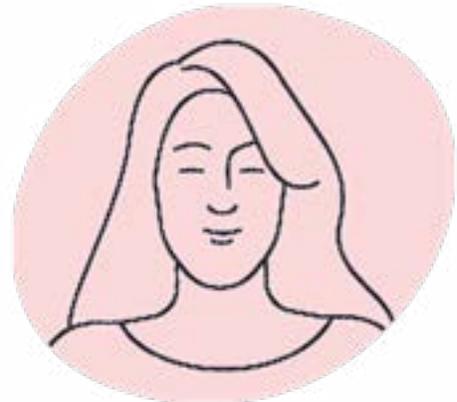


# 2025

## NONPROFIT SALARIES & STAFFING TRENDS



**IN OUR 24TH ANNUAL SALARY SURVEY OF NONPROFITS, ASSOCIATIONS, ARTS ORGANIZATIONS, FOUNDATIONS, AND SOCIAL SERVICE ORGANIZATIONS, WE SEE A SECTOR THAT CONTINUES TO EVOLVE AND STRENGTHEN IN RESPONSE TO ONGOING WORKFORCE AND SOCIETAL SHIFTS.**

As the sector moves into 2025, organizations face a blend of workforce challenges. These include the need to increase staff levels, intense competition for top nonprofit talent, and maintaining engagement among existing staff.

To remain successful, nonprofits will need to focus on key areas such as employee compensation, which remains a driving factor in talent retention. Flexibility in job roles, duties, providing a seamless recruitment and onboarding experience for new hires will also be critical in 2025.

For existing staff, nonprofits must emphasize teamwork, invest in innovative training and mentorship programs, and ensure transparent, open communication throughout the organization. Cultivating a positive work culture that supports growth and development.

**WHAT'S INSIDE:**

**Metro Salary Tables**

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# OUR FINDINGS, BASED ON INPUT FROM OVER 1,700 RESPONDENTS, PRODUCED FIVE KEY SALARY & STAFFING TRENDS FOR 2025.

## HERE'S A SNAPSHOT OF WHAT WE LEARNED:

### PRODUCTIVITY STABILITY:

Both remote and hybrid work arrangements are stabilizing in terms of productivity, with hybrid work showing a slightly more positive trend.

### SALARY PRESSURE:

There is a strong trend toward increasing salaries, indicating competitive hiring environments and inflationary pressures.

### FOCUS ON DEI:

DEI is becoming a central component of organizational strategy, especially in recruitment, though some organizations still lag behind.

### RETENTION & FLEXIBILITY:

Retention challenges are expected, and flexible work arrangements are a key strategy to manage this.

### RECRUITMENT CHALLENGES:

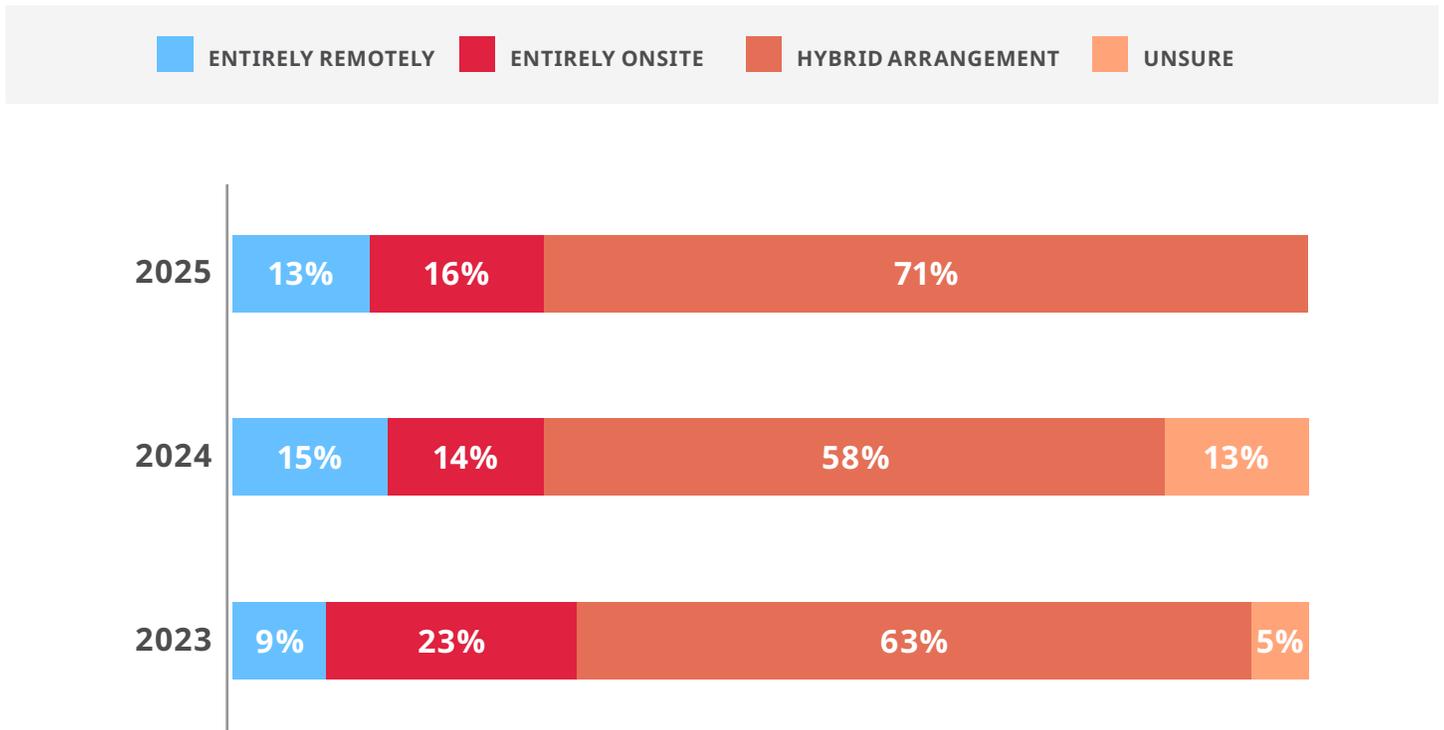
Filling positions is taking time, and while many applicants are qualified, organizations are still facing issues with unqualified candidates.



# PRODUCTIVITY (REMOTE & HYBRID WORK)

Organizations are experiencing stability in productivity regardless of work setups, though hybrid work arrangements tend to show slightly better productivity improvements.

**REMOTE WORK:** Nearly half of respondents (48%) saw no change in productivity among fully remote employees, while 33% were unsure of the impact.



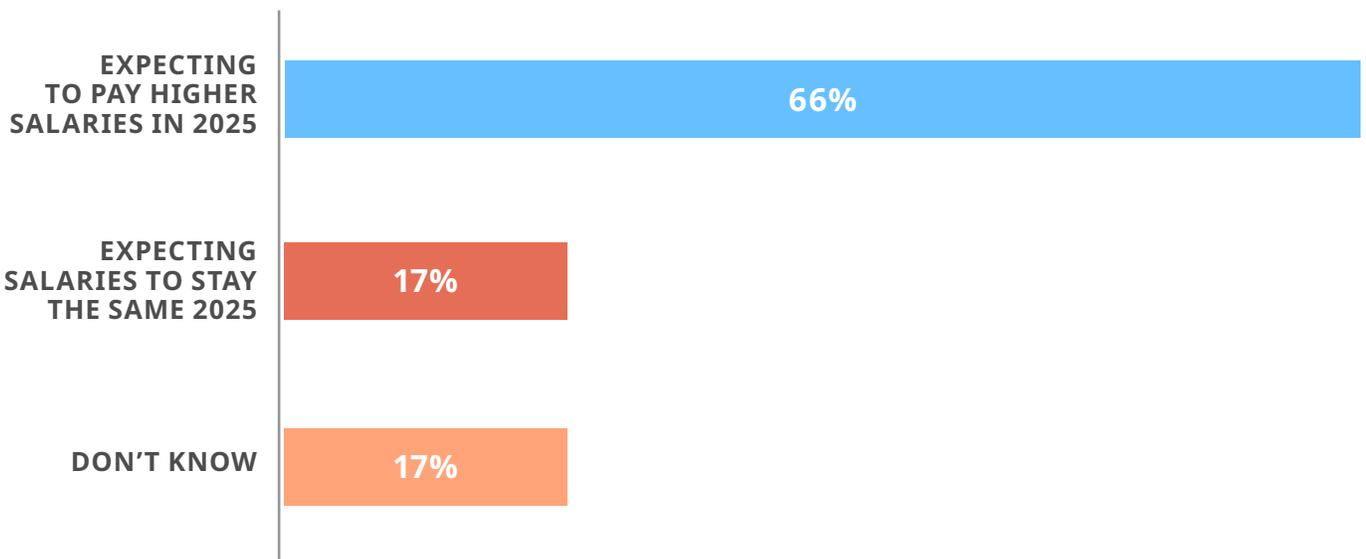
**HYBRID WORK:** Similarly, 52% of respondents saw no change in productivity for hybrid workers, with more organizations (14%) seeing increased productivity.

# SALARIES & STAFFING EXPECTATIONS

There is a strong expectation for salary increases, likely driven by competitive hiring markets and cost-of-living adjustments. A significant majority of organizations anticipate paying higher salaries in 2025, reflecting potential inflationary pressures or the need to attract and retain talent in a competitive market.

**44%**

of respondents expect to add staff, while another 44% expect headcount to remain steady in 2025. Only 6% of those surveyed expect to reduce staff next year.



Nonprofits planning to expand their teams reported an expected average staff increase of

**15%**

## DEI IMPLEMENTATION

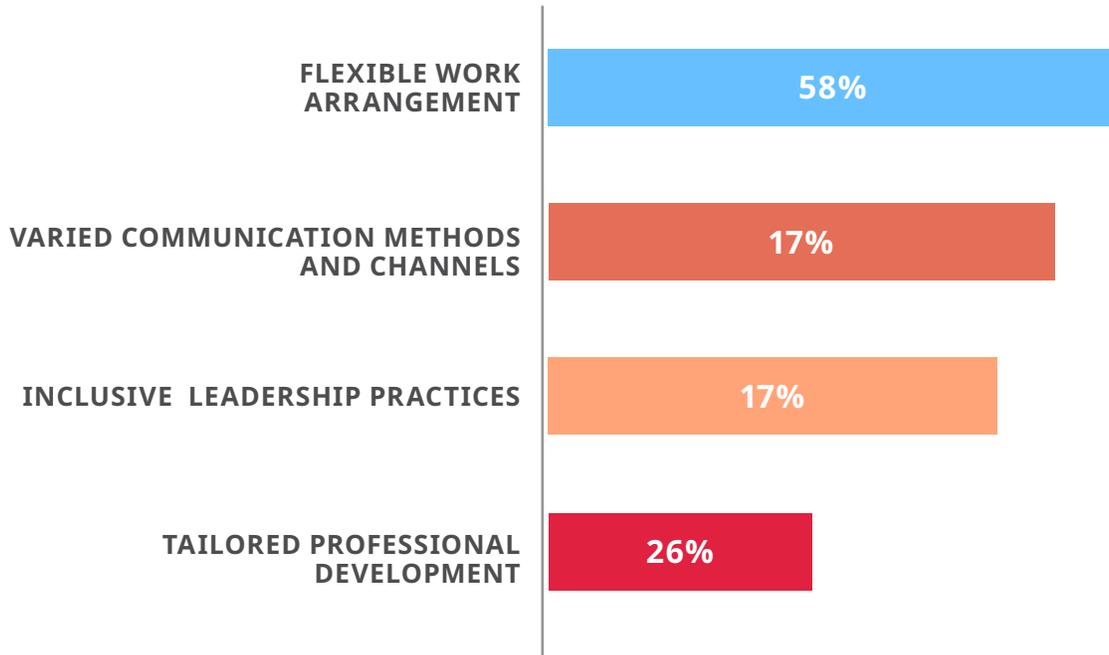
DEI is a growing priority for organizations, particularly in recruitment and leadership training, though a significant portion still lags in implementation.

Many organizations are actively implementing Diversity, Equity, and Inclusion (DEI) strategies. Nearly half (44%) are rolling out DEI training organization-wide, while 47% are embedding diversity strategies in recruitment. While more than 13% consider putting DEI metrics in place for the whole organization as one of the most important issues for 2025. However, about 22% still lack any DEI strategy.

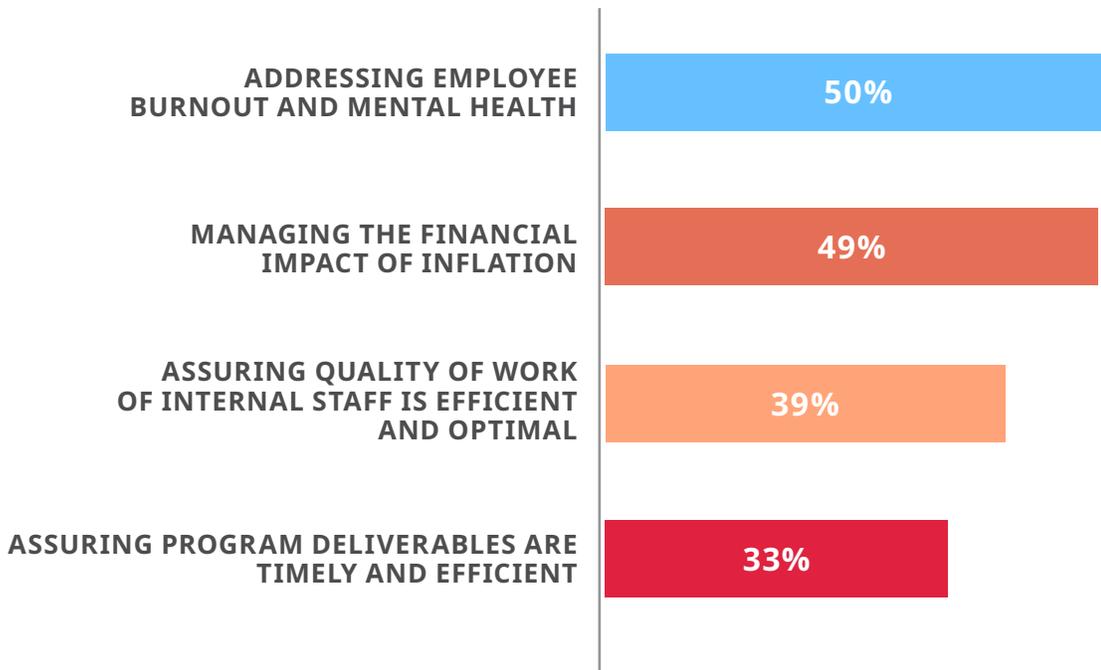


# STAFF MORALE

While most employees have moderate morale, organizations should be cautious of low morale indicators, especially in a competitive talent market.



Staff morale is primarily moderate, with 54% reporting moderate morale. Only 5% reported very high morale, and 11% reported low or very low morale.



## RETENTION CONCERNS & STRATEGIES

Retention is a key concern for most organizations, though the challenges are expected to be manageable.

**55.62%**

The majority of respondents expect some challenges with staff retention, though only a small percentage (8.59%) foresee significant challenges.

**FLEXIBILITY**

Workplace flexibility remains a critical lever for retention, along with fostering inclusive environments and improving communication.

**58%**

Flexible work arrangements are the most widely used strategy to retain staff (58%), followed by:

**51%**

varied communication methods (51%) and

**45%**

inclusive leadership practices (45%).

## RECRUITMENT METRICS

While a large number of organizations deal with relatively few unqualified applicants, there is still a significant portion that struggles with finding qualified talent.

**24%**

Nearly 24% of respondents indicated that 25%-50% of their applicants are unqualified.

**1-3 MONTHS**

The hiring process is typically taking 1-3 months for most organizations, which could point to a stable but time-consuming recruitment environment.

# NEW YORK MEDIAN RANGES

POSITIONS	BUDGET SIZES AND 2024 MEDIAN SALARY RANGES				
SENIOR MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CEO/President	180-189K	220-229K	300-309K	320-329K	400-409K
Executive Director	140-149K	180-189K	240-249K	260-269K	260-269K
Chief Operating Officer	110-119K	150-159K	210-219wK	220-229K	220-229K
Chief Staff/Deputy Director	100-109K	110-119K	150-159K	170-179K	160-169K
FINANCE	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CFO/VP Finance	120-129k	150-159k	210-219k	230-239k	240-249k
Director of Finance	70-79k	110-119k	140-149k	150-159k	160-169k
Controller	70-79k	100-109k	110-119k	130-139k	150-159k
Staff Accountant	60-69k	70-79k	70-79k	70-79k	80-89k
Bookkeeper	40-49k	50-59k	50-59k	50-59k	60-69k
FUNDRAISING & RESOURCE DEVELOPMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
Chief Development Officer/VP Dev	90-99k	150-159k	190-199k	220-229k	200-209k
Director of Development	90-99k	110-119k	130-139k	120-129k	140-149k
Director of Major Gifts	100-109k	90-99k	100-109k	150-159k	130-139k
Director of Foundation/Corporate Relations	NA	100-109k	120-129k	130-139k	150-159k
Director Advocacy/Gov Relations	90-99k	110-119k	110-119k	140-149k	140-149k
Director of Special Events	70-79k	90-99k	100-109k	100-109k	100-109k
Grants Writer	70-79k	70-79k	80-89k	70-79k	70-79k
Development Associate	50-59k	60-69k	60-69k	50-59k	60-69k
MARKETING & PUBLIC RELATIONS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CMO/VP Marketing/Communications	160-169K	120-129K	180-189K	200-209K	200-209K
Director Marketing/Communications	80-89K	100-109K	110-119K	120-129K	120-129K
Marketing Manager	70-79K	70-79K	80-89K	80-89K	80-89K
Social Media Professional	50-59K	60-69K	60-69K	80-89K	70-79K
Marketing Associate	40-49K	50-59K	50-59K	60-69K	60-69K
PROGRAMS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Chief Programs Officer/VP Program	120-129K	140-149K	170-179K	210-219K	220-229K
Director of Programs	80-89K	90-99K	100-109K	120-129K	140-149K
Program Associate	60-69K	60-69K	60-69K	70-79K	70-79K
Program Coordinator	50-59K	50-59K	50-59K	70-79K	60-69K
HUMAN RESOURCES/TALENT MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
VP/Chief Human Resources Officer	NA	130-139K	120-129K	190-199K	200-209K
Director of HR/Talent Management	80-89K	100-109K	110-119K	130-139K	130-139K
HR Manager	80-89K	80-89K	90-99K	90-99K	90-99K
Benefits Manager	70-79K	70-79K	70-79K	80-89K	90-99K
HR Associate	40-49K	50-59K	50-59K	50-59K	50-59K

## NEW YORK MEDIAN RANGES (CONTINUED)

POSITIONS	BUDGET SIZES AND 2024 MEDIAN SALARY RANGES				
MEMBERSHIP & MEETINGS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
VP/Director of Membership	140-149K	120-129K	110-119K	140-149K	80-89K
Membership Manager	80-89K	70-79K	90-99K	80-89K	80-89K
VP/Director of Meetings	140-149K	100-109K	120-129K	140-149K	140-149K
Meeting Planner	NA	60-69K	50-59K	80-89K	80-89K
IT & DATABASE MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CTO/CIO/VP	NA	130-139K	160-169K	210-219K	200-209K
Director of IT	80-89K	100-109K	110-119K	140-149K	130-139K
Network Administrator	60-69K	70-79K	80-89K	90-99K	100-109K
Database Manager	80-89K	70-79K	80-89K	90-99K	90-99K
Website Manager	50-59K	70-79K	90-99K	90-99K	90-99K
ADMINISTRATION & SUPPORT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Executive Assistant	60-69K	60-69K	70-79K	70-79K	70-79K
Administrative Assistant	40-49K	50-59K	50-59K	60-69K	50-59K
Office Manager	50-59K	60-69K	70-79K	60-69K	60-69K
Receptionist	30-39K	40-49K	50-59K	50-59K	40-49K

## CHICAGO MEDIAN RANGES

POSITIONS	BUDGET SIZES AND 2024 MEDIAN SALARY RANGES				
SENIOR MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CEO/PRESIDENT	200-209K	190-199K	190-199K	330-339K	280-289K
Executive Director	120-129K	160-169K	150-159K	260-269K	200-209K
Chief Operating Officer	100-109K	140-149K	140-149K	250-259K	230-239K
Chief Staff/Deputy Director	110-119K	150-159K	100-109K	160-169K	200-209K
FINANCE	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CFO/VP FINANCE	230-239K	130-139K	130-139K	210-219K	230-239K
Director of Finance	70-79K	100-109K	110-119K	150-159K	190-199K
Controller	120-129K	90-99K	80-89K	130-139K	130-139K
Staff Accountant	50-59K	60-69K	70-79K	70-79K	50-59K
Bookkeeper	40-49K	50-59K	40-49K	50-59K	50-59K
FUNDRAISING & RESOURCE DEVELOPMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Chief Development Officer/VP Dev	90-99K	120-129K	130-139K	190-199K	180-189K
Director of Development	70-79K	90-99K	100-109K	100-109K	170-179K
Director of Major Gifts	NA	80-89K	90-99K	130-139K	160-169K
Director of Foundation/Corporate Relations	NA	80-89K	80-89K	110-119K	120-129K
Director Advocacy/Gov Relations	NA	90-99K	120-129K	120-129K	120-129K
Director of Special Events	70-79K	70-79K	70-79K	80-89K	80-89K
Grants Writer	60-69K	60-69K	60-69K	70-79K	60-69K
Development Associate	50-59K	50-59K	50-59K	60-69K	50-59K

# CHICAGO MEDIAN RANGES (CONTINUED)

POSITIONS	BUDGET SIZES AND 2024 MEDIAN SALARY RANGES				
MARKETING & PUBLIC RELATIONS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CMO/VP Marketing/Communications	220-229K	120-129K	140-149K	220-229K	160-169K
Director Marketing/Communications	80-89K	90-99K	90-99K	120-129K	130-139K
Marketing Manager	60-69K	60-69K	80-89K	70-79K	70-79K
Social Media Professional	50-59K	50-59K	60-69K	80-89K	80-89K
Marketing Associate	50-59K	50-59K	40-49K	60-69K	60-69K
PROGRAMS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Chief Programs Officer/VP Program	90-99k	110-119k	120-129k	190-199k	190-199k
Director of Programs	80-89k	90-99k	80-89k	130-139k	80-89k
Program Associate	50-59k	60-69k	60-69k	60-69k	60-69k
Program Coordinator	50-59k	50-59k	40-49k	50-59k	50-59k
HUMAN RESOURCES/TALENT MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
VP/Chief Human Resources Officer	NA	120-129K	130-139K	170-179K	140-149K
Director Of HR/Talent Management	80-89K	90-99K	90-99K	130-139K	130-139K
HR Manager	80-89K	80-89K	80-89K	90-99K	90-99K
Benefits Manager	60-69K	60-69K	60-69K	70-79K	60-69K
HR Associate	40-49K	50-59K	50-59K	50-59K	50-59K
MEMBERSHIP & MEETINGS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
VP/Director of Membership	80-89K	100-109K	110-119K	140-149K	140-149K
Membership Manager	60-69K	70-79K	60-69K	80-89K	80-89K
VP/Director of Meetings	110-119K	120-129K	120-129K	120-129K	120-129K
Meeting Planner	50-59K	60-69K	50-59K	50-59K	50-59K
IT & DATABASE MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CTO/CIO/VP	90-99K	140-149K	170-179K	170-179K	130-139K
Director Of IT	100-109K	100-109K	120-129K	130-139K	110-119K
Network Administrator	60-69K	60-69K	70-79K	80-89K	90-99K
Database Manager	60-69K	60-69K	60-69K	90-99K	90-99K
Website Manager	50-59K	70-79K	70-79K	70-79K	70-79K
ADMINISTRATION & SUPPORT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Executive Assistant	50-59K	60-69K	50-59K	70-79K	70-79K
Administrative Assistant	50-59K	40-49K	50-59K	50-59K	40-49K
Office Manager	50-59K	50-59K	50-59K	60-69K	50-59K
Receptionist	40-49K	40-49K	40-49K	40-49K	40-49K

# SAN FRANCISCO MEDIAN RANGES

POSITIONS	BUDGET SIZES AND 2024 MEDIAN SALARY RANGES				
SENIOR MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CEO/President	120-129K	200-209K	240-249K	250-259K	330-339K
Executive Director	120-129K	190-199K	270-279K	220-229K	310-319K
Chief Operating Officer	120-129K	150-159K	210-219K	200-209K	260-269K
Chief Staff/Deputy Director	120-129K	100-109K	150-159K	160-169K	110-119K
FINANCE	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CFO/VP Finance	NA	160-169K	200-209K	200-209K	220-229K
Director of Finance	130-139K	120-129K	150-159K	150-159K	170-179K
Controller	NA	100-109K	130-139K	110-119K	130-139K
Staff Accountant	60-69K	80-89K	90-99K	100-109K	90-99K
Bookkeeper	40-49K	60-69K	60-69K	70-79K	70-79K
FUNDRAISING & RESOURCE DEVELOPMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Chief Development Officer/VP Dev	NA	130-139K	250-259K	200-209K	240-249K
Director of Development	100-109K	100-109K	150-159K	120-129K	140-149K
Director of Major Gifts	60-69K	90-99K	140-149K	140-149K	140-149K
Director of Foundation/Corporate Relations	NA	120-129K	120-129K	140-149K	140-149K
Director Advocacy/Gov Relations	NA	140-149K	150-159K	150-159K	150-159K
Director of Special Events	NA	90-99K	90-99K	90-99K	90-99K
Grants Writer	100-109K	70-79K	90-99K	60-69K	80-89K
Development Associate	50-59K	60-69K	60-69K	60-69K	80-89K
MARKETING & PUBLIC RELATIONS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CMO/VP Marketing/Communications	160-169K	120-129K	180-189K	200-209K	200-209K
Director Marketing/Communications	80-89K	100-109K	110-119K	120-129K	120-129K
Marketing Manager	70-79K	70-79K	80-89K	80-89K	80-89K
Social Media Professional	50-59K	60-69K	60-69K	80-89K	70-79K
Marketing Associate	40-49K	50-59K	50-59K	60-69K	60-69K
PROGRAMS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Chief Programs Officer/VP Program	120-129K	140-149K	170-179K	210-219K	220-229K
Director of Programs	80-89K	90-99K	100-109K	120-129K	140-149K
Program Associate	60-69K	60-69K	60-69K	70-79K	70-79K
Program Coordinator	50-59K	50-59K	50-59K	70-79K	60-69K
HUMAN RESOURCES/TALENT MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
VP/Chief Human Resources Officer	NA	130-139K	120-129K	190-199K	200-209K
Director of HR/Talent Management	80-89K	100-109K	110-119K	130-139K	130-139K
HR Manager	80-89K	80-89K	90-99K	90-99K	90-99K
Benefits Manager	70-79K	70-79K	70-79K	80-89K	90-99K
HR Associate	40-49K	50-59K	50-59K	50-59K	50-59K

# SAN FRANCISCO MEDIAN RANGES (CONTINUED)

POSITIONS	BUDGET SIZES AND 2024 MEDIAN SALARY RANGES				
MEMBERSHIP & MEETINGS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
VP/Director of Membership	140-149K	80-89K	110-119K	110-119K	110-119K
Membership Manager	NA	100-109K	80-89K	70-79K	70-79K
VP/Director of Meetings	NA	80-89K	80-89K	80-89K	80-89K
Meeting Planner	70-79K	50-59K	60-69K	60-69K	60-69K
IT & DATABASE MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CTO/CIO/VP	NA	110-119K	130-139K	180-189K	210-219K
Director of IT	70-79K	100-109K	120-129K	170-179K	130-139K
Network Administrator	90-99K	70-79K	80-89K	100-109K	80-89K
Database Manager	100-109K	80-89K	70-79K	90-99K	70-79K
Website Manager	40-49K	40-49K	50-59K	60-69K	70-79K
ADMINISTRATION & SUPPORT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Executive Assistant	60-69K	70-79K	80-89K	70-79K	80-89K
Administrative Assistant	50-59K	60-69K	60-69K	50-59K	60-69K
Office Manager	60-69K	70-79K	70-79K	70-79K	60-69K
Receptionist	30-39K	50-59K	50-59K	40-49K	40-49K

# WASHINGTON, D.C. MEDIAN RANGES

POSITIONS	BUDGET SIZES AND 2024 MEDIAN SALARY RANGES				
SENIOR MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CEO/President	170-179K	230-239K	330-339K	360-369K	410-419K
Executive Director	120-129K	180-189K	200-209K	250-259K	220-229K
Chief Operating Officer	100-109K	170-179K	190-199K	240-249K	280-289K
Chief Staff/Deputy Director	100-109K	150-159K	110-119K	210-219K	170-179K
FINANCE	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CFO/VP Finance	100-109K	160-169K	180-189K	230-239K	250-259K
Director of Finance	70-79K	110-119K	140-149K	150-159K	170-179K
Controller	70-79K	90-99K	110-119K	140-149K	170-179K
Staff Accountant	60-69K	70-79K	70-79K	80-89K	70-79K
Bookkeeper	60-69K	50-59K	60-69K	60-69K	60-69K
FUNDRAISING & RESOURCE DEVELOPMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Chief Development Officer/VP Dev	90-99K	150-159K	170-179K	220-229K	240-249K
Director of Development	70-79K	100-109K	110-119K	130-139K	160-169K
Director of Major Gifts	60-69K	100-109K	90-99K	120-129K	170-179K
Director of Foundation/Corporate Relations	80-89K	100-109K	90-99K	140-149K	140-149K
Director Advocacy/Gov Relations	90-99K	90-99K	140-149K	150-159K	130-139K
Director of Special Events	80-89K	80-89K	100-109K	100-109K	100-109K
Grants Writer	70-79K	70-79K	80-89K	90-99K	80-89K
Development Associate	50-59K	60-69K	60-69K	60-69K	60-69K

# WASHINGTON, D.C. MEDIAN RANGES (CONTINUED)

POSITIONS	BUDGET SIZES AND 2024 MEDIAN SALARY RANGES				
MARKETING & PUBLIC RELATIONS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CMO/VP Marketing/Communications	130-139K	150-159K	190-199K	210-219K	220-229K
Director Marketing/Communications	80-89K	100-109K	120-129K	120-129K	140-149K
Marketing Manager	70-79K	70-79K	90-99K	90-99K	70-79K
Social Media Professional	60-69K	60-69K	70-79K	80-89K	90-99K
Marketing Associate	50-59K	50-59K	60-69K	60-69K	60-69K
PROGRAMS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Chief Programs Officer/VP Program	100-109K	140-149K	170-179K	190-199K	260-269K
Director of Programs	80-89K	100-109K	120-129K	130-139K	130-139K
Program Associate	60-69K	60-69K	70-79K	60-69K	60-69K
Program Coordinator	50-59K	60-69K	50-59K	60-69K	50-59K
HUMAN RESOURCES/TALENT MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
VP/Chief Human Resources Officer	90-99K	140-149K	120-129K	180-189K	210-219K
Director of HR/Talent Management	90-99K	100-109K	120-129K	130-139K	140-149K
HR Manager	80-89K	80-89K	90-99K	90-99K	90-99K
Benefits Manager	70-79K	70-79K	90-99K	80-89K	90-99K
HR Associate	50-59K	50-59K	50-59K	60-69K	50-59K
MEMBERSHIP & MEETINGS	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
VP/Director of Membership	110-119K	110-119K	140-149K	140-149K	140-149K
Membership Manager	60-69K	70-79K	80-89K	90-99K	70-79K
VP/Director of Meetings	130-139K	120-129K	130-139K	140-149K	140-149K
Meeting Planner	80-89K	60-69K	80-89K	80-89K	70-79K
IT & DATABASE MANAGEMENT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
CTO/CIO/VP	NA	130-139K	180-189K	210-219K	200-209K
Director of IT	100-109K	110-119K	150-159K	160-169K	160-169K
Network Administrator	70-79K	80-89K	90-99K	110-119K	110-119K
Database Manager	60-69K	60-69K	70-79K	90-99K	90-99K
Website Manager	50-59K	70-79K	100-109K	90-99K	90-99K
ADMINISTRATION & SUPPORT	UNDER \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
Executive Assistant	70-79K	70-79K	60-69K	80-89K	70-79K
Administrative Assistant	40-49K	50-59K	50-59K	60-69K	60-69K
Office Manager	50-59K	60-69K	70-79K	70-79K	60-69K
Receptionist	50-59K	40-49K	40-49K	50-59K	50-59K



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## ABOUT THE SURVEY AND REPORT

This report provides you with information on salaries in nonprofit organizations in the Fall of 2024 for 46 key positions in 5 operating budget categories. The numbers are for salaries only; we did not include benefits or bonuses. Median salary ranges are noted for each position.

## HOW TO USE THIS REPORT

The salary ranges are intended to be used as guidelines to assist decision-makers in organizations making informed compensation decisions in an unusually fluid and highly competitive arena.

If your organization is paying below the salary range for a position in your organization's budget category, it means that most organizations are paying a higher salary for a similar position, putting you at risk in recruiting and retaining the quality of staff you want and need. To the extent that you can, it is more advantageous to lean to the higher side of the salary range when making an offer to hire talent you wish to bring onboard.

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