

Advocate. Expert. Collective Voice.



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Florida's State Association For Nonprofits

2026 Florida Compensation and Benefits Survey

October 7, 2026

Welcome!



**Leah Donelan
McDermott**

*Vice President of Policy and Programs
Florida Nonprofit Alliance*





Our Mission:

To advance Florida's nonprofits as their advocate and collective voice.

Our Vision:

A better Florida through an elevated and protected nonprofit sector.

Other statewide organizations for nonprofits in the U.S.





Membership— *the Core of FNA*

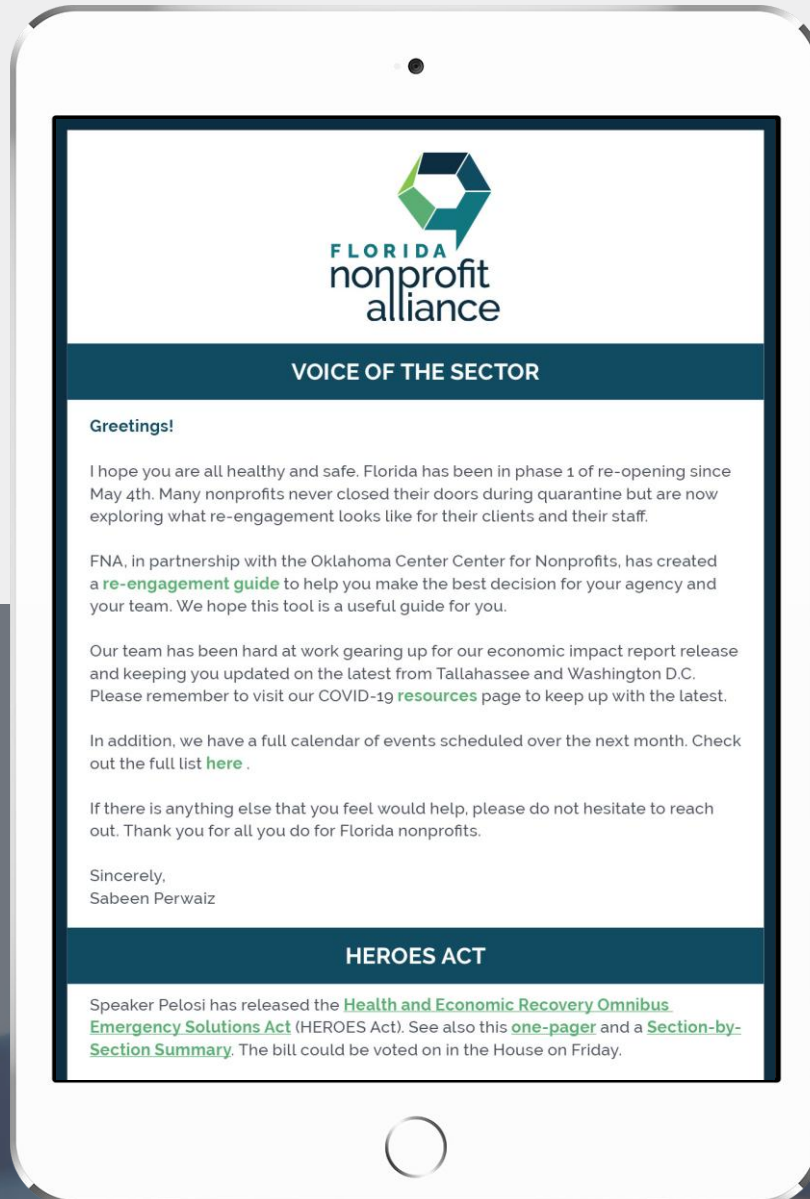
1. Nonprofits
2. Foundations
3. Consultants

For more information, visit flnonprofits.org/membership-information



Newsletters

View [sample here](#)



Sign up at flnonprofits.org



Advocacy:

- Education
- Information
- Guides

Research:

- Compensation & Benefits research
- Economic Impact data
- Annual Nonprofits Survey
- Individual Giving Research

Resources:

- Property Tax information
- Legal Compliance checklist
- Nonprofits and Overhead resource page

FNA RESOURCES

Visit us at flnonprofits.org



Housekeeping

- Please remain on mute
- Type your questions in the chat box – we will be monitoring them
- Captioning is available on your Zoom toolbar
- This webinar is being recorded
- The recording and the slides will be shared after

2026 Compensation and Benefits Report



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Survey Overview

- First comprehensive, statewide study of compensation and benefits practices in Florida's nonprofit sector
- Online survey hosted by Periscope IQ
- 137 questions plus salary pay data
- Survey open from June 2 to July 21, 2026
- Respondents shared information on salaries as of April 1st and bonuses provided in 2025
- Respondents were 501(c)(3) nonprofit organizations based in Florida with at least one paid staff member
- 395 respondents from 35 counties and all 8 regions of the state
- The median is the recommended benchmark





Thank You to Our Partners

- Central Florida Foundation
- Collaboratory
- Collier Community Foundation
- Community Foundation for Brevard
- Community Foundation for Palm Beach and Martin Counties
- Community Foundation of Broward
- Community Foundation of North Florida
- Community Foundation of Sarasota County
- Community Foundation of Tampa Bay
- Edyth Bush Institute for Philanthropy and Nonprofit Leadership
- Gulf Coast Community Foundation
- Indian River Community Foundation
- Nonprofit Center of Northeast Florida
- Nonprofit Leadership Center of Tampa Bay
- Nonprofits First
- The Community Foundation Martin St. Lucie
- The Community Foundation for Northeast Florida
- The Miami Foundation

Key Findings

Pay is the sector's central workforce challenge.



Key Findings

Flexibility is now standard practice for nonprofit employers.



Key Findings

Nonprofits take seriously their responsibility to support employees through compensation and benefits.



Key Findings

Leadership change is on the horizon for many organizations.

Respondents Overview

- 39% had operating budgets of \$1M-\$4.9M
- Median of 11 full-time employees and 3 part-time employees
- 47% human services organizations; 13% education, 12% health
- Median number of Board members: 12
- Median number of volunteers: 75
- Median number of volunteer hours: 1,500
- 85% have a 40-hour work week



Salary Highlights



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CEO Salaries

- Statewide Median:
 - \$139,244
- Regional Comparison:

Region	Median Salary
Central West	\$130,482
East Central	\$125,000
Northeast	\$139,000
Northwest	\$159,949
Southeast	\$145,000
Southwest	\$150,000



CFO Salaries

- Statewide Median:
 - \$143,639
- Regional Comparison:

Region	Median Salary
Central West	\$128,775
East Central	\$152,429
Northeast	\$129,963
Southeast	\$143,639
Southwest	\$175,000



CDO Salaries

- Statewide Median:
 - \$125,000
- Regional Comparison:

Region	Median Salary
Central West	\$111,700
East Central	\$119,300
Northeast	\$141,280
Southeast	\$119,000
Southwest	\$155,115



Development Director Salaries

- Statewide Median:
 - \$85,545
- Regional Comparison:

Region	Median Salary
Central West	\$87,578
East Central	\$84,059
Northeast	\$80,000
Southeast	\$100,000
Southwest	\$86,848

COO Salaries

- Statewide Median:
 - \$115,000
- Regional Comparison:

Region	Median Salary
Central West	\$112,000
East Central	\$119,082
Northeast	\$107,090
Southeast	\$115,000
Southwest	\$205,000



Program Director

- Statewide Median:
 - \$75,000
- Regional Comparison:

Region	Median Salary
Central West	\$76,800
East Central	\$64,098
Northeast	\$75,376
Southeast	\$81,587
Southwest	\$73,746



Salaries under \$50,000

- Less schooling required
- Program positions
 - Often caring for the most vulnerable
 - Sometimes part-time
- Question: how can we work towards these nonprofit employees not needing services from the sector?



Interpreting Salary Data

- Use the median as the typical market reference point, particularly for executive roles.
- Compare your organization to peers with similar budget size, geography, and mission area – not just statewide.
- Treat data points with small sample sizes ($n < 10$) as directional, rather than definitive.
- The data describes what is – not what should be. Use this as a starting point for discussion, rather than a mandate.



Report Data



Bookkeeper

Maintains accurate financial records, including accounts payable and receivable, bank reconciliations, and basic financial reports.

Breakdown	# Orgs	# Incs	Base Salary				
			Average	Wtd. Avg	P25	Median	P75
Total Responses	25	33	\$49,583	\$49,386	\$41,450	\$47,000	\$58,845
Company Size (FTE)							
Under 10	4	4	\$47,927	\$47,927	—	\$43,354	—
10-24	5	5	\$52,165	\$52,165	\$44,500	\$50,000	\$60,911
25-99	11	13	\$48,648	\$49,917	\$40,300	\$47,840	\$58,845
100-200	5	11	\$50,384	\$48,026	\$37,492	\$41,600	\$60,008
Region							
Central West	2	2	—	—	—	—	—
East Central	3	4	\$62,519	\$62,519	—	\$64,685	—
Northeast	8	12	\$47,058	\$44,554	\$38,444	\$41,600	\$49,460
Northwest	1	1	—	—	—	—	—
Southeast	9	12	\$47,713	\$49,652	\$42,700	\$48,500	\$57,849
Southwest	2	2	—	—	—	—	—
Annual Budget							
\$500,000–\$999,999	2	2	—	—	—	—	—
\$1M–\$4.9M	9	9	\$50,336	\$50,336	\$41,650	\$47,000	\$60,500
\$5M–\$9.9M	5	8	\$41,951	\$41,895	\$37,492	\$37,848	\$47,060
\$10M–\$24.9M	7	11	\$53,512	\$52,361	\$41,600	\$52,749	\$60,008
\$25M or more	2	3	—	—	—	—	—
Organization Category							
Arts, Culture & Humanities	1	1	—	—	—	—	—
Education	3	3	\$57,053	\$57,053	—	\$56,160	—
Environment & Animals	3	3	\$49,501	\$49,501	—	\$47,000	—
Health	6	11	\$46,023	\$43,867	\$37,492	\$41,600	\$51,230
Human Services	11	14	\$47,157	\$50,178	\$41,825	\$47,372	\$60,893
Public & Societal Benefit	1	1	—	—	—	—	—
County							
Broward	4	5	\$49,304	\$49,183	—	\$47,000	—
Collier	2	2	—	—	—	—	—
Duval	6	8	\$49,495	\$47,916	\$41,600	\$46,280	\$51,077
Leon	1	1	—	—	—	—	—
Manatee	1	1	—	—	—	—	—
Martin	3	3	\$41,037	\$41,037	—	\$41,600	—
Nassau	2	4	—	—	—	—	—
Orange	2	3	—	—	—	—	—
Palm Beach	1	3	—	—	—	—	—
Pinellas	1	1	—	—	—	—	—
St. Lucie	1	1	—	—	—	—	—
Seminole	1	1	—	—	—	—	—

Dashboard



Theme: Florida N...

Florida Nonprofit Compensation and Benefits Survey 2026

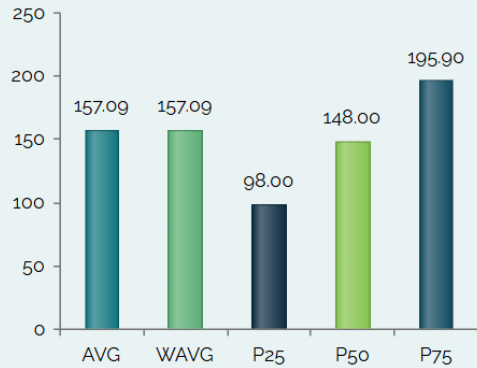
[Glossary of Terms](#)

Job:

Chief Executive Officer/Executive ...

☒ Salary ☐ tcc ☐ Perisc ☐ Open ☐ Ie
Trusted Insights Assured Res

Overall Summary (K)



Job Title: Chief Executive Officer/Executive Director

Job Family: CEO

Job Description: Serves as the organization's chief executive, responsible for overall leadership, strategy, fundraising, operations, and external representation. Reports to the board of directors and leads the senior staff team.

Companies: 35

EEs: 35

SALARY SUMMARY FOR SALARY DATA

P25	P50	P75
\$98,000	\$148,000	\$195,900

[What do these terms mean?](#)

Job:

Chief Executive Officer/Executive D

Chief Executive Officer/Executive Director

Chief Financial Officer (CFO)

Chief Operating Officer

Chief Programs Officer

Chief Strategy Officer

Clinical Supervisor

Community Outreach Coordinator

Controller

Customer/Visitor Services

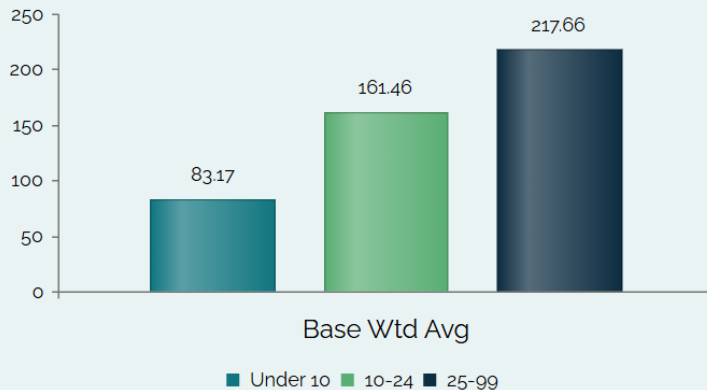
Representative

Data Entry Operator

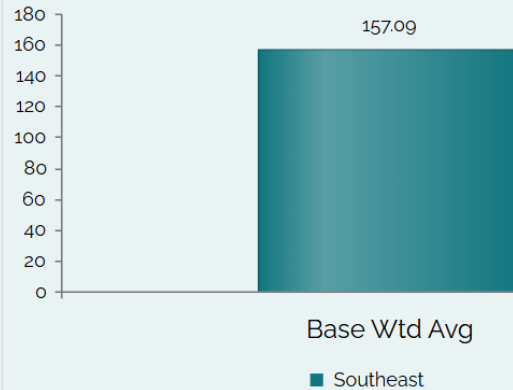
Database Administrator/Manager

Development Associate/Assistant

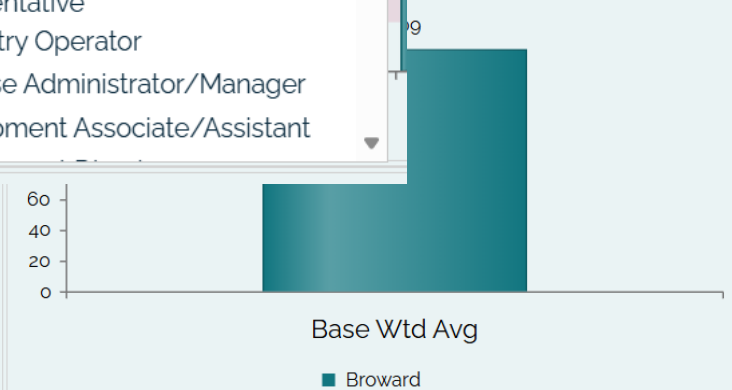
Company Size (FTE) (K)



Region (K)



Base Wtd Avg



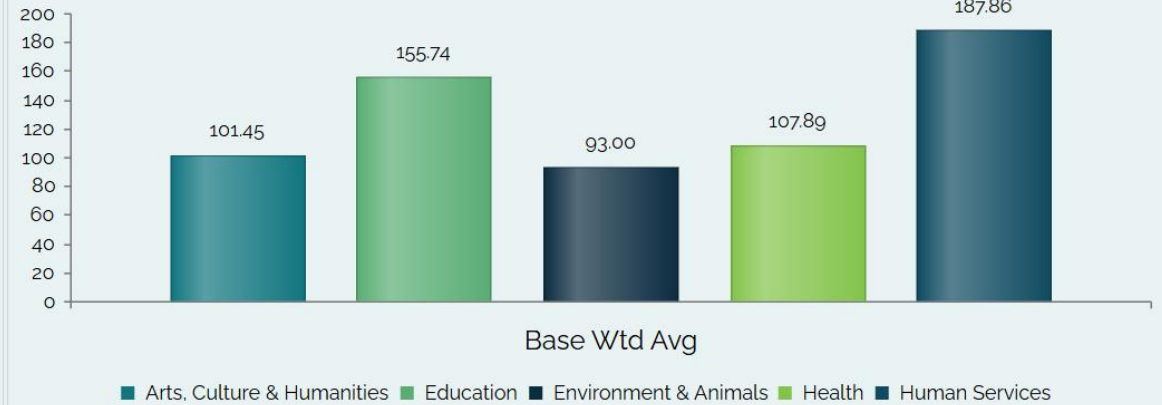
Dashboard



Annual Budget (K)



Organization Category (K)



All Company Size (FTE) ▼ All Region ▼ Broward ▼ All Annual Budget ▼ All Organization Category ▼

Refresh

Clear Filters

Positions by County

County	# of Positions
Brevard	5
Broward	55
Collier	80
Duval	74
Hillsborough	6
Indian River	1
Lee	6
Leon	1
Manatee	3
Martin	9
Miami-Dade	8
Nassau	2

County	# of Positions
Orange	47
Palm Beach	50
Pinellas	1
Sarasota	14
Seminole	3

Salary Increases

- 82% gave a raise in 2025
- 47% have a standing annual increase
- Orgs expect a 3% increase in salaries in the next 12 months (median)
- Salary increase criteria include COLA, merit/performance, compensation research, across-the-board increases, and others



Annual Incentives

- 49% provide incentive pay or bonuses
- 78% have no formal plan
- If goals are determined, they are equally divided between financial and non-financial goals
- 53% of bonuses are discretionary



HR Processes and Policies



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Compensation Philosophy and Practices

- 38% have a written compensation philosophy
- 84% have a formal review process
 - Annually is the most common review period
- 82% have a probationary period
 - Median is 3 months
- 52% of orgs have the ED/CEO oversee HR functions
- 28% provide employment contracts (90% of those are CEOs)
- 95% of organizations have not implemented locality pay



Interns

- 67% of organizations use interns
- Average number of interns was 1.6
- 63% are unpaid
- Pay rate for interns: \$17 per hour or \$13,000 annually (median)



Remote Work

- 62% offer a hybrid work environment
- 42% require fully in-person
- 60% of orgs allow all staff to be eligible for remote/hybrid work
- The groups of employees least likely to be eligible for remote/hybrid work are IT staff and program staff
- 93% of orgs do not expect to return to exclusively in-person
- 67% do not pay travel and accommodations for remote employees attending in-person meetings



Benefits Trends



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Leave Benefits



Response	%
Paid holidays	88.8%
Jury duty / jury service	79.2%
Bereavement leave	72.7%
Paid vacation	52.3%
Pooled PTO (combines vacation and sick time)	45.8%
Paid sick leave	44.5%
Unpaid family illness leave (FMLA)	42.7%
Military service leave	35.4%
Paid personal days	30.5%
Floating holidays	29.4%
Unpaid primary caregiver leave	29.2%
Paid primary caregiver leave	21.9%
Unpaid secondary caregiver leave	16.1%
Paid secondary caregiver leave	10.7%
Paid family illness leave	10.7%
Volunteer service leave	8.9%
Sabbatical	5.5%
Unlimited PTO	3.1%

Medical Plans

- 75% offer medical benefits

Plan type	Single		Family	
	Average	Median	Average	Median
PPO	\$8,529	\$8,000	\$12,574	\$9,894

- 82% offer to employee only; 77% offer to employee and family
- 75% of full-time employees participate (median)
- Employers pay 85% of employee costs; 0% of spouse/dependents cost
- If no organization plan, 37% provide other assistance, like monthly stipend

Other Health Plans

- Dental
 - 69% offer dental plans
 - DPPO most common offerings
 - Most offer to employee and family
 - 75% of employees participate
- Vision
 - 68% offer vision plans
 - 83% offer comprehensive coverage
 - Most offer to employee and family
 - 64% participate
 - Median employer contribution is 0%



Retirement

- 68% of orgs offer a retirement plan
- 401(k) and 403(b) are most common types
- Median employer contribution is 3%
- 71% of plans are matching





Additional Benefits

Response	%
Paid training and professional development	59.2%
Mental health support / EAP	39.7%
Free food or coffee	27.3%
Parking	20.5%
Prescription and pharmacy benefits	19.5%
Financial wellness programs	13.0%
School / tuition reimbursement	11.1%
Pet insurance	7.8%
Gym membership / wellness reimbursement	7.8%
Transportation / commuter benefits	5.4%
Daycare / childcare assistance	4.6%
Relocation assistance for new employees	3.5%
Student loan repayment assistance	3.2%

Workforce Trends



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Leadership and Transitions

- Top nonprofit leaders are overwhelmingly female, white, between the ages of 48-55, and have been in the sector for 13-20 years.
- Chief Development Officers have slightly lower years in their current role (2 vs. 4-7 for other positions)
- 18% of orgs had a CEO change in the last 2 years, and 7% expect one in the next year.
- The new generation of CEOs is coming from the sector and from the local community



Turnover

- Median full-time turnover rate is 16%
- 3x more voluntary than involuntary
- Vacancies were similar across job categories
- 46% say they have trouble finding qualified candidates
 - Top two reasons why are cannot match expected salary and lack of qualified candidates in the market





Hiring vs. Retention



Fractional Workers

- 13% are sharing workers with other organizations or use fractional workers
- Finance is the most common function nonprofits share



Questions



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Next Steps: Compensation



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What To Do With This Information

- Share with Board
 - Discuss what is
 - Also discuss what should be
- Use in budgeting and strategy planning
 - Share with employees the total cost of salary and benefits
- Share with donors, as appropriate
- Policies and processes to consider
 - Employment contracts
 - Succession plans
 - Paid leave
- Trends to consider
 - Burnout
 - Fractional workers
 - Increasing benefits when available





Discussion Questions

- What got your attention?
- What do we do to develop qualified candidates?
- What will you use this information for?



Upcoming Events

- Member Orientation – October 8, 2-3PM ET
- Advocacy 101 – October 9, 9:30-11AM ET
- Consultant Connection – October 15, 1-2PM ET
- Learn About Florida Nonprofit Day – October 22, 9:30-10:30AM ET
- Nuts and Bolts of State Government – November 18, 9:30-11AM ET
- December Policy Call (FNA Members Only) – December 7, 4-5PM ET
- Florida Nonprofit Day – February 1-2, 2027, Tallahassee

Thank you

Leah Donelan McDermott
lmcdermott@flnonprofits.org

Resources:

- [Compensation & Benefits Survey](#)



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