

2025 Compensation Survey Report of Not-For-Profit Organizations

July 2025

SAMPLE



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I. About Compensation Resources

EA Compensation Resources LLC, an EisnerAmper Company (“Compensation Resources”), provides compensation and human resources consulting services to mid- and small-cap public companies, private, family-owned, and closely-held firms, as well as not-for-profit organizations. Compensation Resources specializes in executive compensation, sales compensation, pay-for-performance and incentive compensation, and performance management programs.

In addition to our compensation services, we also offer a full suite of HR services, some of which include benefits and payroll, employee relations compliance, HR assessments and audits, HR best practices, policy development and strategy, and talent acquisition onboarding.

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II. Study Background

Compensation Resources is pleased to present the *2025 Compensation Survey Report of Not-For-Profit Organizations*. This survey, targeted exclusively to tax-exempt organizations, was designed to capture compensation data of positions within a broad range of not-for-profit classifications. Data was collected between April and June 2025, and results were compiled from survey questions that were developed by Compensation Resources and distributed to organizations in all not-for-profit classifications. There were 133 organizations that participated in this study.

Compensation data is reported as of **March 1, 2025** in the following dimensions:

- Base Salary (Weighted Average, Average, Median, and 25th and 75th percentiles)
- Bonus & Incentive
- Other Compensation (executive positions)

This survey also reports the prevalence of various programs and practices relative to compensation, covering annual incentives, long-term incentives, various perquisites, and supplemental benefits.

Compensation Resources is dedicated to providing accurate results of this survey to participants; therefore, should you have any questions or need clarification regarding any aspect of the survey's results, please contact me at (201) 710-6483.

We thank you for your participation.



III. Definitions and Reporting

Data effective date: March 1, 2025

Executive compensation reporting tables

Number of Incumbents: The number of incumbents reported by participants for the position.

Average Base Salary: The sum of all base salaries reported divided by the number of reported inputs.

25th %ile Base Salary: The point below which 25% of the data falls.

Median Base Salary: The middle number in the data array.

75th %ile Base Salary: The point below which 75% of the data falls.

Bonus & Incentive Average: The sum of all annual bonuses/incentives reported divided by the number of reported inputs.

Other Compensation Average: The sum of all other compensation reported divided by the number of reported inputs.

Non-executive compensation reporting tables

Number of Incumbents: The number of incumbents reported by participants for the position.

Wtd. Average Base Salary: The sum of all reported base salaries divided by the number of incumbents. Where one organization dominated the results by 25% or greater, no weighted average is reported; indicated with a double asterisk (**).

Average Base Salary: The sum of all base salaries reported divided by the number of reporting organizations.

25th %ile Base Salary: The point below which 25% of the data falls.

Median Base Salary: The middle number in the data array.

75th %ile Base Salary: The point below which 75% of the data falls.

Bonus & Incentive Average: The sum of all annual bonuses/incentives reported divided by the number of reported inputs.

Insufficient data is reported with an asterisk (*). For positions with insufficient data in the revenue, industry classification, size, and/or region cuts, only the overall data is reported (see Table of Contents for page number).

No reporting is shown for the position below due to lack of sufficient responses:

- Top Foundation Executive
- Foundation Officer
- Grantmaking Director

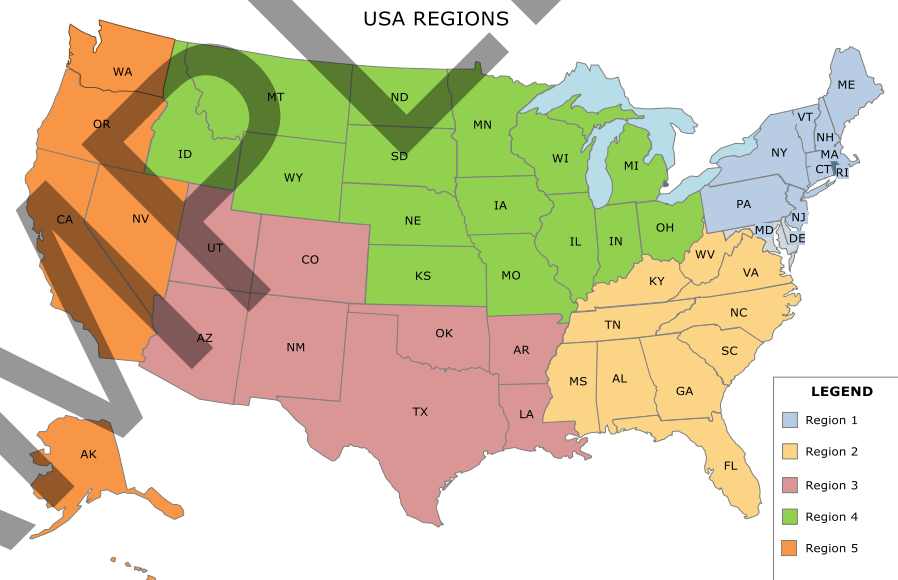
IV. Participant Demographics

Classification	Percent
Arts, Culture, and Humanities	0.8%
Education	6.8%
Environment and Animals	1.5%
Health	13.5%
Human Services	19.5%
International, Foreign Affairs, National Security	0.0%
Public, Societal Benefit	14.3%
Religion Related	33.1%
Mutual/Membership Benefit Organizations	8.3%
Unknown, Unclassified	2.2%

Revenue Category	Percent
Less than \$10.0 million	41.4%
\$10.0 million - \$49.9 million	37.6%
\$50.0 million - \$99.9 million	12.0%
\$100.0 million or more	9.0%

Employee Size	Percent
Less than 50 employees	44.4%
51 - 99 employees	13.5%
100 - 499 employees	31.6%
More than 500 employees	10.5%

Region	Percent
Region 1	26.3%
Region 2	18.0%
Region 3	22.6%
Region 4	21.1%
Region 5	12.0%





Executive Director/Top Executive

This is the top executive and principal organization leader. Responsible for directing the organization with the objective of accomplishing the mission and vision of the organization. Establishes current and long-range objectives, plans, and policies. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Represents the organization with its constituents, clients, the financial community, and the public. Regularly interacts with the organization's Board of Directors, and may serve as one of its members.

	# of Incs	Base Salary				Annual Bonus & Incentive	Other Compensation
		Avg	25th	Median	75th	Avg	Avg
Overall							
Revenue							
Less than \$10.0 million							
\$10.0 million - \$49.9 million							
\$50.0 million - \$99.9 million							
\$100.0 million - \$499.9 million							
\$500.0 million - or more							
Classification							
Education							
Health							
Human Services							
Religion Related							
All Others							
Size							
Less than 50 ees							
51 - 99 ees							
100 - 499 ees							
More than 500 ees							
Region							
Region 1							
Region 2							
Region 3							
Region 4							
Region 5							



Accountant

Maintains all financial records, including payroll information, accounts payable, accounts receivable, retail sales, and information regarding investments held by the organization. Performs internal audits to ensure that the financial records of the organization are accurate. Prepares annual reports and financial statements for planning and decision making, and advises on tax laws and investment opportunities.

	Base Salary						Bonus & Incentive
	# of Incs	Weighted Avg	Avg	25th	Median	75th	Avg
Overall							
Revenue							
Less than \$10.0 million							
\$10.0 million - \$49.9 million							
\$50.0 million - \$99.9 million							
\$100.0 million - \$499.9 million							
\$500.0 million or more							
Classification							
Education							
Health							
Human Services							
Religion Related							
All Others							
Size							
Less than 50 ees							
51 - 99 ees							
100 - 499 ees							
500 or more ees							
Region							
Region 1							
Region 2							
Region 3							
Region 4							
Region 5							

VII. SURVEY PARTICIPANTS

List contains only organizations that gave permission to identify their name

Alabama Baptist Children's Homes	Modern Language Association
Avant Ministries	MonmouthCares
Bergen Volunteer Medical Initiative	Mt. Elliott Cemetery Association
Best Christian Workplaces BCW	National Board for Respiratory Care, Inc.
Bethesda Health Clinic	National Endowment for Financial Education
Bible Study Fellowship	North Carolinians for Home Education
Boys Town	Northwest Maritime
Brain Injury Alliance of NJ	OC International, Inc.
CareFirst BlueCross BlueShield	Oklahoma State University Foundation
Chosen People Ministries	Omnitrans
Chrisitan Children's Home of Ohio	Open Door Mission
Christ Church of Oak Brook	Open Doors International, Inc.
CITE (California IT in Education)	Presbyterian Church (U.S.A.), A Corporation
Cities for Financial Empowerment Fund	Presbyterian Night Shelter
Community Foundation of Henderson County	Reaching Souls International, Inc.
Dr. James Dobson Family Institute	Reliant Mission
Echoing Hills Village, Inc.	Safe Horizon
Encompass World Partners	She Is Safe
Evangelism Explosion International	SIM International
Faith Comes By Hearing	Stanford Sierra Youth & Families
Family & Children's Services	Teen Lifeline
Family Promise, Inc.	The Association for Frontotemporal Degeneration
Georgia System Operations Corporation	The Friends of Israel Gospel Ministry Inc.
Greater Europe Mission	The Pocket Testament League
Gulf Coast Community Services Association, Inc.	The Project of the Quad Cities
Institute for Creation Research	Trans World Radio
Intentional Life Media	Waterkeeper Alliance
Intercessors for America	WCID No. 17
International Fellowship of Evangelical Students/USA	West Side Campaign Against Hunger
Johnson County, KS Government	Work Services Corporation
Kessler Foundation	World Gospel Mission
Marriage Mentors	WorldServe Ministries
Mercy Housing Inc.	Youth for Christ International
Mission Aviation Fellowship	