

Nonprofit Pay: Who Gets How Much?

Some of the highest-paid nonprofit CEOs in the United States make well over \$600,000 annually. That's according to a recently released report based on data covering 105,000 nonprofit employees in 131 benchmark jobs. The results of the survey appear in *Compensation in Nonprofit Organizations - 16th Edition (2003)*, a three-volume statistical analysis of compensation practices prepared by Abbott, Langer & Associates, a Chicago-based consulting firm.

Data for the survey, which covers professional societies and trade associations as well as 501(c)(3) organizations, was drawn from questionnaires mailed in March 2003. As of September 2003, usable questionnaires had been received from 2,646 organizations around the country.

Among the findings:

- The median annual income for a nonprofit **Chief Executive Officer** was \$81,000, with 10% earning less than \$44,000 and 10% earning more than \$175,000.
- The median annual income for a nonprofit **Director of Development** was \$59,084, with 10% earning less than \$38,000 and 10% earning more than \$98,641.
- The median annual income for nonprofit employees identified as **Grant Proposal Writers** was \$38,812, with 10% earning less than \$29,000 and 10% earning more than \$49,400. (For **Grant Proposal Writing Managers**, the median was \$45,060.)

Type of Organization

In the Abbott, Langer survey, median annual compensation of CEOs was found to be highest in health and welfare-related professional societies (\$153,867), business-related professional societies (\$124,000), sheltered workshop organizations (\$100,160), foundations (\$100,000), health-care providing organizations (\$94,126), and youth organizations (\$90,000). The median annual compensation of CEOs in the survey was found to be lowest in arts centers/councils/service organizations (\$52,500), United Way/Community

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Chests (\$57,500), performing arts organizations (\$60,000), day care organizations (\$61,550), and aging/senior citizen organizations (\$63,250).

CEOs of other types of nonprofit organizations for which compensation data was reported include advocacy/consumer organizations; chambers of commerce/associations of commerce & industry; community centers/YMCAs; developmental disabilities care providing organizations; economic development organizations; educational providing organizations; employment/training organizations; environmental/natural resources organizations; housing/shelter organizations; membership organizations; mental-health care providing organizations; museums/art institutes/historical societies; nonprofit trade associations; religious organizations; and social service/social welfare organizations. In these types of organizations, CEOs had median incomes between \$66,653 and \$88,500.

Among Directors of Development, those working for a professional society or trade association received the highest median annual income: \$79,000. Foundations and performing arts organizations both paid their Directors of Development the next highest annual median compensation, \$69,000. Following closely behind were health care providing organizations (\$68,286), religious organizations (\$62,575), educational providing organizations (\$56,043), social service/social welfare organizations (\$55,856), mental health care providing organizations (\$55,440), museums/art institutes/historical societies (\$54,786), community centers/YMCAs (\$54,400), housing/shelter organizations (\$50,730), and developmental disabilities care providing organizations (\$44,475).

Among Grant Proposal Writers, the highest annual median income was earned by those working with health-related/mental health-related providing organizations (\$42,000), followed by social service/social welfare organizations (\$37,500).

Supervisory/Managerial Responsibility

As a predictor of compensation, the level of supervisory/managerial responsibility was especially relevant in the case of such job categories as Director of Administration, Director of Government Relations, and Field Staff Director. It was also found to be a fairly good predictor of the compensation of Directors of Development. For example, the Director of Development who supervises 10 to 49 professional and nonprofessional employees earned a median annual income of \$86,000, 79% more than the median of \$47,920

earned by a Director of Development with no consistent supervisory responsibility.

Number of Employees

The median annual compensation for a Chief Executive Officer in a nonprofit organization was closely tied to the number of employees in the organization. Median income increases from \$54,580 for CEOs in nonprofit organizations with less than five employees to \$166,285 for those in organizations with 500 to 999 employees (an increase of 204%).

The size of the organization is also a good predictor of compensation among Directors of Development. Median income increases from \$49,000 for Directors of Development in nonprofit organizations with less than five employees to \$65,354 for those in organizations with 1,000 to 2,499 employees (an increase of 33%).

For Grant Proposal Writers, the number of employees is also a predictor of compensation, though to a lesser degree. Nonprofit organizations with 25 to 49 employees paid Grant Proposal Writers a median annual income of \$35,350, compared with \$43,065 paid by organizations with 250 to 499 employees, a difference of 29%.

Annual Budget

An even better predictor of CEO compensation is the organization's annual budget. CEOs in organizations with annual budgets of \$50 million to \$99.9 million had a median income of \$192,500, 340% higher than the median income of \$43,750 received by CEOs in nonprofit organizations with annual budgets under \$250,000.

The organization's annual budget is also a good predictor of compensation for Directors of Development. In organizations with annual budgets of \$250,000 to \$499,999, Directors of Development had a median income of \$40,000, while in organizations with annual budgets of \$25,000,000 to \$49,000,000, they had a median income of \$82,475- 107% more.

This also holds true for Grant Proposal Writers, though again to a lesser degree. The median annual income rises from \$33,200 in nonprofit organizations with annual budgets of \$2.5 million to \$4.9 million to \$40,664

in nonprofit organizations with annual budgets of \$25 million to \$49.9 million, an increase of 22%.

Scope of Organization

International and national organizations provided the highest median annual income to CEOs (\$111,500 and \$102,750, respectively), followed by multi-state/regional organizations (\$94,000), state organizations (\$89,000), multi-county organizations (\$79,468), and local nonprofit organizations (\$71,997).

International and national organizations also provided the highest median annual income to Directors of Development (\$70,720 and \$68,286, respectively). The median annual income for Grant Proposal Writers working for local organizations was \$39,520; among Grant Proposal Writers working for multi-county organizations, the median was \$37,003.

Geographic Area

With respect to metropolitan areas, the highest median annual incomes of nonprofit CEOs were found in or near New York City (\$130,000); Chicago (\$109,500); Denver/Boulder (\$106,475); and Seattle/Everett (\$100,404). The lowest median annual incomes were found in Indianapolis (\$66,653); San Diego (\$69,000); Marin/Sonoma Counties (\$69,500); and Cleveland (\$69,800).

Median annual incomes of Directors of Development were highest in the Southwestern and Midwestern states (\$70,200 and \$60,058 respectively), and lowest in the North Central and Rocky Mountain states (\$54,401 and \$56,043 respectively), with median incomes in the Northeastern, Southern, and Pacific states falling between \$57,200 and \$60,000.

The highest median annual incomes of nonprofit Directors of Development were found in or near New York City (\$96,600); Chicago (\$73,763); and Cleveland (\$68,286). The lowest median annual incomes were found in central Los Angeles (\$59,000) and Baltimore (\$55,005). For Grant Proposal Writers, median annual incomes, in descending order, were: Pacific states (\$41,250), Northeastern states (\$36,301), Southern states (\$34,000), and Midwestern states (\$33,670).

Sample Nonprofit Jobs - Median Annual Incomes, 2003

Source: Abbot, Langer & Associates, Compensation in Nonprofit Organizations, 16th Edition (2003).

Psychiatrists - \$120,000
Chief Legal Officers - \$97,030
Chief Executive Officer - \$81,000
Directors of Government Relations - \$77,176
Chief Financial Officers - \$72,171
Publishers - \$68,158
Directors of MIS/dp - \$62,853
Directors of Development - \$59,084
Planned (Deferred) Giving Managers - \$58,880
Directors of Marketing - \$58,500
Directors of Conventions/Meetings/Exhibitions - \$56,000
Field Staff Directors - \$55,000
Marketing Development Managers - \$51,870
Human Resources Managers - \$51,677
Directors of Member/Chapter/Affiliate Relations & Services - \$50,000
Editors (Books & Periodicals) - \$49,616
Directors of Program Services - \$49,440
Artistic Directors - \$49,026
Directors of Public Relations - \$48,862
Registered Nurses - \$48,859
Corporate-Giving/Foundation-Giving Managers - \$47,920
Directors of Information - \$46,625
Grant Proposal Writing Managers - \$45,060
Annual Fund Managers - \$44,000
Curators - \$42,328
Sales Managers - \$42,034
Direct Mail/Phone Fundraising Managers - \$40,000
Nutritionists - \$39,124
Grant Proposal Writers - \$38,812
Caseworkers/Social Workers V - \$38,730
Donor Research Managers - \$38,250
Special Events Fundraising Managers - \$36,855
Training Generalists - \$35,347
Secretaries to the Chief Executive Officer - \$35,020
Building Superintendents "A" - \$34,095
Directors of Volunteers - \$33,401
Senior Account Clerks - \$33,259
Food Service Managers - \$32,650

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Physical Therapy Aides - \$31,886
Member/Constituent/Client/Chapter/Affiliate Records Managers - \$30,400
Payroll Clerks - \$30,000
Gift Shop Managers - \$27,997
Outreach Workers - \$26,586
Clerk-Typists - \$24,596
Medical Assistants - \$24,306
Maintenance Workers - \$24,013
Landscaping Services Workers - \$22,772
Day Care Teachers - \$22,164
Activity Specialists - \$21,320
Residential Living Assistants - \$20,168
Cooks - \$20,056
Janitors - \$17,700

Note: Rates in each job category vary among regions, states, and metropolitan areas as well as among the numerous types of nonprofit organizations surveyed. Many of the higher-paying benchmark jobs occur primarily in the larger and/or better-financed nonprofit organizations.

Copies of the complete three-volume, 2,387-page report, Compensation in Nonprofit Organizations, 16th Edition - 2003, are available from Abbott, Langer & Associates, Inc., Dept. ART, 548 First St., Crete, IL 60417; Tel. (708) 672-4200; Fax (708) 672-4674; <http://www.abbott-langer.com>. Cost is \$225 for Part I - Professional Societies and Trade Associations; \$275 for Part II - All Other Types of Nonprofit Organizations; and \$325 for Parts I and II together. State/regional editions for California; Connecticut; Illinois; Massachusetts; the Mid-Atlantic states (Washington, DC, Delaware, Maryland, and Virginia); New York/New Jersey; Ohio; and Pennsylvania are available for \$210. Also available are Compensation for Nonprofit Chief Executive Officers - 2003 (\$75); Fringe Benefits and Working Conditions in Nonprofit Organizations, 5th Edition (\$250); and Special Nonprofit Policies & Practices, 2003 (\$250).