



## 2020 Midwest

Grantmaker Salary, Benefits,  
& Demographics Report

COF DATA OF GRANTMAKERS FROM ILLINOIS, INDIANA,  
IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

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# Introduction

## CONFIDENTIALITY OF DATA

This report is intended only for members of Indiana Philanthropy Alliance (IPA) and Council of Michigan Foundations (CMF). The report was produced by CMF and IPA using data accessed with permission from the Council on Foundation's (COF) Benchmark Central Tool and includes information on full-time paid foundation staff within Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin as of February 1, 2020. Further copying and distribution is prohibited without COF express written permission. Grantmakers submitting data to COF for their 2020 Grantmaker Salary and Benefits Report may download the full report at [bmc.cof.org](http://bmc.cof.org).

## REPORTING DATA WITH RELATION TO COVID-19

The COF conducted its annual Grantmaker Salary and Benefits Survey starting in March 2020, coinciding with the COVID-19 pandemic and widespread economic uncertainty that significantly impacted foundations' work. The 2020 survey data presents base salary information as of February 1, 2020. The salary, benefits, and demographics data contained within this report represents staffing prior to the COVID-19 pandemic and related events.

Overall, the national survey data represented a decrease of approximately three percent of participating institutions from the previous year (and less than one percent of staff members). While overall participation is relatively consistent with previous years, some segments of the data are underrepresented. This is especially the case for foundations with relatively small asset sizes and staff numbers. It is recommended that foundations use this data in combination with other data sources, to ensure a robust methodology for determining staff salaries in the year ahead.

Within this report, readers may notice minor adjustments in the asset range categories, especially among smaller-sized foundations. These adjustments are designed to maximize the data shown within each category, as the COF dataset does not display statistics when the number of organizations is less than five or if one organization comprises more than 25 percent of the total.

Based on member feedback, CMF and IPA also added an asset category for the community foundation salary data tables. Staff of community foundations with high asset levels will notice that data is now divided into two categories—\$100 million to \$249.9 million and over \$250 million—in order to provide more accurate salary information for these relatively large organizations.

Any questions about data included within the CMF/IPA report should be directed to Brittany Kienker, Ph.D. at [bkienker@michiganfoundations.org](mailto:bkienker@michiganfoundations.org) or 734.335.1460.

# Compensation Summary

## COMMUNITY FOUNDATIONS



### KEY

- ★ Insufficient data
- No data reported

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of organizations is less than five (too few data) or, if weighted statistics are selected, when one organization's data comprise more than 25 percent of the total (unbalanced data).

**Compensation Summary for Community Foundations in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin by Position and Assets**

Base salaries as of February 1, 2020.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$250 or More	326,626	218,504	239,987	412,000	195,700	608,350	13	13
	\$100 to 249.9	175,164	154,220	165,763	198,427	130,000	250,000	23	23
	\$50 to \$99.9	140,992	113,300	137,316	160,000	87,829	245,000	25	25
	\$25 to \$49.9	96,752	88,072	96,006	110,004	62,202	132,319	24	23
	\$15 to \$24.9	86,875	76,288	88,680	94,041	65,000	125,660	14	14
	Less than \$14.9	65,331	53,663	61,785	78,111	47,500	88,343	14	14
	All	143,828	88,925	115,000	165,763	47,500	608,350	113	112
Assoc Dir/EVP	\$250 or More	*	*	*	*	*	*	2	1
	\$100 to 249.9	*	*	*	*	*	*	6	4
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	124,219	92,000	97,376	126,000	60,320	266,195	13	10
VP (Admin)	\$250 or More	*	*	*	*	*	*	3	3
	\$100 to 249.9	*	*	*	*	89,500	125,000	8	7
	\$50 to \$99.9	*	*	*	*	*	*	2	2
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	116,745	95,000	120,000	122,298	89,500	196,200	13	12
General Counsel	All	*	*	*	*	*	*	3	3
CFO/Treasurer	\$250 or More	174,532	126,500	153,750	235,000	110,000	283,630	13	13
	\$100 to 249.9	109,726	102,752	109,502	116,801	80,000	145,724	14	14
	\$50 to \$99.9	90,088	73,821	89,197	94,523	70,600	123,750	9	9
	\$25 to \$49.9	82,121	71,049	79,000	93,751	65,000	101,251	7	7
	\$15 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	116,928	87,291	105,731	123,162	43,151	283,630	46	46

Controller	\$250 or More	107,277	90,000	112,029	119,250	65,000	163,410	13	12
	\$100 to 249.9	75,549	70,941	74,218	78,943	64,113	89,532	5	5
	\$50 to \$99.9	74,283	68,945	74,250	79,329	63,860	85,140	6	6
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$15 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$14.9	*	*	*	*	*	*	3	3
	All	81,641	64,113	77,893	90,742	26,130	163,410	33	32
Chief Investment Officer	All	*	*	*	*	*	*	1	1
Director of Impact Investing	All	*	*	*	*	*	*	1	1
Assistant Treasurer	All	*	*	*	*	*	*	1	1
Accountant	\$250 or More	*	*	*	*	41,600	86,000	18	11
	\$100 to 249.9	58,586	48,369	60,000	66,280	38,339	82,463	7	7
	\$50 to \$99.9	74,399	57,030	59,729	64,305	42,000	162,973	6	6
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	*	*	*	*	*	*	2	2
	All	66,538	52,613	63,920	75,000	19,890	162,973	36	29
Accounting Clerk	\$250 or More	50,847	44,950	48,741	59,418	36,900	61,554	7	7
	\$100 to 249.9	42,248	37,523	46,350	49,504	26,114	51,750	5	5
	\$50 to \$99.9	*	*	*	*	*	*	4	4
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	44,576	37,523	44,900	49,504	26,114	61,554	21	21
VP (Program)	\$250 or More	134,169	116,041	126,020	141,900	85,000	204,350	11	11
	\$100 to 249.9	104,400	87,097	104,134	122,822	80,000	128,042	8	8
	\$50 to \$99.9	*	*	*	*	80,000	115,945	7	6
	\$25 to \$49.9	*	*	*	*	*	*	4	3
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	109,305	83,680	108,268	124,390	53,565	204,350	31	29
Program Director	\$250 or More	113,420	79,905	96,300	148,090	50,000	202,900	25	11
	\$100 to 249.9	79,837	62,570	79,907	93,615	59,387	118,000	13	10
	\$50 to \$99.9	65,980	54,349	62,058	77,290	40,080	107,429	10	10
	\$25 to \$49.9	*	*	*	*	*	*	6	4
	\$15 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	88,740	62,570	78,740	96,300	35,000	202,900	57	38

Senior Program Officer	\$250 or More	*	*	*	*	63,750	111,575	8	5
	\$100 to 249.9	*	*	*	*	*	*	4	4
	\$50 to \$99.9	*	*	*	*	46,200	81,200	9	7
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	78,834	65,046	77,593	85,612	46,200	111,575	22	17
Program Officer	\$250 or More	*	*	*	*	48,960	92,475	28	10
	\$100 to 249.9	*	*	*	*	42,668	71,734	37	15
	\$50 to \$99.9	57,543	47,800	59,120	62,791	38,800	71,280	21	11
	\$25 to \$49.9	50,796	47,238	48,400	53,442	31,616	65,000	12	9
	\$15 to \$24.9	48,687	40,000	49,268	49,885	37,080	67,200	5	5
	Less than \$14.9	*	*	*	*	*	*	2	2
	All	59,619	50,400	62,791	68,000	19,890	92,475	105	52
Program Associate	\$250 or More	*	*	*	*	*	*	5	4
	\$100 to 249.9	*	*	*	*	36,270	51,133	14	7
	\$50 to \$99.9	*	*	*	*	40,000	58,800	7	5
	\$25 to \$49.9	*	*	*	*	*	*	4	2
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	43,469	36,270	43,000	48,250	32,123	65,000	31	19
Program Assistant	\$250 or More	*	*	*	*	33,280	58,162	10	5
	\$100 to 249.9	*	*	*	*	29,343	44,883	9	6
	\$50 to \$99.9	*	*	*	*	*	*	6	4
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	41,461	34,114	42,058	48,175	29,343	58,162	27	17
VP/Chief Dev/Adv Officer	\$250 or More	156,880	112,270	154,082	183,401	95,904	285,280	11	9
	\$100 to 249.9	105,043	83,755	98,866	131,213	80,000	133,896	8	8
	\$50 to \$99.9	92,884	77,666	89,285	107,329	69,793	123,821	10	10
	\$25 to \$49.9	*	*	*	*	47,667	95,000	7	5
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	107,435	76,655	95,904	131,118	47,667	285,280	37	33

Dir/Officer Donor Services	\$250 or More	90,649	69,616	79,760	100,657	52,500	169,000	27	12
	\$100 to 249.9	63,396	56,774	66,226	70,562	43,000	75,649	14	11
	\$50 to \$99.9	*	*	*	*	47,895	80,340	9	7
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	78,108	64,831	71,875	80,195	43,000	169,000	54	34
Dir/Officer of Gift Planning	\$250 or More	*	*	*	*	*	*	12	4
	\$100 to 249.9	*	*	*	*	*	*	3	2
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	35,000	123,870	17	8
Donor Svcs/Dev/Adv Asst	\$250 or More	54,554	47,650	55,775	58,899	43,650	68,500	18	9
	\$100 to 249.9	*	*	*	*	34,278	75,067	14	11
	\$50 to \$99.9	*	*	*	*	*	*	4	4
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$15 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	50,599	42,113	50,441	55,775	32,750	75,067	42	30
Director of Communications	\$250 or More	108,112	73,082	85,158	117,881	62,000	212,000	12	11
	\$100 to 249.9	71,943	64,118	74,539	85,873	37,581	87,842	12	12
	\$50 to \$99.9	60,929	46,558	64,527	73,083	39,137	82,080	8	8
	\$25 to \$49.9	50,280	43,260	50,987	55,021	37,500	63,000	8	8
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	75,608	53,000	70,000	82,080	37,500	212,000	41	40
Communications Associate	\$250 or More	*	*	*	*	38,568	72,231	16	6
	\$100 to 249.9	45,049	43,080	44,049	49,210	36,040	61,628	13	10
	\$50 to \$99.9	41,166	41,208	45,000	46,275	20,800	47,397	7	7
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	51,240	43,080	47,199	65,498	20,800	72,231	40	27



Research Director	All	*	*	*	*	*	*	2	2
Research Associate	All	*	*	*	*	*	*	4	4
Director of Information Systems	\$250 or More	*	*	*	*	*	*	4	4
	\$100 to 249.9	*	*	*	*	*	*	1	1
	\$50 to \$99.9	-	-	-	-	-	-	0	0
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	132,019	102,000	127,500	163,015	69,650	197,930	5	5
Computer Professional	\$250 or More	*	*	*	*	57,293	92,835	14	9
	\$100 to 249.9	*	*	*	*	*	*	5	4
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	65,657	50,709	65,373	80,955	28,985	92,835	23	17
Office Manager	\$250 or More	*	*	*	*	43,450	68,500	7	5
	\$100 to 249.9	*	*	*	*	*	*	2	2
	\$50 to \$99.9	45,632	41,600	46,350	49,900	27,532	64,157	9	9
	\$25 to \$49.9	44,461	38,162	47,000	48,360	31,200	57,584	5	5
	\$15 to \$24.9	*	*	*	*	*	*	4	4
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	46,487	40,741	47,635	50,545	27,532	68,500	28	26
Librarian	All	-	-	-	-	-	-	0	0
Grants Manager	\$250 or More	58,304	49,369	55,392	60,200	42,067	85,312	10	10
	\$100 to 249.9	*	*	*	*	*	*	4	4
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$15 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	55,276	45,825	53,586	61,700	26,270	85,312	20	20
Grants Management Assistant	\$250 or More	*	*	*	*	*	*	3	2
	\$100 to 249.9	*	*	*	*	*	*	1	1
	\$50 to \$99.9	*	*	*	*	*	*	4	4
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	28,264	49,308	8	7

Director of Human Resources	\$250 or More	*	*	*	*	*	*	4	4
	\$100 to 249.9	*	*	*	*	*	*	1	1
	\$50 to \$99.9	-	-	-	-	-	-	0	0
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	105,324	89,600	107,100	132,480	63,240	134,200	5	5
Human Resources Professional	All	*	*	*	*	*	*	4	4
Executive Assistant	\$250 or More	*	*	*	*	48,410	95,000	13	8
	\$100 to 249.9	46,983	39,998	45,000	51,462	34,814	66,007	9	9
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	54,774	44,817	53,342	66,405	33,000	95,000	28	23
Administrative Assistant	\$250 or More	*	*	*	*	35,537	54,209	17	7
	\$100 to 249.9	41,712	35,145	39,919	42,881	32,175	65,000	14	12
	\$50 to \$99.9	39,200	36,454	38,305	41,754	26,000	54,090	10	10
	\$25 to \$49.9	35,265	31,556	37,015	39,451	25,562	42,000	6	6
	\$15 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$14.9	*	*	*	*	*	*	2	2
	All	41,600	35,537	40,172	49,110	17,160	65,000	52	40
Receptionist	\$250 or More	44,752	40,250	42,850	47,399	38,524	56,000	8	8
	\$100 to 249.9	*	*	*	*	*	*	2	2
	\$50 to \$99.9	*	*	*	*	*	*	2	2
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	41,739	38,581	41,000	44,776	27,245	56,000	12	12

# Compensation Summary

## FAMILY FOUNDATIONS



### KEY

- ★ Insufficient data
- No data reported

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of organizations is less than five (too few data) or, if weighted statistics are selected, when one organization's data comprise more than 25 percent of the total (unbalanced data).

**Compensation Summary for Family Foundations in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin, by Position and Assets**

Base salaries as of February 1, 2020.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$124.9 or More	274,074	207,200	277,500	314,323	169,373	426,713	10	10
	\$0-\$124.9	155,920	113,713	156,175	201,783	55,125	219,459	12	12
	All	209,626	155,588	200,425	248,450	55,125	426,713	22	22
Assoc Dir/EVP	All	*	*	*	*	*	*	3	3
VP (Admin)	All	*	*	*	*	*	*	4	4
General Counsel	All	-	-	-	-	-	-	0	0
CFO/Treasurer	\$124.9 or More	*	*	*	*	*	*	4	4
	\$0-\$124.9	*	*	*	*	*	*	2	2
	All	173,524	129,745	168,308	202,237	87,790	286,300	6	6
Controller	All	*	*	*	*	*	*	4	4
Chief Investment Officer	All	*	*	*	*	*	*	1	1
Director of Impact Investing	All	*	*	*	*	*	*	1	1
Assistant Treasurer	All	*	*	*	*	*	*	1	1
Accountant	All	*	*	*	*	*	*	4	3
Accounting Clerk	All	*	*	*	*	*	*	2	1
VP (Program)	\$124.9 or More	194,117	100,000	190,800	294,786	85,000	300,000	5	5
	\$0-\$124.9	*	*	*	*	*	*	2	2
	All	177,862	117,600	139,245	242,793	85,000	300,000	7	7
Program Director	\$124.9 or More	*	*	*	*	133,510	190,000	19	7
	\$0-\$124.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	133,510	190,000	19	7
Senior Program Officer	\$124.9 or More	*	*	*	*	122,000	206,833	14	5
	\$0-\$124.9	*	*	*	*	-	-	4	4
	All	*	*	*	*	103,000	206,833	18	9
Program Officer	\$124.9 or More	*	*	*	*	60,380	146,000	23	9
	\$0-\$124.9	*	*	*	*	70,000	100,000	11	8
	All	97,422	79,383	91,171	126,989	60,380	146,000	34	17

Program Associate	\$124.9 or More	*	*	*	*	58,200	75,000	13	6
	\$0-\$124.9	*	*	*	*	*	*	2	2
	All	*	*	*	*	46,781	75,000	15	8
Program Assistant	All	*	*	*	*	*	*	4	3
VP/Chief Dev/Adv Officer	All	*	*	*	*	*	*	2	2
Dir/Officer Donor Services	All	-	-	-	-	-	-	0	0
Dir/Officer of Gift Planning	All	-	-	-	-	-	-	0	0
Donor Svcs/Dev/Adv Asst	All	-	-	-	-	-	-	0	0
Director of Communications	All	*	*	*	*	*	*	2	2
Communications Associate	All	*	*	*	*	*	*	4	3
Research Director	All	*	*	*	*	*	*	2	2
Research Associate	All	*	*	*	*	*	*	1	1
Director of Information Systems	All	*	*	*	*	*	*	2	2
Computer Professional	All	*	*	*	*	*	*	4	3
Office Manager	All	*	*	*	*	*	*	2	2
Librarian	All	-	-	-	-	-	-	0	0
Grants Manager	\$124.9 or More	108,300	105,685	106,515	127,500	42,000	131,250	9	8
	\$0-\$124.9	*	*	*	*	*	*	2	2
	All	101,535	88,332	105,835	126,750	42,000	131,250	11	10
Grants Management Assistant	All	*	*	*	*	*	*	2	2
Director of Human Resources	All	-	-	-	-	-	-	0	0
Human Resources Professional	All	*	*	*	*	*	*	2	1
Executive Assistant	\$124.9 or More	*	*	*	*	45,000	80,136	8	7
	\$0-\$124.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	45,000	80,136	8	7
Administrative Assistant	\$124.9 or More	*	*	*	*	50,642	72,500	8	7
	\$0-\$124.9	52,101	42,000	43,680	58,000	36,901	79,924	5	5
	All	56,758	50,642	57,368	64,163	36,901	79,924	13	12
Receptionist	All	*	*	*	*	*	*	3	3

# Compensation Summary

## INDEPENDENT FOUNDATIONS



### KEY

- ★ Insufficient data
- No data reported

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of organizations is less than five (too few data) or, if weighted statistics are selected, when one organization's data comprise more than 25 percent of the total (unbalanced data).

**Compensation Summary for Independent Foundations in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin by Position and Assets**

Base salaries as of February 1, 2020.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$125 or More	423,121	265,000	363,500	500,000	132,368	860,000	25	25
	\$50-\$124.9	184,719	166,093	191,576	208,268	88,000	270,400	10	10
	\$0-\$49.9	135,479	105,030	135,000	150,000	79,166	207,596	11	11
	All	302,511	152,042	232,757	373,625	79,166	860,000	46	46
Assoc Dir/EVP	\$125 or More	*	*	*	*	130,167	402,450	8	7
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	244,783	165,000	219,301	345,208	130,167	402,450	9	8
VP (Admin)	\$125 or More	240,707	164,209	241,975	268,342	125,200	420,950	8	8
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	201,698	133,600	165,534	248,395	68,263	420,950	11	11
General Counsel	\$125 or More	262,802	131,000	205,140	385,170	105,065	510,000	6	6
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	262,802	131,000	205,140	385,170	105,065	510,000	6	6
CFO/Treasurer	\$125 or More	270,431	192,220	258,852	343,250	62,625	510,000	18	18
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	270,431	192,220	258,852	343,250	62,625	510,000	18	18
Controller	\$125 or More	172,427	126,511	151,944	202,201	111,000	273,800	11	10
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	172,427	126,511	151,944	202,201	111,000	273,800	11	10
Chief Investment Officer	\$125 or More	589,818	377,643	717,440	774,720	205,836	840,000	6	6
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	589,818	377,643	717,440	774,720	205,836	840,000	6	6
Director of Impact Investing	All	*	*	*	*	*	*	2	2
Assistant Treasurer	All	*	*	*	*	*	*	1	1

Accountant	\$125 or More	*	*	*	*	76,232	115,160	20	11
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All					76,232	115,160	20	11
Accounting Clerk	\$125 or More	*	*	*	*	51,376	75,375	9	7
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	51,376	75,375	9	7
VP (Program)	\$125 or More	249,042	172,000	218,000	275,750	110,000	490,000	25	16
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	*	*	*	*	*	*	2	1
	All	230,054	166,696	218,000	270,098	63,591	490,000	28	18
Program Director	\$125 or More	194,023	167,657	181,020	226,267	95,481	235,526	48	14
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	*	*	*	*	*	*	2	2
	All	186,842	166,064	168,573	226,267	65,700	235,526	52	18
Senior Program Officer	\$125 or More	*	*	*	*	93,206	186,760	40	13
	\$50-\$124.9	*	*	*	*	*	*	4	2
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	93,206	186,760	44	15
Program Officer	\$125 or More	*	*	*	*	35,700	137,651	97	20
	\$50-\$124.9	*	*	*	*	*	*	6	3
	\$0-\$49.9	*	*	*	*	*	*	2	2
	All	*	*	*	*	35,700	137,651	105	25
Program Associate	\$125 or More	*	*	*	*	54,447	83,223	39	8
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	54,447	83,223	40	9
Program Assistant	\$125 or More	*	*	*	*	47,184	75,111	61	12
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	47,184	75,111	61	12
VP/Chief Dev/Adv Officer	All	*	*	*	*	*	*	1	1
Dir/Officer Donor Services	All	-	-	-	-	-	-	0	0



Dir/Officer of Gift Planning	All	-	-	-	-	-	-	0	0
Donor Svcs/Dev/Adv Asst	All	-	-	-	-	-	-	0	0
Director of Communications	\$125 or More	170,648	126,250	147,990	179,097	105,869	325,000	10	10
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	157,109	115,717	135,990	169,492	88,500	325,000	12	12
Communications Associate	\$125 or More	69,411	63,250	68,126	74,613	60,467	84,725	10	8
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	66,509	61,734	67,000	72,826	37,485	84,725	11	9
Research Director	\$125 or More	131,449	126,057	135,000	139,050	92,700	164,440	5	5
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	131,449	126,057	135,000	139,050	92,700	164,440	5	5
Research Associate	All	*	*	*	*	*	*	1	1
Director of Information Systems	\$125 or More	144,721	97,742	126,000	207,000	67,500	225,365	5	5
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	144,721	97,742	126,000	207,000	67,500	225,365	5	5
Computer Professional	\$125 or More	*	*	*	*	61,003	101,296	12	7
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	78,265	72,600	74,463	86,456	61,003	101,296	13	8
Office Manager	\$125 or More	100,708	64,250	109,354	128,000	57,900	145,770	9	9
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	94,235	64,055	82,217	125,950	48,000	145,770	11	11
Librarian	All	*	*	*	*	*	*	3	3
Grants Manager	\$125 or More	93,669	75,852	84,532	95,362	61,620	185,000	18	17
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	88,060	74,580	83,707	92,546	45,234	185,000	21	20
Grants Management Assistant	\$125 or More	64,587	56,000	63,550	76,081	38,123	97,600	16	10
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	64,587	56,000	63,550	76,081	38,123	97,600	16	10

Director of Human Resources	\$125 or More	175,084	130,000	180,000	193,194	122,375	249,851	5	5
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	175,084	130,000	180,000	193,194	122,375	249,851	5	5
Human Resources Professional	\$125 or More	*	*	*	*	61,184	125,827	10	7
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	61,184	125,827	10	7
Executive Assistant	\$125 or More	84,257	81,067	81,904	86,517	58,725	138,396	33	18
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	82,465	79,533	81,904	86,517	50,811	138,396	35	20
Administrative Assistant	\$125 or More	*	*	*	*	31,688	76,000	57	14
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	*	*	*	*	*	*	4	2
	All	*	*	*	*	31,688	76,000	62	17
Receptionist	All	*	*	*	*	*	*	4	4

# Compensation Summary

## PUBLIC FOUNDATIONS



### KEY

- ★ Insufficient data
- No data reported

Per Department of Justice Safe Harbor Guidelines, statistics will not display when the number of organizations is less than five (too few data) or, if weighted statistics are selected, when one organization's data comprise more than 25 percent of the total (unbalanced data).

**Compensation Summary for Public Foundations in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio and Wisconsin, by Position and Assets**

Base salaries as of February 1, 2020.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$100 or More	282,486	222,500	290,000	314,452	175,000	438,500	7	7
	Less than \$100	157,843	111,250	141,729	164,102	69,557	360,000	8	8
	All	216,010	141,729	175,000	299,846	69,557	438,500	15	15
Assoc Dir/EVP	All	*	*	*	*	*	*	2	2
VP (Admin)	All	*	*	*	*	*	*	2	2
General Counsel	All	*	*	*	*	*	*	1	1
CFO/Treasurer	All	*	*	*	*	*	*	4	4
Controller	\$100 or More	141,293	126,739	145,650	164,375	90,407	175,000	6	6
	Less than \$100	*	*	*	*	*	*	1	1
	All	134,559	108,603	137,800	160,750	90,407	175,000	7	7
Chief Investment Officer	All	*	*	*	*	*	*	2	2
Director of Impact Investing	All	*	*	*	*	*	*	1	1
Assistant Treasurer	All	-	-	-	-	-	-	0	0
Accountant	\$100 or More	*	*	*	*	*	*	7	4
	Less than \$100	*	*	*	*	*	*	1	1
	All	*	*	*	*	60,882	73,073	8	5
Accounting Clerk	All	*	*	*	*	*	*	4	2
VP (Program)	All	*	*	*	*	*	*	4	3
Program Director	\$100 or More	*	*	*	*	*	*	13	4
	Less than \$100	*	*	*	*	*	*	8	4
	All	*	*	*	*	65,673	215,000	21	8
Senior Program Officer	All	*	*	*	*	*	*	3	3
Program Officer	\$100 or More	*	*	*	*	*	*	6	3
	Less than \$100	*	*	*	*	*	*	12	4
	All	79,889	63,939	78,600	95,100	48,438	103,875	18	7
Program Associate	\$100 or More	*	*	*	*	*	*	2	2
	Less than \$100	*	*	*	*	32,416	72,228	9	5
	All	*	*	*	*	32,416	72,228	11	7

Program Assistant	\$100 or More	*	*	*	*	*	*	6	4
	Less than \$100	*	*	*	*	*	*	3	2
	All	57,706	35,600	67,758	72,000	22,964	85,000	9	6
VP/Chief Dev/Adv Officer	All	*	*	*	*	*	*	5	4
Dir/Officer Donor Services	All	*	*	*	*	*	*	4	4
Dir/Officer of Gift Planning	All	*	*	*	*	*	*	3	1
Donor Svcs/Dev/Adv Asst	All	*	*	*	*	*	*	2	2
Director of Communications	\$100 or More	114,954	87,200	102,668	117,000	82,500	185,400	5	5
	Less than \$100	*	*	*	*	*	*	3	3
	All	87,155	49,448	84,850	106,251	24,041	185,400	8	8
Communications Associate	\$100 or More	*	*	*	*	*	*	4	3
	Less than \$100	*	*	*	*	*	*	2	2
	All	*	*	*	*	50,000	67,000	6	5
Research Director	All	*	*	*	*	*	*	4	2
Research Associate	All	*	*	*	*	*	*	12	4
Director of Information Systems	All	*	*	*	*	*	*	2	2
Computer Professional	All	*	*	*	*	*	*	6	4
Office Manager	\$100 or More	*	*	*	*	*	*	3	2
	Less than \$100	*	*	*	*	*	*	3	3
	All	*	*	*	*	56,875	95,000	6	5
Librarian	All	-	-	-	-	-	-	0	0
Grants Manager	\$100 or More	*	*	*	*	*	*	3	3
	Less than \$100	*	*	*	*	*	*	4	4
	All	70,209	56,570	72,000	85,200	27,775	108,150	7	7
Grants Management Assistant	All	*	*	*	*	*	*	3	3
Director of Human Resources	All	*	*	*	*	*	*	1	1
Human Resources Professional	All	*	*	*	*	*	*	10	2
Executive Assistant	\$100 or More	*	*	*	*	*	*	14	4
	Less than \$100	*	*	*	*	*	*	3	3
	All	*	*	*	*	45,454	67,000	17	7
Administrative Assistant	\$100 or More	*	*	*	*	37,388	72,000	15	6
	Less than \$100	*	*	*	*	*	*	5	3
	All	*	*	*	*	37,388	72,000	20	9
Receptionist	All	*	*	*	*	*	*	1	1

# Benefits Summary

**ALL MIDWEST FOUNDATIONS**



## 2020 Midwest Benefits Summary: All Foundations

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

1 Does foundation offer voluntary benefits to full-time, part-time, or retired employees?			<b>N Percent</b>						
	Yes		210	93%					
	No		16	7%					
<b>Total</b>			226	100%					
2 Does foundation offer paid leave to full-time or part-time employees?			<b>N Percent</b>						
	Yes		206	91%					
	No		20	9%					
<b>Total</b>			226	100%					
3 Does foundation have part-time employees?	<b>Yes</b>	<b>%</b>	<b>No</b>	<b>%</b>	<b>Total</b>				
	117	52%	109	48%	226				
4 Does foundation have any retired employees?	89	47%	102	53%	191				
5 Voluntary benefits to retired employees?	18	47%	178	53%	191				
6 a. Are retirees required to contribute to benefits costs?	5	31%	11	69%	16				
	<b>Percentiles</b>								
b. If "Yes," what is the percentage of their required contribution?	<b>Mean</b>	<b>5</b>	<b>25</b>	<b>50</b>	<b>75</b>	<b>95</b>	<b>N</b>		
	26%	10%	14%	20%	35%	47%	3		
7 Overall benefit costs as a percentage of total salary costs	<b>Percentiles</b>								
	<b>Mean</b>	<b>5</b>	<b>25</b>	<b>50</b>	<b>75</b>	<b>95</b>	<b>N</b>		
a. Required benefits	8%	6%	7%	8%	8%	10%	195		
b. Medical benefits	10%	3%	7%	9%	13%	20%	167		
c. Supplemental medical benefits	1%	0%	0%	1%	1%	1%	4		
d. Dental benefits	1%	0%	1%	1%	1%	2%	87		
e. Vision benefits	0%	0%	0%	0%	0%	1%	48		
f. Short-term disability	1%	0%	0%	1%	1%	1%	74		
g. Long-term disability	1%	0%	0%	0%	1%	2%	103		
h. Group life insurance	0%	0%	0%	0%	1%	1%	115		
i. Long-term care	1%	0%	0%	0%	1%	1%	5		
j. Retirement/pension	7%	2%	3%	6%	9%	15%	175		
k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	1%	197		
l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	0%	197		
m. Other voluntary benefits	2%	0%	0%	1%	2%	11%	50		
n. Total voluntary benefits	17%	3%	10%	16%	22%	32%	196		
8 Types of voluntary benefits offered to staff	<b>Full-Time Staff Only</b>		<b>Part-Time Staff Only</b>		<b>Both FT and PT</b>		<b>Neither</b>		<b>Total</b>
a. Medical, incl. drugs	135	75%	0	0%	36	20%	10	6%	181
b. Supplemental medical	9	9%	0	0%	5	5%	88	86%	102
c. Dental	83	60%	0	0%	25	18%	31	22%	139
d. Vision	60	47%	2	2%	15	12%	50	39%	127
e. Short-term disability	72	56%	1	1%	22	17%	34	26%	129
f. Long-term disability	93	64%	0	0%	24	17%	28	19%	145
g. Group life insurance	98	67%	1	1%	27	18%	20	14%	146
h. Long-term care	10	10%	0	0%	4	4%	88	86%	102
i. Retirement/pension	80	46%	1	1%	90	52%	3	2%	174
j. Commuter/transportation benefit (added 2018)	13	12%	0	0%	16	15%	81	74%	110
k. Flexible Spending Account (FSA) (added 2018)	30	27%	0	0%	20	18%	62	55%	112
l. Other voluntary benefits	26	25%	1	1%	27	25%	52	49%	106
9 Types of voluntary benefits offered to retirees	<b>Yes</b>		<b>No</b>		<b>Total</b>				
a. Medical, incl. drugs	13	76%	4	24%	17				
b. Supplemental medical	2	12%	15	88%	17				
c. Dental	4	24%	13	76%	17				
d. Vision	2	12%	15	88%	17				
e. Group life insurance	4	24%	13	76%	17				
f. Long-term care	0	0%	17	100%	17				

# Benefits Summary

**FOUNDATIONS WITH \$0-49.9 MILLION ASSETS**





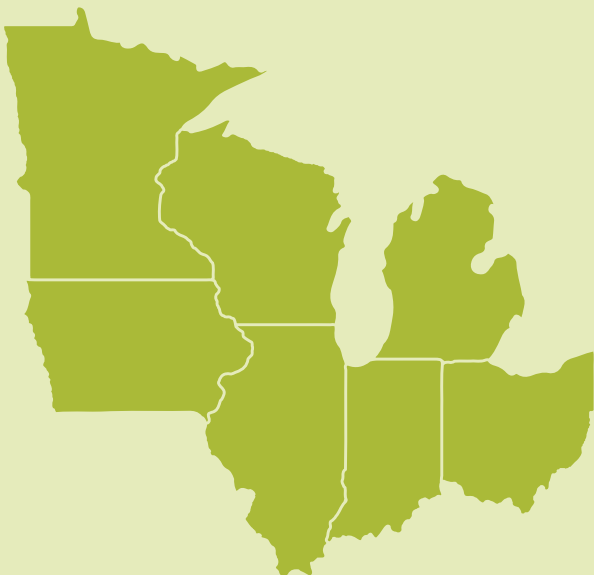
## 2020 Midwest Benefits Summary: All Foundations with \$0-49.9 Million Assets

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

<b>1 Does foundation offer voluntary benefits to full-time, part-time, or retired employees?</b>	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">N</th> <th style="text-align: center;">Percent</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td style="text-align: center;">74</td> <td style="text-align: center;">85%</td> </tr> <tr> <td>No</td> <td style="text-align: center;">13</td> <td style="text-align: center;">15%</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">87</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>		N	Percent	Yes	74	85%	No	13	15%	Total	87	100%																																																																																																																						
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<b>2 Does foundation offer paid leave to full-time or part-time employees?</b>	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">N</th> <th style="text-align: center;">Percent</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td style="text-align: center;">70</td> <td style="text-align: center;">80%</td> </tr> <tr> <td>No</td> <td style="text-align: center;">17</td> <td style="text-align: center;">20%</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">87</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>		N	Percent	Yes	70	80%	No	17	20%	Total	87	100%																																																																																																																						
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<b>3 Does foundation have part-time employees?</b>	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">Yes</th> <th style="text-align: center;">%</th> <th style="text-align: center;">No</th> <th style="text-align: center;">%</th> <th style="text-align: center;">Total</th> </tr> </thead> <tbody> <tr> <td></td> <td style="text-align: center;">46</td> <td style="text-align: center;">53%</td> <td style="text-align: center;">41</td> <td style="text-align: center;">47%</td> <td style="text-align: center;">87</td> </tr> </tbody> </table>		Yes	%	No	%	Total		46	53%	41	47%	87																																																																																																																						
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<b>b. If "Yes," what is the percentage of their required contribution?</b>	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th colspan="5" style="text-align: center;">Percentiles</th> <th></th> </tr> <tr> <th style="text-align: center;">Mean</th> <th style="text-align: center;">5</th> <th style="text-align: center;">25</th> <th style="text-align: center;">50</th> <th style="text-align: center;">75</th> <th style="text-align: center;">95</th> <th style="text-align: center;">N</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">50%</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">1</td> </tr> </tbody> </table>		Percentiles						Mean	5	25	50	75	95	N	50%	50%	50%	50%	50%	50%	1																																																																																																													
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Long-term disability	1%	0%	0%	1%	1%	2%	15	h. Group life insurance	0%	0%	0%	0%	1%	1%	24	i. Long-term care	1%	1%	1%	1%	1%	2%	2	j. Retirement/pension	6%	2%	2%	3%	7%	15%	58	k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	0%	70	l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	2%	70	m. Other voluntary benefits	3%	0%	0%	1%	2%	13%	11	n. Total voluntary benefits	14%	2%	6%	12%	22%	30%	69				
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<b>9 Types of voluntary benefits offered to retirees</b>	<table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">Yes</th> <th style="text-align: center;">%</th> <th style="text-align: center;">No</th> <th style="text-align: center;">%</th> <th style="text-align: center;">Total</th> </tr> </thead> <tbody> <tr> <td>a. Medical, incl. drugs</td> <td style="text-align: center;">2</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">2</td> </tr> <tr> <td>b. Supplemental medical</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">2</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">2</td> </tr> <tr> <td>c. Dental</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">2</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">2</td> </tr> <tr> <td>d. Vision</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">2</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">2</td> </tr> <tr> <td>e. Group life insurance</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">2</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">2</td> </tr> <tr> <td>f. Long-term care</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">2</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">2</td> </tr> </tbody> </table>		Yes	%	No	%	Total	a. Medical, incl. drugs	2	100%	0	0%	2	b. Supplemental medical	0	0%	2	100%	2	c. Dental	0	0%	2	100%	2	d. Vision	0	0%	2	100%	2	e. Group life insurance	0	0%	2	100%	2	f. Long-term care	0	0%	2	100%	2																																																																																								
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# Benefits Summary

**FOUNDATIONS WITH \$50-149.9 MILLION ASSETS**



## 2020 Midwest Benefits Summary: All Foundations with \$50-149.9 Million Assets

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

1 Does foundation offer voluntary benefits to full-time, part-time, or retired employees?			<b>N Percent</b>								
	Yes		68	96%							
	No		3	4%							
			Total	71	100%						
2 Does foundation offer paid leave to full-time or part-time employees?			<b>N Percent</b>								
	Yes		68	96%							
	No		3	4%							
			Total	71	100%						
3 Does foundation have part-time employees?	Yes	38	54%	No	33	46%	Total	71			
4 Does foundation have any retired employees?	Yes	26	44%	No	33	56%	Total	59			
5 Voluntary benefits to retired employees?	Yes	3	44%	No	58	56%	Total	59			
6 a. Are retirees required to contribute to benefits costs?	Yes	0	0%	No	3	100%	Total	3			
b. If "Yes," what is the percentage of their required contribution?			<b>Percentiles</b>								
	Mean	5	25	50	75	95	N				
	0%	0%	0%	0%	0%	0%	-				
7 Overall benefit costs as a percentage of total salary costs			<b>Percentiles</b>								
	Mean	5	25	50	75	95	N				
a. Required benefits	7%	6%	7%	7%	8%	9%	64				
b. Medical benefits	9%	3%	6%	8%	11%	18%	59				
c. Supplemental medical benefits	1%	1%	1%	1%	1%	1%	1				
d. Dental benefits	1%	0%	0%	1%	1%	1%	27				
e. Vision benefits	0%	0%	0%	0%	0%	0%	12				
f. Short-term disability	1%	0%	0%	1%	1%	1%	33				
g. Long-term disability	1%	0%	0%	0%	1%	1%	34				
h. Group life insurance	0%	0%	0%	0%	1%	1%	38				
i. Long-term care	0%	0%	0%	0%	0%	0%	0				
j. Retirement/pension	6%	2%	3%	5%	7%	12%	58				
k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	0%	64				
l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	0%	64				
m. Other voluntary benefits	2%	0%	0%	1%	2%	11%	15				
n. Total voluntary benefits	15%	5%	11%	15%	19%	28%	64				
8 Types of voluntary benefits offered to staff			<b>Full-Time Staff Only</b>		<b>Part-Time Staff Only</b>		<b>Both FT and PT</b>		<b>Neither</b>		<b>Total</b>
a. Medical, incl. drugs	50	82%	0	0%	10	16%	1	2%	61		
b. Supplemental medical	2	6%	0	0%	1	3%	29	91%	32		
c. Dental	31	69%	0	0%	4	9%	10	22%	45		
d. Vision	20	50%	0	0%	2	5%	18	45%	40		
e. Short-term disability	30	67%	0	0%	5	11%	10	22%	45		
f. Long-term disability	35	76%	0	0%	5	11%	6	13%	46		
g. Group life insurance	36	80%	0	0%	5	11%	4	9%	45		
h. Long-term care	0	0%	0	0%	0	0%	31	100%	31		
i. Retirement/pension	22	38%	0	0%	36	62%	0	0%	58		
j. Commuter/transportation benefit (added 2018)	4	12%	0	0%	1	3%	28	85%	33		
k. Flexible Spending Account (FSA) (added 2018)	8	22%	0	0%	3	8%	25	69%	36		
l. Other voluntary benefits	8	21%	0	0%	10	26%	20	53%	38		
9 Types of voluntary benefits offered to retirees			<b>Yes</b>		<b>No</b>		<b>Total</b>				
a. Medical, incl. drugs	3	100%	0	0%	3						
b. Supplemental medical	0	0%	3	100%	3						
c. Dental	1	33%	2	67%	3						
d. Vision	0	0%	3	100%	3						
e. Group life insurance	1	33%	2	67%	3						
f. Long-term care	0	0%	3	100%	3						

# Benefits Summary

**FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS**



## 2020 Midwest Benefits Summary: All Foundations with \$150 Million+ Assets

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

<b>1</b> Does foundation offer voluntary benefits to full-time, part-time, or retired employees?			<b>N</b>		<b>Percent</b>					
	Yes	68	100%							
	No	0	0%							
	<b>Total</b>	<b>68</b>	<b>100%</b>							
<b>2</b> Does foundation offer paid leave to full-time or part-time employees?			<b>N</b>		<b>Percent</b>					
	Yes	68	100%							
	No	0	0%							
	<b>Total</b>	<b>68</b>	<b>100%</b>							
<b>3</b> Does foundation have part-time employees?	<b>Yes</b>	<b>%</b>	<b>No</b>	<b>%</b>	<b>Total</b>					
	33	49%	35	51%	68					
<b>4</b> Does foundation have any retired employees?	41	63%	24	37%	65					
<b>5</b> Voluntary benefits to retired employees?	12	63%	53	37%	65					
<b>6</b> a. Are retirees required to contribute to benefits costs?	4	36%	7	64%	11					
	<b>Percentiles</b>									
	<b>Mean</b>	<b>5</b>	<b>25</b>	<b>50</b>	<b>75</b>	<b>95</b>	<b>N</b>			
b. If "Yes," what is the percentage of their required contribution?	14%	9%	11%	14%	17%	19%	2			
<b>7</b> Overall benefit costs as a percentage of total salary costs	<b>Percentiles</b>									
	<b>Mean</b>	<b>5</b>	<b>25</b>	<b>50</b>	<b>75</b>	<b>95</b>	<b>N</b>			
	a. Required benefits	7%	6%	6%	7%	7%	8%	62		
	b. Medical benefits	11%	6%	8%	10%	13%	19%	60		
	c. Supplemental medical benefits	1%	0%	0%	1%	1%	1%	2		
	d. Dental benefits	1%	0%	1%	1%	1%	2%	42		
	e. Vision benefits	0%	0%	0%	0%	0%	1%	24		
	f. Short-term disability	0%	0%	0%	0%	1%	1%	26		
	g. Long-term disability	0%	0%	0%	0%	1%	2%	54		
	h. Group life insurance	0%	0%	0%	0%	1%	1%	53		
	i. Long-term care	0%	0%	0%	0%	0%	0%	3		
	j. Retirement/pension	11%	3%	5%	9%	12%	16%	59		
	k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	2%	63		
	l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	0%	63		
m. Other voluntary benefits	2%	0%	0%	1%	2%	8%	24			
n. Total voluntary benefits	23%	12%	15%	21%	26%	39%	63			
<b>8</b> Types of voluntary benefits offered to staff	<b>Full-Time Staff Only</b>		<b>Part-Time Staff Only</b>		<b>Both FT and PT</b>		<b>Neither</b>		<b>Total</b>	
	a. Medical, incl. drugs	47	73%	0	0%	16	25%	1	2%	64
	b. Supplemental medical	2	6%	0	0%	3	8%	31	86%	36
	c. Dental	31	60%	0	0%	17	33%	4	8%	52
	d. Vision	24	51%	1	2%	10	21%	12	26%	47
	e. Short-term disability	25	52%	1	2%	13	27%	9	19%	48
	f. Long-term disability	41	71%	0	0%	15	26%	2	3%	58
	g. Group life insurance	38	67%	1	2%	16	28%	2	4%	57
	h. Long-term care	4	11%	0	0%	4	11%	29	78%	37
	i. Retirement/pension	28	47%	0	0%	31	53%	0	0%	59
	j. Commuter/transportation benefit (added 2018)	4	10%	0	0%	11	28%	25	63%	40
	k. Flexible Spending Account (FSA) (added 2018)	13	33%	0	0%	12	30%	15	38%	40
	l. Other voluntary benefits	11	32%	1	3%	12	35%	10	29%	34
<b>9</b> Types of voluntary benefits offered to retirees	<b>Yes</b>		<b>No</b>		<b>Total</b>					
	a. Medical, incl. drugs	8	67%	4	33%	12				
	b. Supplemental medical	2	17%	10	83%	12				
	c. Dental	3	25%	9	75%	12				
	d. Vision	2	17%	10	83%	12				
	e. Group life insurance	3	25%	9	75%	12				
	f. Long-term care	0	0%	12	100%	12				

# Demographics Summary

**ALL MIDWEST FOUNDATIONS**



## 2020 Midwest Demographics Summary: All Foundations

Staff Demographics for Survey Year 2017 and Later

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

All Staff	Percent	Totals
<b>Ethnicity</b>		
a. White	78.9%	1,614
b. Black	11.6%	238
c. Hispanic (any race)	3.3%	68
d. Asian	2.9%	59
e. Hawaiian/Pacific Islander	0.3%	7
f. American Indian/Alaska Native	0.9%	19
g. Bi- or Multi-racial	1.1%	23
h. Middle Eastern/North African	0.5%	11
i. Other	0.3%	7
Total	100.0%	2,046
<b>Gender</b>		
a. Female	77.1%	1,647
b. Male	22.9%	490
Total	100.0%	2,137
<b>Age Group</b>		
a. Under 30	7.6%	134
b. Between 30 and 39	22.8%	403
c. Between 40 and 49	25.0%	441
d. Between 50 and 65	39.6%	700
e. 66 and older	5.0%	88
Total	100.0%	1,766

Executive Staff	Percent	Totals
<b>Ethnicity</b>		
a. White	88.5%	402
b. Black	4.4%	20
c. Hispanic (any race)	2.2%	10
d. Asian	1.5%	7
e. Hawaiian/Pacific Islander	0.4%	2
f. American Indian/Alaska Native	1.1%	5
g. Bi- or Multi-racial	0.7%	3
h. Middle Eastern/North African	0.7%	3
i. Other	0.4%	2
Total	100.0%	454
<b>Gender</b>		
a. Female	60.4%	284
b. Male	39.6%	186
Total	100.0%	470
<b>Age Group</b>		
a. Under 30	0.5%	2
b. Between 30 and 39	8.4%	33
c. Between 40 and 49	22.0%	87
d. Between 50 and 65	59.0%	233
e. 66 and older	10.1%	40
Total	100.0%	395

# 2020 Midwest Demographics Summary: All Foundations

Staff Demographics for Survey Year 2017 and Later

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

Professional Staff	Percent	Totals
<b>1. Ethnicity</b>		
a. White	77.8%	880
b. Black	12.7%	144
c. Hispanic (any race)	3.1%	35
d. Asian	3.2%	36
e. Hawaiian/Pacific Islander	0.3%	3
f. American Indian/Alaska Native	1.0%	11
g. Bi- or Multi-racial	1.1%	12
h. Middle Eastern/North African	0.4%	5
i. Other	0.4%	5
Total	100.0%	1,131
<b>2. Gender</b>		
a. Female	78.6%	936
b. Male	21.4%	255
Total	100.0%	1,191
<b>3. Age Group</b>		
a. Under 30	6.4%	62
b. Between 30 and 39	26.6%	258
c. Between 40 and 49	28.2%	273
d. Between 50 and 65	35.2%	341
e. 66 and older	3.6%	35
4. Total	100.0%	969

Administrative Staff	Percent	Totals
<b>1. Ethnicity</b>		
a. White	72.0%	332
b. Black	16.1%	74
c. Hispanic (any race)	5.0%	23
d. Asian	3.5%	16
e. Hawaiian/Pacific Islander	0.4%	2
f. American Indian/Alaska Native	0.7%	3
g. Bi- or Multi-racial	1.7%	8
h. Middle Eastern/North African	0.7%	3
i. Other	0.0%	0
Total	100.0%	461
<b>2. Gender</b>		
a. Female	89.7%	427
b. Male	10.3%	49
Total	100.0%	476
<b>3. Age Group</b>		
a. Under 30	17.4%	70
b. Between 30 and 39	27.9%	112
c. Between 40 and 49	20.1%	81
d. Between 50 and 65	31.3%	126
e. 66 and older	3.2%	13
4. Total	100.0%	402



# Demographics Summary

**FOUNDATIONS WITH \$0-49.9 MILLION ASSETS**



## 2020 Midwest Demographics Summary: All Foundations with \$0-49.9 Million Assets

Staff Demographics for Survey Year 2017 and Later

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

All Staff	Percent	Totals
<b>Ethnicity</b>		
a. White	81.6%	253
b. Black	9.0%	28
c. Hispanic (any race)	4.8%	15
d. Asian	2.3%	7
e. Hawaiian/Pacific Islander	0.6%	2
f. American Indian/Alaska Native	0.3%	1
g. Bi- or Multi-racial	0.6%	2
h. Middle Eastern/North African	0.6%	2
i. Other	0.0%	0
Total	100.0%	310
<b>Gender</b>		
a. Female	81.9%	262
b. Male	18.1%	58
Total	100.0%	320
<b>Age Group</b>		
a. Under 30	11.7%	27
b. Between 30 and 39	22.5%	52
c. Between 40 and 49	16.5%	38
d. Between 50 and 65	43.7%	101
e. 66 and older	5.6%	13
Total	100.0%	231

Executive Staff	Percent	Totals
<b>Ethnicity</b>		
a. White	88.6%	101
b. Black	4.4%	5
c. Hispanic (any race)	3.5%	4
d. Asian	0.9%	1
e. Hawaiian/Pacific Islander	0.9%	1
f. American Indian/Alaska Native	0.0%	0
g. Bi- or Multi-racial	0.9%	1
h. Middle Eastern/North African	0.9%	1
i. Other	0.0%	0
Total	100.0%	114
<b>Gender</b>		
a. Female	74.4%	87
b. Male	25.6%	30
Total	100.0%	117
<b>Age Group</b>		
a. Under 30	1.1%	1
b. Between 30 and 39	12.2%	11
c. Between 40 and 49	14.4%	13
d. Between 50 and 65	63.3%	57
e. 66 and older	8.9%	8
Total	100.0%	90

## 2020 Midwest Demographics Summary: All Foundations with \$0-49.9 Million Assets

Staff Demographics for Survey Year 2017 and Later

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

Professional Staff	Percent	Totals
<b>1. Ethnicity</b>		
a. White	79.6%	113
b. Black	10.6%	15
c. Hispanic (any race)	3.5%	5
d. Asian	4.2%	6
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	0.7%	1
g. Bi- or Multi-racial	0.7%	1
h. Middle Eastern/North African	0.7%	1
i. Other	0.0%	0
Total	100.0%	142
<b>2. Gender</b>		
a. Female	84.6%	126
b. Male	15.4%	23
Total	100.0%	149
<b>3. Age Group</b>		
a. Under 30	16.0%	17
b. Between 30 and 39	28.3%	30
c. Between 40 and 49	19.8%	21
d. Between 50 and 65	31.1%	33
e. 66 and older	4.7%	5
<b>4. Total</b>	<b>100.0%</b>	<b>106</b>

Administrative Staff	Percent	Totals
<b>1. Ethnicity</b>		
a. White	72.2%	39
b. Black	14.8%	8
c. Hispanic (any race)	11.1%	6
d. Asian	0.0%	0
e. Hawaiian/Pacific Islander	1.9%	1
f. American Indian/Alaska Native	0.0%	0
g. Bi- or Multi-racial	0.0%	0
h. Middle Eastern/North African	0.0%	0
i. Other	0.0%	0
Total	100.0%	54
<b>2. Gender</b>		
a. Female	90.7%	49
b. Male	9.3%	5
Total	100.0%	54
<b>3. Age Group</b>		
a. Under 30	25.7%	9
b. Between 30 and 39	31.4%	11
c. Between 40 and 49	11.4%	4
d. Between 50 and 65	31.4%	11
e. 66 and older	0.0%	0
<b>4. Total</b>	<b>100.0%</b>	<b>35</b>

# Demographics Summary

**FOUNDATIONS WITH \$50-149.9 MILLION ASSETS**



## 2020 Midwest Demographics Summary: All Foundations with \$50-149 Million Assets

### Staff Demographics for Survey Year 2017 and Later

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

All Staff	Percent	Totals
<b>Ethnicity</b>		
a. White	90.2%	452
b. Black	5.2%	26
c. Hispanic (any race)	1.0%	5
d. Asian	1.0%	5
e. Hawaiian/Pacific Islander	0.2%	1
f. American Indian/Alaska Native	0.8%	4
g. Bi- or Multi-racial	0.6%	3
h. Middle Eastern/North African	0.8%	4
i. Other	0.2%	1
Total	100.0%	501
<b>Gender</b>		
a. Female	76.5%	397
b. Male	23.5%	122
Total	100.0%	519
<b>Group</b>		
a. Under 30	7.2%	33
b. Between 30 and 39	20.6%	94
c. Between 40 and 49	23.2%	106
d. Between 50 and 65	43.8%	200
e. 66 and older	5.3%	24
Total	100.0%	457

Executive Staff	Percent	Totals
<b>Ethnicity</b>		
a. White	94.5%	137
b. Black	0.7%	1
c. Hispanic (any race)	0.7%	1
d. Asian	1.4%	2
e. Hawaiian/Pacific Islander	0.7%	1
f. American Indian/Alaska Native	1.4%	2
g. Bi- or Multi-racial	0.0%	0
h. Middle Eastern/North African	0.7%	1
i. Other	0.0%	0
Total	100.0%	145
<b>Gender</b>		
a. Female	57.4%	85
b. Male	42.6%	63
Total	100.0%	148
<b>Group</b>		
a. Under 30	0.8%	1
b. Between 30 and 39	7.7%	10
c. Between 40 and 49	21.5%	28
d. Between 50 and 65	60.0%	78
e. 66 and older	10.0%	13
Total	100.0%	130

## 2020 Midwest Demographics Summary: All Foundations with \$50-149 Million Assets

### Staff Demographics for Survey Year 2017 and Later

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

Professional Staff	Percent	Totals
<b>1. Ethnicity</b>		
a. White	88.9%	232
b. Black	6.5%	17
c. Hispanic (any race)	0.0%	0
d. Asian	1.1%	3
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	0.8%	2
g. Bi- or Multi-racial	1.1%	3
h. Middle Eastern/North African	1.1%	3
i. Other	0.4%	1
Total	100.0%	261
<b>2. Gender</b>		
a. Female	80.4%	218
b. Male	19.6%	53
Total	100.0%	271
<b>3. Group</b>		
a. Under 30	5.4%	13
b. Between 30 and 39	27.2%	65
c. Between 40 and 49	26.4%	63
d. Between 50 and 65	37.7%	90
e. 66 and older	3.3%	8
4. Total	100.0%	239

Administrative Staff	Percent	Totals
<b>1. Ethnicity</b>		
a. White	87.4%	83
b. Black	8.4%	8
c. Hispanic (any race)	4.2%	4
d. Asian	0.0%	0
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	0.0%	0
g. Bi- or Multi-racial	0.0%	0
h. Middle Eastern/North African	0.0%	0
i. Other	0.0%	0
Total	100.0%	95
<b>2. Gender</b>		
a. Female	94.0%	94
b. Male	6.0%	6
Total	100.0%	100
<b>3. Group</b>		
a. Under 30	21.6%	19
b. Between 30 and 39	21.6%	19
c. Between 40 and 49	17.0%	15
d. Between 50 and 65	36.4%	32
e. 66 and older	3.4%	3
4. Total	100.0%	88

# Demographics Summary

**FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS**



## 2020 Midwest Demographics Summary: All Foundations with \$150 Million+ Assets

Staff Demographics for Survey Year 2017 and Later

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

All Staff	Percent	Totals
<b>Ethnicity</b>		
a. White	73.6%	909
b. Black	14.9%	184
c. Hispanic (any race)	3.9%	48
d. Asian	3.8%	47
e. Hawaiian/Pacific Islander	0.3%	4
f. American Indian/Alaska Native	1.1%	14
g. Bi- or Multi-racial	1.5%	18
h. Middle Eastern/North African	0.4%	5
i. Other	0.5%	6
Total	100.0%	1,235
<b>Gender</b>		
a. Female	76.1%	988
b. Male	23.9%	310
Total	100.0%	1,298
<b>Group</b>		
a. Under 30	6.9%	74
b. Between 30 and 39	23.8%	257
c. Between 40 and 49	27.6%	297
d. Between 50 and 65	37.0%	399
e. 66 and older	4.7%	51
Total	100.0%	1,078

Executive Staff	Percent	Totals
<b>Ethnicity</b>		
a. White	84.1%	164
b. Black	7.2%	14
c. Hispanic (any race)	2.6%	5
d. Asian	2.1%	4
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	1.5%	3
g. Bi- or Multi-racial	1.0%	2
h. Middle Eastern/North African	0.5%	1
i. Other	1.0%	2
Total	100.0%	195
<b>Gender</b>		
a. Female	54.6%	112
b. Male	45.4%	93
Total	100.0%	205
<b>Group</b>		
a. Under 30	0.0%	0
b. Between 30 and 39	6.9%	12
c. Between 40 and 49	26.3%	46
d. Between 50 and 65	56.0%	98
e. 66 and older	10.9%	19
Total	100.0%	175



## 2020 Midwest Demographics Summary: All Foundations with \$150 Million+ Assets

Staff Demographics for Survey Year 2017 and Later

Foundations Reporting in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin

Professional Staff	Percent	Totals
<b>1. Ethnicity</b>		
a. White	73.5%	535
b. Black	15.4%	112
c. Hispanic (any race)	4.1%	30
d. Asian	3.7%	27
e. Hawaiian/Pacific Islander	0.4%	3
f. American Indian/Alaska Native	1.1%	8
g. Bi- or Multi-racial	1.1%	8
h. Middle Eastern/North African	0.1%	1
i. Other	0.5%	4
Total	100.0%	728
<b>2. Gender</b>		
a. Female	76.8%	592
b. Male	23.2%	179
Total	100.0%	771
<b>3. Group</b>		
a. Under 30	5.1%	32
b. Between 30 and 39	26.1%	163
c. Between 40 and 49	30.3%	189
d. Between 50 and 65	34.9%	218
e. 66 and older	3.5%	22
<b>4. Total</b>	<b>100.0%</b>	<b>624</b>

Administrative Staff	Percent	Totals
<b>1. Ethnicity</b>		
a. White	67.3%	210
b. Black	18.6%	58
c. Hispanic (any race)	4.2%	13
d. Asian	5.1%	16
e. Hawaiian/Pacific Islander	0.3%	1
f. American Indian/Alaska Native	1.0%	3
g. Bi- or Multi-racial	2.6%	8
h. Middle Eastern/North African	1.0%	3
i. Other	0.0%	0
Total	100.0%	312
<b>2. Gender</b>		
a. Female	88.2%	284
b. Male	11.8%	38
Total	100.0%	322
<b>3. Group</b>		
a. Under 30	15.1%	42
b. Between 30 and 39	29.4%	82
c. Between 40 and 49	22.2%	62
d. Between 50 and 65	29.7%	83
e. 66 and older	3.6%	10
<b>4. Total</b>	<b>100.0%</b>	<b>279</b>