

 Careers In Nonprofits

pnP Staffing Group<sup>®</sup>

# 2024 NONPROFIT SALARIES and STAFFING TRENDS



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# Trends and Challenges in the Nonprofit Workplace

## What's Inside

	Page
What We Learned .....	3
Staffing Trends.....	4
Staffing Challenges .....	5
The Evolving Workplace .....	6
Outlook For The Future .....	7
Regional Salary Ranges by Budget	
• West .....	8
• Midwest .....	9
• Northeast .....	10
• South .....	11
About This Report .....	12

In our 23rd annual salary survey of nonprofits, associations, arts organizations, foundations, and social service organizations, we see a sector that has rebounded and emerged from the disruptions of the past three years.

However, as the nonprofit sector moves steadily into 2024, it's clear that organizations are faced with a mixed bag of workforce challenges including adding staff, competing for nonprofit talent, engaging existing staff, and managing persistent change.

In general, and when it comes to staffing, successful nonprofits will need to address employee compensation where possible, provide job duty/experience flexibility, and provide an expert recruitment and onboarding experience to all new and future staff members.

For existing staff, forward looking nonprofits will also work to cultivate cultures of teamwork, develop unique methods to train/mentor staff, and offer transparent communication at every turn.

Our findings, from over **2,000 respondents** (the largest number of participants in any year), show that organizations continue to adapt and remain resilient amidst the changing economic, political, and social climate.

# What We Learned

## Nonprofits continued to add staff

The sector aggressively added staff for the second year in a row, which created tremendous opportunity for nonprofit jobseekers and a significant talent crunch for nonprofit organizations.

- 51% of survey participants reported staff increases in 2023.
- 59% of organizations said it was significantly harder to fill open staff positions.
- A lack of qualified candidates, competition for qualified candidates, and being unable to match expected salaries were the top recruitment challenges nonprofits faced.
- Roles most difficult to recruit were Development, Program Management, Support/Admin, Finance, and Executive.
- Roles hardest to retain were Program Management, Admin/Support, Development, Marketing/PR/Social Media, Finance.

## There's a mixed bag of workforce challenges

Although there are many in the current climate, Change Management presents the main workforce challenge for nonprofit leaders heading into 2024.

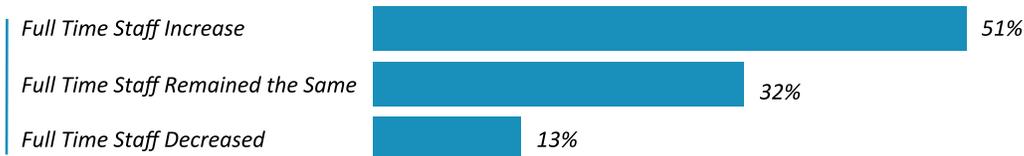
- 36% of survey participants report Change Management as a major challenge.
- 34% struggle with effective professional development and upskilling opportunities.
- 29% of organizations are affected by turnover and employee retention.
- Employee engagement and internal relationships/teambuilding among in-office and remote staff is a factor for approximately 27% of nonprofits, respectively.
- Quiet quitting has affected over 25% of the nonprofit organizations that were surveyed.



## Staffing Trends

### Nonprofits Continue to Grow

Staffing growth in the nonprofit sector is on a three-year, upward trajectory. In 2021, 35% of surveyed nonprofits hired additional staff, compared to 50% in 2022. 2023 was another big year in nonprofit recruitment, with 51% of organizations adding staff.



### Salaries Increased, And It's Hard To Meet The Demand

91% of nonprofits reported having to increase salaries again in 2023, and 35% described that the organization could not meet the expected salary demands for top talent and common staff positions.

- 32% of those surveyed say that they gave at least cost-of-living increases from 2022 to 2023.
- 46% reported across-the-board increases of 5% or more.
- Similarly to 2022, 13% of participants made substantial salary increases for select positions.
- Only 7% of nonprofits reported holding salaries flat from 2022 to 2023.
- 55% reported that offering competitive salaries is among their most significant challenges.

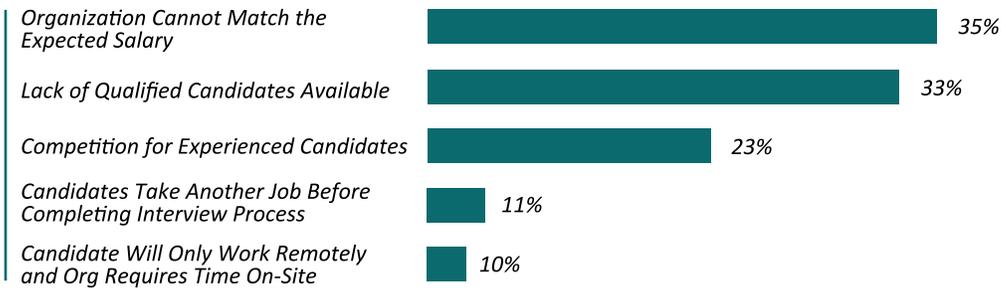
## Staffing Challenges

### Shrinking Talent Pools : Widening Skill Gaps

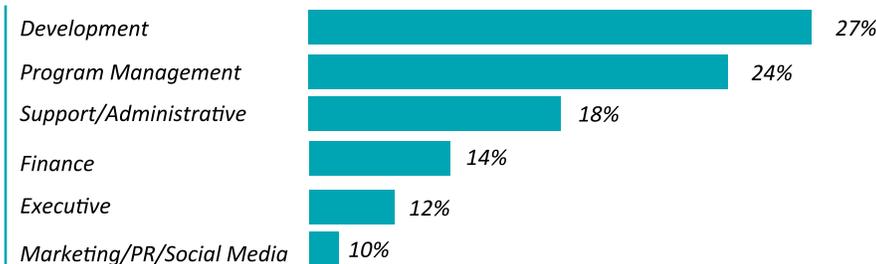
Shrinking talent pools and widening skill gaps in key roles are resulting in significant challenges for nonprofit recruitment and retention.

### Difficulties in Filling Positions

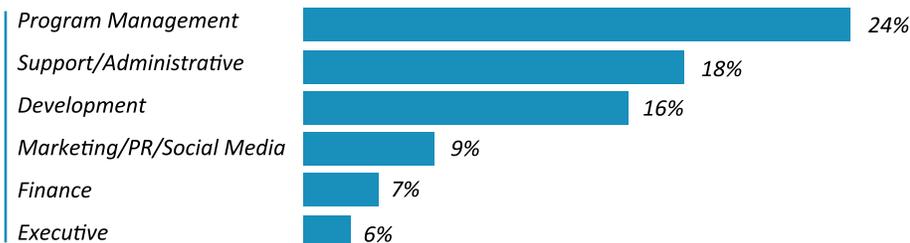
59% of respondents find it significantly more difficult to fill open staff positions. Similarly to 2022, salary considerations still top the list.



The hardest positions to fill in 2023 include:

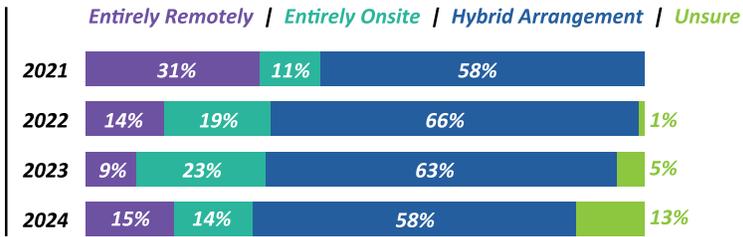


The hardest positions to retain in 2023 include:



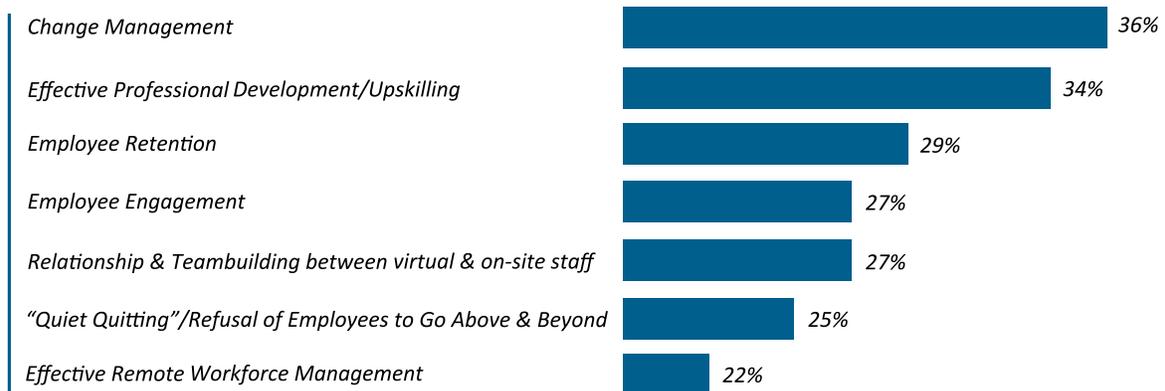
## The Evolving Workplace

Nonprofits are expecting to continue using flexible work models in 2024, with 58% of staff working hybrid and 14% working entirely on-site. 22% said that effective remote workforce management remains problematic, with 27% of nonprofit leaders reporting management challenges with relationship and teambuilding between virtual and on-site staff.



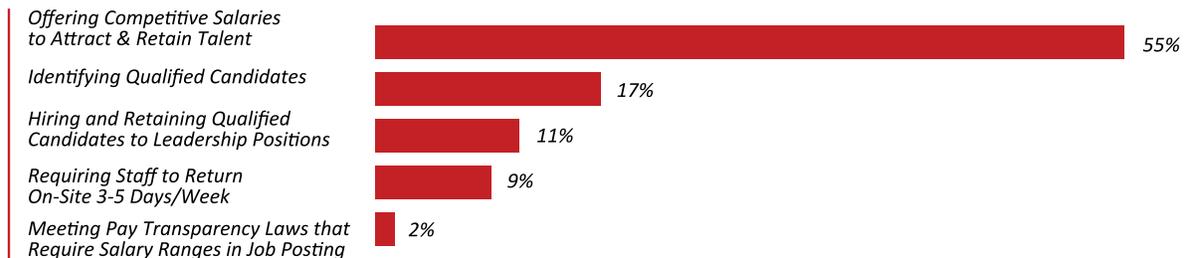
## Main Workforce Challenges

Today's leaders are being tasked to stretch as never before. To thrive, nonprofit leaders need to develop emotional/cognitive skills as well as organizational management skills. They need to become facilitators of learning and development, and mentoring. Future leaders need the agility and problem-solving skills to identify what learning is needed, as well as how and where to find it.



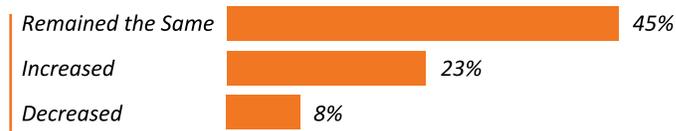
## Looking Ahead

Here's how respondents ranked the significance of the following workforce challenges:

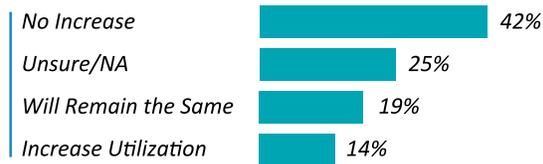


## Outlook for the Future

### Temporary Staff Utilization in 2023



### Anticipated Temp Staff Utilization in 2024



## Conclusion

Nonprofits continue to remain resilient and are moving forward despite the mixed bag of workforce challenges.

Our survey showed that 51% of the 2,000 respondents successfully added staff in 2023 amidst increasing salaries, talent shortages, and fierce competition for experienced non-profit professionals. 91% increased salaries in some way, while 87% remain flexible going into 2024 by employing a mix of work modalities including hybrid, onsite, and remote. Only 13% are still determining where work will happen.

Considering the recruitment challenges, non-profits are also expected to work through the various workforce management challenges

2024 presents. Employers and leadership must be nimble and adapt to change while emphasizing employee engagement efforts. This focus will be necessary to avoid the pitfalls of excessive turnover and what's become known as "quiet quitting."

Lastly, forward looking nonprofits will do their best to offer competitive salaries where they can while establishing collaborative work cultures that develop staff members through various means including mentoring, professional development, and transparent communication.

WEST

NONPROFIT SALARY RANGES

POSITIONS	BUDGET SIZES AND 2023 SALARIES				
	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
<b>Senior Management</b>					
CEO/PRESIDENT	170-179K	200-209K	220-229K	235-244K	370-379K
EXECUTIVE DIRECTOR	130-139K	150-159K	185-194K	195-204K	180-189K
CHIEF OPERATING OFFICER	110-119K	120-129K	160-169K	190-199K	200-209K
CHIEF OF STAFF/DEPUTY DIRECTOR	100-109K	110-119K	140-149K	195-204K	200-209K
<b>Finance</b>					
CFO/VP FINANCE	110-119K	150-159K	170-179K	190-199K	265-274K
DIRECTOR OF FINANCE	80-89K	100-109K	150-159K	135-144K	140-149K
CONTROLLER	60-69K	80-89K	120-129K	120-129K	180-189K
STAFF ACCOUNTANT	65-74K	60-69K	80-89K	80-89K	90-99K
BOOKKEEPER	45-49K	50-59K	60-69K	70-79K	60-69K
<b>Fundraising &amp; Resource Development</b>					
CHIEF DEVELOPMENT OFFICER/VP DEV	110-119K	140-149K	185-194K	160-169K	170-179K
DIRECTOR OF DEVELOPMENT	90-99K	110-119K	130-139K	140-149K	140-149K
DIRECTOR OF MAJOR GIFTS	70-79K	90-99K	100-109K	130-139K	110-119K
DIRECTOR OF FOUNDATION/ CORPORATE RELATIONS	70-79K	90-99K	140-149K	100-109K	150-159K
DIRECTOR OF SPECIAL EVENTS	30-39K	70-79K	100-109K	95-104K	120-129K
GRANTS WRITER	70-79K	70-79K	80-89K	90-99K	90-99K
DEVELOPMENT ASSOCIATE	60-69K	60-69K	70-79K	70-79K	75-84K
DEVELOPMENT ASSISTANT	45-54K	50-59K	60-69K	50-59K	40-49K
<b>Marketing &amp; Public Relations</b>					
CMO/VP MARKETING/COMMUNICATIONS	115-124K	110-119K	150-159K	180-189K	210-219K
DIRECTOR MARKETING/COMMUNICATION	80-89K	100-109K	115-124K	110-119K	120-129K
DIRECTOR OF ADVERTISING/GOV RELATIONS	90-99K	100-109K	115-124K	130-139K	140-149K
MARKETING MANAGER	65-74K	70-79K	80-89K	85-94K	120-129K
SOCIAL MEDIA PROFESSIONAL	55-64K	60-69K	60-69K	80-89K	95-104K
MARKETING ASSOCIATE	60-69K	50-59K	60-69K	50-59K	70-79K
<b>Programs</b>					
CHIEF PROGRAMS OFFICER/VP PROGRAM	100-109K	120-129K	150-159K	135-144K	200-209K
DIRECTOR OF PROGRAMS	80-89K	100-109K	110-119K	120-129K	130-139K
PROGRAM ASSOCIATE	60-69K	60-69K	80-89K	70-79K	50-59K
PROGRAM ASSISTANT	50-59K	50-59K	60-69K	50-59K	40-49K
<b>Human Resources/Talent Management</b>					
VP/CHIEF HUMAN RESOURCES OFFICER	80-89K	140-149K	155-164K	140-149K	250-259K
DIRECTOR OF HR/TALENT MANAGEMENT	90-99K	100-109K	120-129K	140-149K	140-149K
HR MANAGER	65-69K	75-84K	90-99K	95-104K	100-109K
BENEFITS MANAGER	60-69K	70-79K	70-79K	80-89K	85-94K
HR ASSOCIATE	45-54K	50-59K	65-74K	65-74K	60-69K
<b>Membership &amp; Meetings</b>					
VP/DIRECTOR OF MEMBERSHIP	80-89K	80-89K	100-109K	80-89K	140-149K
MEMBERSHIP MANAGER	60-69K	70-79K	80-89K	80-89K	80-89K
VP/DIRECTOR OF MEETINGS	60-69K	70-79K	110-119K	60-69K	110-119K
MEETING PLANNER	50-59K	60-69K	60-69K	50-59K	50-59K
<b>IT &amp; Database Management</b>					
CTO/CIO/VP	90-99K	140-149K	190-199K	190-199K	250-259K
DIRECTOR OF IT	92-101K	90-99K	120-129K	140-149K	177-186K
IT MANAGER	60-69K	70-79K	100-109K	85-94K	115-124K
DATABASE MANAGER	60-69K	70-79K	80-89K	70-79K	110-119K
WEBSITE MANAGER	45-49K	47-56K	75-84K	60-69K	75-84K
<b>Administration &amp; Support</b>					
EXECUTIVE ASSISTANT	60-69K	70-79K	80-89K	70-79K	80-89K
ADMINISTRATIVE ASSISTANT	40-49K	50-59K	60-69K	60-69K	55-64K
OFFICE MANAGER	50-59K	60-69K	70-79K	60-69K	70-79K
RECEPTIONIST	35-39K	40-49K	50-54K	40-49K	50-54K

NONPROFIT SALARY RANGES

POSITIONS	BUDGET SIZES AND 2023 SALARIES				
	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
<b>Senior Management</b>					
CEO/PRESIDENT	170-179K	230-239K	240-249K	300-309K	220-229K
EXECUTIVE DIRECTOR	130-139K	150-159K	150-159K	145-154K	170-179K
CHIEF OPERATING OFFICER	100-109K	120-129K	160-169K	180-189K	160-169K
CHIEF OF STAFF/DEPUTY DIRECTOR	100-109K	110-119K	170-179K	155-164K	150-159K
<b>Finance</b>					
CFO/VP FINANCE	100-109K	140-149K	160-169K	165-174K	180-189K
DIRECTOR OF FINANCE	70-79K	90-99K	110-119K	125-134K	125-134K
CONTROLLER	75-84K	105-114K	100-109K	100-109K	110-119K
STAFF ACCOUNTANT	50-59K	60-69K	60-69K	60-69K	70-79K
BOOKKEEPER	45-49K	50-59K	50-59K	50-59K	50-59K
<b>Fundraising &amp; Resource Development</b>					
CHIEF DEVELOPMENT OFFICER/VP DEV	110-119K	120-129K	155-164K	170-179K	150-159K
DIRECTOR OF DEVELOPMENT	70-79K	95-104K	100-109K	120-129K	100-109K
DIRECTOR OF MAJOR GIFTS	65-74K	80-89K	100-109K	115-124K	120-129K
DIRECTOR OF FOUNDATION/ CORPORATE RELATIONS	70-79K	85-94K	95-104K	105-114K	100-109K
DIRECTOR OF SPECIAL EVENTS	70-79K	60-69K	80-89K	65-74K	70-79K
GRANTS WRITER	60-69K	60-69K	70-79K	70-79K	60-69K
DEVELOPMENT ASSOCIATE	50-59K	50-59K	60-69K	60-69K	50-59K
DEVELOPMENT ASSISTANT	40-49K	40-49K	50-59K	40-49K	40-49K
<b>Marketing &amp; Public Relations</b>					
CMO/VP MARKETING/COMMUNICATIONS	90-99K	110-119K	150-159K	200-209K	150-159K
DIRECTOR MARKETING/COMMUNICATION	85-94K	90-99K	105-114K	120-129K	95-104K
DIRECTOR OF ADVERTISING/GOV RELATIONS	90-99K	150-159K	90-99K	110-119K	95-104K
MARKETING MANAGER	50-59K	60-69K	70-79K	70-79K	70-79K
SOCIAL MEDIA PROFESSIONAL	50-59K	60-69K	50-59K	60-69K	50-59K
MARKETING ASSOCIATE	45-54K	50-59K	50-59K	55-64K	50-59K
<b>Programs</b>					
CHIEF PROGRAMS OFFICER/VP PROGRAM	105-114K	120-129K	120-129K	150-159K	150-159K
DIRECTOR OF PROGRAMS	80-89K	90-99K	90-99K	100-109K	100-109K
PROGRAM ASSOCIATE	60-69K	60-69K	50-59K	60-69K	60-69K
PROGRAM ASSISTANT	40-49K	50-59K	40-49K	40-49K	40-49K
<b>Human Resources/Talent Management</b>					
VP/CHIEF HUMAN RESOURCES OFFICER	80-89K	100-109K	120-129K	130-139K	145-154K
DIRECTOR OF HR/TALENT MANAGEMENT	80-89K	90-99K	100-109K	115-124K	110-119K
HR MANAGER	65-69K	80-89K	75-84K	80-89K	80-89K
BENEFITS MANAGER	60-69K	70-79K	65-74K	65-74K	75-84K
HR ASSOCIATE	40-49K	50-59K	50-59K	50-59K	50-59K
<b>Membership &amp; Meetings</b>					
VP/DIRECTOR OF MEMBERSHIP	85-94K	110-119K	130-139K	140-149K	130-139K
MEMBERSHIP MANAGER	65-74K	70-79K	75-84K	70-79K	70-79K
VP/DIRECTOR OF MEETINGS	70-79K	100-109K	100-109K	140-149K	100-109K
MEETING PLANNER	55-64K	80-89K	60-69K	60-69K	60-69K
<b>IT &amp; Database Management</b>					
CTO/CIO/VP	115-124K	145-154K	140-149K	200-209K	160-169K
DIRECTOR OF IT	77-86K	90-99K	110-119K	130-139K	120-129K
IT MANAGER	60-69K	70-79K	70-79K	80-89K	80-89K
DATABASE MANAGER	60-69K	65-74K	60-69K	80-89K	75-84K
WEBSITE MANAGER	45-49K	70-79K	60-69K	65-74K	60-69K
<b>Administration &amp; Support</b>					
EXECUTIVE ASSISTANT	55-64K	60-69K	60-69K	70-79K	60-69K
ADMINISTRATIVE ASSISTANT	40-49K	50-59K	45-54K	40-49K	50-59K
OFFICE MANAGER	50-59K	60-69K	50-59K	50-59K	50-59K
RECEPTIONIST	35-39K	35-39K	35-39K	35-39K	40-49K

NONPROFIT SALARY RANGES

POSITIONS	BUDGET SIZES AND 2023 SALARIES				
	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
<b>Senior Management</b>					
CEO/PRESIDENT	200-209K	240-249K	300-309K	300-309K	400-409K
EXECUTIVE DIRECTOR	130-139K	170-179K	210-219K	230-239K	280-289K
CHIEF OPERATING OFFICER	120-129K	155-164K	190-199K	210-219K	250-259K
CHIEF OF STAFF/DEPUTY DIRECTOR	100-109K	140-149K	150-159K	150-159K	225-234K
<b>Finance</b>					
CFO/VP FINANCE	120-129K	150-159K	185-194K	200-209K	220-229K
DIRECTOR OF FINANCE	100-109K	110-119K	130-139K	130-139K	160-169K
CONTROLLER	90-99K	100-109K	120-129K	130-139K	145-154K
STAFF ACCOUNTANT	60-69K	70-79K	70-79K	70-79K	80-89K
BOOKKEEPER	50-59K	50-59K	60-69K	60-69K	60-69K
<b>Fundraising &amp; Resource Development</b>					
CHIEF DEVELOPMENT OFFICER/VP DEV	100-109K	150-159K	180-189K	200-209K	220-229K
DIRECTOR OF DEVELOPMENT	80-89K	110-119K	130-139K	130-139K	140-149K
DIRECTOR OF MAJOR GIFTS	75-84K	100-109K	110-119K	120-129K	130-139K
DIRECTOR OF FOUNDATION/ CORPORATE RELATIONS	80-89K	100-109K	110-119K	120-129K	130-139K
DIRECTOR OF SPECIAL EVENTS	70-79K	75-84K	90-99K	90-99K	100-109K
GRANTS WRITER	60-69K	70-79K	80-89K	80-89K	80-89K
DEVELOPMENT ASSOCIATE	50-59K	60-69K	60-69K	60-69K	70-79K
DEVELOPMENT ASSISTANT	40-49K	50-59K	60-69K	50-59K	55-64K
<b>Marketing &amp; Public Relations</b>					
CMO/VP MARKETING/COMMUNICATIONS	110-119K	140-149K	180-189K	180-189K	190-199K
DIRECTOR MARKETING/COMMUNICATION	80-89K	100-109K	120-129K	120-129K	125-134K
DIRECTOR OF ADVERTISING/GOV RELATIONS	90-99K	100-109K	140-149K	120-129K	135-144K
MARKETING MANAGER	60-69K	70-79K	80-89K	80-89K	80-89K
SOCIAL MEDIA PROFESSIONAL	55-64K	60-69K	70-79K	70-79K	70-79K
MARKETING ASSOCIATE	40-49K	50-59K	50-59K	60-69K	60-69K
<b>Programs</b>					
CHIEF PROGRAMS OFFICER/VP PROGRAM	100-109K	140-149K	175-184K	180-189K	200-209K
DIRECTOR OF PROGRAMS	80-89K	100-109K	110-119K	120-129K	110-119K
PROGRAM ASSOCIATE	60-69K	60-69K	60-69K	70-79K	60-69K
PROGRAM ASSISTANT	50-59K	50-59K	50-59K	50-59K	50-59K
<b>Human Resources/Talent Management</b>					
VP/CHIEF HUMAN RESOURCES OFFICER	90-99K	130-139K	175-184K	175-184K	170-179K
DIRECTOR OF HR/TALENT MANAGEMENT	110-119K	100-109K	115-124K	120-129K	130-139K
HR MANAGER	75-84K	80-89K	80-89K	90-99K	80-89K
BENEFITS MANAGER	75-84K	70-79K	70-79K	70-79K	70-79K
HR ASSOCIATE	45-54K	50-59K	60-69K	60-69K	50-59K
<b>Membership &amp; Meetings</b>					
VP/DIRECTOR OF MEMBERSHIP	90-99K	110-119K	130-139K	130-139K	155-164K
MEMBERSHIP MANAGER	70-79K	80-89K	70-79K	80-89K	70-79K
VP/DIRECTOR OF MEETINGS	70-79K	110-119K	120-129K	140-149K	115-124K
MEETING PLANNER	50-59K	70-79K	80-89K	80-89K	80-89K
<b>IT &amp; Database Management</b>					
CTO/CIO/VP	140-149K	140-149K	180-189K	200-209K	160-169K
DIRECTOR OF IT	90-99K	110-119K	120-129K	130-139K	120-129K
IT MANAGER	80-89K	70-79K	80-89K	90-99K	90-99K
DATABASE MANAGER	60-69K	70-79K	80-89K	80-89K	95-104K
WEBSITE MANAGER	55-64K	70-79K	90-99K	100-109K	80-89K
<b>Administration &amp; Support</b>					
EXECUTIVE ASSISTANT	60-69K	70-79K	70-79K	80-89K	70-79K
ADMINISTRATIVE ASSISTANT	40-49K	50-59K	50-59K	50-59K	50-59K
OFFICE MANAGER	60-69K	60-69K	60-69K	60-69K	60-69K
RECEPTIONIST	35-39K	40-49K	40-49K	40-49K	40-49K

**SOUTH**

**NONPROFIT SALARY RANGES**

POSITIONS	BUDGET SIZES AND 2023 SALARIES				
	Under \$2M	\$2.1M - \$10M	\$10.1M - \$20M	\$20.1M - \$50M	\$50.1M - \$100M+
<b>Senior Management</b>					
CEO/PRESIDENT	170-179K	200-209K	240-249K	310-319K	420-429K
EXECUTIVE DIRECTOR	130-139K	145-154K	180-189K	175-184K	340-349K
CHIEF OPERATING OFFICER	100-109K	150-159K	125-134K	200-209K	240-249K
CHIEF OF STAFF/DEPUTY DIRECTOR	90-99K	100-109K	150-159K	155-164K	175-184K
<b>Finance</b>					
CFO/VP FINANCE	100-109K	135-144K	150-159K	185-194K	250-259K
DIRECTOR OF FINANCE	80-89K	100-109K	100-109K	120-129K	120-129K
CONTROLLER	70-79K	85-94K	90-99K	130-139K	180-189K
STAFF ACCOUNTANT	50-59K	60-69K	70-79K	70-79K	75-84K
BOOKKEEPER	55-64K	45-49K	60-69K	50-59K	80-89K
<b>Fundraising &amp; Resource Development</b>					
CHIEF DEVELOPMENT OFFICER/VP DEV	120-129K	115-124K	115-124K	195-204K	250-259K
DIRECTOR OF DEVELOPMENT	70-79K	85-94K	90-99K	120-129K	135-144K
DIRECTOR OF MAJOR GIFTS	75-84K	85-94K	90-99K	120-129K	100-109K
DIRECTOR OF FOUNDATION/ CORPORATE RELATIONS	70-79K	80-89K	110-119K	115-124K	150-159K
DIRECTOR OF SPECIAL EVENTS	40-49K	60-69K	80-89K	70-79K	125-134K
GRANTS WRITER	60-69K	60-69K	60-69K	90-99K	65-74K
DEVELOPMENT ASSOCIATE	55-64K	50-59K	55-64K	55-64K	60-69K
DEVELOPMENT ASSISTANT	40-49K	40-49K	50-59K	50-59K	60-69K
<b>Marketing &amp; Public Relations</b>					
CMO/VP MARKETING/COMMUNICATIONS	100-109K	90-99K	180-189K	150-159K	220-229K
DIRECTOR MARKETING/COMMUNICATION	90-99K	90-99K	125-134K	100-109K	157-166K
DIRECTOR OF ADVERTISING/GOV RELATIONS	90-99K	95-104K	150-159K	115-124K	135-144K
MARKETING MANAGER	60-69K	60-69K	90-99K	75-84K	85-94K
SOCIAL MEDIA PROFESSIONAL	50-59K	50-59K	80-89K	70-79K	75-84K
MARKETING ASSOCIATE	40-49K	50-59K	60-69K	60-69K	75-84K
<b>Programs</b>					
CHIEF PROGRAMS OFFICER/VP PROGRAM	90-99K	120-129K	130-139K	160-169K	240-249K
DIRECTOR OF PROGRAMS	80-89K	90-99K	95-104K	110-119K	140-149K
PROGRAM ASSOCIATE	50-59K	60-69K	50-59K	70-79K	65-74K
PROGRAM ASSISTANT	40-49K	40-49K	40-49K	50-59K	70-79K
<b>Human Resources/Talent Management</b>					
VP/CHIEF HUMAN RESOURCES OFFICER	90-99K	90-99K	120-129K	160-169K	195-204K
DIRECTOR OF HR/TALENT MANAGEMENT	90-99K	90-99K	100-109K	105-114K	145-154K
HR MANAGER	65-75K	70-79K	80-89K	90-99K	95-104K
BENEFITS MANAGER	75-84K	60-69K	65-74K	80-89K	85-94K
HR ASSOCIATE	40-49K	50-59K	50-59K	50-59K	70-79K
<b>Membership &amp; Meetings</b>					
VP/DIRECTOR OF MEMBERSHIP	80-89K	130-139K	125-134K	160-169K	170-175K
MEMBERSHIP MANAGER	60-69K	65-74K	100-109K	100-109K	100-109K
VP/DIRECTOR OF MEETINGS	85-94K	95-104K	100-109K	130-135K	150-159K
MEETING PLANNER	70-79K	50-59K	60-69K	70-79K	75-84K
<b>IT &amp; Database Management</b>					
CTO/CIO/VP	85-95K	90-99K	185-194K	190-199K	180-189K
DIRECTOR OF IT	75-84K	100-109K	100-109K	130-139K	145-154K
IT MANAGER	55-65K	60-69K	90-99K	90-99K	100-109K
DATABASE MANAGER	60-69K	60-69K	70-79K	75-84K	95-104K
WEBSITE MANAGER	45-49K	45-54K	70-79K	90-99K	115-119K
<b>Administration &amp; Support</b>					
EXECUTIVE ASSISTANT	60-69K	55-64K	65-74K	70-79K	70-79K
ADMINISTRATIVE ASSISTANT	40-49K	40-49K	50-59K	50-59K	60-69K
OFFICE MANAGER	50-59K	50-59K	50-59K	50-59K	70-79K
RECEPTIONIST	35-39K	35-39K	40-49K	40-49K	50-54K

## ABOUT THE SURVEY AND REPORT

The nonprofits we surveyed are located throughout the country, from the greater New York City metro area to San Francisco. **We are delighted to report that we had our highest number of respondents yet, with over 2,000 survey participants.** The survey was conducted during September and October 2023.

## METHODOLOGY

This report provides you with information on salaries in nonprofit organizations in the Fall of 2023 for 46 key positions in 5 operating budget categories. The numbers are for salaries only; we did not include benefits or bonuses. Median salaries 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.

## AVAILABILITY

CNP/PNP's salary reports are available for free on PNP's website, [www.pnpstaffinggroup.com](http://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 one-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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