



CR COMPENSATION
RESOURCES

2026

Compensation Survey Report of Not-For-Profit Organizations

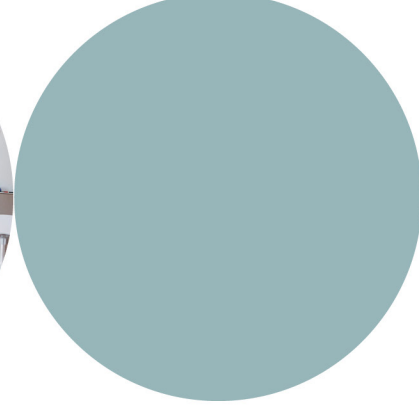
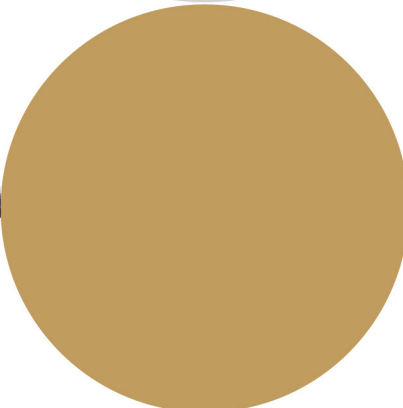
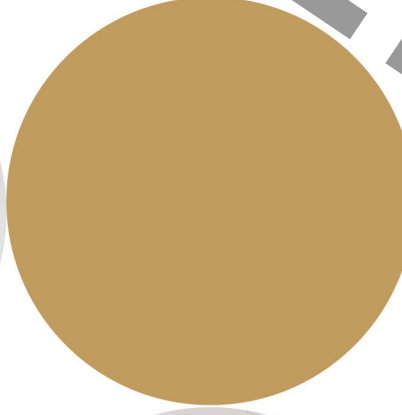
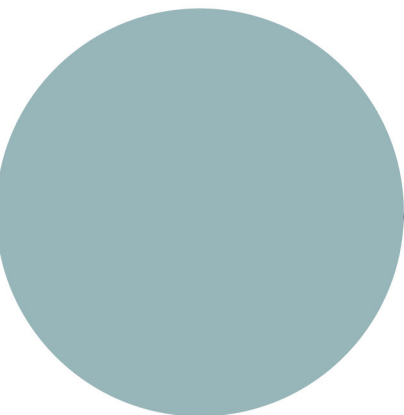
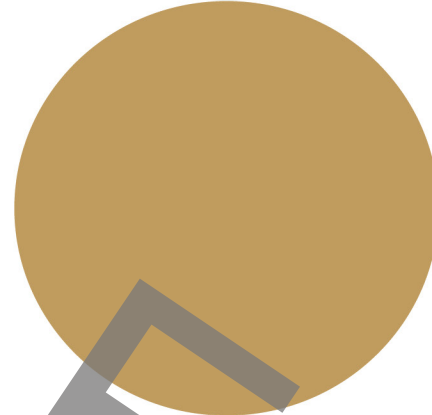
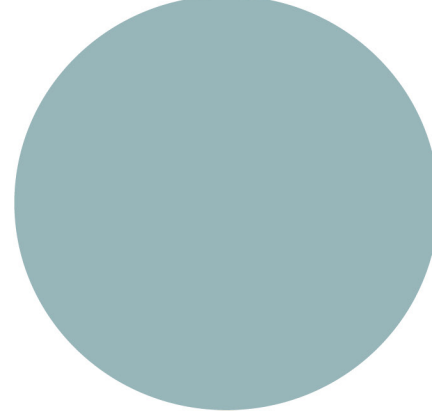


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About Compensation Resources

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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Study Background

Compensation Resources is pleased to present the 2026 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 2026, 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 135 organizations that participated in this study.

Compensation data is reported as of March 1, 2026 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 us.



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Definitions and Reporting

Data effective date: March 1, 2026

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 Percentile Base Salary:** The point below which 25% of the data falls.
- **Median Base Salary:** The middle number in the data array.
- **75th Percentile 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 Percentile Base Salary:** The point below which 25% of the data falls.
- **Median Base Salary:** The middle number in the data array.
- **75th Percentile 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:

- Foundation Officer
- Government Affairs Manager
- Cybersecurity Specialist

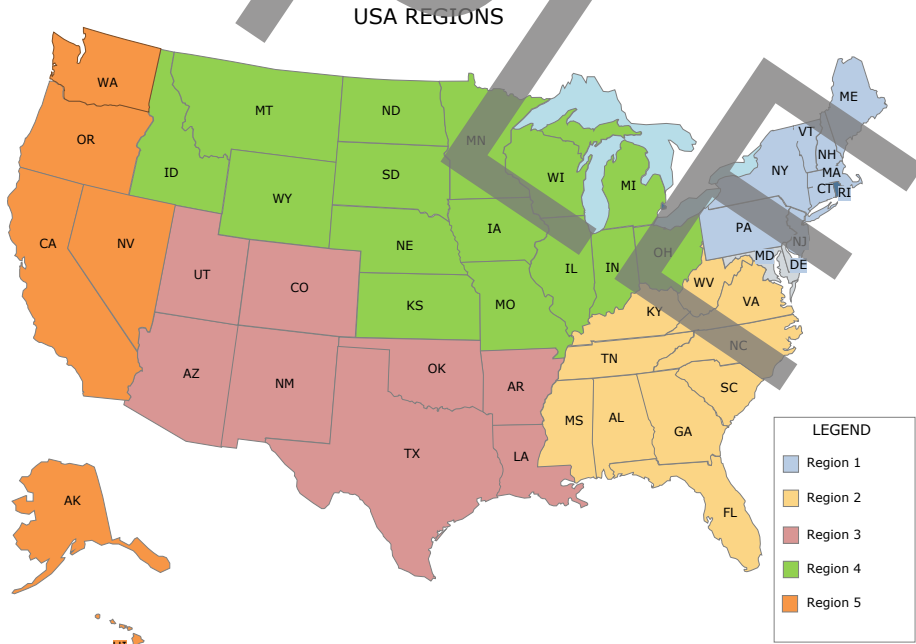
Participant Demographics

Classification	Percent
Arts, Culture, and Humanities	5.2%
Education	8.9%
Environment and Animals	3.7%
Health	11.9%
Human Services	23.0%
International, Foreign Affairs, National Security	0.7%
Public, Societal Benefit	14.8%
Religion Related	30.4%
Mutual/Membership Benefit Organizations	1.4%

Revenue Category	Percent
Less than \$5 million	28.9%
\$5 million - \$9.9 million	21.5%
\$10.0 million - \$49.9 million	34.8%
\$50.0 million - \$99.9 million	8.1%
\$100.0 million or more	6.7%

Employee Size	Percent
Less than 50 employees	49.6%
51 - 99 employees	13.3%
100 - 499 employees	27.4%
More than 500 employees	9.7%

Region	Percent
Region 1	31.9%
Region 2	12.6%
Region 3	21.5%
Region 4	19.3%
Region 5	14.7%



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 \$5 million							
\$5 million - \$9.9 million							
\$10 million - \$49.9 million							
\$50 million - \$99.9 million							
\$100 million - or more							
Classification							
Education							
Health							
Human Services							
Public, Societal Benefit							
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.

	# of Incs	Base Salary					Bonus & Incentive
		Weighted Avg	Avg	25th	Median	75th	Avg
Overall							
Revenue							
Less than \$5 million							
\$5 million - \$9.9 million							
\$10 million - \$49.9 million							
\$50 million - \$99.9 million							
\$100 million - or more							
Classification							
Education							
Health							
Human Services							
Public, Societal Benefit							
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							

Survey Participants

List contains only organizations that gave permission to identify their name

American College of CHEST Physicians	Multiplication Network
Bergen Volunteer Medical Initiative	National Board For Respiratory Care Inc.
Best Christian Workplaces BCW	New Moms
Bible Study Fellowship	Northwest Maritime
Borough of Carlisle	OC International Inc
California IT in Education (CITE)	Oklahoma State University Foundation
Charitable Adult Rides & Services	Omnitrans
Chosen People Ministries	Open Door Mission
COHHIO	Open Doors International
Crown Financial Ministries	Penn's Village
Cystic Fibrosis Foundation	Plant With Purpose
Dr. James Dobson Family Institute	Presbyterian Night Shelter
e3 Ministry Partners	Raritan Valley Community College
EAC Network	Reaching Souls International
Easterseals NJ	REED Autism Services
Echoing Hills Village Inc.	Safe Harbor
Encompass World Partners	Safe Horizon
Evangelism Explosion International	Sahm Family Foundation
Faith Comes By Hearing	She Is Safe
Family & Children's Services	Teen Challenge NWON
Family Centers	The Friends of Israel Gospel Ministry Inc.
Family Promise, Inc.	The Prejean Foundation
Grapevine Relief and Community Exchange	The Sailors' Snug Harbor
Greater Europe Mission	TMS Global
International Fellowship of Evangelical Students/USA	Trans World Radio
Kessler Foundation	VISIONS/Services for the Blind & Visually Impaired
Mercy Housing Inc	Waterkeeper Alliance
Missions of Hope International	World Gospel Mission
Modern Language Association	

SAMPLE

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