

2026

NONPROFIT SALARIES and STAFFING TRENDS



What's inside

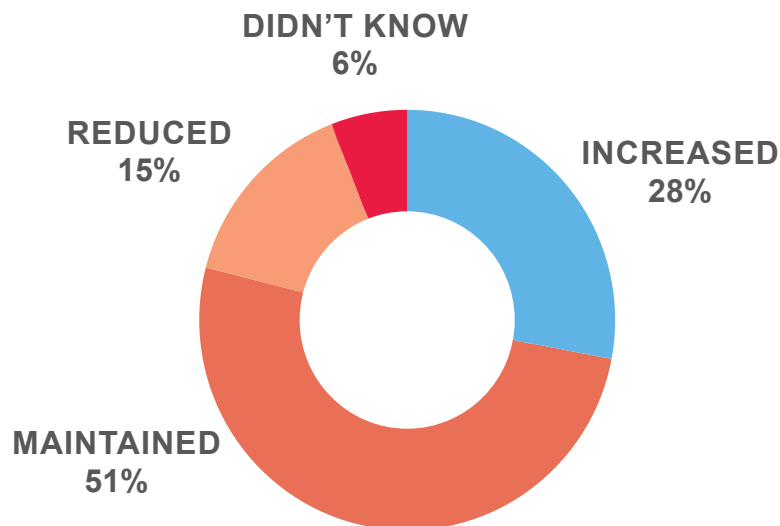
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Executive Summary

Stability Restored. Looking Ahead.

After several volatile years, nonprofits entered 2025 with renewed footing: 79% maintained or grew staff, signaling real stabilization across the sector. Yet leaders also describe a tougher operating reality—tight margins, wage pressure, and persistent competition for fundraising, finance, and program talent. The throughline this year is pragmatic adaptation: organizations are prioritizing pay transparency, flexible work, and clearer growth paths to keep high performers in their seats.

79% of nonprofits maintained or grew staff in 2025



Retention and the Rising Cost of Talent

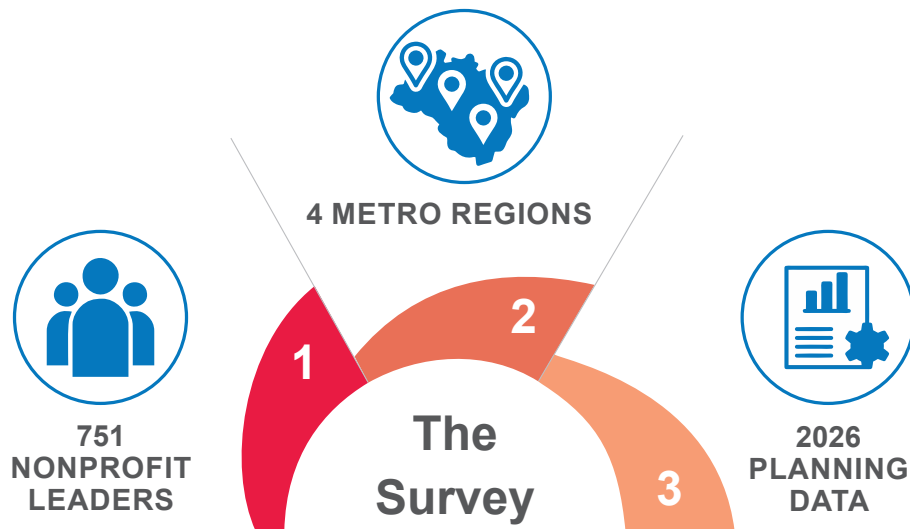
Compensation moved, but unevenly. Most organizations (78%) increased salaries to keep pace with costs and the market, while some froze pay to protect programs. Turnover eased from its peak but remains elevated in key functions, particularly development and specialized program roles. Executive teams and boards are taking a more data-driven approach: equity reviews, structured ranges by budget size, and deliberate succession planning are now on the agenda—especially in larger institutions.

A New Lens on Leadership and Workforce Planning

As we turn to 2026, the mandate is focus and follow-through: align compensation with organizational structure, invest in a stable workforce, and build talent pipelines that emphasize mission alignment, flexible work options, market pay, and health/retirement benefits. The pages ahead translate these dynamics into actionable benchmarks—by metro, budget size, and position—so leaders can plan confidently in a competitive talent market.

“Nonprofit CEOs now cite budget constraints (81%), burnout and workload (55%), and lack of qualified candidates (38%) as the top 3 challenges anticipated in 2026.”

About the Survey



The 2026 Nonprofit Salaries & Staffing Trends Survey collected responses from 751 nonprofit leaders representing organizations of every size and mission focus across the U.S. The survey was conducted by PNP Staffing Group and Careers In Nonprofits between August and September 2025 to inform the 2026 planning cycle.

Participants represented a wide range of subsectors, led by Human & Social Services (37%), followed by Associations (24%), and Social Justice/Advocacy (9%). Smaller, but significant, clusters of organizations within the Foundation/Grantmaking, Arts & Culture, Higher Education, Health, and International Services are also represented.

The largest concentrations of respondents were based in New York City Metro Area (26%), Washington, D.C. Metro Area (28%), Chicago Metro Area (24%), and San Francisco Bay Area (2%), reflecting the core regions served by PNP and CNP.

Workforce Snapshot

Hiring Cautiously, Leading Confidently

After three turbulent years of staffing instability, 2025 marked a turning point for the nonprofit workforce. The story is no longer about survival—it's about recalibration. The data reveal a sector rebuilding capacity, redefining its expectations of talent, and learning how to compete in a candidate-driven market that no longer plays by pre-pandemic rules.

The good news: nonprofits largely maintained or grew headcount.

The challenge: navigating funding shifts, avoiding burnout.

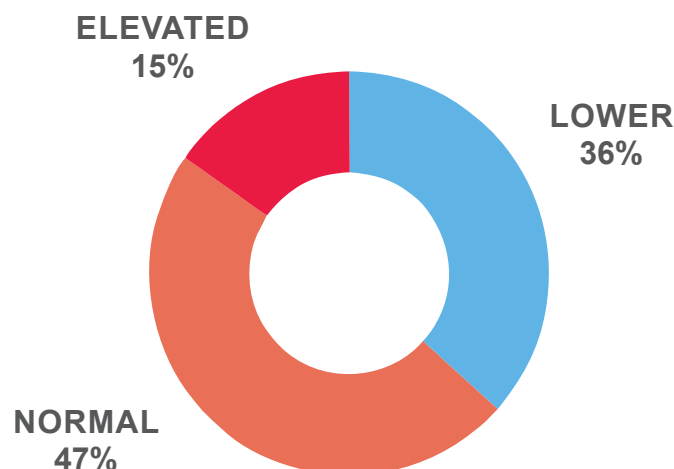
Hiring Headwinds

Despite steady demand for talent, hiring in 2025 remained a marathon, not a sprint. Nearly 38% of leaders *said* a lack of qualified candidates *is their* most significant barrier, while 32% cited *salary competition* as the main obstacle. Even as organizations raise pay, market pull from hybrid-enabled employers continues to thin applicant pools.

Turnover Stabilizes—but Not Everywhere

Turnover is finally stabilizing, but not gone. Roughly 47% of organizations described their 2025 turnover as *normal*, while 15% still saw *elevated churn*. Another 36% reported *lower or no turnover*, signaling a labor market that's cooling—but still competitive in mission critical functions like fundraising, finance, and technology.

Turnover normalized but remains elevated in fundraising and finance



From Caution to Confidence

The forward view is optimistic: 38% of nonprofits plan to add staff in 2026, and another 47% expect to maintain current headcount—proof of steady confidence despite cost pressure. Only 7% foresee reductions, a striking improvement over 2023–24.

What's clear is that the nonprofit sector has entered a new phase of stability and potential growth. Leaders are recalibrating structures, investing in retention before recruitment, and redefining what “competitive” looks like when mission and market collide.

RECOVERY - GROWTH

85 % OF NONPROFITS WILL GROW OR MAINTAIN TEAMS IN 2026.

Why Hiring Is Still Hard—Even as the Market Stabilizes

Across 2025, nonprofits described a hiring market defined by budget caps and skill scarcity. The most common barrier was simple economics: offer ranges that trail market pay, especially for fundraising, finance, and licensed roles.

Just behind it, leaders pointed to a shortage of qualified candidates—not a lack of applicants, but a lack of mission-ready skills (fund accounting, major gifts, bilingual services, affordable housing, clinical credentials).

A third friction point: flexibility misalignment. Many candidates want fully remote work; many nonprofits—particularly direct-service providers—need people on site. Layer in grant/funding volatility and internal bottlenecks (limited HR bandwidth, slow approvals), and the result is a process that often stretches beyond a month—long enough for top candidates to accept competing offers.

What wins in this market: clearer salary bands; faster processes; transparency.

“We don’t lack applicants—we lack qualified applicants.”



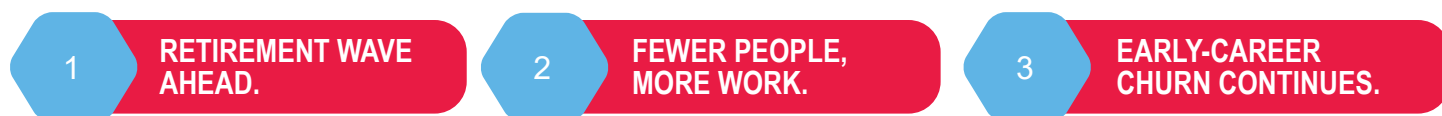
2026 Outlook

Stability Amid Emerging Disruption

After a year of relative stability, nonprofit leaders are entering 2026 with a mix of confidence and caution. While 81% cite *budget and salary pressure* as their top challenge, the narrative beneath the numbers reveals a deeper truth: the talent crisis is no longer about hiring alone — it's about *adaptation*.

Beyond pay constraints and competition for skilled candidates, new themes are surfacing. Leaders are voicing concern over political volatility, federal and philanthropic funding shifts, and the rising impact of AI—from *fraudulent applications* to the *search for efficiency tools* that don't yet exist in nonprofit workflows. For some, the challenge is no longer talent supply, but the *quality* and *authenticity* of applicants themselves.

Compounding these pressures, organizations are confronting leadership transitions and post-COVID cultural fatigue, particularly among smaller teams rebuilding in-person collaboration. Meanwhile, long-term sustainability challenges persist: respondents repeatedly pointed to underfunded infrastructure, burnout risk, and the lack of investment in upskilling as barriers to growth.



Key Takeaways for Leaders

Adaptability is the new advantage.

Political volatility and funding instability demand scenario-based planning.

AI is entering the hiring conversation.

But few nonprofits have a clear integration strategy.

Leadership transitions and cultural fatigue.

Risk eroding institutional momentum.

Retention through investment.

Market pay, infrastructure, and development remain the sector's greatest defense.

Turnover Today, Risk Tomorrow

Most nonprofits report manageable turnover—but the texture of these responses reveals early warning signs. Retirement-driven exits are rising, budget contractions are forcing selective downsizing, and younger staff continue to leave for education or advancement. Combined, these trends point to a leadership pipeline under strain and a workforce recalibrating for sustainability.

“Young professionals remain the most mobile cohort in the nonprofit workforce.”

CHICAGO - Median Salary Ranges

POSITIONS		BUDGET SIZES AND 2026 MEDIAN SALARY RANGES			
Senior Management	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CEO/PRESIDENT	200-209K	200-209K	220-229K	240-249K	310-319K
EXECUTIVE DIRECTOR	120-129K	160-169K	160-169K	170-179K	200-209K
CHIEF OPERATING OFFICER	100-109K	140-149K	191-200K	191-200K	230-239K
CHIEF STAFF/DEPUTY DIRECTOR	NA	100-109K	120-129K	130-139K	160-169K
Finance	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CFO/VP FINANCE	NA	130-139K	140-149K	190-199K	240-249K
DIRECTOR OF FINANCE	100-109K	100-109K	115-124K	150-159K	160-169K
CONTROLLER	NA	80-89K	121-130K	135-144K	135-144K
STAFF ACCOUNTANT	50-59K	60-69K	51-60K	61-70K	81-90K
BOOKKEEPER	40-49K	40-49K	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	NA	120-129K	130-139K	190-199K	180-189K
DIRECTOR OF DEVELOPMENT	80-89K	90-99K	100-109K	100-109K	140-149K
DIRECTOR OF MAJOR GIFTS	NA	80-89K	90-99K	130-139K	160-169K
DIRECTOR OF FOUNDATION/CORPORATE RELATIONS	80-89K	80-89K	80-89K	110-119K	120-129K
DIRECTOR ADVOCACY/GOV RELATIONS	NA	90-99K	110-119K	140-149K	140-149K
DIRECTOR OF SPECIAL EVENTS	70-79K	70-79K	70-79K	80-89K	100-109K
GRANTS WRITER	60-69K	60-69K	60-69K	60-69K	70-79K
DEVELOPMENT ASSOCIATE	50-59K	50-59K	50-59K	60-69K	60-69K
Marketing & Public Relations	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CMO/VP MARKETING/COMMUNICATIONS	NA	120-129K	140-149K	160-169K	191-200K
DIRECTOR MARKETING/COMMUNICATIONS	81-90K	90-99K	120-129K	120-129K	140-149K
MARKETING MANAGER	60-69K	60-69K	70-79K	80-89K	90-99K
SOCIAL MEDIA PROFESSIONAL	50-59K	60-69K	70-79K	70-79K	70-79K
MARKETING ASSOCIATE	50-59K	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	NA	120-129K	130-139K	160-169K	190-199K
DIRECTOR OF PROGRAMS	80-89K	90-99K	120-129K	130-139K	130-139K
PROGRAM ASSOCIATE	50-59K	50-59K	60-69K	60-69K	70-79K
PROGRAM COORDINATOR	40-49K	50-59K	50-59K	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	100-109K	100-109K	130-139K	170-179K
DIRECTOR OF HR/TALENT MANAGEMENT	80-89K	90-99K	100-109K	110-119K	140-149K
HR MANAGER	80-89K	80-89K	80-89K	90-99K	90-99K
BENEFITS MANAGER	60-69K	70-79K	70-79K	80-89K	80-89K
HR ASSOCIATE	50-59K	50-59K	50-59K	50-59K	60-69K
Membership & Meetings	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
VP/DIRECTOR OF MEMBERSHIP	90-99K	100-109K	110-119K	140-149K	140-149K
MEMBERSHIP MANAGER	70-79K	70-79K	70-79K	80-89K	80-89K
VP/DIRECTOR OF MEETINGS	NA	120-129K	120-129K	120-129K	120-129K
MEETING PLANNER	60-69K	60-69K	60-69K	70-79K	70-79K
IT & Database Management	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CTO/CIO/VP	NA	140-149K	170-179K	170-179K	191-200K
DIRECTOR OF IT	100-109K	100-109K	120-129K	130-139K	186-195K
NETWORK ADMINISTRATOR	60-69K	60-69K	70-79K	70-79K	80-89K
DATABASE MANAGER	60-69K	60-69K	70-79K	70-79K	70-79K
WEBSITE MANAGER	60-69K	60-69K	70-79K	75-84K	75-84K
Administration & Support	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
EXECUTIVE ASSISTANT	50-59K	50-59K	60-69K	70-79K	70-79K
ADMINISTRATIVE ASSISTANT	40-49K	40-49K	40-49K	40-49K	40-49K
OFFICE MANAGER	50-59K	50-59K	50-59K	60-69K	50-59K
RECEPTIONIST	36-45K	36-45K	36-45K	36-45K	36-45K

NEW YORK - Median Salary Ranges

POSITIONS	BUDGET SIZES AND 2026 MEDIAN SALARY RANGES				
Senior Management	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CEO/PRESIDENT	180-189K	230-239K	340-349K	340-349K	420-429K
EXECUTIVE DIRECTOR	140-149K	180-189K	290-299K	310-319K	300-309K
CHIEF OPERATING OFFICER	110-119K	150-159K	210-219K	220-229K	240-249K
CHIEF STAFF/DEPUTY DIRECTOR	100-109K	130-139K	180-189K	180-189K	200-209K
Finance	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CFO/VP FINANCE	120-129K	160-169K	190-199K	220-229K	280-289K
DIRECTOR OF FINANCE	70-79K	120-129K	130-139K	170-179K	180-189K
CONTROLLER	70-79K	100-109K	130-139K	130-139K	170-179K
STAFF ACCOUNTANT	60-69K	70-79K	80-89K	80-89K	80-89K
BOOKKEEPER	60-69K	60-69K	60-69K	60-69K	75-84K
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	200-209K	240-249K	250-259K
DIRECTOR OF DEVELOPMENT	80-89K	120-129K	120-129K	140-149K	140-149K
DIRECTOR OF MAJOR GIFTS	NA	110-119K	120-129K	130-139K	130-139K
DIRECTOR OF FOUNDATION/CORPORATE RELATIONS	NA	100-109K	130-139K	150-159K	150-159K
DIRECTOR ADVOCACY/GOV RELATIONS	NA	100-109K	110-119K	150-159K	150-159K
DIRECTOR OF SPECIAL EVENTS	60-69K	80-89K	90-99K	100-109K	100-109K
GRANTS WRITER	60-69K	70-79K	90-99K	80-89K	80-89K
DEVELOPMENT ASSOCIATE	50-59K	60-69K	60-69K	60-69K	60-69K
Marketing & Public Relations	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CMO/VP MARKETING/COMMUNICATIONS	NA	120-129K	170-179K	220-229K	220-229K
DIRECTOR MARKETING/COMMUNICATIONS	80-89K	100-109K	100-109K	130-139K	130-139K
MARKETING MANAGER	70-79K	70-79K	70-79K	80-89K	90-99K
SOCIAL MEDIA PROFESSIONAL	60-69K	70-79K	70-79K	80-89K	80-89K
MARKETING ASSOCIATE	50-59K	60-69K	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	80-89K	150-159K	190-199K	230-239K	240-249K
DIRECTOR OF PROGRAMS	70-79K	110-119K	120-129K	130-139K	130-139K
PROGRAM ASSOCIATE	60-69K	60-69K	60-69K	70-79K	70-79K
PROGRAM COORDINATOR	50-59K	50-59K	60-69K	60-69K	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	120-129K	180-189K	200-209K	220-229K
DIRECTOR OF HR/TALENT MANAGEMENT	80-89K	110-119K	120-129K	140-149K	140-149K
HR MANAGER	70-79K	75-84K	75-84K	85-94K	85-94K
BENEFITS MANAGER	NA	70-79K	70-79K	70-79K	70-79K
HR ASSOCIATE	50-59K	60-69K	60-69K	60-69K	60-69K
Membership & Meetings	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
VP/DIRECTOR OF MEMBERSHIP	NA	100-109K	140-149K	140-149K	140-149K
MEMBERSHIP MANAGER	60-69K	70-79K	70-79K	80-89K	80-89K
VP/DIRECTOR OF MEETINGS	NA	100-109K	140-149K	140-149K	140-149K
MEETING PLANNER	50-59K	50-59K	60-69K	70-79K	80-89K
IT & Database Management	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CTO/CIO/VP	NA	210-219K	210-219K	210-219K	210-219K
DIRECTOR OF IT	80-89K	115-124K	135-144K	135-144K	175-184K
NETWORK ADMINISTRATOR	70-79K	80-89K	80-89K	90-99K	110-119K
DATABASE MANAGER	60-69K	60-69K	80-89K	80-89K	80-89K
WEBSITE MANAGER	NA	76-85K	76-85K	86-95K	95-104K
Administration & Support	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
EXECUTIVE ASSISTANT	60-69K	60-69K	70-79K	80-89K	80-89K
ADMINISTRATIVE ASSISTANT	50-59K	50-59K	60-69K	60-69K	60-69K
OFFICE MANAGER	60-69K	60-69K	60-69K	60-69K	60-69K
RECEPTIONIST	35-44K	35-44K	35-44K	35-44K	35-44K

SAN FRANCISCO - Median Salary Ranges

POSITIONS	BUDGET SIZES AND 2026 MEDIAN SALARY RANGES				
Senior Management	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CEO/PRESIDENT	160-169K	200-209K	301-310K	330-339K	440-449K
EXECUTIVE DIRECTOR	120-129K	190-199K	270-279K	270-279K	300-309K
CHIEF OPERATING OFFICER	100-109K	170-179K	230-239K	230-239K	280-289K
CHIEF STAFF/DEPUTY DIRECTOR	100-109K	110-119K	180-189K	180-189K	210-219K
Finance	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CFO/VP FINANCE	NA	180-189K	190-199K	210-219K	310-319K
DIRECTOR OF FINANCE	81-90K	100-109K	180-189K	160-169K	220-229K
CONTROLLER	60-69K	80-89K	140-149K	140-149K	160-169K
STAFF ACCOUNTANT	50-59K	70-79K	70-79K	80-89K	120-129K
BOOKKEEPER	40-49K	50-59K	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	170-179K	200-209K	200-209K	210-219K
DIRECTOR OF DEVELOPMENT	100-109K	100-109K	130-139K	150-159K	160-169K
DIRECTOR OF MAJOR GIFTS	NA	120-119K	120-119K	170-179K	200-209K
DIRECTOR OF FOUNDATION/CORPORATE RELATIONS	NA	90-99K	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	100-109K	110-119K
GRANTS WRITER	70-79K	70-79K	90-99K	90-99K	100-109K
DEVELOPMENT ASSOCIATE	60-69K	60-69K	70-79K	70-79K	70-79K
Marketing & Public Relations	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CMO/VP MARKETING/COMMUNICATIONS	NA	170-179K	190-199K	200-209K	210-219K
DIRECTOR MARKETING/COMMUNICATIONS	100-109K	120-129K	130-139K	140-149K	140-149K
MARKETING MANAGER	80-89K	90-99K	90-99K	90-99K	90-99K
SOCIAL MEDIA PROFESSIONAL	50-59K	80-89K	80-89K	80-89K	80-89K
MARKETING ASSOCIATE	40-49K	40-49K	60-69K	70-79K	70-79K
Programs	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CHIEF PROGRAMS OFFICER/VP PROGRAM	NA	150-159K	201-210K	230-239K	260-269K
DIRECTOR OF PROGRAMS	90-99K	110-119K	120-129K	120-129K	150-159K
PROGRAM ASSOCIATE	70-79K	80-89K	80-89K	80-89K	80-89K
PROGRAM COORDINATOR	50-59K	60-69K	60-69K	60-69K	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	120-129K	190-199K	190-199K	210-219K
DIRECTOR OF HR/TALENT MANAGEMENT	NA	110-119K	130-139K	111-120K	150-159K
HR MANAGER	75-84K	85-94K	95-104K	95-104K	95-104K
BENEFITS MANAGER	NA	80-89K	80-89K	90-99K	90-99K
HR ASSOCIATE	NA	60-69K	60-69K	60-69K	60-69K
Membership & Meetings	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
VP/DIRECTOR OF MEMBERSHIP	NA	130-139K	130-139K	140-149K	140-149K
MEMBERSHIP MANAGER	70-79K	90-99K	90-99K	100-109K	100-109K
VP/DIRECTOR OF MEETINGS	NA	130-139K	130-139K	140-149K	140-149K
MEETING PLANNER	50-59K	71-80K	80-89K	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	160-170K	170-179K	180-189K	210-219K
DIRECTOR OF IT	90-99K	115-124K	115-124K	135-144K	190-199K
NETWORK ADMINISTRATOR	70-79K	71-80K	71-80K	100-109K	120-129K
DATABASE MANAGER	70-79K	90-99K	90-99K	90-99K	90-99K
WEBSITE MANAGER	40-49K	60-69K	96-104K	96-104K	115-124K
Administration & Support	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
EXECUTIVE ASSISTANT	60-69K	80-89K	80-89K	80-89K	80-89K
ADMINISTRATIVE ASSISTANT	50-59K	60-69K	60-69K	60-69K	70-79K
OFFICE MANAGER	70-79K	70-79K	70-79K	70-79K	70-79K
RECEPTIONIST	45-54K	45-54K	45-54K	45-54K	45-54K

WASHINGTON, D.C. - Median Salary Ranges

POSITIONS	BUDGET SIZES AND 2026 MEDIAN SALARY RANGES				
Senior Management	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CEO/PRESIDENT	200-209K	250-259K	330-339K	370-379K	430-429K
EXECUTIVE DIRECTOR	120-129K	190-199K	250-259K	250-259K	310-319K
CHIEF OPERATING OFFICER	100-109K	170-179K	190-199K	200-209K	240-249K
CHIEF STAFF/DEPUTY DIRECTOR	100-109K	120-129K	150-159K	200-209K	210-219K
Finance	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
CFO/VP FINANCE	120-129K	170-179K	190-199K	230-239K	330-339K
DIRECTOR OF FINANCE	120-129K	120-129K	130-139K	150-159K	180-189K
CONTROLLER	100-109K	100-109K	120-129K	150-160K	160-169K
STAFF ACCOUNTANT	60-69K	70-79K	80-89K	80-89K	80-89K
BOOKKEEPER	45-54K	50-59K	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	90-99K	150-159K	170-179K	220-229K	240-249K
DIRECTOR OF DEVELOPMENT	80-89K	110-119K	120-129K	150-159K	170-179K
DIRECTOR OF MAJOR GIFTS	NA	80-89K	120-129K	130-139K	140-149K
DIRECTOR OF FOUNDATION/CORPORATE RELATIONS	80-89K	110-119K	110-119K	120-129K	120-129K
DIRECTOR ADVOCACY/GOV RELATIONS	90-99K	120-129K	140-149K	140-149K	140-149K
DIRECTOR OF SPECIAL EVENTS	70-79K	70-79K	100-109K	100-109K	100-109K
GRANTS WRITER	50-59K	70-79K	80-89K	90-99K	90-99K
DEVELOPMENT ASSOCIATE	45-54K	60-69K	60-69K	60-69K	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	190-199K	190-199K	220-229K	220-229K
DIRECTOR MARKETING/COMMUNICATIONS	80-89K	110-119K	120-129K	130-139K	140-149K
MARKETING MANAGER	50-59K	80-89K	80-89K	80-89K	90-99K
SOCIAL MEDIA PROFESSIONAL	60-69K	70-79K	70-79K	80-89K	90-99K
MARKETING ASSOCIATE	40-49K	60-69K	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	90-99K	160-169K	160-169K	190-199K	220-229K
DIRECTOR OF PROGRAMS	80-89K	100-109K	110-119K	120-129K	150-159K
PROGRAM ASSOCIATE	50-59K	60-69K	70-79K	70-79K	70-79K
PROGRAM COORDINATOR	50-59K	50-59K	60-69K	60-69K	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	150-159K	170-179K	190-199K	210-219K
DIRECTOR OF HR/TALENT MANAGEMENT	90-99K	100-109K	110-119K	140-149K	140-149K
HR MANAGER	80-89K	80-89K	80-89K	80-89K	90-99K
BENEFITS MANAGER	NA	60-69K	70-79K	90-99K	90-99K
HR ASSOCIATE	50-59K	60-69K	60-69K	61-70K	61-70K
Membership & Meetings	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
VP/DIRECTOR OF MEMBERSHIP	NA	110-119K	140-149K	140-149K	140-149K
MEMBERSHIP MANAGER	80-89K	70-79K	70-79K	90-99K	90-99K
VP/DIRECTOR OF MEETINGS	NA	130-139K	140-149K	140-149K	140-149K
MEETING PLANNER	50-59K	80-89K	80-89K	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	200-209K	200-209K	210-219K	210-219K
DIRECTOR OF IT	100-109K	115-124K	150-159K	160-169K	160-169K
NETWORK ADMINISTRATOR	70-79K	80-89K	80-89K	110-119K	110-119K
DATABASE MANAGER	60-69K	70-79K	70-79K	90-99K	90-99K
WEBSITE MANAGER	60-69K	60-69K	90-99K	90-99K	90-99K
Administration & Support	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M-\$50M	\$50.1M - \$100M+
EXECUTIVE ASSISTANT	50-59K	60-69K	60-69K	80-89K	80-89K
ADMINISTRATIVE ASSISTANT	50-59K	50-59K	50-59K	60-69K	60-69K
OFFICE MANAGER	60-69K	60-69K	60-69K	70-79K	70-79K
RECEPTIONIST	35-44K	35-44K	35-44K	50-59K	50-59K

ABOUT THE SURVEY AND REPORT

This report provides you with information on salaries in nonprofit organizations in the Fall of 2025 for 44 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.**

AVAILABILITY

CNP/PNP's salary reports are available for free on PNP's website, www.pnpstaffinggroup.com. Salary reports, together with white papers, tool kits, checklists, DEI resources, and our blog provide nonprofit leaders with important insights and tools they need to compete effectively for talent in today's marketplace.

ABOUT CAREERS IN NONPROFITS AND PNP STAFFING GROUP

We are particularly delighted this year to present this report as we hit the three-year anniversary of Careers In Nonprofits' acquisition of PNP Staffing Group. The merger of these two organizations has expanded our geographic reach and services in nonprofit Executive Search, Direct Hire, and Temp Staffing. Thank you to the clients and candidates who have partnered with us. We love our job and the nonprofit community we serve.

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