

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)

2024	2023	2022
External Consultant: ₪441,934 (₪36,827)	External Consultant: ₪442,352 (₪36,862)	Consultant: ₪442,032 (₪36,836)

CEO: ₪430,809 (₪35,900)	CEO: ₪425,572 (₪35,464)	CEO ₪432,413 (₪36,304)
Human Resources Mgr: ₪419,431 (₪34,952)	Human Resources Mgr: ₪413,080 (₪34,423)	Human Resources Mgr: ₪413,908 (₪34,492)
Computing/Comms Mgr: ₪411,460 (₪34,288)	Computing/Comms Mgr: ₪411,632 (₪34,302)	Vice President (VP): ₪397,121 (₪33,093)
Vice President (VP): ₪407,957 (₪33,996)	Vice President (VP): ₪399,526 (₪33,293)	Director: ₪339,179 (₪28,264)

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

2024	2023	2022
Mkt Dept. Mgr: ₪465,424 (₪38,785)	Rosh HaYeshiva ₪469,331 (₪39,110)	President: ₪494,000 (₪41,200)
Dept Mgr: ₪445,130 (₪37,094)	Internet Dept Mgr: ₪440,141 (₪36,678)	Rosh HaYeshiva: ₪476,612 (₪39,717)
Internet Dept Mgr: ₪439,881 (₪36,656)	Deputy CEO ₪423,792 (₪35,316)	Internet Dept Mgr: ₪439,636 (₪36,636)
Deputy CEO ₪424,015 (₪35,334)	Vice President (VP): ₪417,361 (₪34,780)	Deputy CEO ₪387,620 (₪32,301)
Vice President (VP): ₪417,149 (₪34,762)	Chief Financial Officer ₪388,394 (₪32,366)	Vice President (VP): ₪387,382 (₪32,281)

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

2024	2023	2022
Chief Exec Officer (CEO): ₪452,910 (₪37,741)	Chief Exec Officer (CEO): ₪452,899 (₪37,741)	Chief Exec Officer (CEO): ₪453,739 (₪37,811)
Operations/ Finance Mgr: ₪401,279 (₪34,976)	Operations/ Finance Mgr: ₪419,714 (₪34,976)	Operations/Finance Mgr: ₪326,099 (₪27,105)

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

2024	2023	2022
Chief Exec Officer (CEO): ₪518,143 (₪43,178)	Chief Exec Officer (CEO): ₪474,187 (₪39,515)	Chief Exec Officer (CEO): ₪3,937 (₪39,479)
Finance Mgr/Treasurer: ₪450,868 (₪37,572)	Finance Mgr/Treasurer: ₪451,339 (₪37,611)	Chief Financial Officer: ₪451,093 (₪37,591)
Project Manager: ₪422,979 (₪35,248)	Project Manager: ₪427,221 (₪35,601)	Project Manager: ₪420,620 (₪35,051)

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)

2024	2023	2022
CEO #1: ₪874,305 (₪72,858)	CEO #1: ₪662,374 (₪55,197)	CEO #1: ₪680,882 (₪56,740)
CEO #2: ₪707,434 (₪58,952)	CEO #2: ₪588,429 (₪49,036)	VP of Operations: ₪594,428 (₪49,536)
COO: ₪663,528 (₪55,294)	CEO #3: ₪588,429 (₪49,036)	CEO #2: ₪577,440 (₪48,120)
CEO #3: ₪612,184 (₪51,015)	VP of Operations : ₪523,944 (₪43,662)	CEO #3: ₪526,164 (₪43,847)
COO #2: ₪556,608 (₪46,384)	Chief Financial Officer ₪508,333 (₪42,361)	Chief Financial Officer: ₪469,583 (₪39,132)

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 with the great organization HaOgen, which helps IDF reservists families)

2024**2023**

CEO: ₪917,611 (₪76,467)	CEO: ₪798,602 (₪66,550)
VP: ₪512,053 (₪42,671)	VP Of Fundraising ₪406,533 (₪33,877)
Department Manager: ₪279,467 (₪23,288)	Department Manager: ₪294,745 (₪24,562)
HR Manager ₪247,922 (₪20,660)	Accountant: ₪273,974 (₪22,831)
Program Director for Arab Community ₪244,265 (₪20,355)	Program Director for Arab Community ₪270,817 (₪22,568)

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	2023	2022
Chief Executive Officer: ₪502,421 (₪41,868)	Chief Executive Officer: ₪482,389 (₪40,199)	Chief Executive Officer: ₪447,072 (₪37,056)
Director Daycare Center: ₪333,928 (₪27,827)	Director Daycare Center: ₪329,710 (₪27,475)	Human Resources Mgr: ₪351,141 (₪29,261)
Branch Department Mgr: ₪315,864 (₪26,322)	Branch Department Mgr: ₪306,445 (₪25,537)	Director Daycare Center: ₪316,594 (₪26,382)
Finance Director: ₪304,535 (₪25,377)	Director, Rehab/Welfare: ₪294,671 (₪24,555)	Branch Department Mgr ₪290,925 (₪24,243)
IT Director: ₪303,734 (₪25,311)	Director, Arab society: ₪273,734 (₪22,811)	Finance Mgr/Treasurer: ₪289,969 (₪24,164)

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)**

2024	2023	2022
Chief Executive Officer: ₪581,302 (₪48,441)	Chief Executive Officer: ₪617,219 (₪51,434)	Chief Executive Officer: ₪492,549 (₪41,045)
Helicopter Unit Commander: ₪578,098 (₪48,174)	Development Manager: ₪441,862 (₪36,821)	Director, Emergency and Security: ₪343,656 (₪28,638)
Resources ₪507,994 (₪42,332)	Director of Communications ₪431,252 (₪35,937)	VP Of Volunteers: ₪337,033 (₪28,086)
Transportation Manager: ₪486,102 (₪40,508)	VP Of Volunteers: ₪395,470 (₪32,955)	Call Center Manager: ₪329,690 (₪27,474)
Resources ₪476,837 (₪39,736)	Finance Treasurer/Manager: ₪391,416 (₪32,618)	Vice President: ₪319,210 (₪25,850)

Eli Beer (Founder and President) lives in Israel and earns \$540,000 a year in the USA!

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

2024	2023	2022
Chief Executive Officer: ₪962,388 (₪80,199)	Chief Executive Officer: ₪962,388 (₪80,199)	Chief Executive Officer: ₪924,434 (₪77,036)
Vice President (VP): ₪665,581 (₪55,465)	Vice President (VP): ₪666,000 (₪55,500)	Vice President (VP): ₪686,900 (₪57,242)
Finance Mgr/Treasurer: ₪524,82 (₪43,735)	Finance Mgr/Treasurer: ₪525,329 (₪44,110)	Finance Mgr/Treasurer: ₪519,440 (₪42,387)
Branch Manager: ₪315,267 (₪26,272)	Branch Manager: ₪315,738 (₪26,311)	Senior Account Manager: ₪344,500 (₪28,708)
Internal Auditor: ₪259,328 (₪21,610)	Internal Auditor: ₪264,595 (₪22,049)	Internal Auditor: ₪268,200 (₪22,350)

Disabled Soldiers Organization

(cash reserves: over 53,000,000 nis)

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2024	2023	2022
Chairman: ₪479,908 (₪39,992)	Director, Rights Dept: ₪452,832 (₪37,736)	Deputy Chairman: ₪427,002 (₪35,583)
CEO: ₪455,974 (₪37,997)	Deputy Chairman: ₪404,290 (₪33,690)	Director of Rights Dept: ₪410,458 (₪32,204)
Director, Rights Dept: ₪435,990 (₪36,332)	Chair, Haifa and North: ₪394,405 (₪32,867)	Chairman: ₪387,518 (₪32,293)
Deputy Chairman: ₪404,214 (₪33,684)	Chairman: ₪370,611 (₪30,884)	Chair, Haifa and North: ₪387,518 (₪32,293)
Chair, TLV and Center: ₪395,009 (₪32,917)	Chief Executive Officer: ₪370,611 (₪30,844)	Director of Beit Halochem : ₪369,389 (₪30,782)

Disabled Soldiers Foundation (different than the above)

(cash reserves: over 111,000,000 nis)

2024	2023	2022
Director: ₪382,634 (₪31,886)	Director: ₪387,402 (₪32,283)	Director: ₪379,606 (₪31,633)
Personal Assistant to Director ₪170,870 (₪14,239)	Project Manager: ₪227,812 (₪18,984)	Project Manager: ₪229,072 (₪19,089)

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:	Vice President #1:	Vice President #1:

₪696,366 (₪58,030)	₪682,162 (₪56,847)	₪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)

2025	2024	2023
Accountant: ₪500,334 (₪41,694)	Director of the Cancer Care Division: ₪507,219 (₪42,268)	Information Systems: ₪502,801 (₪41,900)
CFO: ₪495,259 (₪41,271)	CFO: ₪504,403 (₪42,033)	Doctor: ₪497,692 (₪41,692)
Director of the Nursing Division: ₪491,444 (₪40,953)	Doctor: ₪497,557 (₪41,463)	Director of the Cancer Care Division: ₪496,043 (₪41,336)
Secretary: ₪487,304 (₪40,608)	Accountant: ₪483,998 (₪40,333)	Chief Operating Officer: ₪469,353 (₪31,113)
Treasurer: ₪477,418 (₪39,784)	Director of the Nursing: ₪481,053 (₪40,087)	Treasurer: ₪468,388 (₪39,032)

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)

2024	2023	2022
Fundraiser ₪656,176 (₪54,681)	Fundraiser ₪506,777 (₪56,308)	Finance Mgr/Treasurer: ₪340,435 (₪28,369)
Finance Mgr/Treasurer: ₪319,650 (₪26,637)	Finance Mgr/Treasurer: ₪308,100 (₪25,675)	Fundraiser: ₪264,803 (₪22,066)
Mentor Project Manager: ₪276,531 (₪23,044)	Mentor Project Manager: ₪247,892 (₪20,657)	Mentor Project Manager: ₪240,982 (₪20,081)
Maintenance Manager: ₪228,060 (₪19,005)	Maintenance Manager: ₪229,224 (₪19,102)	Maintenance Mgr: ₪229,571 (₪19,130)
Project Mgr: ₪212,719 (₪17,726)	Project Mgr: ₪212,430 (₪17,702)	Professional Mgr: ₪219,540 (₪18,295)

Yad Olim - Helping New Immigrants

2023	2024	2023
Activity Director: ₪541,450 (₪45,120)	Activity Director: ₪536,143 (₪44,678)	Activity Director: ₪519,298 (₪43,274)
Administrative Director: ₪183,008 (₪15,250)	Administrative Director: ₪179,981 (₪14,998)	Deputy Director of Government Relations: ₪193,164 (₪32,194)

Director of Ukranian Speakers: ₪167,799 (₪13,983)	Director of Ukranian Speakers: ₪167,708 (₪13,975)	Communications and Marketing Manager: ₪181,838 (₪22,729)
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Yad Sarah

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

2023	2023	2022
Chief Executive Officer: ₪337,621 (28₪,135)	Geriatric Dentist #1: ₪365,105 (₪30,425)	Chief Executive Officer: ₪323,186 (₪26,932)
Finance Mgr/Treasurer: 291₪,524 (₪24,293)	Chief Executive Officer: ₪338,820 (₪28,235)	Finance Mgr/Treasurer: ₪291,719 (₪24,309)
Director of Southern Region ₪284,511 (₪23,709)	Finance Mgr/Treasurer: ₪321,762 (₪26,813)	Geriatric Dentist: ₪281,072 (₪23,422)
Geriatric Dentist: ₪265,236 (₪22,103)	Development and Construction Manager: ₪245,284 (₪20,440)	Development and Construction Manager: ₪250,151 (₪20,845)
Development and Construction Manager: ₪259,988 (₪21,665)	Geriatric Dentist #2: ₪219,513 (₪18,292)	Computer Network Admin: ₪204,369 (₪17,030)

Edited by Arnie Draiman, with help compiling the information from Michal Sananes

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/>