

Israeli Non-Profits - Top Salaries and Cash Reserves held

- Salaries are annual, in shekels, followed by monthly payments in parentheses.
For comparison:
 - Minimum wage in Israel (2025) is about 6,200 nis per month (74,400 annual)
 - Average wage in Israel (2025) is about 13,000 nis per month (156,000 annual)
 Reported below are salaries which are more than 2.5 times the national average.
- Some non-profits lag due to slowness in reporting (hence, some show 2023).
- Some positions change in the chart because of salaries and personnel changes.

IMPORTANT: Under the name of each organization is the estimated amount of their cash assets (money they can spend instead of fundraising for more!)

AND: I do NOT recommend any of these – they are simply not efficient users of precious tzedakah funds.

Leket - Feeding Hungry People

(cash reserves: last report 2023: over 24,000,000 nis)

2024	2023	2022
Chief Executive Officer: ₪621,975 (₪51,831)	Chief Executive Officer ₪621,455 (₪51,787)	Chief Executive Officer : ₪581,433 (₪48,452)
Vice President #1 (VP): ₪507,171 (₪42,264)	Finance Mgr/Treasurer: ₪490,724 (₪40,893)	Vice President (VP): ₪504,173 (₪42,014)
Finance Manager/Treasurer: ₪496,692 (₪41,391)	Attorney/Legal Advisor: ₪425,111 (₪35,425)	Finance Manager/Treasurer: ₪442,410 (₪38,867)
Attorney/Legal Advisor: ₪483,588 (₪40,299)	Overseas Resource Recruitment Manager: ₪418,127 (₪34,843)	Overseas Resource Recruitment Manager: ₪402,066 (₪33,505)
Vice President #2 (VP): ₪387,588 (₪32,299)	Vice President (VP): ₪364,062 (₪30,338)	Attorney/Legal Advisor: ₪363,953 (₪30,329)

Nefesh B'Nefesh - Helping Americans Make Aliyah

(cash reserves: over 15,000,000 nis)

2023	2022	2021
External Consultant: ₪442,352 (₪36,862)	Consultant: ₪442,032 (₪36,836)	Vice Chairman: ₪442,032 (₪36,836)

CEO: ₪425,572 (₪35,464)	CEO ₪432,413 (₪36,304)	CEO: ₪423,807 (₪35,317)
Human Resources Mgr: ₪413,080 (₪34,423)	Human Resources Mgr: ₪413,908 (₪34,492)	Public Relations Mgr: ₪416,905 (₪34,742)
Computing/Comms Mgr: ₪411,632 (₪34,302)	Vice President (VP): ₪397,121 (₪33,093)	Website and Advert Mgr: ₪414,207 (₪34,517)
Vice President (VP): ₪399,526 (₪33,293)	Director: ₪339,179 (₪28,264)	Vice President: ₪393,237 (₪32,769)

Yeshivas Aish HaTorah – Torah study for adults
(cash reserves: 11,000,000 nis)

2023	2022	2021
Rosh HaYeshiva ₪469,331 (₪39,110)	President: ₪494,000 (₪41,200)	Graduate Operations ₪617,350 (₪123,470)
Internet Dept Mgr: ₪440,141 (₪36,678)	Rosh HaYeshiva: ₪476,612 (₪39,717)	President: ₪494,000 (₪41,166)
Deputy CEO ₪423,792 (₪35,316)	Internet Dept Mgr: ₪439,636 (₪36,636)	Rosh HaYeshiva: ₪476,618 (₪39,718)
Vice President (VP): ₪417,361 (₪34,780)	Deputy CEO ₪387,620 (₪32,301)	Internet Dept Mgr: ₪391,073 (₪32,589)
Chief Financial Officer ₪388,394 (₪32,366)	Vice President (VP): ₪387,382 (₪32,281)	Vice President (VP): ₪387,524 (₪32,293)

Shalva – Working with Kids with Disabilities
(cash reserves: over 21,000,000 nis)

2023	2022	2021
Chief Exec Officer (CEO): ₪452,899 (₪37,741)	Chief Exec Officer (CEO): ₪453,739 (₪37,811)	Chief Exec Officer (CEO): ₪473,780 (₪37,815)
Operations/ Finance Mgr: ₪419,714 (₪34,976)	Operations/Finance Mgr: ₪326,099 (₪27,105)	Operations/Security Mgr: ₪301,205 (₪25,100)

Nitzan – Helping children with learning disabilities
(cash reserves: over 30,000,000 nis)

2023	2022	2021
Chief Exec Officer (CEO): ₪474,187 (₪39,515)	Chief Exec Officer (CEO): ₪473,937 (₪39,479)	Chief Exec Officer (CEO): ₪473,755 (₪39,479)
Finance Mgr/Treasurer: ₪451,339 (₪37,611)	Chief Financial Officer: ₪451,093 (₪37,591)	Chief Financial Officer: ₪450,906 (₪37,576)
Project Manager: ₪427,221 (₪35,601)	Project Manager: ₪420,620 (₪35,051)	Project Manager: ₪294,845 (₪24,570)

Yachad L'maan HaChayal – Supporting soldiers – Combines Israeli organizations Agudah L'maan HaChayal and Keren Libi – (FIDF funding goes through them – see bottom of chart for those shocking details)
(cash reserves: over 96,000,000 nis PLUS 393,000,000 nis in additional reserves)

2023	2022	2021
CEO #1: ₪662,374 (₪55,197)	CEO #1: ₪680,882 (₪56,740)	CEO #1: ₪628,315 (₪52,359)
CEO #2: ₪588,429 (₪49,036)	VP of Operations: ₪594,428 (₪49,536)	CEO #2: ₪593,277 (₪49,440)
CEO #3: ₪588,429 (₪49,036)	CEO #2: ₪577,440 (₪48,120)	CEO #3: ₪510,486 (₪42,541)
VO of Operations (VP): ₪523,944 (₪43,662)	CEO #3: ₪526,164 (₪43,847)	Chief Financial Officer: ₪466,529 (₪38,877)
Chief Financial Officer ₪508,333 (₪42,361)	Chief Financial Officer: ₪469,583 (₪39,132)	VP of Operations (VP): ₪460,647 (₪38,387)

Each CEO of the organizations that merged has maintained their position and salary.

The FIDF themselves has over \$300,000,000 in net cash assets, and has been embroiled in several scandals over the last year or so.

Ogen – Israel Loan Association

(cash reserves: over 77,000,000 nis)

(do not confuse them the great organization HaOgen, which helps IDF reservists families)

2024**2023****2022**

Deputy (CEO): ₪851,935 (₪70,994)	Deputy (CEO): ₪573,970 (₪47,830)	Deputy (CEO): ₪536,905 (₪44,702)
Finance Mgr/Treasurer: ₪566,030 (₪47,169)	VP Of Marketing ₪372,700 (₪31,058)	Finance Manager/Treasurer: ₪417,589 (₪34,799)
VP Marketing: ₪505,440 (₪42,120)	VP Credit: ₪320,461 (₪26,705)	Vice President Of Credit: ₪272,685 (₪22,723)
Vice President Of Credit: ₪346,893 (₪28,907)	Business Credit Mgr: ₪319,861 (₪26,655)	Business Credit Dept Mgr: ₪269,095 (₪22,424)
Business Credit Mgr: ₪341,918 (₪28,493)	VP Of Technology; ₪293,163 (₪24,430)	Resource Mobilization Manager: ₪259,036 (₪21,586)

JNF – KKL Israel (Keren Kayemet L'Yisrael) trees and the environment in Israel

(cash reserves: over 7,000,000,000 nis) (yes, 7 billion)

2024**2022****2021**

CEO (Himnuta Real Estate Company) 651,587 (54,299)	Board Chairman, KKL: ₪608,076 (₪50,673)	Board Chairman, KKL ₪608,076 (₪50,673)
Board Chairman (Himnuta) 639,084 (53,257)	Board Chair, Himnuta : ₪608,076 (₪50,673)	Board Chair, Himnuta ₪608,076 (₪50,673)
Board Chairman (KKL) 639,084 (53,257)	CEO: ₪559,313 (₪46,609)	CEO ₪546,738 (₪45,000)
Treasurer/CFO* 635,297 (52,941)	Deputy Attorney General JNF: ₪503,381 (₪41,948)	Deputy Attorney General JNF: ₪492,064 (₪41,000)
Legal Advisor* 595,478 (49,623)	Production Manager: ₪475,416 (₪36,618)	Real Estate Complex Manager: ₪492,064 (₪41,000)

(2023 Salaries were not reported in the official Registrar of Non-Profits report)

*CFO was temporary CEO until 10/2024

*Legal Advisor is temporary CEO from 11/2024

Israel Cancer Association**(cash reserves: over 79,000,000 nis)**

2023	2022	2021
Chief Executive Office): ₪482,389 (₪40,199)	Chief Executive Officer: ₪447,072 (₪37,056)	Chief Executive Officer: ₪418,051 (₪34,038)
Director Daycare Center: ₪329,710 (₪27,475)	Human Resources Mgr: ₪351,141 (₪29,261)	Director Daycare Center: ₪311,948 (₪25,996)
Branch Department Mgr: ₪306,445 (₪25,537)	Director Daycare Center: ₪316,594 (₪26,382)	Human Resources Mgr: ₪296,243 (₪24,686)
Director, Rehab/Welfare: ₪294,671 (₪24,555)	Branch Department Mgr ₪290,925 (₪24,243)	Director, Rehab/Welfare ₪272,985 (₪22,748)
Director, Arab society: ₪273,734 (₪22,811)	Finance Mgr/Treasurer: ₪289,969 (₪24,164)	Director Public Information ₪270,616 (₪22,551)

Ilan - Helping Troubled Kids**(cash reserves: over 48,000,000 nis)**

2024	2023	2022
Chief Executive Officer: ₪388,800 (₪32,400)	Chief Executive Officer: ₪360,000 (₪30,000)	Chief Executive Officer: ₪423,383 (₪35,281)
House Manager: ₪353,724 (₪29,477)	House Manager: ₪333,544 (₪27,795)	House Manager: ₪339,787 (₪28,315)
Finance Mgr/Treasurer: ₪315,000 (₪26,250)	Finance Mgr/Treasurer: ₪310,000 (₪25,833)	Finance Mgr/Treasurer ₪320,793 (₪26,732)
Vice President (VP): ₪275,000 (₪22,916)	Sports Center Manager: ₪267,000 (₪22,250)	Sports Center Manager: ₪266,141 (₪22,178)
Sports Center Manager: ₪275,000 (₪22,916)	Vice President (VP): ₪264,000 (₪22,000)	Jerusalem Branch Mgr: ₪264,745 (₪22,062)

Latet - Helping People In Need**(cash reserves: over 83,000,000 nis)****2024****2023****2022**

Chief Executive Officer: ₪548,107 (₪45,675)	Chief Executive Officer: ₪508,059 (₪42,338)	Chief Executive Officer: ₪439,602 (₪36,633)
Finance Mgr/Treasurer: ₪357,643 (₪29,803)	Finance Mgr/Treasurer: ₪334,309 (₪27,859)	Finance Mgr/Treasurer: ₪297,990 (₪24,832)
Vice President (VP): ₪329,107 (₪27,425)	President/Founder: ₪307,853 (₪25,654)	Vice President #1 (VP): ₪267,623 (₪22,301)
President and Founder: ₪284,952 (₪23,746)	Vice President #1 (VP): ₪299,354 (₪24,946)	Investor Relations Manager: ₪259,497 (₪21,624)
Community Relations Mgr: ₪259,609 (₪21,634)	Vice President #2 (VP): ₪282,180 (₪23,515)	Vice President #2 (VP): ₪253,365 (₪21,113)

The Association for a More Beautiful Israel**(cash reserves: over 3,000,000 nis)****2024****2023****2022**

Chief Executive Officer ₪488,855 (₪40,737)	Chief Executive Officer: ₪426,588 (₪35,549)	Chief Executive Officer ₪383,485 (₪31,957)
Vice President (VP): ₪329,862 (₪54,977)	Finance Manager/Treasurer: ₪261,012 (₪21,751)	Finance Mgr/Treasurer: ₪249,844 (₪20,820)
Finance Mgr/Treasurer: ₪272,591 (₪22,715)	Vice President (VP): ₪244,280 (₪40,713)	Director, Environmental Studies Center: ₪187,670 (₪15,639)
Director of the Center for Environmental Studies: ₪210,110 (₪17,509)	Director of the Center for Environmental Studies: ₪195,245 (₪16,270)	Branch and Competitions Department Manager: ₪126,330 (₪10,527)
Branch and Competitions Department Manager: ₪143,065 (₪11,922)	Branch and Competitions Department Manager: ₪135,460 (₪11,288)	Vice President (VP): ₪120,264 (₪20,044)

Hatzalah - First Aid Responders**(cash reserves: over 23,000,000 nis)**

2023	2022	2021
Chief Executive Officer: ₪617,219 (₪51,434)	Chief Executive Officer: ₪492,549 (₪41,045)	Chief Executive Officer: ₪436,277 (₪36,356)
Development Manager: ₪441,862 (₪36,821)	Director, Emergency and Security: ₪343,656 (₪28,638)	VP of Volunteers: ₪324,851 (₪27,071)
Director of Communications ₪431,252 (₪35,937)	VP Of Volunteers: ₪337,033 (₪28,086)	Director, Emergency and Security: ₪311,993 (₪26,000)
VP Of Volunteers: ₪395,470 (₪32,955)	Call Center Manager: ₪329,690 (₪27,474)	Resource Coordinator: ₪292,043 (₪24,336)
Finance Treasurer/Manager: ₪391,416 (₪32,618)	Vice President: ₪319,210 (₪25,850)	Vice President: ₪288,259 (₪24,021)

Eli Beer (Founder and President) lives in Israel and earns \$500,000 a year in the USA!

Babayit - Helping Homebound Seniors**(cash reserves: over 19,000,000 nis)**

2023	2022	2021
Chief Executive Officer: ₪962,388 (₪80,199)	Chief Executive Officer: ₪924,434 (₪77,036)	Chief Executive Officer: ₪918,348 (₪76,529)
Vice President (VP): ₪666,000 (₪55,500)	Vice President (VP): ₪686,900 (₪57,242)	Vice President (VP): ₪635,800 (₪52,983)
Finance Mgr/Treasurer: ₪525,329 (₪44,110)	Finance Mgr/Treasurer: ₪519,440 (₪42,387)	Finance Mgr/Treasurer: ₪514,040 (₪42,837)
Branch Manager: ₪315,738 (₪26,311)	Senior Account Manager: ₪344,500 (₪28,708)	Senior Account Manager: ₪318,000 (₪26,500)
Internal Auditor: ₪264,595 (₪22,049)	Internal Auditor: ₪268,200 (₪22,350)	Internal Auditor: ₪253,200 (₪21,100)

Disabled Soldiers Organization**(cash reserves: over 53,000,000 nis)**

2023	2022	2021
Director, Rights Dept: ₪452,832 (₪37,736)	Deputy Chairman: ₪427,002 (₪35,583)	Deputy Chairman: ₪405,675 (₪33,806)
Deputy Chairman: ₪404,290 (₪33,690)	Director of Rights Dept: ₪410,458 (₪32,204)	Chief Executive Officer: ₪403,586 (₪33,632)
Chair, Haifa and North: ₪394,405 (₪32,867)	Chairman: ₪387,518 (₪32,293)	Director, Rights Dept: ₪374,719 (₪31,226)
Chairman: ₪370,611 (₪30,884)	Chair, Haifa and North: ₪387,518 (₪32,293)	Chairman ₪369,238 (₪30,769)
Chief Executive Officer: ₪370,611 (₪30,844)	Director of Beit Halochem : ₪369,389 (₪30,782)	Chair, Haifa and North: ₪355,893 (₪29,657)

Disabled Soldiers Foundation (different than the above)**(cash reserves: over 111,000,000 nis)**

2023	2022	2021
Director: ₪387,402 (₪32,283)	Director: ₪379,606 (₪31,633)	Director ₪362,281 (₪30,191)
Project Manager: ₪227,812 (₪18,984)	Project Manager: ₪229,072 (₪19,089)	Director, Friends Association: ₪258,064 (₪21,505)

ORT Israel - Educational Network**(cash reserves: over 885,000,000 nis)**

2024	2023	2022
Chief Executive Officer #1 ₪895,688 (₪74,640)	Chief Executive Officer ₪1,005,253 (₪83,771)	Chief Executive Officer: ₪888,233 (₪74,019)
Vice President #1: ₪696,366 (₪58,030)	Vice President #1: ₪682,162 (₪56,847)	Vice President #1: ₪664,181 (₪55,348)

Vice President #2: ₪637,785 (₪53,148)	Vice President #2: ₪613,941 (₪51,162)	Vice President #2: ₪593,138 (₪49,428)
Vice President #3: ₪554,417 (₪46,201)	Vice President #3: ₪542,565 (₪45,214)	Vice President #3: ₪542,191 (₪45,182)
Chief Executive Officer #2 ₪551,705 (₪50,155)	Vice President #4 (VP): ₪536,061 (₪44,672)	Vice President #4 ₪499,322 (₪41,610)

Ezer M'Tzion - Helping People in Need
(cash reserves: over 35,000,000 nis)

2023	2022	2021
Information Systems: ₪502,801 (₪41,900)	Director of the Cancer Care Division: ₪533,068 (₪44,422)	Chief Operating Officer: ₪501,922 (₪41,827)
Doctor: ₪497,692 (₪41,692)	Chief Operating Officer (COO): ₪502,734 (₪41,894)	Doctor #1: ₪478,638 (₪39,887)
Director of the Cancer Care Division: ₪496,043 (₪41,336)	Doctor #1: ₪494,781 (₪41,232)	Director of the Cancer Care: ₪473,329 (₪39,444)
Chief Operating Officer: ₪469,353 (₪31,113)	Doctor #2: ₪484,285 (₪40,357)	Secretary General: ₪457,890 (₪38,158)
Treasurer: ₪468,388 (₪39,032)	Director of the Nursing: ₪465,216 (₪38,768)	Doctor #2: ₪430,038 (₪39,094)

Pitchon Lev - Feeding Hungry People
(cash reserves: over 26,000,000 nis)

2023	2022	2021
Chief Executive Officer: ₪473,865 (₪39,488)	Chief Executive Officer: ₪545,612 (₪45,647)	Chief Executive Officer: ₪793,945 (₪66,162)
Vice President: ₪460,116 (₪38,343)	Vice President: ₪495,831 (₪41,319)	Vice President: ₪410,810 (₪34,234)

Impact Manager: ₪413,707 (₪34,475)	Collaborations and Development: ₪391,082 (₪32,590)	Collaborations and Development: ₪357,735 (₪29,811)
Collaborations and Development: ₪387,965 (₪32,330)	Impact Manager: ₪341,698 (₪28,474)	Aid Activity: ₪342,732 (₪28,561)
Director of the Resource Department: ₪340,096 (₪28,341)	Collaborations: ₪323,386 (₪26,948)	Assistance Center Mgr: ₪331,908 (₪27,659)

Yad Eliezer - Helping People In Need
(cash reserves: over 7,000,000 nis)

2023	2022	2021
Fundraiser ₪506,777 (₪56,308)	Finance Mgr/Treasurer: ₪340,435 (₪28,369)	Accountant ₪254,659 (₪31,832)
Finance Mgr/Treasurer: ₪308,100 (₪25,675)	Fundraiser: ₪264,803 (₪22,066)	Mentor Project Manager: ₪241,117 (₪20,093)
Mentor Project Manager: ₪247,892 (₪20,657)	Mentor Project Manager: ₪240,982 (₪20,081)	Project Manager: ₪231,821 (₪19,318)
Maintenance Manager: ₪229,224 (₪19,102)	Maintenance Mgr: ₪229,571 (₪19,130)	Maintenance Manager: ₪230,035 (₪19,169)
Project Mgr: ₪212,430 (₪17,702)	Professional Mgr: ₪219,540 (₪18,295)	Professional Manager ₪194,241 (₪16,186)

Yad Olim - Helping New Immigrants

2023	2022	2021
Activity Director: ₪519,298 (₪43,274)	Activity Director: ₪519,297 (₪43,274)	Chief Executive Officer : ₪430,000 (₪35,857)
Deputy Director of Government Relations: ₪193,164 (₪32,194)	Deputy Director of Government Relations: ₪193,164 (₪16,097)	Activity Coordinator - ₪31,000 (₪6,200)

Communications and Marketing Manager: ₪181,838 (₪22,729)	Communications and Marketing Manager: ₪181,838 (₪15,153)	Deputy Director of Government Relations - ₪16,000 (₪8,000)
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Yad Sarah

(cash reserves: over 179,000,000 nis)

2023	2022	2021
Geriatric Dentist #1: ₪365,105 (₪30,425)	Chief Executive Officer: ₪323,186 (₪26,932)	Chief Executive Officer: ₪313,188 (₪26,099)
Chief Executive Officer: ₪338,820 (₪28,235)	Finance Mgr/Treasurer: ₪291,719 (₪24,309)	Geriatric Dentist: ₪287,951 (₪23,995)
Finance Mgr/Treasurer: ₪321,762 (₪26,813)	Geriatric Dentist: ₪281,072 (₪23,422)	Finance Mgr/Treasurer: ₪287,424 (₪23,952)
Development and Construction Manager: ₪245,284 (₪20,440)	Development and Construction Manager: ₪250,151 (₪20,845)	Development and Construction Manager: ₪260,273 (₪21,689)
Geriatric Dentist #2: ₪219,513 (₪18,292)	Computer Network Admin: ₪204,369 (₪17,030)	Computer Network Admin: ₪204,698 (₪17,058)

Edited by Arnie Draiman, with help compiling the information from Moshe Jaffe

Compare the above organizations with Shachen Tov (feeds over 2500 families in 14 locations throughout Israel). Near zero overhead (all volunteers), no salaries.

Or any of these:

<https://draimanconsulting.com/my-favorite-mitzvah-heroes/>