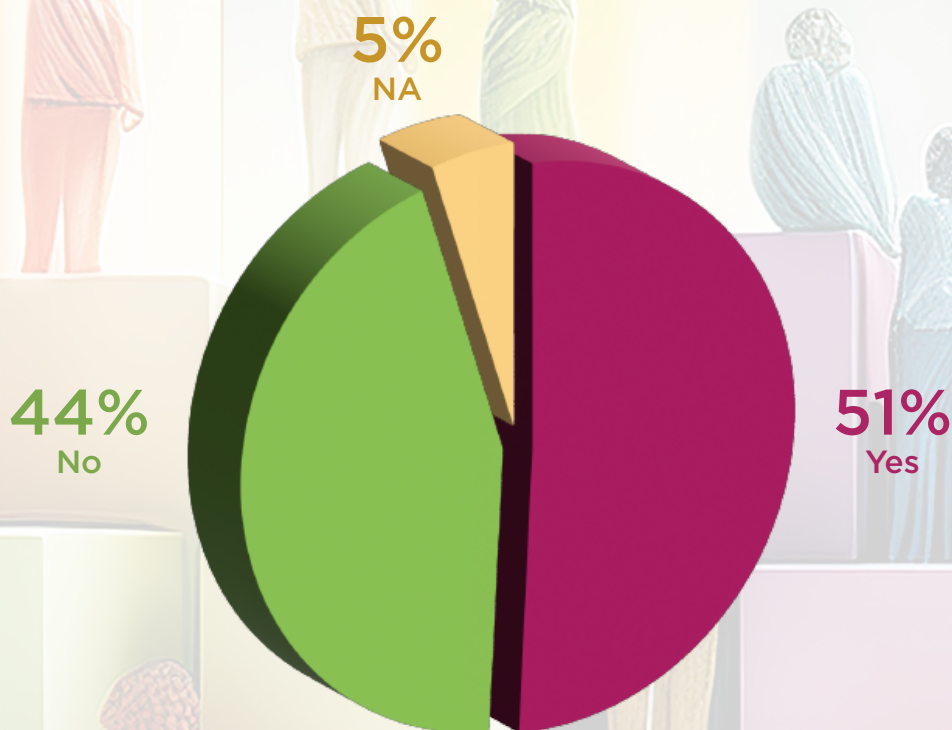


profit organizations, and these statistics are encouraging. Extended vacancies can hinder service delivery, slow fund-raising, disrupt momentum, and affect staff morale—making this improvement particularly significant.

Organizations have increasingly incorporated non-salary perks, including work-life balance, into their total rewards to become more competitive. Additionally, streamlined recruitment processes and further adaptation of AI may be impacting both outreach and decision-making, helping organizations fill positions more efficiently. Incorporating AI into repetitive human resources activities and adopting a more inclusive and intentional talent strategy are emerging practices that attract candidates and streamline the hiring process. Combined, these factors are helping non-profits connect with qualified candidates more effectively.

Recruiting

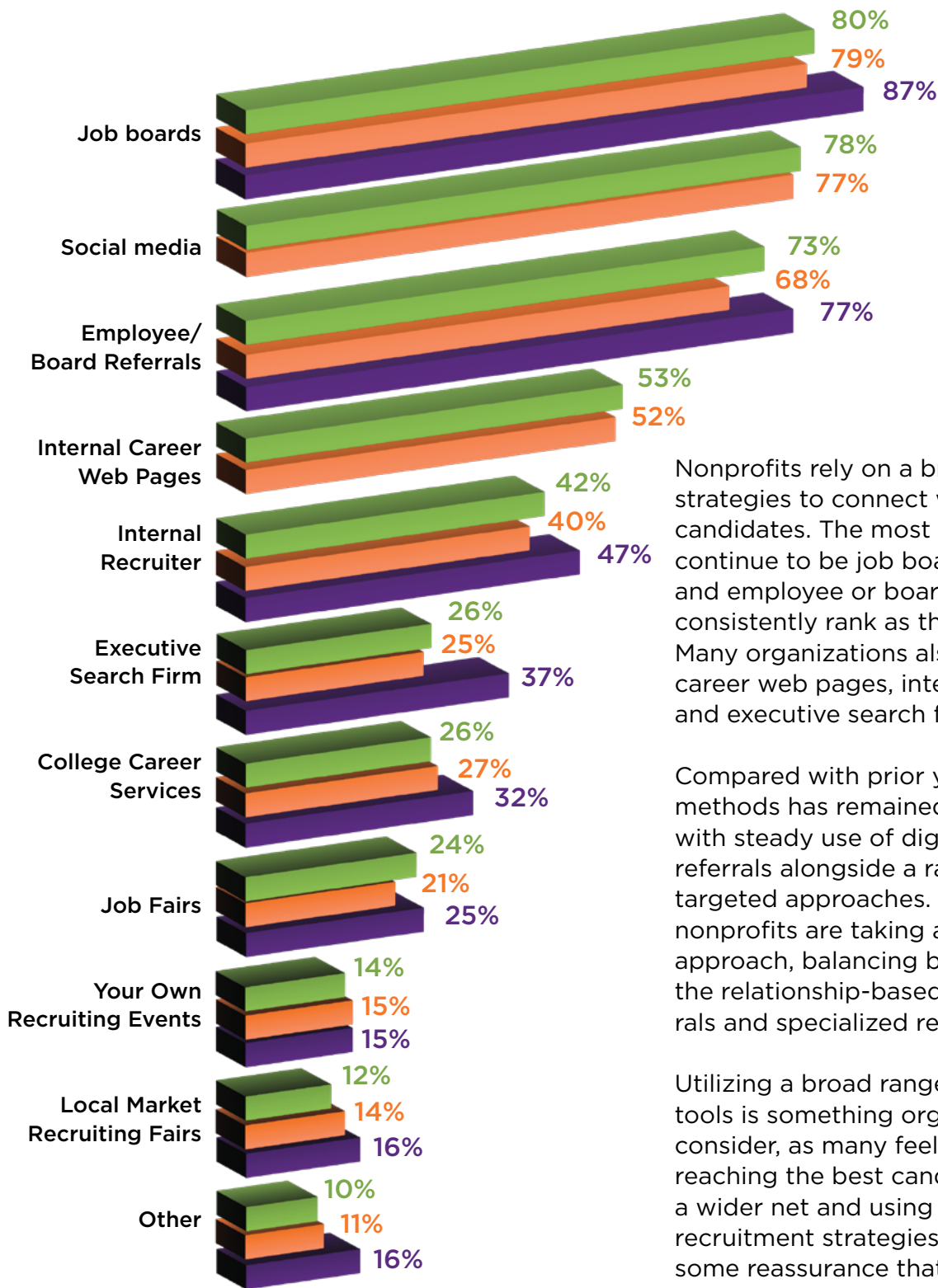
Reaching the Best Candidates



The data suggests that many organizations still feel their applicant pools are falling short of the quality they need, even as hiring timelines improve. Challenges may include competition with other sectors for skilled professionals, limited recruiting budgets and outreach capacity, and the difficulty of attracting top talent within nonprofit compensation structures. Overall, nonprofits appear to be filling roles more quickly, but many remain concerned about whether they are truly connecting with the highest-quality candidates.

Recruiting

Methods Used to Reach New Candidates



Respondents were allowed multiple selections.

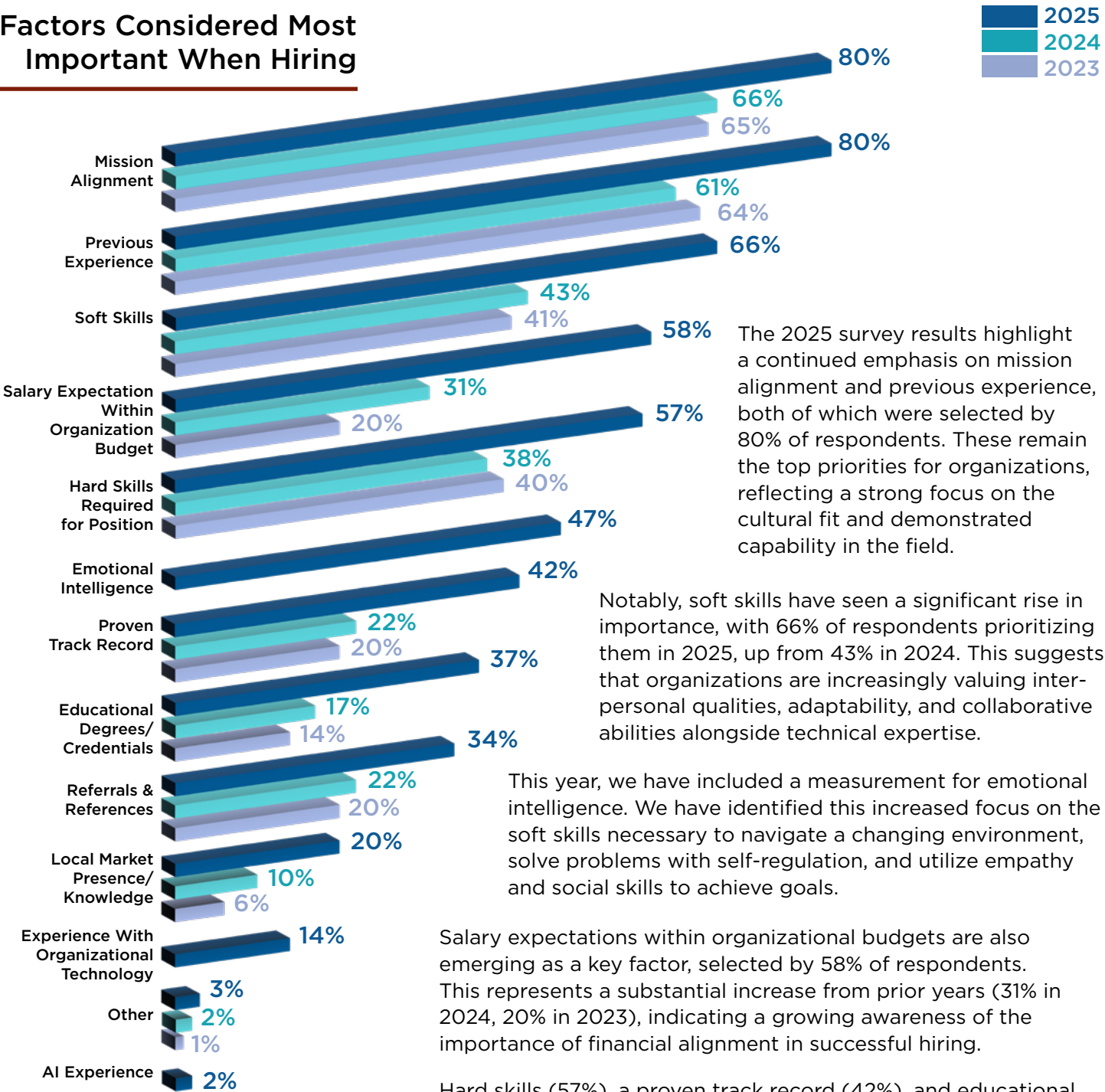
Nonprofits rely on a broad mix of strategies to connect with potential candidates. The most common methods continue to be job boards, social media, and employee or board referrals, which consistently rank as the top approaches. Many organizations also utilize internal career web pages, internal recruiters, and executive search firms.

Compared with prior years, the mix of methods has remained relatively stable, with steady use of digital platforms and referrals alongside a range of more targeted approaches. The data suggests nonprofits are taking a multi-channel approach, balancing broad visibility with the relationship-based strength of referrals and specialized recruiting efforts.

Utilizing a broad range of recruitment tools is something organizations should consider, as many feel they are not reaching the best candidates. Casting a wider net and using a variety of recruitment strategies may provide some reassurance that the organization has expanded its reach and done the best to identify qualified candidates.

Recruiting

Factors Considered Most Important When Hiring

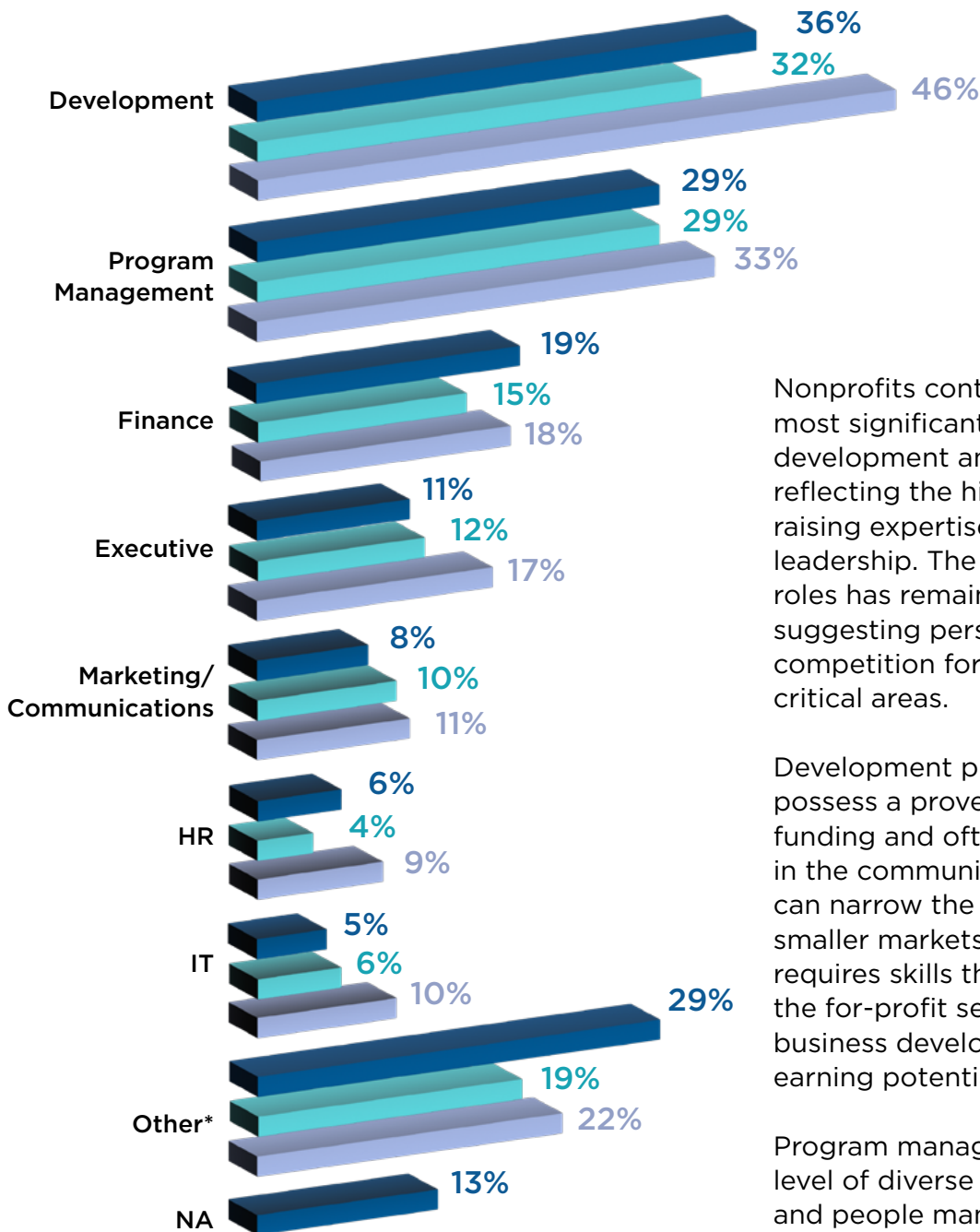
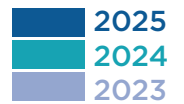


Respondents were allowed multiple selections.

Emotional intelligence is gaining importance in the hiring process as organizations need to adapt and thrive in an ever-changing atmosphere. Having professionals who can adjust, react, and lead with a level of emotional maturity is vital. The AI experience remains largely nebulous, at just 2%, indicating that it has either not been defined, measured, or entered mainstream usage with nonprofit organizations.

Recruiting

Most Difficult Positions to Fill



* 'Other' primarily includes front-line workers, clinical roles, and hourly employees.

Respondents were allowed multiple selections.

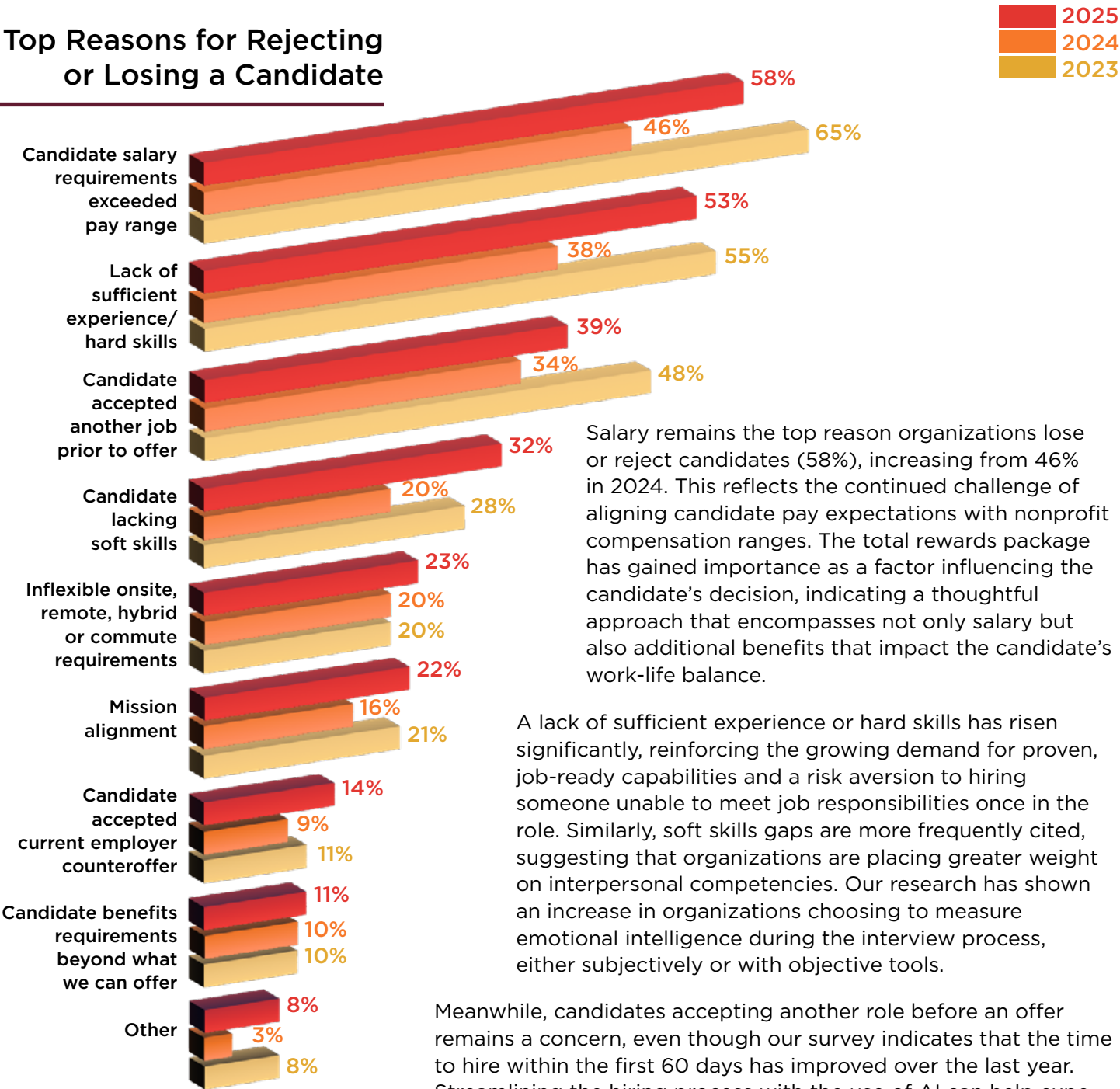
Nonprofits continue to experience the most significant hiring challenges in development and program management, reflecting the high demand for fund-raising expertise and skilled program leadership. The difficulty in filling these roles has remained relatively steady, suggesting persistent sector-wide competition for talent in mission-critical areas.

Development professionals need to possess a proven track record of securing funding and often require experience in the community and/or sector, which can narrow the pool, particularly in smaller markets. Additionally, the position requires skills that translate well into the for-profit sector, where sales or business development roles offer higher earning potential.

Program management requires a high level of diverse skills, including project and people management, strategic thinking and planning, and budget management. Managing stakeholders and multiple priorities is key. In addition, mission alignment and similar program management are often required.

Recruiting

Top Reasons for Rejecting or Losing a Candidate



Respondents were allowed multiple selections.

Salary remains the top reason organizations lose or reject candidates (58%), increasing from 46% in 2024. This reflects the continued challenge of aligning candidate pay expectations with nonprofit compensation ranges. The total rewards package has gained importance as a factor influencing the candidate’s decision, indicating a thoughtful approach that encompasses not only salary but also additional benefits that impact the candidate’s work-life balance.

A lack of sufficient experience or hard skills has risen significantly, reinforcing the growing demand for proven, job-ready capabilities and a risk aversion to hiring someone unable to meet job responsibilities once in the role. Similarly, soft skills gaps are more frequently cited, suggesting that organizations are placing greater weight on interpersonal competencies. Our research has shown an increase in organizations choosing to measure emotional intelligence during the interview process, either subjectively or with objective tools.

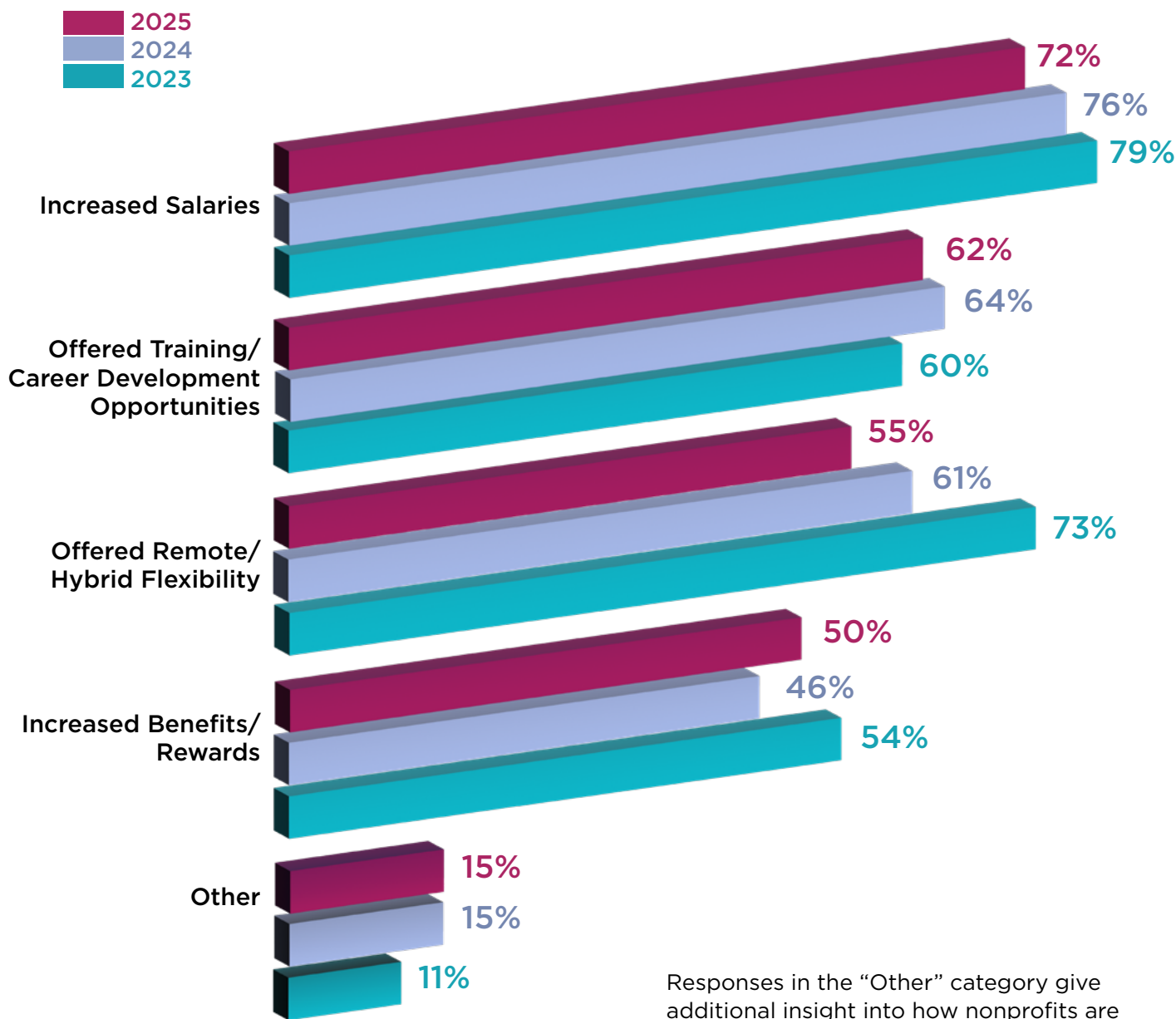
Meanwhile, candidates accepting another role before an offer remains a concern, even though our survey indicates that the time to hire within the first 60 days has improved over the last year. Streamlining the hiring process with the use of AI can help expedite the process, improve schedules, and maintain engagement with candidates, ultimately enhancing this statistic.

Flexibility around onsite, remote, or hybrid arrangements continues to be a factor, fairly stable with a slight increase perhaps due to the return-to-work efforts of organizations.

Overall, the comparison highlights two central challenges: aligning total compensation with competitors and a growing emphasis on both hard and soft skills. Organizations are seeking candidates with proven experience and a balanced set of competencies, while also facing an increasingly competitive labor market.

Retention

Actions Taken to Keep Your Best Employees



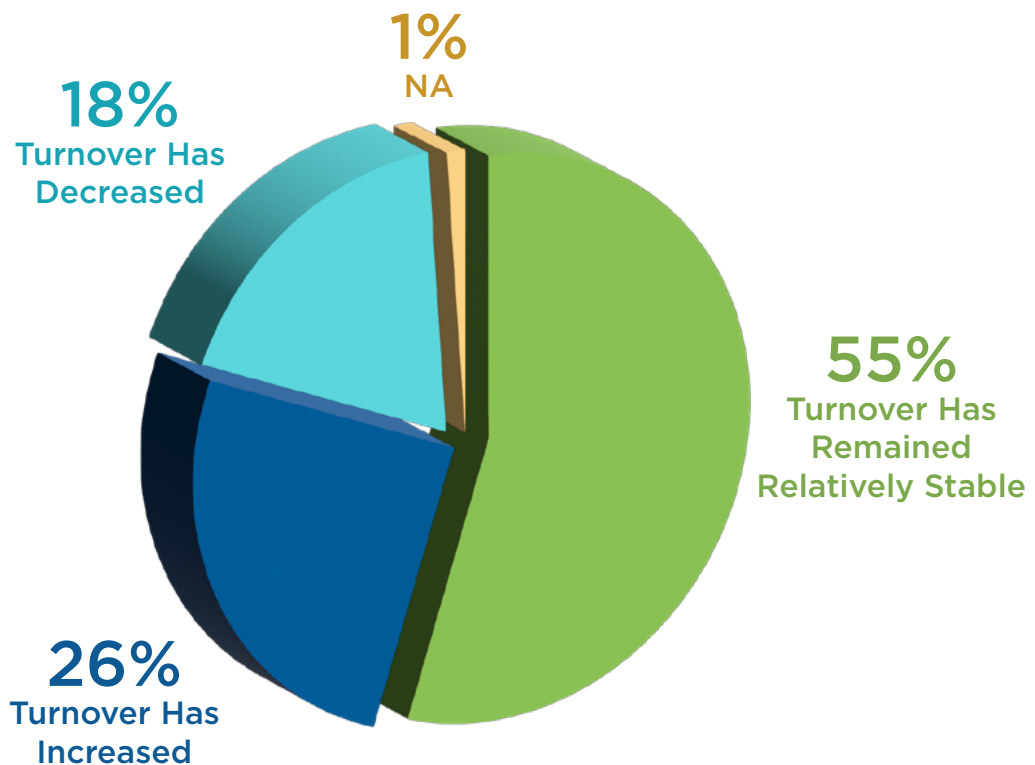
Respondents were allowed multiple selections.

Salary increases remain the most common retention strategy, though the share of nonprofits using this approach has declined slightly over the past three years. At the same time, fewer organizations are offering remote or hybrid flexibility compared to prior years, which may reflect a stabilization of current strategy.

Responses in the “Other” category give additional insight into how nonprofits are adapting. Organizations noted strategies such as sign-on bonuses, wellness programs, appreciation stipends, and promotions, which suggests that as reliance on salary adjustments eases, nonprofits are increasingly emphasizing culture, recognition, and creative rewards to retain staff. These approaches highlight the importance of both tangible incentives and a supportive work environment in maintaining employee commitment.

Retention

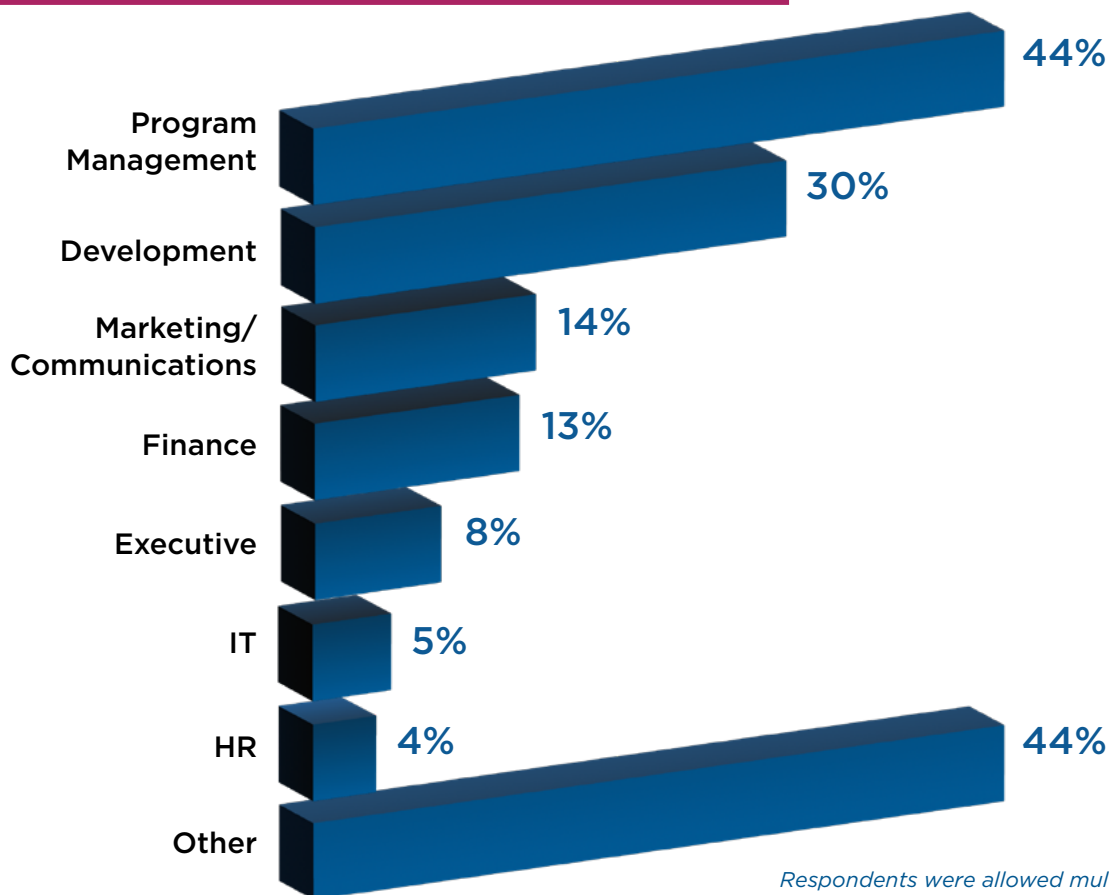
Turnover Decrease or Increase In the Past 12 Months



Turnover in the nonprofit sector has remained relatively steady, with the majority (55%) reporting little change and just 26% seeing an increase over the past year. By contrast, many for-profit industries continue to experience higher rates of turnover, particularly in sectors such as retail, hospitality, and technology. Nonprofits may hold an advantage here, as employees often demonstrate a strong sense of mission, commitment, and organizational loyalty. This stability can support stronger team cohesion, preserve institutional knowledge, and reduce the costs and disruptions associated with frequent turnover.

Retention

Roles Experiencing Highest Turnover



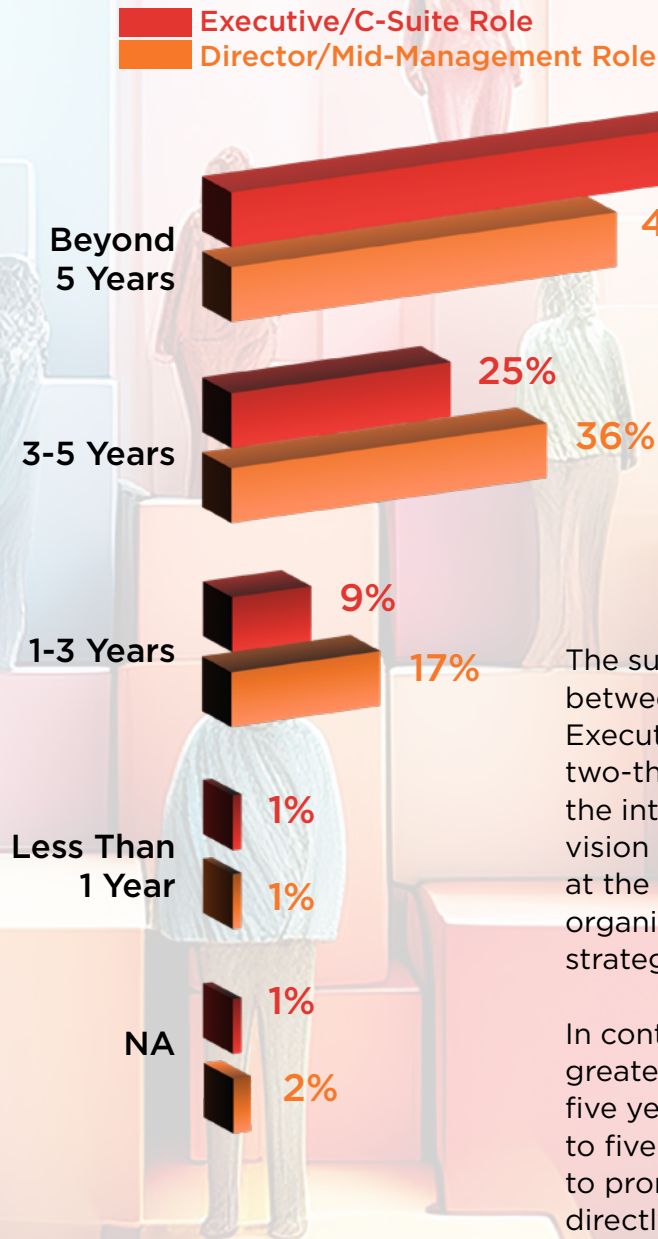
Turnover is highest in program management and development/fundraising, reflecting the high-demand nature of these positions. By contrast, turnover is far lower in finance, IT, HR, and executive roles, indicating strong stability in core support functions. This steadiness provides nonprofits with a solid foundation to focus retention efforts on mission-critical areas, while maintaining consistency in essential operational roles.

Both program management and development roles have performance-based measurements of success, adding a level of stress to the individual. Maintaining consistently high levels of performance can be challenging, especially in an ever-evolving environment. We know that feeling successful in your role, receiving positive feedback, and achieving goals is critical to one's job satisfaction.

Falling into the "other" category are front-line workers, who were not evaluated as a separate category. This category of direct care professionals experiences high turnover in the nonprofit sector, which closely mirrors the experience in for-profit entities. These elevated turnover rates can be attributed to high emotional demands, burnout, and limited career movement opportunities.

Retention

Average Length of Time An Employee Serves in Executive/C-Suite Role vs. Director/Mid-Management Role



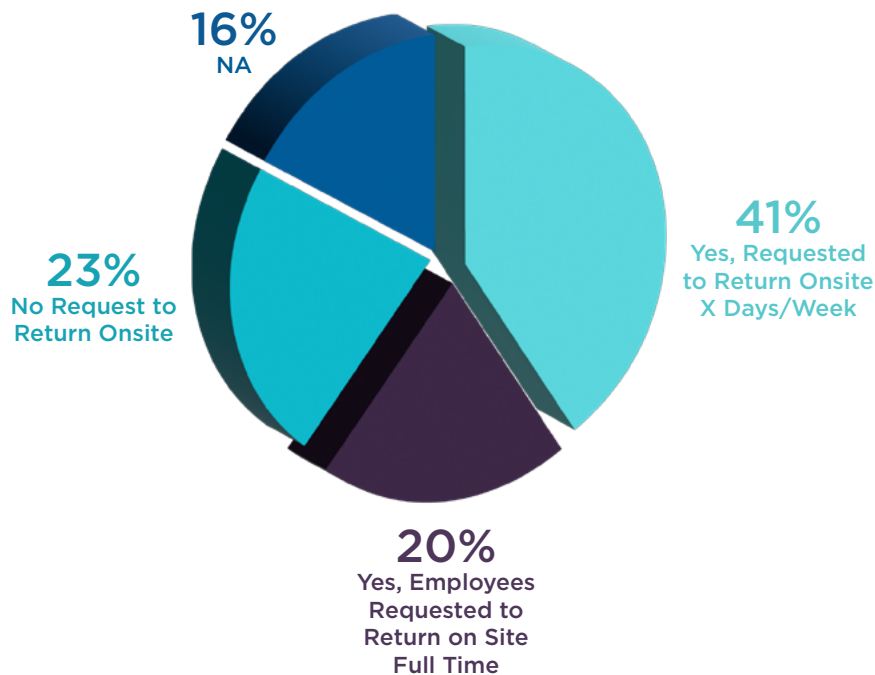
The survey results reveal a notable difference in tenure between executive and mid-management roles. Executive leaders demonstrate strong stability, with nearly two-thirds serving over five years. This continuity reflects the intentional nature of executive hiring and the long-term vision organizations seek at the C-suite level. Turnover at the top is relatively rare, suggesting that boards and organizations invest in retaining leadership to ensure strategic consistency and alignment with their mission.

In contrast, directors and mid-managers demonstrate greater mobility, with fewer than half staying beyond five years and over a third transitioning within three to five years. These roles often act as ‘stepping-stones’ to promotion or external opportunities and are more directly affected by workload, organizational culture, and compensation pressures. The higher turnover rate underscores the need for targeted retention strategies for mid-level leaders, not only to mitigate attrition but also to bolster the leadership pipeline for future executive roles.

The low percentages of roles ending within a year indicate that “bad fits” or rapid turnover are rare, a positive sign for recruitment and onboarding processes.

Retention

Employees Requested to Return to Work Onsite



The data indicate that most organizations have implemented some form of return-to-office (RTO) policy, signaling a transition toward structured hybrid work models rather than a full return to traditional onsite operations. The majority, 41%, of organizations have requested that employees return onsite a set number of days per week. This reflects a strong trend toward formalized hybrid arrangements, striking a balance between flexibility and the benefits of in-person collaboration and culture-building.

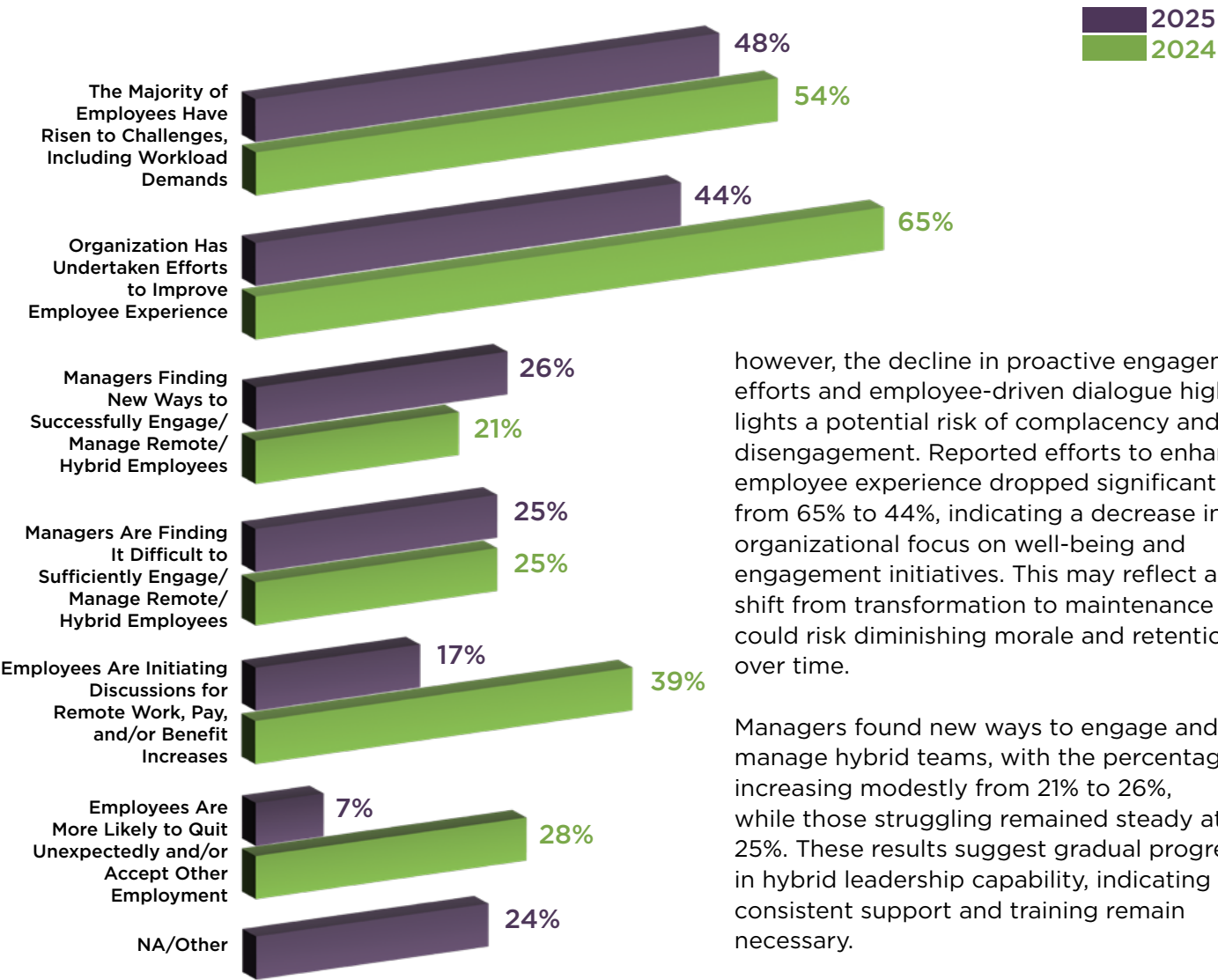
Approximately 20% of organizations have mandated a full-time return, likely representing roles requiring physical presence or leadership emphasis on visibility, oversight, and culture reinforcement. Meanwhile, 23% of employers report no requests to return to the office, demonstrating that fully remote work remains a viable and accepted model for a meaningful segment of the workforce, especially within knowledge-based or service-based organizations. An additional

16% of responses indicate “NA,” suggesting that some organizations are still refining their RTO strategies or allowing team-level discretion in attendance expectations.

Overall, the findings highlight a diversified workplace landscape, where hybrid models have become the prevailing standard. Organizations are moving beyond reactive pandemic-era decisions toward intentional workforce design, blending flexibility with collaboration and performance accountability. The data suggest that the future of work will remain multi-modal, driven by organizational priorities, job function, and employee expectations.

Retention

Impact of Changes Caused by Remote/Hybrid Work Situations



Respondents were allowed multiple selections.

The 2025 benchmark data reflect a period of stabilization and normalization in remote and hybrid work environments compared to 2024. While some indicators show a positive adjustment, others suggest a waning momentum in employee engagement and organizational support efforts.

Organizations appear to have moved from adaptation to consolidation in their approach to hybrid work. The workforce is more stable, and managerial capabilities are improving;

however, the decline in proactive engagement efforts and employee-driven dialogue highlights a potential risk of complacency and disengagement. Reported efforts to enhance employee experience dropped significantly from 65% to 44%, indicating a decrease in organizational focus on well-being and engagement initiatives. This may reflect a shift from transformation to maintenance but could risk diminishing morale and retention over time.

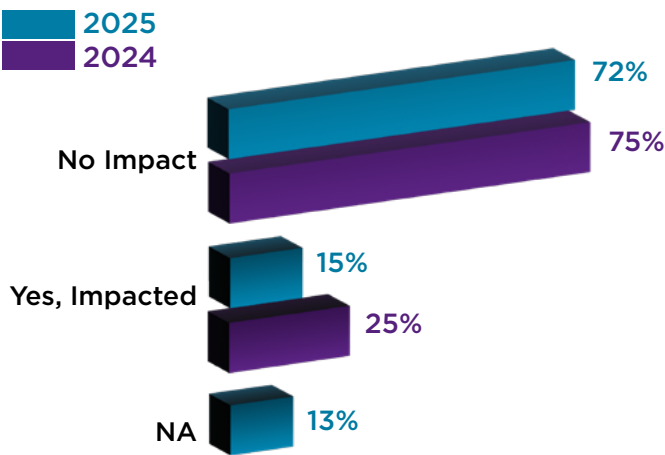
Managers found new ways to engage and manage hybrid teams, with the percentage increasing modestly from 21% to 26%, while those struggling remained steady at 25%. These results suggest gradual progress in hybrid leadership capability, indicating consistent support and training remain necessary.

In 2024, employee dissatisfaction was high, with 39% raising concerns about pay, benefits, or flexibility, and 28% at risk of quitting. By 2025, those numbers dropped to 17% and 7%, indicating improved satisfaction and retention—likely reflecting successful organizational responses and a more stable workforce.

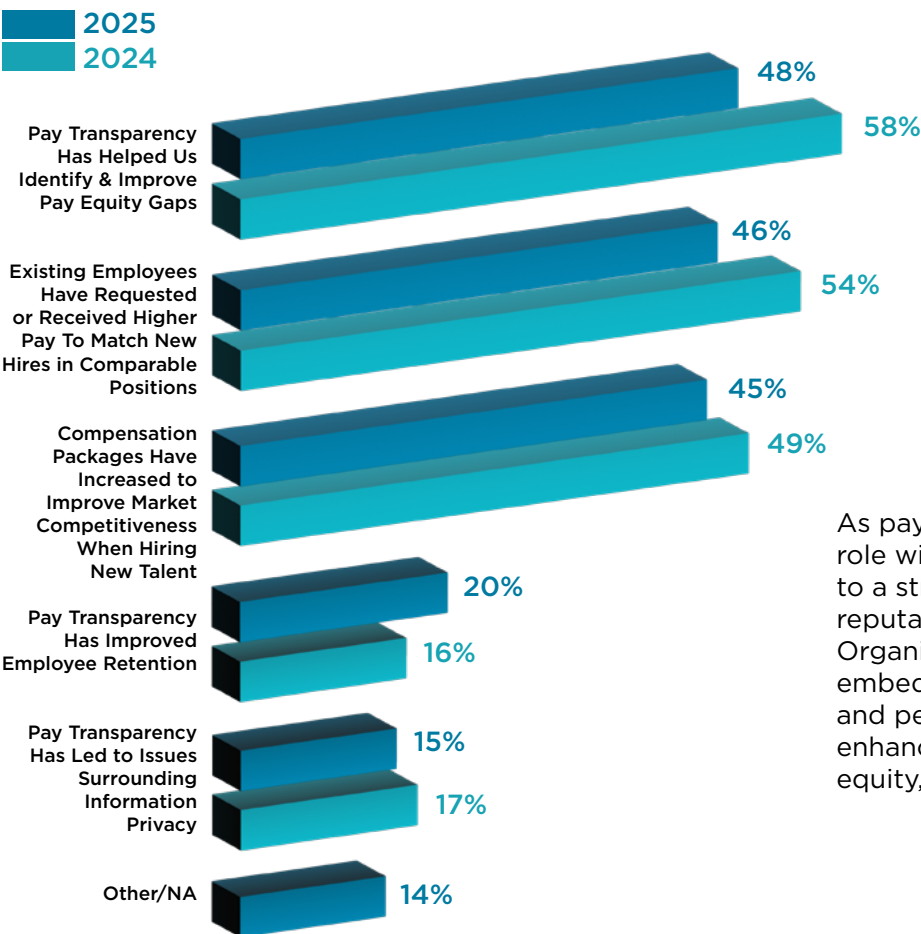
Sustaining productivity and morale will require renewed focus on employee experience, communication, and leadership development to maintain momentum in a maturing hybrid work environment.

Retention

Pay Transparency Impact on Recruitment & Retention



How Pay Transparency Regulations Have Impacted Organizations



The 2024–2025 benchmark data show that pay transparency has transitioned from a disruptive reform to a normalized organizational practice, with most companies now operating in a phase of stability, refinement, and strategic application.

Across both recruitment and internal operations, the influence of pay transparency has moderated year over year. The share of organizations reporting an overall impact declined from 25% in 2024 to 15% in 2025, indicating that many have successfully absorbed early challenges and established consistent compensation practices. Most organizations now report no significant impact on recruitment or retention outcomes, suggesting that transparency has been effectively integrated into standard HR and compensation frameworks.

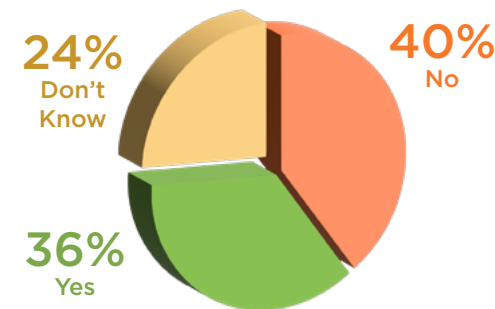
Within organizations, transparency-driven activities such as addressing pay equity gaps, responding to employee pay adjustment requests, and increasing pay packages to maintain market competitiveness have all declined. These reductions may reflect a shift from corrective action to maintenance mode. Concerns around pay information privacy decreased slightly, demonstrating greater organizational confidence in managing transparency responsibly.

As pay transparency continues to mature, its role will shift from compliance-driven reform to a strategic differentiator in employer reputation, fairness, and workforce trust. Organizations are expected to focus on embedding transparency into broader talent and performance strategies, using it to enhance employee confidence, internal equity, and long-term retention.

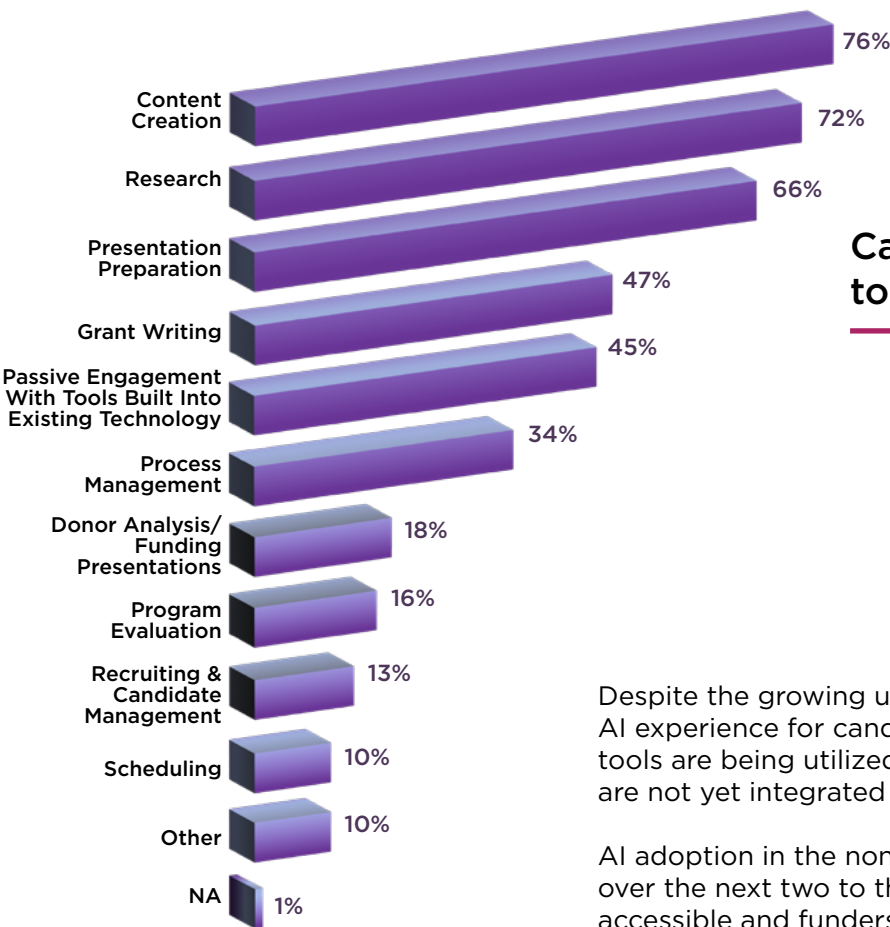
Respondents were allowed multiple selections.

Retention

Nonprofit Organizations Using AI To Fulfill Job Responsibilities



How Nonprofit Employees Are Using AI To Fulfill Job Responsibilities



Respondents were allowed multiple selections.

The data indicate that AI adoption within nonprofit organizations is emerging but uneven, with 36% currently using AI, 40% not using it, and 24% uncertain about its application. This reflects a sector in the early stages of adoption, where experimentation is occurring without full integration or strategic direction.

Nonprofits use AI primarily for content creation (76%), research (72%), and presentation preparation (66%), with moderate use in grant writing (47%) and process management (34%). Adoption in areas such as donor analysis (18%), program evaluation (16%), and recruiting (13%) remains limited. This pattern suggests that AI is serving primarily as a productivity and communication tool, rather than as a driver of data-informed decision-making or strategic planning.

Candidates Currently Required to Have AI Experience

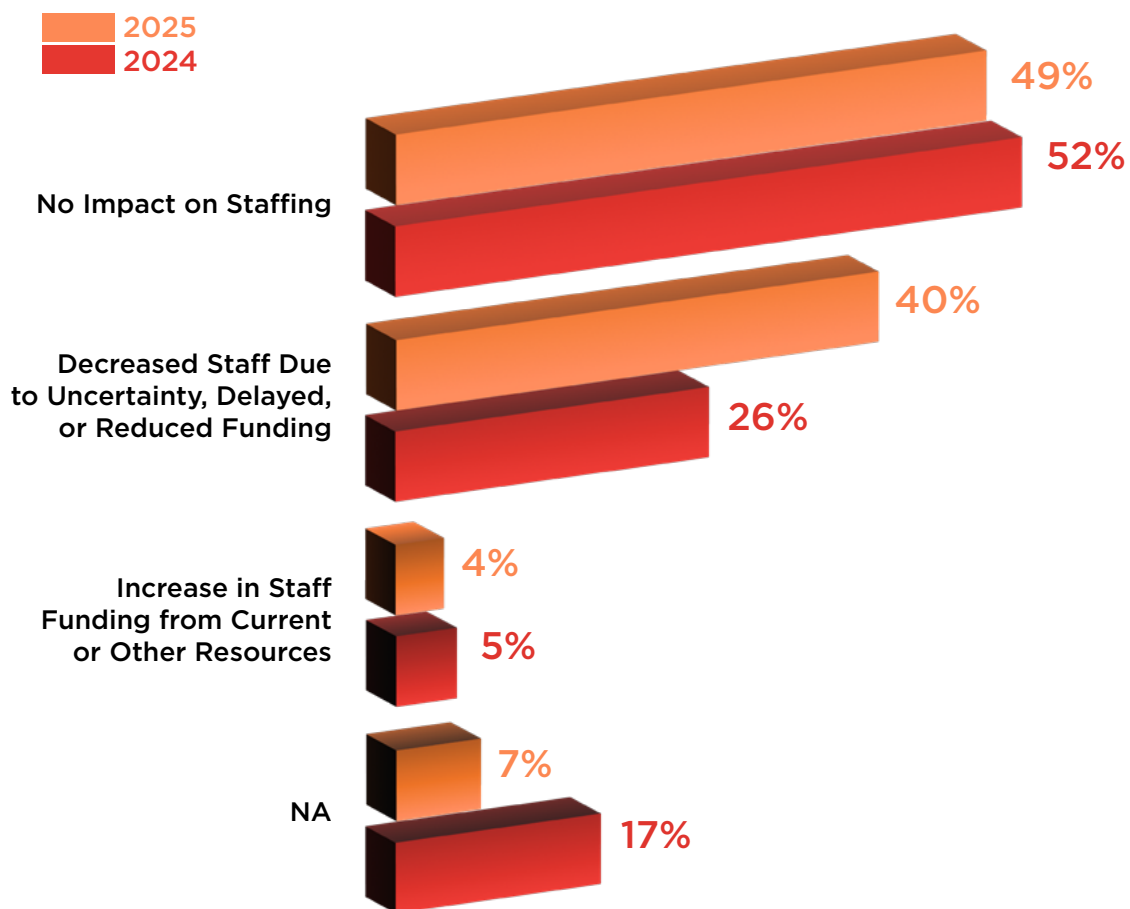


Despite the growing use of AI, 97% of nonprofits do not require AI experience for candidates. This highlights a skills gap—AI tools are being utilized, but expertise and formal expectations are not yet integrated into hiring or workforce development.

AI adoption in the nonprofit sector is expected to accelerate over the next two to three years as tools become more accessible and funders increasingly value efficiency and data-driven impact. Organizations that invest in AI literacy, ethical governance, and integrate it into their program strategy will gain a competitive edge in fundraising, donor engagement, and mission delivery. The transition from exploration to institutionalization will define the next phase of AI maturity in the nonprofit sector.

Retention

Impact of National/State Funding Changes on Staffing Levels



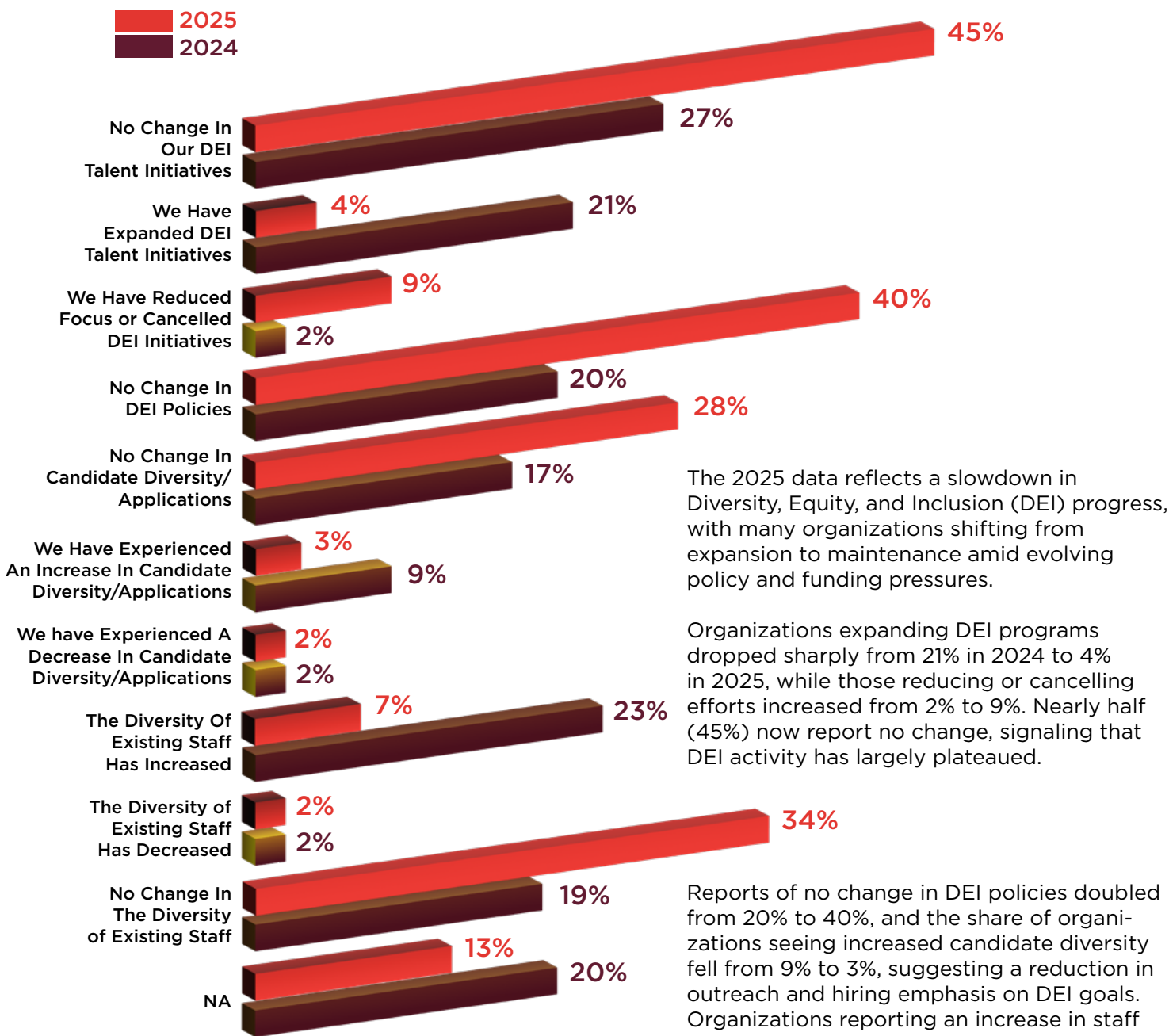
The 2025 data reveal an increasing trend of staffing instability across organizations, primarily driven by funding uncertainty and delayed financial support.

Nearly half of organizations (49% in 2025, down slightly from 52% in 2024) report no change in staffing levels, suggesting that while operational stability remains for many, pressures are mounting. Organizations experiencing staffing decreases rose sharply from 26% in 2024 to 40% in 2025, signaling heightened financial strain and resource limitations. This increase reflects delayed grant cycles, reduced donor activity, and broader economic caution, which are affecting workforce sustainability.

Only 4% of organizations reported increased staff funding, virtually unchanged from 2024, indicating minimal expansion capacity amid tightening budgets. As funding volatility persists, organizations will need to adopt more flexible staffing models, explore technology-enabled efficiency, and diversify their funding streams to maintain workforce capacity and deliver their mission. Proactive planning will be key to mitigating future staffing disruptions.

Retention

Impact of State/National/Institutional DEI Policy Changes



Respondents were allowed multiple selections.

The findings indicate a consolidation phase for DEI, as organizations maintain existing commitments but reduce active investment. To sustain progress amid shifting policy landscapes, organizations can embed inclusion into core operations and focus on data-driven accountability.

National Salary Ranges by Budget Size

JOB TITLE	Under \$2M	\$2.1 - \$10M	\$10.1 - \$20M	\$20.1 - \$50M	\$50.1 - \$100M	\$100.1 - \$250M	Greater than \$250M
CEO/PRESIDENT	\$125,000-\$134,000	\$180,000-\$189,000	\$255,000-\$264,000	\$325,000-\$334,000	\$355,000-\$364,000	\$460,000-\$469,000	\$500,000-\$509,000
EXECUTIVE DIRECTOR	\$115,000-\$124,000	\$155,000-\$164,000	\$200,000-\$209,000	\$200,000-\$209,000	\$190,000-\$199,000	\$185,000-\$194,000	\$250,000-\$259,000
CHIEF OF STAFF	\$60,000-\$69,000	\$110,000-\$119,000	\$115,000-\$124,000	\$150,000-\$159,000	\$165,000-\$174,000	\$250,000-\$259,000	\$350,000-\$359,000
VICE PRESIDENT/COO	\$95,000-\$104,000	\$125,000-\$134,000	\$180,000-\$189,000	\$220,000-\$229,000	\$210,000-\$219,000	\$260,000-\$269,000	\$360,000-\$369,000
CFO/VP FINANCE	\$50,000-\$59,000	\$130,000-\$139,000	\$180,000-\$189,000	\$200,000-\$209,000	\$225,000-\$234,000	\$335,000-\$344,000	\$350,000-\$359,000
DIRECTOR OF FINANCE	\$85,000-\$94,000	\$105,000-\$114,000	\$130,000-\$139,000	\$145,000-\$154,000	\$155,000-\$164,000	\$180,000-\$189,000	\$230,000-\$239,000
CONTROLLER	Volunteer	\$90,000-\$99,000	\$110,000-\$119,000	\$135,000-\$144,000	\$130,000-\$139,000	\$200,000-\$209,000	\$190,000-\$199,000
ACCOUNTANT	\$55,000-\$64,000	\$70,000-\$79,000	\$80,000-\$89,000	\$85,000-\$94,000	\$80,000-\$89,000	\$100,000-\$109,000	\$85,000-\$94,000
BOOKKEEPER	\$45,000-\$54,000	\$60,000-\$69,000	\$60,000-\$69,000	\$65,000-\$74,000	\$60,000-\$69,000	\$55,000-\$64,000	\$75,000-\$84,000
VP/CHIEF DEVELOPMENT OFFICER	\$100,000-\$109,000	\$130,000-\$139,000	\$185,000-\$194,000	\$170,000-\$179,000	\$210,000-\$219,000	\$220,000-\$229,000	\$310,000-\$319,000
MAJOR GIFTS OFFICER	\$95,000-\$104,000	\$95,000-\$104,000	\$125,000-\$134,000	\$120,000-\$129,000	\$155,000-\$164,000	\$180,000-\$189,000	\$150,000-\$159,000
DIRECTOR, DEVELOPMENT	\$85,000-\$94,000	\$100,000-\$109,000	\$115,000-\$124,000	\$125,000-\$134,000	\$140,000-\$149,000	\$160,000-\$169,000	\$175,000-\$184,000
DIRECTOR, MAJOR GIFTS/CORPORATE GIVING	\$70,000-\$79,000	\$80,000-\$89,000	\$105,000-\$114,000	\$120,000-\$129,000	\$140,000-\$149,000	\$100,000-\$109,000	\$190,000-\$199,000
DIRECTOR, EVENTS	\$60,000-\$69,000	\$70,000-\$79,000	\$95,000-\$104,000	\$100,000-\$109,000	\$100,000-\$109,000	\$115,000-\$124,000	\$110,000-\$119,000
GRANTS ADMINISTRATOR	\$70,000-\$79,000	\$70,000-\$79,000	\$70,000-\$79,000	\$95,000-\$104,000	\$100,000-\$109,000	\$110,000-\$119,000	\$120,000-\$129,000
GRANTS WRITER	\$50,000-\$59,000	\$65,000-\$74,000	\$80,000-\$89,000	\$75,000-\$84,000	\$80,000-\$89,000	\$90,000-\$99,000	\$75,000-\$84,000
DEVELOPMENT MANAGER	\$60,000-\$69,000	\$70,000-\$79,000	\$70,000-\$79,000	\$90,000-\$99,000	\$100,000-\$109,000	\$110,000-\$119,000	\$125,000-\$134,000
VP/CHIEF HR OFFICER	\$100,000-\$109,000	\$105,000-\$114,000	\$140,000-\$149,000	\$160,000-\$169,000	\$190,000-\$199,000	\$275,000-\$284,000	\$320,000-\$329,000
DIRECTOR, HR	\$75,000-\$84,000	\$100,000-\$109,000	\$110,000-\$119,000	\$125,000-\$134,000	\$130,000-\$139,000	\$165,000-\$174,000	\$190,000-\$199,000
DIRECTOR, TALENT ACQUISITION	Volunteer	\$110,000-\$119,000	\$80,000-\$89,000	\$70,000-\$79,000	\$110,000-\$119,000	\$140,000-\$149,000	\$145,000-\$154,000
DIRECTOR, BENEFITS/REWARDS	Volunteer	\$95,000-\$104,000	\$85,000-\$94,000	\$95,000-\$104,000	\$90,000-\$99,000	\$120,000-\$129,000	\$170,000-\$179,000
EMPLOYEE EXPERIENCE/TALENT MANAGEMENT	Volunteer	\$80,000-\$89,000	\$65,000-\$74,000	\$90,000-\$99,000	\$90,000-\$99,000	\$130,000-\$139,000	\$115,000-\$124,000
HR MANAGER	\$60,000-\$69,000	\$70,000-\$79,000	\$80,000-\$89,000	\$90,000-\$99,000	\$85,000-\$94,000	\$100,000-\$109,000	\$105,000-\$114,000
VP/CHIEF MARKETING OFFICER	\$140,000-\$149,000	\$145,000-\$154,000	\$170,000-\$179,000	\$200,000-\$209,000	\$175,000-\$184,000	\$215,000-\$224,000	\$285,000-\$294,000
DIRECTOR, MARKETING (AND/OR PR)	\$70,000-\$79,000	\$100,000-\$109,000	\$110,000-\$119,000	\$125,000-\$134,000	\$120,000-\$129,000	\$160,000-\$169,000	\$175,000-\$184,000
MARKETING MANAGER	\$55,000-\$64,000	\$70,000-\$79,000	\$70,000-\$79,000	\$100,000-\$109,000	\$90,000-\$99,000	\$120,000-\$129,000	\$100,000-\$109,000
WEBSITE MANAGER/ONLINE GIVING	\$50,000-\$59,000	\$65,000-\$74,000	\$75,000-\$84,000	\$85,000-\$94,000	\$85,000-\$94,000	\$75,000-\$84,000	\$80,000-\$89,000
VP/CHIEF PROGRAMS OFFICER	\$105,000-\$114,000	\$125,000-\$134,000	\$185,000-\$194,000	\$185,000-\$194,000	\$205,000-\$214,000	\$245,000-\$254,000	\$310,000-\$319,000
DIRECTOR, PROGRAMS	\$80,000-\$89,000	\$95,000-\$104,000	\$120,000-\$129,000	\$125,000-\$134,000	\$100,000-\$109,000	\$120,000-\$129,000	\$180,000-\$189,000
PROGRAM MANAGER	\$65,000-\$74,000	\$70,000-\$79,000	\$80,000-\$89,000	\$85,000-\$94,000	\$85,000-\$94,000	\$85,000-\$94,000	\$85,000-\$94,000
PROGRAM ASSOCIATE	\$50,000-\$59,000	\$55,000-\$64,000	\$60,000-\$69,000	\$65,000-\$74,000	\$60,000-\$69,000	\$70,000-\$79,000	\$65,000-\$74,000
VP/CHIEF INFORMATION/TECHNOLOGY OFFICER	Volunteer	\$130,000-\$139,000	\$145,000-\$154,000	\$165,000-\$174,000	\$190,000-\$199,000	\$240,000-\$249,000	\$300,000-\$309,000
DIRECTOR, IT	\$80,000-\$89,000	\$90,000-\$99,000	\$115,000-\$124,000	\$130,000-\$139,000	\$140,000-\$149,000	\$175,000-\$184,000	\$190,000-\$199,000
DATABASE ARCHITECT	Volunteer	\$70,000-\$79,000	\$90,000-\$99,000	\$120,000-\$129,000	\$90,000-\$99,000	\$180,000-\$189,000	\$120,000-\$129,000
DATABASE ADMINISTRATOR	\$55,000-\$64,000	\$75,000-\$84,000	\$75,000-\$84,000	\$85,000-\$94,000	\$90,000-\$99,000	\$125,000-\$134,000	\$125,000-\$134,000
DATABASE/CRM MANAGER	\$60,000-\$69,000	\$70,000-\$79,000	\$85,000-\$94,000	\$85,000-\$94,000	\$100,000-\$109,000	\$100,000-\$109,000	\$100,000-\$109,000

Volunteer = Duties filled by a non-paid individual or consolidated within another title. / Asterisk = Responses below threshold for statistical significance.

NORTHEAST REGION: Salary Ranges by Budget Size

Salary regions correspond with the U.S. Census Bureau Regions. Refer to page 26 to view the states included in each regional area.

JOB TITLE	Under \$2M	\$2.1 - \$10M	\$10.1 - \$20M	\$20.1 - \$50M	\$50.1 - \$100M	\$100.1 - \$250M	Greater than \$250M
CEO/PRESIDENT	\$115,000-\$124,000	\$200,000-\$209,000	\$310,000-\$319,000	\$345,000-\$354,000	\$300,000-\$309,000	\$455,000-\$464,000	\$500,000-\$509,000
EXECUTIVE DIRECTOR	\$125,000-\$134,000	\$175,000-\$184,000	\$240,000-\$249,000	\$210,000-\$219,000	\$190,000-\$199,000	\$200,000-\$209,000	\$315,000-\$324,000
CHIEF OF STAFF	\$80,000-\$89,000	\$120,000-\$129,000	\$120,000-\$129,000	\$145,000-\$154,000	\$165,000-\$174,000	\$250,000-\$259,000	\$350,000-\$359,000
VICE PRESIDENT/COO	\$90,000-\$99,000	\$150,000-\$159,000	\$205,000-\$214,000	\$230,000-\$239,000	\$205,000-\$214,000	\$250,000-\$259,000	\$420,000-\$429,000
CFO/VP FINANCE	\$10,000-\$19,000	\$130,000-\$139,000	\$195,000-\$204,000	\$205,000-\$214,000	\$190,000-\$199,000	\$275,000-\$284,000	\$480,000-\$489,000
DIRECTOR OF FINANCE	\$90,000-\$99,000	\$120,000-\$129,000	\$150,000-\$159,000	\$150,000-\$159,000	\$135,000-\$144,000	\$170,000-\$179,000	\$230,000-\$239,000
CONTROLLER	Volunteer	\$100,000-\$109,000	\$145,000-\$154,000	\$135,000-\$144,000	\$130,000-\$139,000	\$190,000-\$199,000	\$160,000-\$169,000
ACCOUNTANT	\$75,000-\$84,000	\$70,000-\$79,000	\$90,000-\$99,000	\$85,000-\$94,000	\$75,000-\$84,000	\$100,000-\$109,000	\$85,000-\$94,000
BOOKKEEPER	\$50,000-\$59,000	\$60,000-\$69,000	\$60,000-\$69,000	\$65,000-\$74,000	\$65,000-\$74,000	\$110,000-\$119,000	\$75,000-\$84,000
VP/CHIEF DEVELOPMENT OFFICER	*	\$165,000-\$174,000	\$200,000-\$209,000	\$215,000-\$224,000	\$210,000-\$219,000	\$260,000-\$269,000	\$300,000-\$309,000
MAJOR GIFTS OFFICER	\$55,000-\$64,000	\$125,000-\$134,000	\$130,000-\$139,000	\$110,000-\$119,000	\$155,000-\$164,000	\$180,000-\$189,000	\$220,000-\$229,000
DIRECTOR, DEVELOPMENT	\$90,000-\$99,000	\$110,000-\$119,000	\$130,000-\$139,000	\$140,000-\$149,000	\$115,000-\$124,000	\$185,000-\$194,000	\$175,000-\$184,000
DIRECTOR, MAJOR GIFTS/CORPORATE GIVING	*	\$80,000-\$89,000	\$105,000-\$114,000	\$105,000-\$114,000	\$115,000-\$124,000	\$120,000-\$129,000	\$220,000-\$229,000
DIRECTOR, EVENTS	\$65,000-\$74,000	\$85,000-\$94,000	\$95,000-\$104,000	\$125,000-\$134,000	\$85,000-\$94,000	\$140,000-\$149,000	\$120,000-\$129,000
GRANTS ADMINISTRATOR	*	\$70,000-\$79,000	\$75,000-\$84,000	\$105,000-\$114,000	\$115,000-\$124,000	\$120,000-\$129,000	\$120,000-\$129,000
GRANTS WRITER	\$50,000-\$59,000	\$70,000-\$79,000	\$80,000-\$89,000	\$90,000-\$99,000	\$80,000-\$89,000	\$115,000-\$124,000	\$105,000-\$114,000
DEVELOPMENT MANAGER	\$55,000-\$64,000	\$75,000-\$84,000	\$70,000-\$79,000	\$95,000-\$104,000	\$100,000-\$109,000	\$120,000-\$129,000	\$125,000-\$134,000
VP/CHIEF HR OFFICER	\$100,000-\$109,000	\$150,000-\$159,000	\$150,000-\$159,000	\$200,000-\$209,000	\$170,000-\$179,000	\$250,000-\$259,000	\$320,000-\$329,000
DIRECTOR, HR	\$85,000-\$94,000	\$105,000-\$114,000	\$120,000-\$129,000	\$125,000-\$134,000	\$125,000-\$134,000	\$170,000-\$179,000	\$190,000-\$199,000
DIRECTOR, TALENT ACQUISITION	Volunteer	\$165,000-\$174,000	\$75,000-\$84,000	\$70,000-\$79,000	\$100,000-\$109,000	\$145,000-\$154,000	\$160,000-\$169,000
DIRECTOR, BENEFITS/REWARDS	Volunteer	\$75,000-\$84,000	\$105,000-\$114,000	\$95,000-\$104,000	\$85,000-\$94,000	\$130,000-\$139,000	\$215,000-\$224,000
EMPLOYEE EXPERIENCE/TALENT MANAGEMENT	Volunteer	\$65,000-\$74,000	\$85,000-\$94,000	\$85,000-\$94,000	\$90,000-\$99,000	\$150,000-\$159,000	\$100,000-\$109,000
HR MANAGER	\$50,000-\$59,000	\$65,000-\$74,000	\$80,000-\$89,000	\$90,000-\$99,000	\$85,000-\$94,000	\$100,000-\$109,000	\$105,000-\$114,000
VP/CHIEF MARKETING OFFICER	*	\$150,000-\$159,000	\$170,000-\$179,000	\$240,000-\$249,000	\$135,000-\$144,000	\$220,000-\$229,000	\$230,000-\$239,000
DIRECTOR, MARKETING (AND/OR PR)	\$70,000-\$79,000	\$110,000-\$119,000	\$120,000-\$129,000	\$125,000-\$134,000	\$120,000-\$129,000	\$160,000-\$169,000	\$200,000-\$209,000
MARKETING MANAGER	\$50,000-\$59,000	\$65,000-\$74,000	\$75,000-\$84,000	\$80,000-\$89,000	\$95,000-\$104,000	\$120,000-\$129,000	\$105,000-\$114,000
WEBSITE MANAGER/ ONLINE GIVING	\$55,000-\$64,000	\$65,000-\$74,000	\$80,000-\$89,000	\$80,000-\$89,000	\$85,000-\$94,000	\$140,000-\$149,000	\$100,000-\$109,000
VP/CHIEF PROGRAMS OFFICER	\$100,000-\$109,000	\$160,000-\$169,000	\$185,000-\$194,000	\$200,000-\$209,000	\$190,000-\$199,000	\$225,000-\$234,000	\$275,000-\$284,000
DIRECTOR, PROGRAMS	\$80,000-\$89,000	\$100,000-\$109,000	\$125,000-\$134,000	\$125,000-\$134,000	\$95,000-\$104,000	\$155,000-\$164,000	\$180,000-\$189,000
PROGRAM MANAGER	\$65,000-\$74,000	\$75,000-\$84,000	\$85,000-\$94,000	\$80,000-\$89,000	\$85,000-\$94,000	\$95,000-\$104,000	\$95,000-\$104,000
PROGRAM ASSOCIATE	\$55,000-\$64,000	\$60,000-\$69,000	\$65,000-\$74,000	\$65,000-\$74,000	\$70,000-\$79,000	\$70,000-\$79,000	\$75,000-\$84,000
VP/CHIEF INFORMATION/TECHNOLOGY OFFICER	Volunteer	\$260,000-\$269,000	\$140,000-\$149,000	\$135,000-\$144,000	\$160,000-\$169,000	\$250,000-\$259,000	\$300,000-\$309,000
DIRECTOR, IT	\$70,000-\$79,000	\$95,000-\$104,000	\$150,000-\$159,000	\$130,000-\$139,000	\$115,000-\$124,000	\$175,000-\$184,000	\$195,000-\$204,000
DATABASE ARCHITECT	Volunteer	*	*	\$85,000-\$94,000	\$100,000-\$109,000	\$180,000-\$189,000	\$115,000-\$124,000
DATABASE ADMINISTRATOR	\$55,000-\$64,000	\$80,000-\$89,000	\$70,000-\$79,000	\$85,000-\$94,000	\$80,000-\$89,000	\$105,000-\$114,000	\$140,000-\$149,000
DATABASE/CRM MANAGER	\$65,000-\$74,000	\$70,000-\$79,000	\$75,000-\$84,000	\$80,000-\$89,000	\$95,000-\$104,000	\$170,000-\$179,000	\$100,000-\$119,000

Volunteer = Duties filled by a non-paid individual or consolidated within another title. | Asterisk = Responses below threshold for statistical significance.

SOUTH REGION: Salary Ranges by Budget Size

Salary regions correspond with the U.S. Census Bureau Regions. Refer to page 26 to view the states included in each regional area.

JOB TITLE	Under \$2M	\$2.1 - \$10M	\$10.1 - \$20M	\$20.1 - \$50M	\$50.1 - \$100M	\$100.1 - \$250M	Greater than \$250M
CEO/PRESIDENT	\$140,000-\$149,000	\$175,000-\$184,000	\$245,000-\$254,000	\$300,000-\$309,000	\$490,000-\$499,000	\$450,000-\$459,000	\$475,000-\$484,000
EXECUTIVE DIRECTOR	\$100,000-\$109,000	\$135,000-\$144,000	\$165,000-\$174,000	\$175,000-\$184,000	\$175,000-\$184,000	\$150,000-\$159,000	\$210,000-\$219,000
CHIEF OF STAFF	\$55,000-\$64,000	\$70,000-\$79,000	\$105,000-\$114,000	\$130,000-\$139,000	\$130,000-\$139,000	\$235,000-\$244,000	*
VICE PRESIDENT/COO	\$100,000-\$109,000	\$120,000-\$129,000	\$150,000-\$159,000	\$210,000-\$219,000	\$245,000-\$254,000	\$260,000-\$269,000	\$350,000-\$359,000
CFO/VP FINANCE	\$55,000-\$64,000	\$140,000-\$149,000	\$160,000-\$169,000	\$200,000-\$209,000	\$250,000-\$259,000	\$375,000-\$384,000	\$290,000-\$299,000
DIRECTOR OF FINANCE	\$70,000-\$79,000	\$85,000-\$94,000	\$105,000-\$114,000	\$110,000-\$119,000	\$155,000-\$164,000	\$210,000-\$219,000	\$200,000-\$209,000
CONTROLLER	Volunteer	\$85,000-\$94,000	\$85,000-\$94,000	\$165,000-\$174,000	\$150,000-\$159,000	\$205,000-\$214,000	\$200,000-\$209,000
ACCOUNTANT	\$35,000-\$44,000	\$60,000-\$69,000	\$65,000-\$74,000	\$85,000-\$94,000	\$80,000-\$89,000	\$60,000-\$69,000	\$65,000-\$74,000
BOOKKEEPER	\$35,000-\$44,000	\$55,000-\$64,000	\$50,000-\$59,000	\$70,000-\$79,000	\$60,000-\$69,000	\$50,000-\$59,000	*
VP/CHIEF DEVELOPMENT OFFICER	\$100,000-\$109,000	\$120,000-\$129,000	\$145,000-\$154,000	\$165,000-\$174,000	\$260,000-\$269,000	\$220,000-\$229,000	\$320,000-\$329,000
MAJOR GIFTS OFFICER	\$95,000-\$104,000	\$90,000-\$99,000	\$80,000-\$89,000	\$115,000-\$124,000	\$195,000-\$204,000	*	\$110,000-\$119,000
DIRECTOR, DEVELOPMENT	\$80,000-\$89,000	\$95,000-\$104,000	\$85,000-\$94,000	\$125,000-\$134,000	\$170,000-\$179,000	\$170,000-\$179,000	\$175,000-\$184,000
DIRECTOR, MAJOR GIFTS/CORPORATE GIVING	*	\$80,000-\$89,000	\$65,000-\$74,000	\$125,000-\$134,000	\$160,000-\$169,000	*	\$140,000-\$149,000
DIRECTOR, EVENTS	\$60,000-\$69,000	\$60,000-\$69,000	\$80,000-\$89,000	\$90,000-\$99,000	\$95,000-\$104,000	\$85,000-\$94,000	\$100,000-\$109,000
GRANTS ADMINISTRATOR	\$40,000-\$49,000	\$70,000-\$79,000	\$55,000-\$64,000	\$70,000-\$79,000	\$95,000-\$104,000	\$70,000-\$79,000	*
GRANTS WRITER	\$50,000-\$59,000	\$55,000-\$64,000	\$80,000-\$89,000	\$55,000-\$64,000	\$80,000-\$89,000	\$60,000-\$69,000	*
DEVELOPMENT MANAGER	\$60,000-\$69,000	\$60,000-\$69,000	\$65,000-\$74,000	\$70,000-\$79,000	\$90,000-\$99,000	\$115,000-\$124,000	\$115,000-\$124,000
VP/CHIEF HR OFFICER	\$105,000-\$114,000	\$135,000-\$144,000	\$155,000-\$164,000	\$155,000-\$164,000	\$250,000-\$259,000	\$275,000-\$284,000	\$280,000-\$289,000
DIRECTOR, HR	\$75,000-\$84,000	\$85,000-\$94,000	\$110,000-\$119,000	\$140,000-\$149,000	\$160,000-\$169,000	\$130,000-\$139,000	\$130,000-\$139,000
DIRECTOR, TALENT ACQUISITION	Volunteer	*	\$95,000-\$104,000	*	\$150,000-\$159,000	\$130,000-\$139,000	\$130,000-\$139,000
DIRECTOR, BENEFITS/REWARDS	Volunteer	\$80,000-\$89,000	\$60,000-\$69,000	*	\$120,000-\$129,000	\$95,000-\$104,000	\$140,000-\$149,000
EMPLOYEE EXPERIENCE/TALENT MANAGEMENT	Volunteer	\$55,000-\$64,000	\$60,000-\$69,000	\$80,000-\$89,000	*	*	*
HR MANAGER	\$60,000-\$69,000	\$55,000-\$64,000	\$90,000-\$99,000	\$95,000-\$104,000	\$85,000-\$94,000	\$80,000-\$89,000	*
VP/CHIEF MARKETING OFFICER	\$140,000-\$149,000	\$140,000-\$149,000	\$150,000-\$159,000	\$155,000-\$164,000	\$195,000-\$204,000	\$155,000-\$164,000	\$290,000-\$299,000
DIRECTOR, MARKETING (AND/OR PR)	\$70,000-\$79,000	\$80,000-\$89,000	\$110,000-\$119,000	\$115,000-\$124,000	\$115,000-\$124,000	\$160,000-\$169,000	\$125,000-\$134,000
MARKETING MANAGER	\$60,000-\$69,000	\$60,000-\$69,000	\$60,000-\$69,000	\$85,000-\$94,000	\$90,000-\$99,000	\$75,000-\$84,000	\$80,000-\$89,000
WEBSITE MANAGER/ ONLINE GIVING	\$35,000-\$44,000	\$55,000-\$64,000	\$75,000-\$84,000	\$95,000-\$104,000	\$105,000-\$114,000	*	*
VP/CHIEF PROGRAMS OFFICER	\$130,000-\$139,000	\$100,000-\$109,000	\$200,000-\$209,000	\$200,000-\$209,000	\$230,000-\$239,000	\$275,000-\$284,000	\$350,000-\$359,000
DIRECTOR, PROGRAMS	\$70,000-\$79,000	\$85,000-\$94,000	\$120,000-\$129,000	\$140,000-\$149,000	\$120,000-\$129,000	\$105,000-\$114,000	\$125,000-\$134,000
PROGRAM MANAGER	\$55,000-\$64,000	\$70,000-\$79,000	\$65,000-\$74,000	\$105,000-\$114,000	\$80,000-\$89,000	\$80,000-\$89,000	*
PROGRAM ASSOCIATE	\$50,000-\$59,000	\$50,000-\$59,000	\$55,000-\$64,000	\$70,000-\$79,000	\$55,000-\$64,000	\$65,000-\$74,000	*
VP/CHIEF INFORMATION/TECHNOLOGY OFFICER	Volunteer	*	\$150,000-\$159,000	\$180,000-\$189,000	\$260,000-\$269,000	\$265,000-\$274,000	\$295,000-\$304,000
DIRECTOR, IT	*	\$80,000-\$89,000	\$95,000-\$104,000	\$125,000-\$134,000	\$140,000-\$149,000	\$175,000-\$184,000	\$180,000-\$189,000
DATABASE ARCHITECT	Volunteer	*	\$55,000-\$64,000	\$110,000-\$119,000	\$95,000-\$104,000	\$105,000-\$114,000	\$120,000-\$129,000
DATABASE ADMINISTRATOR	\$50,000-\$59,000	\$50,000-\$59,000	\$55,000-\$64,000	\$110,000-\$119,000	\$90,000-\$99,000	\$125,000-\$134,000	\$110,000-\$119,000
DATABASE/CRM MANAGER	\$50,000-\$59,000	\$70,000-\$79,000	\$65,000-\$74,000	\$110,000-\$119,000	*	*	\$90,000-\$99,000

Volunteer = Duties filled by a non-paid individual or consolidated within another title. | Asterisk = Responses below threshold for statistical significance.

MIDWEST REGION: Salary Ranges by Budget Size

Salary regions correspond with the U.S. Census Bureau Regions. Refer to page 26 to view the states included in each regional area.

JOB TITLE	Under \$2M	\$2.1 - \$10M	\$10.1 - \$20M	\$20.1 - \$50M	\$50.1 - \$100M	\$100.1 - \$250M	Greater than \$250M
CEO/PRESIDENT	\$95,000-\$104,000	\$180,000-\$189,000	\$220,000-\$229,000	\$235,000-\$244,000	\$440,000-\$449,000	\$500,000-\$509,000	\$500,000-\$509,000
EXECUTIVE DIRECTOR	\$95,000-\$104,000	\$150,000-\$159,000	\$155,000-\$164,000	\$110,000-\$119,000	\$215,000-\$224,000	\$180,000-\$189,000	*
CHIEF OF STAFF	Volunteer	\$100,000-\$109,000	*	\$110,000-\$119,000	\$200,000-\$209,000	\$420,000-\$429,000	*
VICE PRESIDENT/COO	\$75,000-\$84,000	\$120,000-\$129,000	\$150,000-\$159,000	\$155,000-\$164,000	\$245,000-\$254,000	\$325,000-\$334,000	\$370,000-\$379,000
CFO/VP FINANCE	Volunteer	\$110,000-\$119,000	\$150,000-\$159,000	\$150,000-\$159,000	\$250,000-\$259,000	\$365,000-\$374,000	\$350,000-\$359,000
DIRECTOR OF FINANCE	\$70,000-\$79,000	\$95,000-\$104,000	\$100,000-\$109,000	\$100,000-\$109,000	\$120,000-\$129,000	\$180,000-\$189,000	*
CONTROLLER	Volunteer	\$90,000-\$99,000	\$100,000-\$109,000	\$105,000-\$114,000	\$135,000-\$144,000	\$205,000-\$214,000	\$301,000-\$310,000
ACCOUNTANT	\$65,000-\$74,000	\$65,000-\$74,000	\$70,000-\$79,000	\$75,000-\$84,000	\$90,000-\$99,000	\$80,000-\$89,000	\$137,000-\$146,000
BOOKKEEPER	\$45,000-\$54,000	\$50,000-\$59,000	\$55,000-\$64,000	\$60,000-\$69,000	\$60,000-\$69,000	\$55,000-\$64,000	*
VP/CHIEF DEVELOPMENT OFFICER	\$150,000-\$159,000	\$125,000-\$134,000	\$135,000-\$144,000	\$120,000-\$129,000	\$250,000-\$259,000	\$175,000-\$184,000	*
MAJOR GIFTS OFFICER	Volunteer	\$85,000-\$94,000	\$100,000-\$109,000	\$70,000-\$79,000	\$140,000-\$149,000	*	*
DIRECTOR, DEVELOPMENT	\$85,000-\$94,000	\$100,000-\$109,000	\$95,000-\$104,000	\$75,000-\$84,000	\$150,000-\$159,000	*	*
DIRECTOR, MAJOR GIFTS/CORPORATE GIVING	Volunteer	\$85,000-\$94,000	\$120,000-\$129,000	\$90,000-\$99,000	\$135,000-\$144,000	*	*
DIRECTOR, EVENTS	\$65,000-\$74,000	\$80,000-\$89,000	\$75,000-\$84,000	\$55,000-\$64,000	\$90,000-\$99,000	*	*
GRANTS ADMINISTRATOR	\$100,000-\$109,000	\$70,000-\$79,000	\$65,000-\$74,000	\$75,000-\$84,000	\$75,000-\$84,000	*	\$201,000-\$210,000
GRANTS WRITER	\$60,000-\$69,000	\$50,000-\$59,000	\$60,000-\$69,000	\$70,000-\$79,000	\$60,000-\$69,000	*	*
DEVELOPMENT MANAGER	\$65,000-\$74,000	\$60,000-\$69,000	\$65,000-\$74,000	\$80,000-\$89,000	\$100,000-\$109,000	*	*
VP/CHIEF HR OFFICER	Volunteer	\$100,000-\$109,000	\$110,000-\$119,000	\$125,000-\$134,000	\$200,000-\$209,000	\$335,000-\$344,000	\$375,000-\$384,000
DIRECTOR, HR	\$85,000-\$94,000	\$95,000-\$104,000	\$100,000-\$109,000	\$100,000-\$109,000	\$145,000-\$154,000	*	\$250,000-\$259,000
DIRECTOR, TALENT ACQUISITION	Volunteer	*	*	*	\$140,000-\$149,000	*	*
DIRECTOR, BENEFITS/REWARDS	Volunteer	*	\$125,000-\$134,000	*	*	*	\$200,000-\$209,000
EMPLOYEE EXPERIENCE/TALENT MANAGEMENT	Volunteer	*	\$65,000-\$74,000	\$95,000-\$104,000	*	*	\$200,000-\$209,000
HR MANAGER	\$60,000-\$69,000	\$65,000-\$74,000	\$70,000-\$79,000	\$70,000-\$79,000	\$70,000-\$79,000	*	*
VP/CHIEF MARKETING OFFICER	Volunteer	\$130,000-\$139,000	\$110,000-\$119,000	\$105,000-\$114,000	\$200,000-\$209,000	\$180,000-\$189,000	*
DIRECTOR, MARKETING (AND/OR PR)	\$60,000-\$69,000	\$90,000-\$99,000	\$105,000-\$114,000	\$85,000-\$94,000	\$115,000-\$124,000	*	*
MARKETING MANAGER	\$55,000-\$64,000	\$70,000-\$79,000	\$70,000-\$79,000	\$70,000-\$79,000	\$95,000-\$104,000	*	*
WEBSITE MANAGER/ONLINE GIVING	Volunteer	\$65,000-\$74,000	\$50,000-\$59,000	\$65,000-\$74,000	\$60,000-\$69,000	*	*
VP/CHIEF PROGRAMS OFFICER	Volunteer	\$100,000-\$109,000	\$135,000-\$144,000	\$125,000-\$134,000	\$180,000-\$189,000	\$260,000-\$269,000	\$320,000-\$329,000
DIRECTOR, PROGRAMS	\$70,000-\$79,000	\$90,000-\$99,000	\$100,000-\$109,000	\$90,000-\$99,000	\$90,000-\$99,000	*	\$225,000-\$234,000
PROGRAM MANAGER	\$60,000-\$69,000	\$60,000-\$69,000	\$75,000-\$84,000	\$70,000-\$79,000	\$65,000-\$74,000	*	*
PROGRAM ASSOCIATE	\$45,000-\$54,000	\$50,000-\$59,000	\$50,000-\$59,000	\$55,000-\$64,000	\$60,000-\$69,000	*	*
VP/CHIEF INFORMATION/TECHNOLOGY OFFICER	Volunteer	\$125,000-\$134,000	\$200,000-\$209,000	\$95,000-\$104,000	\$250,000-\$259,000	\$185,000-\$194,000	*
DIRECTOR, IT	*	\$85,000-\$94,000	\$90,000-\$99,000	\$100,000-\$109,000	\$175,000-\$184,000	*	*
DATABASE ARCHITECT	Volunteer	\$55,000-\$64,000	\$115,000-\$124,000	*	*	*	*
DATABASE ADMINISTRATOR	\$55,000-\$64,000	\$80,000-\$89,000	\$85,000-\$94,000	\$85,000-\$94,000	\$80,000-\$89,000	*	*
DATABASE/CRM MANAGER	*	\$60,000-\$69,000	\$110,000-\$119,000	\$80,000-\$89,000	\$95,000-\$104,000	*	*

Volunteer = Duties filled by a non-paid individual or consolidated within another title. | Asterisk = Responses below threshold for statistical significance.

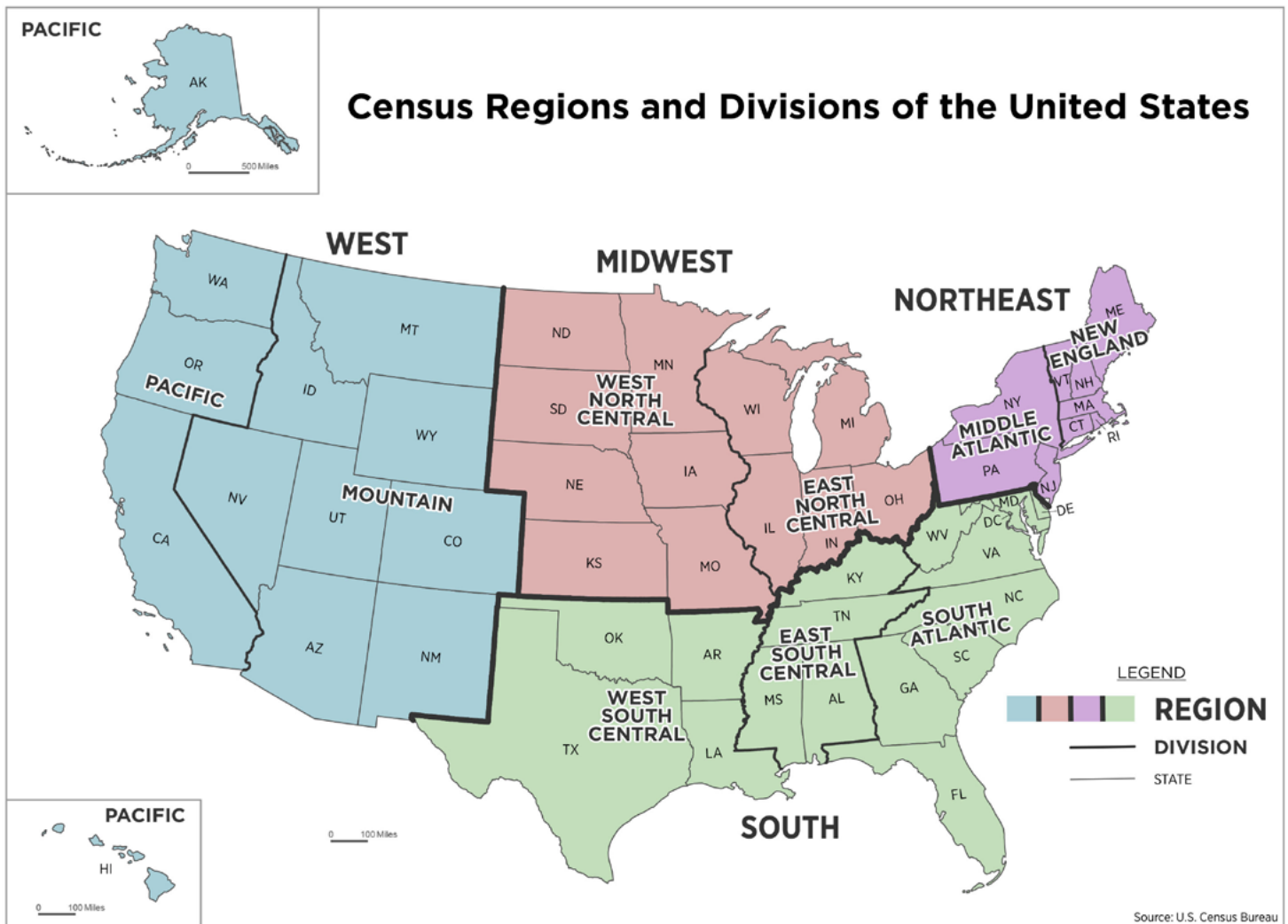
WEST REGION: Salary Ranges by Budget Size

Salary regions correspond with the U.S. Census Bureau Regions. Refer to page 26 to view the states included in each regional area.

JOB TITLE	Under \$2M	\$2.1 - \$10M	\$10.1 - \$20M	\$20.1 - \$50M	\$50.1 - \$100M	Greater than \$250M
CEO/PRESIDENT	\$125,000-\$134,000	\$175,000-\$184,000	\$250,000-\$259,000	\$320,000-\$329,000	\$270,000-\$279,000	\$500,000-\$509,000
EXECUTIVE DIRECTOR	\$120,000-\$129,000	\$150,000-\$159,000	\$195,000-\$204,000	\$210,000-\$219,000	\$220,000-\$229,000	*
CHIEF OF STAFF	*	\$125,000-\$134,000	\$180,000-\$189,000	\$175,000-\$184,000	\$170,000-\$179,000	*
VICE PRESIDENT/COO	\$95,000-\$104,000	\$115,000-\$124,000	\$180,000-\$189,000	\$220,000-\$229,000	\$205,000-\$214,000	\$370,000-\$379,000
CFO/VP FINANCE	*	\$130,000-\$139,000	\$185,000-\$194,000	\$200,000-\$209,000	\$205,000-\$214,000	\$350,000-\$359,000
DIRECTOR OF FINANCE	\$95,000-\$104,000	\$120,000-\$129,000	\$125,000-\$134,000	\$170,000-\$179,000	\$170,000-\$179,000	*
CONTROLLER	*	\$90,000-\$99,000	\$130,000-\$139,000	\$140,000-\$149,000	\$140,000-\$149,000	\$300,000-\$309,000
ACCOUNTANT	\$45,000-\$54,000	\$80,000-\$89,000	\$90,000-\$99,000	\$80,000-\$89,000	\$90,000-\$99,000	\$135,000-\$144,000
BOOKKEEPER	\$30,000-\$39,000	\$70,000-\$79,000	\$60,000-\$69,000	\$70,000-\$79,000	\$75,000-\$84,000	*
VP/CHIEF DEVELOPMENT OFFICER	\$110,000-\$119,000	\$125,000-\$134,000	\$195,000-\$204,000	\$150,000-\$159,000	\$200,000-\$209,000	*
MAJOR GIFTS OFFICER	\$105,000-\$114,000	\$95,000-\$104,000	\$135,000-\$144,000	\$130,000-\$139,000	*	*
DIRECTOR, DEVELOPMENT	\$85,000-\$94,000	\$105,000-\$114,000	\$150,000-\$159,000	\$130,000-\$139,000	\$160,000-\$169,000	*
DIRECTOR, MAJOR GIFTS /CORPORATE GIVING	\$70,000-\$79,000	\$95,000-\$104,000	\$130,000-\$139,000	\$120,000-\$129,000	\$175,000-\$184,000	*
DIRECTOR, EVENTS	\$85,000-\$94,000	\$60,000-\$69,000	\$115,000-\$124,000	\$90,000-\$99,000	\$130,000-\$139,000	*
GRANTS ADMINISTRATOR	\$70,000-\$79,000	\$70,000-\$79,000	\$80,000-\$89,000	\$110,000-\$119,000	\$110,000-\$119,000	\$200,000-\$209,000
GRANTS WRITER	\$25,000-\$34,000	\$70,000-\$79,000	\$80,000-\$89,000	\$75,000-\$84,000	\$100,000-\$109,000	*
DEVELOPMENT MANAGER	\$70,000-\$79,000	\$70,000-\$79,000	\$80,000-\$89,000	\$95,000-\$104,000	\$120,000-\$129,000	*
VP/CHIEF HR OFFICER	*	\$70,000-\$79,000	\$150,000-\$159,000	\$155,000-\$164,000	\$165,000-\$174,000	\$375,000-\$384,000
DIRECTOR, HR	*	\$100,000-\$109,000	\$125,000-\$134,000	\$120,000-\$129,000	\$165,000-\$174,000	\$250,000-\$259,000
DIRECTOR, TALENT ACQUISITION	*	\$60,000-\$69,000	\$90,000-\$99,000	\$80,000-\$89,000	*	*
DIRECTOR, BENEFITS/ REWARDS	*	\$110,000-\$119,000	\$45,000-\$54,000	\$95,000-\$104,000	*	\$200,000-\$209,000
EMPLOYEE EXPERIENCE /TALENT MANAGEMENT	*	\$110,000-\$119,000	\$65,000-\$74,000	\$95,000-\$104,000	\$80,000-\$89,000	\$200,000-\$209,000
HR MANAGER	\$50,000-\$59,000	\$80,000-\$89,000	\$95,000-\$104,000	\$90,000-\$99,000	\$95,000-\$104,000	*
VP/CHIEF MARKETING OFFICER	*	\$120,000-\$129,000	\$160,000-\$169,000	\$210,000-\$219,000	\$175,000-\$184,000	*
DIRECTOR, MARKETING (AND/OR PR)	\$80,000-\$89,000	\$115,000-\$124,000	\$105,000-\$114,000	\$130,000-\$139,000	\$125,000-\$134,000	*
MARKETING MANAGER	\$45,000-\$54,000	\$75,000-\$84,000	\$90,000-\$99,000	\$100,000-\$109,000	\$80,000-\$89,000	*
WEBSITE MANAGER/ ONLINE GIVING	\$25,000-\$34,000	\$60,000-\$69,000	\$70,000-\$79,000	\$100,000-\$109,000	*	*
VP/CHIEF PROGRAMS OFFICER	\$115,000-\$124,000	\$135,000-\$144,000	\$190,000-\$199,000	\$180,000-\$189,000	*	\$320,000-\$329,000
DIRECTOR, PROGRAMS	\$85,000-\$94,000	\$100,000-\$109,000	\$125,000-\$134,000	\$130,000-\$139,000	\$160,000-\$169,000	\$225,000-\$234,000
PROGRAM MANAGER	\$70,000-\$79,000	\$75,000-\$84,000	\$85,000-\$94,000	\$90,000-\$99,000	\$125,000-\$134,000	*
PROGRAM ASSOCIATE	\$55,000-\$64,000	\$60,000-\$69,000	\$60,000-\$69,000	\$70,000-\$79,000	*	*
VP/CHIEF INFORMATION /TECHNOLOGY OFFICER	*	\$75,000-\$84,000	\$125,000-\$134,000	\$235,000-\$244,000	\$190,000-\$199,000	*
DIRECTOR, IT	*	\$95,000-\$104,000	\$120,000-\$129,000	\$140,000-\$149,000	\$145,000-\$154,000	*
DATABASE ARCHITECT	*	\$85,000-\$94,000	\$160,000-\$169,000	\$125,000-\$134,000	\$90,000-\$99,000	*
DATABASE ADMINISTRATOR	\$60,000-\$69,000	\$75,000-\$84,000	\$85,000-\$94,000	\$90,000-\$99,000	\$90,000-\$99,000	*
DATABASE/CRM MANAGER	\$60,000-\$69,000	\$65,000-\$74,000	\$80,000-\$89,000	\$100,000-\$109,900	*	*

Responses received for the \$100.1 - \$250M category did not meet the threshold for statistical significance and are not included in this report.

Volunteer = Duties filled by a non-paid individual or consolidated within another title. | Asterisk = Responses below threshold for statistical significance.



Census Bureau Regions and Divisions with State FIPS Codes

REGION 1: Northeast

Division 1: New England

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Division 2: Middle Atlantic

New Jersey
New York
Pennsylvania

REGION 2: Midwest

Division 3: East North Central

Illinois
Indiana
Michigan
Ohio
Wisconsin

Division 4: West North Central

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

REGION 3: South

Division 5: South Atlantic

Delaware
District of Columbia
Florida
Georgia
Maryland
North Carolina
South Carolina
Virginia
West Virginia

Division 6: East South Central

Alabama
Kentucky
Mississippi
Tennessee

Division 7: West South Central

Arkansas
Louisiana
Oklahoma
Texas

REGION 4: West

Division 8: Mountain

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

Division 9: Pacific

Alaska
California
Hawaii
Oregon
Washington

Reading the Report

The **2026 Nonprofit Compensation & Talent Strategies Report** is based on a national survey conducted in Fall 2025. Six hundred and fifty-nine organizations participated in the study, with strong representation across the country.

We report the median salary ranges by job title for nonprofit organizations by size (under \$2M to over \$250M), followed by regional breakouts based on the current U.S. Census map. The focus is primarily on senior and mid-level executive positions. As a manager, this information can help you navigate hiring and retention of key talent.

About Career Blazers Nonprofit Search

Career Blazers Nonprofit Search has a rich history dating back to 1949. A family business at its roots, Career Blazers was founded by a woman and is woman-owned and operated today. The team represents years of leadership experience in employment, placement, and the nonprofit sector. Last year, we celebrated our 75th Anniversary. We encourage you to peruse our history of innovation at <https://careerblazersnonprofitsearch.com/history-of-staffing-innovation>.

Today, we are committed solely to the nonprofit community, identifying and securing exceptional talent to drive our clients' missions forward. We bring to life the best client and candidate experiences, knowing that our in-depth understanding of the nonprofit sector and comprehensive expertise in placement will provide unsurpassed value to our clients and candidates.

Dedication and focus on the varied sectors of nonprofit organizations enable our professionals to strategize with clients in the most effective way, keeping their specific mission at the forefront. Our accumulated understanding of the steps required to secure the talent that makes a difference in our clients' organizations makes Career Blazers Nonprofit Search one of the most trusted partners for nonprofit organizations seeking to advance their mission with the best talent.

In 2025, we diversified our services to include a special focus on smaller nonprofits. We expanded our research program to include a focus on small nonprofits with an annual budget of less than \$2 million, publishing the Small Nonprofits, Big Impact: Talent Challenges and Opportunities Report, and launched an enhanced fee structure for smaller nonprofits. To further supplement the resources for smaller nonprofits during challenging times, we launched the Small Nonprofit Toolbox in September, providing insights, research, tools & tips to help devoted nonprofit leaders who are fearlessly wearing multiple hats.

For over 75 years, we have provided a reliable framework to help organizations evaluate emerging trends, opportunities, and challenges in the talent marketplace. Thank you to all of the organizations across the country that participated in this national study.



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