

ExecPayInsights

2025

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# Nonprofit Executive Compensation Report

Insights from 1.6 million executives across 259,000 tax-exempt organizations. The most comprehensive analysis of nonprofit pay in America.

ExecPayInsights.com – Data from IRS Form 990 Filings, 2001–2025

OVERVIEW

# The Nonprofit Pay Landscape at a Glance

# \$104.4B

TOTAL COMPENSATION PAID IN 2023

Across 615,212 disclosed filings — roughly the GDP of Ecuador

## 1.6M

EXECUTIVES  
TRACKED

Unique individuals  
with disclosed  
compensation

## 259K

ORGANIZATIONS

Tax-exempt entities filing Form  
990

## \$386K

AVERAGE  
COMPENSATION

Mean total comp per filing  
2023

## 2.7%

EARN \$1M OR  
MORE

44,522 executives in  
the millionaire tier

## \$42.1M

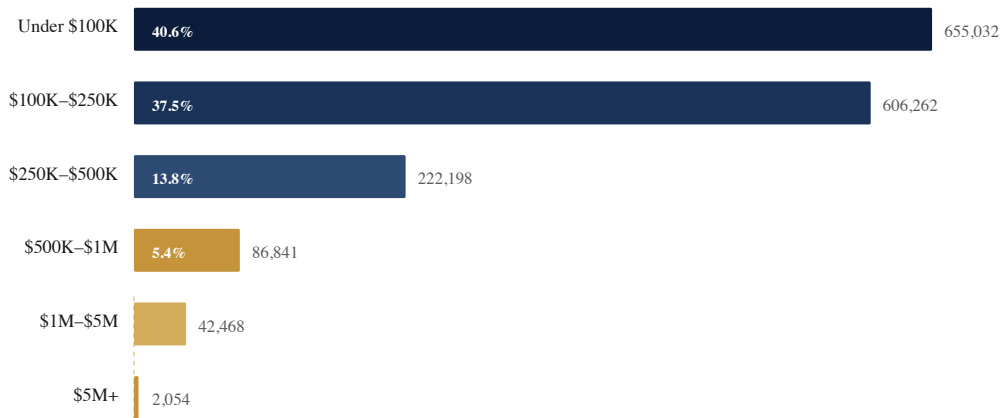
HIGHEST RECORDED

Peak individual compensation  
in dataset

DISTRIBUTION

# Where Nonprofit Executives Fall on the Pay Scale

Over three-quarters of nonprofit executives earn less than \$250,000. The \$1M+ tier represents just 2.7% of all disclosed executives.

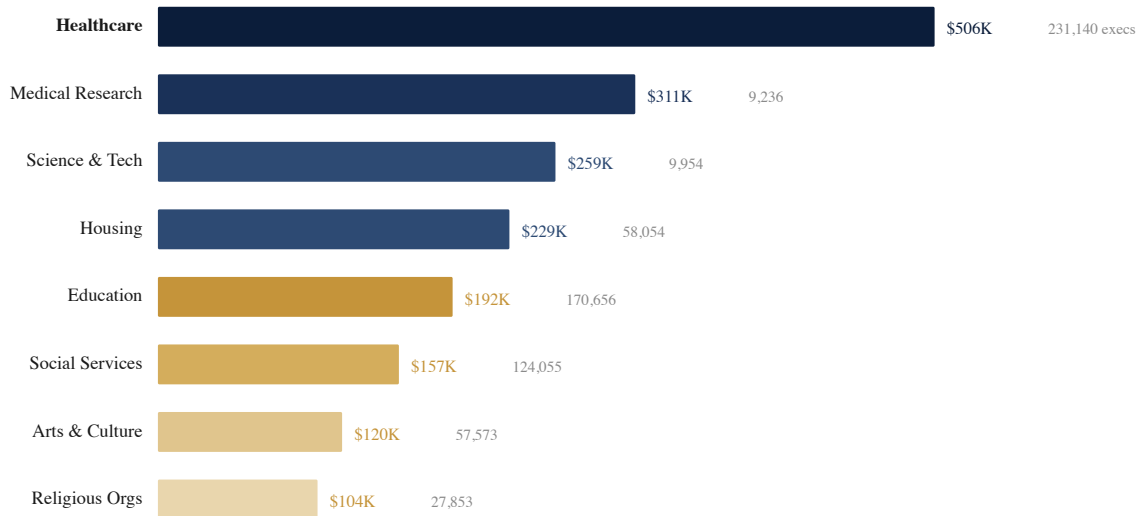


The 2.7% Club: 44,522 executives earn \$1M+

BY SECTOR

# Average Peak Compensation Across Industries

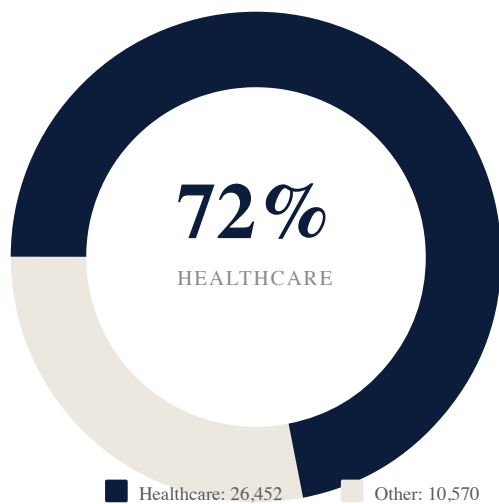
Healthcare dominates nonprofit executive pay, with average peak compensation 63% higher than the next sector.



HEALTHCARE DEEP DIVE

# The Sector That Owns the Millionaire Tier

Healthcare accounts for nearly three-quarters of all nonprofit executives earning \$1 million or more. No other sector comes close.



Share of executives earning \$1M+

## +13.3%

Growth in healthcare exec compensation, 2019 (\$594K) → 2024 (\$673K)

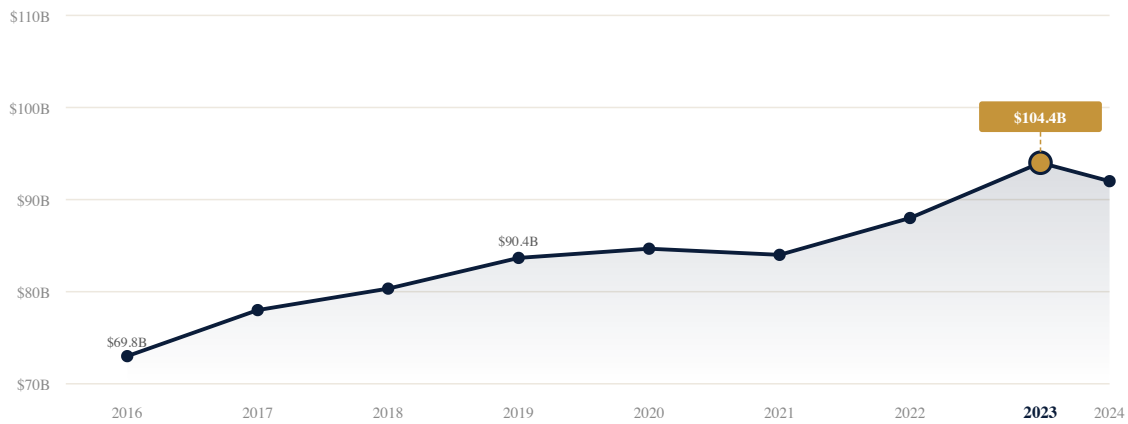
## \$506K

Average peak compensation for healthcare executives — 63% higher than the next-highest sector

TRENDS

# Total Compensation Paid, 2016–2024

Total annual nonprofit executive compensation grew 42% from \$69.8B in 2016 to a peak of \$104.4B in 2023 before a slight dip in 2024.

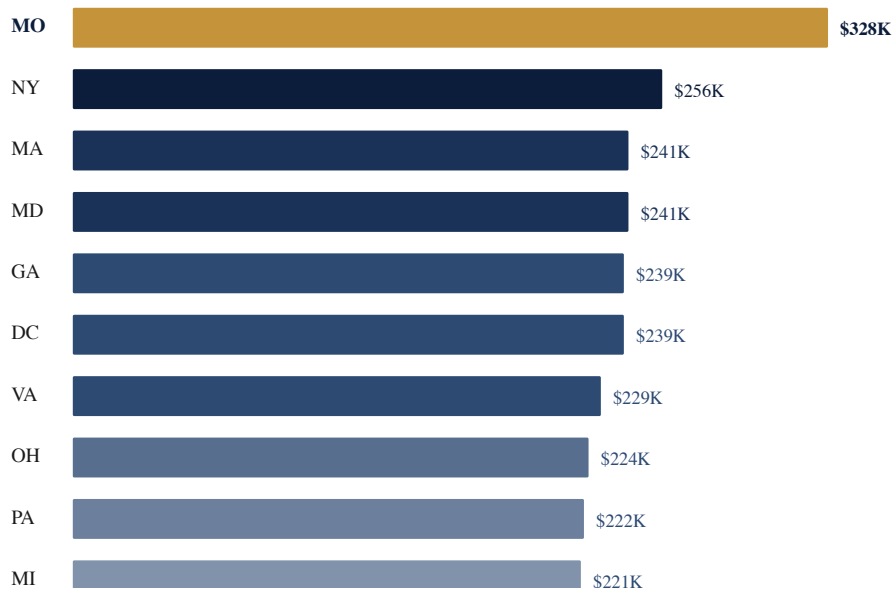


2024 data reflects partial-year filings; total may increase as late filings are processed.

GEOGRAPHY

# Top 10 States by Average Executive Compensation

Missouri leads all states in average nonprofit executive compensation — a surprise driven by concentrated health system headquarters.

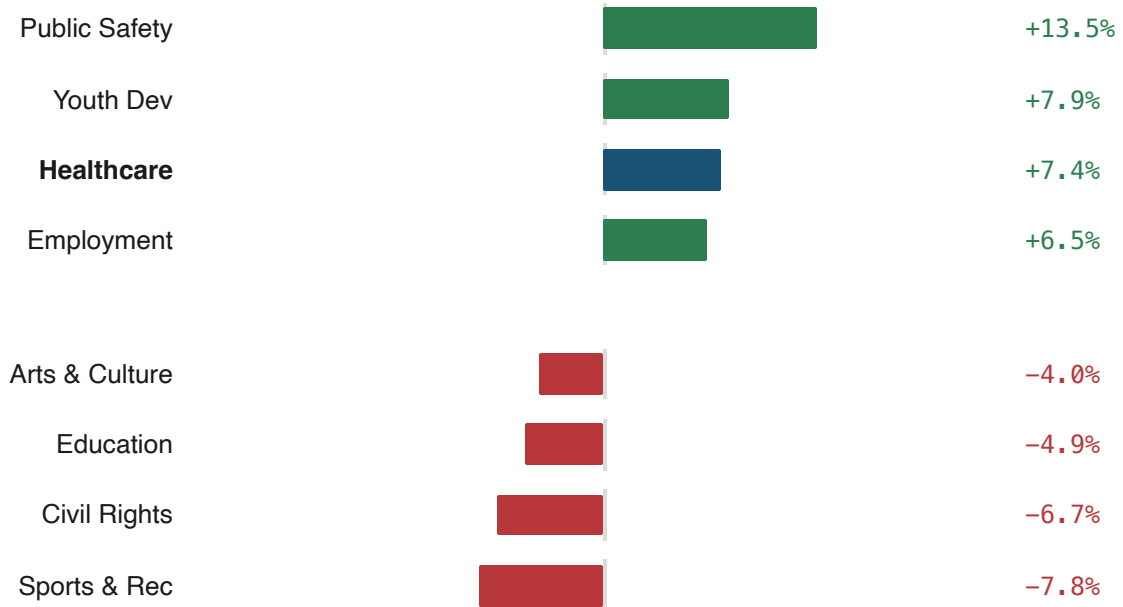


SECTOR TRENDS 2019 → 2023

# Winners and Losers in Compensation Growth

While Public Safety and Healthcare executives saw meaningful raises, Education and Arts & Culture saw pay decline over the same four-year period.

▲ GROWING ▼ DECLINING



## TOP EARNERS

# Highest-Compensated Nonprofit Executives

Peak total compensation recorded across all filing years, including base pay, bonus, deferred compensation, and other reportable income.

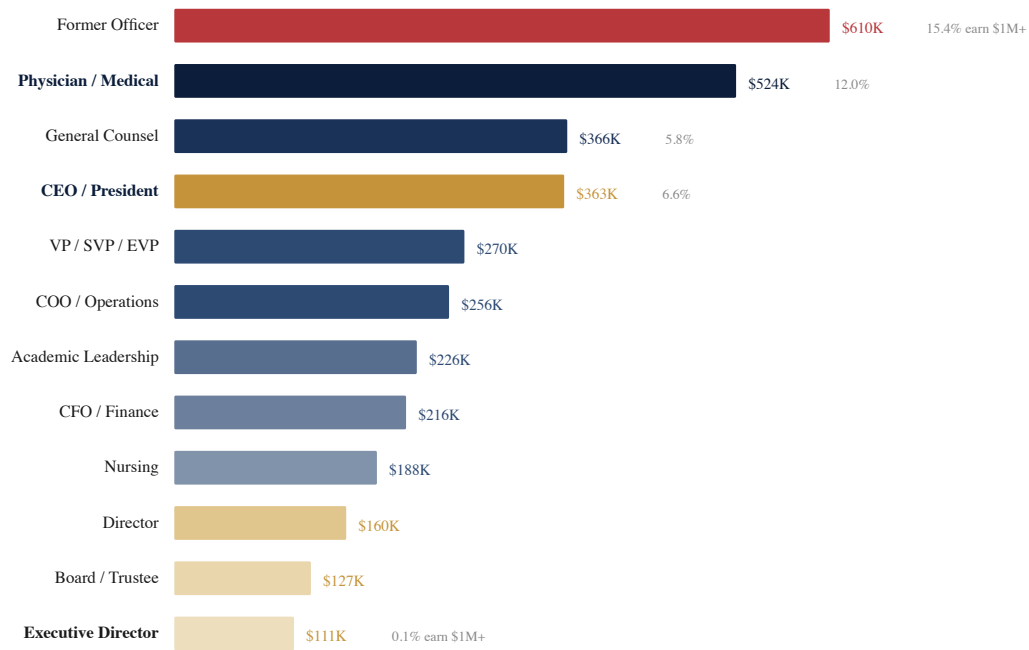
EXECUTIVE	PEAK COMPENSATION	STATE
<b>1 J. Greg Ness</b> Standard Insurance Co. Health & Welfare Benefits Trust	<b>\$42.1M</b>	<b>OR</b>
<b>2 Rory McIlroy</b> PGA Tour Charities Inc.	<b>\$40.1M</b>	<b>FL</b>
<b>3 Robert I. Grossman, MD</b> NYU Langone Health System	<b>\$36.0M</b>	<b>NY</b>
<b>4 Bernard Tyson</b> Kaiser Foundation Health Plan	<b>\$35.5M</b>	<b>CA</b>
<b>5 Lloyd H. Dean</b> CommonSpirit Health	<b>\$35.5M</b>	<b>CO</b>

**Notable:** 4 of the top 5 highest-paid nonprofit executives lead healthcare organizations. The exception—Rory McIlroy—earns through PGA Tour Charities, classified as a youth development nonprofit.

BY POSITION

# What Each Role Actually Earns

Keyword classification of 1.6 million executive titles reveals stark pay gaps across the nonprofit hierarchy. Physicians out-earn CEOs on average, and "Former Officers" top them all.

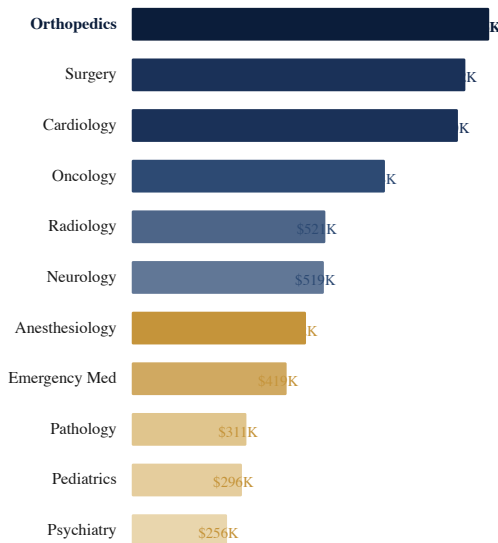


Physicians earn 44% more than CEOs on average. Only 0.1% of Executive Directors reach \$1M.

PHYSICIAN DEEP DIVE

# Compensation by Medical Specialty

Among 47,663 physicians in nonprofit filings, specialty determines pay more than seniority. Orthopedic surgeons average nearly \$1M.



## \$966K

Orthopedic surgeons — the highest-paid specialty in nonprofit healthcare, averaging nearly \$1M

## 3.8x

Orthopedic pay vs. Psychiatry pay — the widest gap between nonprofit physician specialties

## \$1.02M

Average healthcare CEO compensation — the only nonprofit role where the average exceeds \$1 million

Specialty classification based on keyword matching of 47,663 physician titles in IRS Form 990 filings. Includes all disclosed compensation (base, bonus, deferred, other).

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# Explore the Full Dataset

Search 1.6 million executives, compare compensation across organizations, and explore trends by industry and state.

[ExecPayInsights.com](https://ExecPayInsights.com)

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## Methodology

Data sourced from IRS Form 990 electronic filings (2001–2025). Compensation includes base pay, bonus, deferred compensation, and other reportable income. 2025 data is partial (97,399 filings as of data cutoff). All figures represent peak total compensation unless otherwise noted.

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