



2019 Midwest

Grantmaker Salary, Benefits,
& Demographics Report

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

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CONFIDENTIALITY OF DATA

This report is intended only for members of Indiana Philanthropy Alliance (IPA), Council of Michigan Foundations (CMF), and Philanthropy Ohio. 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, 2019. Grantmakers submitting data to COF for their 2019 Grantmaker Salary and Benefits Report may download the full report at bmc.cof.org. Any questions about data included within the Midwest report should be directed to Brittany Kienker, Ph.D. at bkienker@michiganfoundations.org or 734.335.1460.

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% of the total (unbalanced data).

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Compensation Summary

COMMUNITY FOUNDATIONS



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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$100 or More	230,940	159,131	195,000	233,999	131,781	547,460	27	27
	\$50 to \$99.9	137,407	116,654	134,375	158,176	80,300	225,000	28	28
	\$25 to \$49.9	99,144	86,512	94,140	106,000	69,636	156,000	26	26
	\$10 to \$24.9	90,668	80,000	86,823	99,000	52,500	154,500	29	29
	Less than \$10	57,559	50,000	57,317	64,039	35,000	77,268	14	14
	All	129,804	82,848	106,000	154,988	35,000	547,460	124	124
Assoc Dir/EVP	\$100 or More	*	*	*	*	*	*	1	1
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$10 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$10	-	-	-	-	-	-	0	0
	All	89,543	66,309	78,000	116,025	59,136	125,000	7	7
VP (Admin)	\$100 or More	*	*	*	*	*	*	4	4
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$10 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$10	-	-	-	-	-	-	0	0
	All	95,635	89,900	93,765	104,619	43,152	141,041	8	8
General Counsel	All	*	*	*	*	*	*	1	1
CFO/Treasurer	\$100 or More	140,525	108,465	122,133	154,200	85,891	273,000	22	22
	\$50 to \$99.9	91,292	78,000	89,640	102,642	70,700	116,642	11	11
	\$25 to \$49.9	81,028	75,000	78,500	85,000	69,120	97,520	5	5
	\$10 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$10	-	-	-	-	-	-	0	0
	All	116,416	89,517	105,000	126,850	64,000	273,000	41	41

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Controller	\$100 or More	93,046	78,463	87,635	111,089	65,344	123,600	12	11
	\$50 to \$99.9	72,046	69,852	74,568	74,800	62,425	78,585	5	5
	\$25 to \$49.9	60,885	52,579	61,145	72,322	41,500	75,750	6	6
	\$10 to \$24.9	56,147	40,444	61,536	68,319	38,220	75,750	7	7
	Less than \$10	*	*	*	*	*	*	2	2
	All	72,356	59,688	72,950	78,939	26,130	123,600	32	31
Chief Investment Officer	All	-	-	-	-	-	-	0	0
Director of Impact Investing	All	*	*	*	*	*	*	1	1
Assistant Treasurer	All	-	-	-	-	-	-	0	0
Accountant	\$100 or More	64,985	58,266	65,003	78,223	36,858	80,222	21	16
	\$50 to \$99.9	56,087	48,053	58,500	61,944	40,000	71,582	8	8
	\$25 to \$49.9	55,803	51,721	54,297	55,993	50,178	68,625	6	6
	\$10 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$10	-	-	-	-	-	-	0	0
	All	61,023	52,474	61,010	68,969	36,858	80,222	36	31
Accounting Clerk	\$100 or More	47,556	43,400	47,092	53,394	31,868	60,348	7	7
	\$50 to \$99.9	42,270	39,001	43,500	47,970	30,000	49,659	6	6
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$10 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$10	-	-	-	-	-	-	0	0
	All	43,069	37,625	43,402	47,825	28,240	60,348	18	18
VP (Program)	\$100 or More	127,372	104,113	117,045	131,763	84,885	219,805	14	14
	\$50 to \$99.9	*	*	*	*	65,353	109,285	8	7
	\$25 to \$49.9	*	*	*	*	*	*	4	3
	\$10 to \$24.9	*	*	*	*	*	*	4	4
	Less than \$10	-	-	-	-	-	-	0	0
	All	104,077	81,484	99,600	116,165	50,000	219,805	30	28

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Program Director	\$100 or More	99,648	71,153	81,369	96,548	62,570	191,438	25	15
	\$50 to \$99.9	*	*	*	*	48,500	104,300	14	11
	\$25 to \$49.9	*	*	*	*	44,000	75,000	11	6
	\$10 to \$24.9	53,228	45,420	52,240	59,223	29,700	80,490	6	6
	Less than \$10	*	*	*	*	*	*	2	2
	All	80,177	62,570	73,330	80,525	29,700	191,438	58	40
Senior Program Officer	\$100 or More	*	*	*	*	65,389	122,883	10	6
	\$50 to \$99.9	*	*	*	*	*	*	5	4
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$10 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$10	-	-	-	-	-	-	0	0
	All	81,298	65,389	73,900	108,153	53,493	122,883	21	16
Program Officer	\$100 or More	65,813	58,100	66,296	69,705	50,000	95,582	36	18
	\$50 to \$99.9	55,545	48,731	54,981	60,229	37,583	84,299	24	15
	\$25 to \$49.9	47,837	43,583	44,774	48,458	33,500	66,000	17	14
	\$10 to \$24.9	44,332	41,703	43,765	46,755	30,940	58,079	8	8
	Less than \$10	-	-	-	-	-	-	0	0
	All	57,297	48,000	57,500	65,590	30,940	95,582	85	55
Program Associate	\$100 or More	*	*	*	*	38,500	54,499	12	8
	\$50 to \$99.9	41,791	37,210	40,285	46,755	27,000	56,000	10	9
	\$25 to \$49.9	*	*	*	*	31,685	37,000	6	5
	\$10 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$10	-	-	-	-	-	-	0	0
	All	42,078	36,547	39,625	50,000	27,000	56,000	30	24

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Program Assistant	\$100 or More	40,905	35,560	39,933	43,101	30,000	57,304	6	6
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$10 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$10	-	-	-	-	-	-	0	0
	All	39,680	33,894	39,933	43,378	30,000	57,304	12	12
VP/Chief Dev/Adv Officer	\$100 or More	129,548	98,550	126,641	158,331	74,263	214,230	18	16
	\$50 to \$99.9	91,850	83,865	93,114	102,425	61,465	121,000	10	10
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$10 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$10	-	-	-	-	-	-	0	0
	All	108,335	85,000	99,572	126,841	48,900	214,230	33	31
Dir/Officer Donor Services	\$100 or More	78,080	60,583	64,961	82,770	43,000	163,550	26	16
	\$50 to \$99.9	62,356	46,667	63,000	70,233	46,500	105,080	13	9
	\$25 to \$49.9	63,299	57,762	57,925	66,060	57,500	77,250	5	5
	\$10 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$10	-	-	-	-	-	-	0	0
	All	71,122	57,803	64,013	77,063	43,000	163,550	46	32
Dir/Officer of Gift Planning	\$100 or More	*	*	*	*	64,016	159,875	9	5
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$10 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$10	-	-	-	-	-	-	0	0
	All	*	*	*	*	33,280	159,875	11	7

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Donor Svcs/Dev/Adv Asst	\$100 or More	50,416	43,395	47,826	54,235	38,193	71,492	23	17
	\$50 to \$99.9	45,015	36,920	45,900	46,000	32,085	64,170	5	5
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$10 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$10	-	-	-	-	-	-	0	0
	All	47,753	41,606	46,000	53,674	32,085	71,492	35	29
Director of Communications	\$100 or More	84,335	65,489	76,136	80,351	50,000	206,000	18	18
	\$50 to \$99.9	62,882	60,000	62,416	65,293	38,478	84,299	10	10
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$10 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$10	-	-	-	-	-	-	0	0
	All	72,412	59,453	65,000	77,800	37,500	206,000	35	35
Communications Associate	\$100 or More	51,614	41,597	46,742	57,912	30,763	82,333	20	13
	\$50 to \$99.9	44,250	38,500	42,848	45,000	34,661	69,204	9	9
	\$25 to \$49.9	46,993	45,140	47,697	48,000	36,050	58,078	5	5
	\$10 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$10	-	-	-	-	-	-	0	0
	All	48,359	38,500	45,000	53,520	30,763	82,333	37	30
Research Director	All	-	-	-	-	-	-	0	0
Research Associate	All	*	*	*	*	*	*	4	3
Director of Information Systems	\$100 or More	*	*	*	*	*	*	4	4
	\$50 to \$99.9	-	-	-	-	-	-	0	0
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$10 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$10	-	-	-	-	-	-	0	0
	All	116,470	100,000	107,300	130,000	87,550	157,500	5	5

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Computer Professional	\$100 or More	75,039	63,010	70,901	88,071	43,860	94,325	14	10
	\$50 to \$99.9	*	*	*	*	*	*	4	4
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$10 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$10	-	-	-	-	-	-	0	0
	All	67,969	58,744	66,124	88,071	28,000	94,325	18	14
Office Manager	\$100 or More	*	*	*	*	*	*	2	2
	\$50 to \$99.9	47,271	42,616	47,800	48,438	36,400	61,102	5	5
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$10 to \$24.9	37,568	30,560	32,920	45,094	25,000	55,640	6	6
	Less than \$10	*	*	*	*	*	*	1	1
	All	40,674	32,580	40,514	48,279	25,000	61,102	18	18
Librarian	All	-	-	-	-	-	-	0	0
Grants Manager	\$100 or More	58,213	48,770	56,058	66,408	39,379	80,026	18	13
	\$50 to \$99.9	*	*	*	*	*	*	2	2
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$10 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$10	-	-	-	-	-	-	0	0
	All	55,734	48,030	56,058	61,223	25,303	88,830	24	19
Grants Management Assistant	\$100 or More	*	*	*	*	*	*	6	3
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$10 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$10	-	-	-	-	-	-	0	0
	All	*	*	*	*	15,000	55,460	11	8

* Insufficient data
 - No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Director of Human Resources	\$100 or More	111,866	105,000	124,800	125,000	74,230	130,300	5	5
	\$50 to \$99.9	-	-	-	-	-	-	0	0
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$10 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$10	-	-	-	-	-	-	0	0
	All	111,866	105,000	124,800	125,000	74,230	130,300	5	5
Human Resources Prof.	All	*	*	*	*	*	*	4	4
Executive Assistant	\$100 or More	60,045	49,421	56,596	67,779	44,266	89,610	14	12
	\$50 to \$99.9	45,593	39,500	45,675	50,000	35,000	65,680	9	9
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$10 to \$24.9	*	*	*	*	*	*	3	3
	Less than \$10	-	-	-	-	-	-	0	0
	All	52,107	43,600	49,741	63,091	30,000	89,610	28	26
Administrative Assistant	\$100 or More	*	*	*	*	33,224	54,059	33	17
	\$50 to \$99.9	39,662	35,920	38,850	40,118	30,420	61,346	13	12
	\$25 to \$49.9	36,380	33,280	36,075	40,000	23,750	48,655	13	13
	\$10 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$10	*	*	*	*	*	*	2	2
	All	41,835	35,960	40,118	48,360	17,160	61,346	63	46
Receptionist	\$100 or More	41,188	35,124	43,190	47,352	27,872	52,300	7	7
	\$50 to \$99.9	*	*	*	*	*	*	4	4
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$10 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$10	-	-	-	-	-	-	0	0
	All	38,367	34,547	39,000	43,321	19,161	52,300	11	11

* Insufficient data
 - No data reported

Compensation Summary

FAMILY FOUNDATIONS



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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$100 or More	295,851	218,527	293,800	317,647	169,373	599,497	16	16
	\$50 to \$99.9	165,379	156,702	160,193	187,500	106,312	216,000	11	11
	\$0 to \$49.9	128,751	105,000	115,000	151,000	55,125	193,779	9	9
	All	214,209	153,775	189,390	257,313	55,125	599,497	36	36
Assoc Dir/EVP	All	*	*	*	*	*	*	1	1
VP (Admin)	\$100 or More	*	*	*	*	*	*	2	2
	\$50 to \$99.9	*	*	*	*	*	*	2	2
	\$0 to \$49.9	*	*	*	*	*	*	2	2
	All	202,977	125,412	164,589	285,895	100,000	350,000	6	6
General Counsel	All	-	-	-	-	-	-	0	0
CFO/Treasurer	\$100 or More	185,956	139,547	165,943	213,843	112,300	325,480	8	8
	\$50 to \$99.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	174,764	120,189	153,600	201,790	85,233	325,480	9	9
Controller	\$100 or More	*	*	*	*	*	*	4	4
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	100,939	74,779	78,100	118,117	70,000	163,700	5	5
Chief Investment Officer	All	*	*	*	*	*	*	1	1
Director of Impact Investing	All	*	*	*	*	*	*	2	2
Assistant Treasurer	All	*	*	*	*	*	*	1	1
Accountant	All	*	*	*	*	*	*	5	4
Accounting Clerk	All	*	*	*	*	*	*	5	4
VP (Program)	\$100 or More	*	*	*	*	*	*	4	4
	\$50 to \$99.9	*	*	*	*	*	*	2	2
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	182,098	135,194	180,000	219,050	100,000	286,200	7	7

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Program Director	\$100 or More	*	*	*	*	121,275	173,202	19	7
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	69,137	173,202	21	9
Senior Program Officer	\$100 or More	141,604	119,330	145,546	155,133	98,197	190,000	20	9
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	141,052	119,330	140,000	155,133	98,197	190,000	21	10
Program Officer	\$100 or More	99,917	79,850	96,700	120,891	62,500	137,500	31	15
	\$50 to \$99.9	*	*	*	*	*	*	5	4
	\$0 to \$49.9	*	*	*	*	*	*	6	3
	All	94,591	73,250	96,700	117,419	50,188	137,500	42	22
Program Associate	\$100 or More	*	*	*	*	53,300	95,900	14	7
	\$50 to \$99.9	*	*	*	*	*	*	2	2
	\$0 to \$49.9	*	*	*	*	*	*	2	2
	All	*	*	*	*	31,930	95,900	18	11
Program Assistant	\$100 or More	*	*	*	*	*	*	8	4
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	33,000	52,000	9	5
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	All	*	*	*	*	*	*	4	4
Communications Associate	All	*	*	*	*	*	*	5	4

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Research Director	All	*	*	*	*	*	*	1	1
Research Associate	All	*	*	*	*	*	*	1	1
Director of Information Systems	All	*	*	*	*	*	*	2	2
Computer Professional	All	*	*	*	*	*	*	4	3
Office Manager	\$100 or More	*	*	*	*	*	*	3	2
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	*	*	*	*	*	*	2	2
	All	*	*	*	*	54,650	79,000	6	5
Librarian	All	-	-	-	-	-	-	0	0
Grants Manager	\$100 or More	90,263	79,143	96,907	102,493	36,000	121,275	16	13
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$0 to \$49.9	*	*	*	*	*	*	2	2
	All	83,093	65,300	95,966	97,814	24,000	121,275	21	18
Grants Management Assistant	All	*	*	*	*	*	*	3	3
Director of Human Resources	All	*	*	*	*	*	*	1	1
Human Resources Professional	All	*	*	*	*	*	*	1	1
Executive Assistant	\$100 or More	*	*	*	*	46,400	76,320	8	7
	\$50 to \$99.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	46,400	76,320	8	7
Administrative Assistant	\$100 or More	*	*	*	*	45,000	68,000	8	7
	\$50 to \$99.9	45,851	35,080	42,000	43,701	31,930	76,544	5	5
	\$0 to \$49.9	*	*	*	*	*	*	2	2
	All	50,170	43,951	48,000	54,114	31,930	76,544	15	14
Receptionist	All	*	*	*	*	*	*	4	4

* Insufficient data
- No data reported

Compensation Summary

INDEPENDENT FOUNDATIONS



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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$125 or More	406,176	255,040	354,600	475,000	150,000	835,000	25	25
	\$50 to \$124.9	177,688	150,183	177,500	202,374	85,000	271,000	10	10
	\$0 to \$49.9	139,851	127,000	138,950	155,563	60,000	212,659	8	8
	All	303,490	169,718	243,692	379,670	60,000	835,000	43	43
Assoc Dir/EVP	\$125 or More	*	*	*	*	*	*	5	4
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	124,255	381,000	6	5
VP (Admin)	\$125 or More	243,122	177,946	237,040	285,526	118,000	406,715	6	6
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	*	*	*	*	*	*	2	2
	All	201,052	109,190	195,956	256,579	66,925	406,715	8	8
General Counsel	\$125 or More	279,600	165,000	220,000	406,000	112,000	495,000	5	5
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	279,600	165,000	220,000	406,000	112,000	495,000	5	5
CFO/Treasurer	\$125 or More	262,270	184,875	251,190	319,550	103,650	495,000	18	18
	\$50 to \$124.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	256,069	168,000	250,000	317,700	103,650	495,000	19	19
Controller	\$125 or More	168,649	122,581	159,303	200,000	112,756	250,000	10	9
	\$50 to \$124.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	165,317	123,163	147,518	195,000	112,756	250,000	11	10
Chief Investment Officer	\$125 or More	553,315	365,065	676,017	732,707	199,840	755,000	6	6
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	553,315	365,065	676,017	732,707	199,840	755,000	6	6

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Director of Impact Investing	All	*	*	*	*	*	*	3	3
Assistant Treasurer	All	-	-	-	-	-	-	0	0
Accountant	\$125 or More	91,368	80,870	91,179	99,600	73,430	110,914	18	13
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	91,368	80,870	91,179	99,600	73,430	110,914	18	13
Accounting Clerk	\$125 or More	*	*	*	*	49,870	72,536	8	6
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	49,870	72,536	8	6
VP (Program)	\$125 or More	250,655	163,962	255,250	314,042	121,225	475,000	22	15
	\$50 to \$124.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	*	*	*	*	*	*	3	2
	All	224,537	157,924	207,250	269,430	62,344	475,000	26	18
Program Director	\$125 or More	183,731	162,955	164,750	216,950	92,700	230,160	50	14
	\$50 to \$124.9	*	*	*	*	*	*	3	2
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	176,786	161,280	164,750	216,950	73,347	230,160	54	17
Senior Program Officer	\$125 or More	*	*	*	*	90,492	177,866	28	14
	\$50 to \$124.9	*	*	*	*	*	*	5	3
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	56,714	188,318	33	17
Program Officer	\$125 or More	*	*	*	*	61,000	169,217	92	16
	\$50 to \$124.9	*	*	*	*	*	*	6	4
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	56,800	169,217	99	21

* Insufficient data
 - No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Program Associate	\$125 or More	*	*	*	*	71,787	81,973	35	5
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	53,000	81,973	36	6
Program Assistant	\$125 or More	*	*	*	*	45,000	73,238	70	15
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	45,000	73,238	70	15
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	156,315	116,250	141,220	170,914	85,000	286,880	10	10
	\$50 to \$124.9	*	*	*	*	*	*	2	2
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	150,546	112,207	141,220	163,775	83,400	286,880	12	12
Communications Associate	\$125 or More	*	*	*	*	55,000	82,250	7	6
	\$50 to \$124.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	35,700	82,250	8	7
Research Director	\$125 or More	129,007	121,000	122,386	135,000	107,000	159,650	5	5
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	129,007	121,000	122,386	135,000	107,000	159,650	5	5
Research Associate	All	-	-	-	-	-	-	0	0
Director of Information Systems	\$125 or More	144,393	98,328	147,431	196,216	60,000	217,056	6	6
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	144,393	98,328	147,431	196,216	60,000	217,056	6	6

* Insufficient data
 - No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Computer Professional	\$125 or More	*	*	*	*	58,940	90,700	10	6
	\$50 to \$124.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	58,940	90,700	11	7
Office Manager	\$125 or More	101,759	70,486	120,000	126,830	56,160	141,524	7	7
	\$50 to \$124.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	93,218	63,860	79,850	123,100	46,800	141,524	9	9
Librarian	All	*	*	*	*	*	*	3	3
Grants Manager	\$125 or More	86,321	76,314	80,000	89,424	57,410	163,200	18	17
	\$50 to \$124.9	*	*	*	*	*	*	2	2
	\$0 to \$49.9	*	*	*	*	*	*	1	1
	All	82,043	72,360	78,030	87,696	44,786	163,200	21	20
Grants Management Assistant	\$125 or More	*	*	*	*	33,380	94,300	12	8
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	33,380	94,300	12	8
Director of Human Resources	\$125 or More	164,369	122,000	155,250	187,567	118,750	238,280	5	5
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	164,369	122,000	155,250	187,567	118,750	238,280	5	5
Human Resources Professional	\$125 or More	*	*	*	*	59,115	120,754	9	6
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	59,115	120,754	9	6
Executive Assistant	\$125 or More	82,185	77,482	80,998	85,000	58,880	131,987	29	16
	\$50 to \$124.9	*	*	*	*	*	*	2	2
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	80,226	76,241	80,998	84,383	47,895	131,987	31	18

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Administrative Assistant	\$125 or More	*	*	*	*	31,200	88,124	59	14
	\$50 to \$124.9	*	*	*	*	*	*	1	1
	\$0 to \$49.9	*	*	*	*	*	*	4	2
	All	*	*	*	*	31,200	88,124	64	17
Receptionist	\$125 or More	47,679	42,353	45,760	52,200	36,050	62,034	5	5
	\$50 to \$124.9	-	-	-	-	-	-	0	0
	\$0 to \$49.9	-	-	-	-	-	-	0	0
	All	47,679	42,353	45,760	52,200	36,050	62,034	5	5

* Insufficient data
 - No data reported

Compensation Summary

PUBLIC FOUNDATIONS



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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$50 or More	272,214	184,413	268,968	314,725	157,164	474,682	12	12
	Less than \$50	177,455	125,378	158,663	211,104	66,547	345,000	10	10
	All	229,142	158,909	195,578	289,484	66,547	474,682	22	22
Assoc Dir/EVP	All	*	*	*	*	*	*	3	3
VP (Admin)	\$50 or More	175,414	125,312	154,981	177,753	86,994	354,759	6	6
	Less than \$50	-	-	-	-	-	-	0	0
	All	175,414	125,312	154,981	177,753	86,994	354,759	6	6
General Counsel	All	-	-	-	-	-	-	0	0
CFO/Treasurer	\$50 or More	169,145	126,390	139,201	221,986	114,769	250,000	6	6
	Less than \$50	*	*	*	*	*	*	2	2
	All	153,254	113,577	129,480	169,157	101,163	250,000	8	8
Controller	\$50 or More	*	*	*	*	88,634	175,000	8	7
	Less than \$50	*	*	*	*	*	*	1	1
	All	131,341	123,052	133,274	146,167	88,634	175,000	9	8
Chief Investment Officer	All	*	*	*	*	*	*	2	2
Director of Impact Investing	All	-	-	-	-	-	-	0	0
Assistant Treasurer	All	-	-	-	-	-	-	0	0
Accountant	\$50 or More	65,342	62,690	63,024	69,186	60,821	72,000	9	7
	Less than \$50	*	*	*	*	*	*	1	1
	All	63,628	62,173	63,024	68,426	48,204	72,000	10	8
Accounting Clerk	All	*	*	*	*	*	*	6	4
VP (Program)	\$50 or More	*	*	*	*	85,238	334,052	6	5
	Less than \$50	*	*	*	*	*	*	2	2
	All	*	*	*	*	85,238	334,052	8	7
Program Director	\$50 or More	125,839	71,084	85,812	189,864	63,803	215,000	25	8
	Less than \$50	*	*	*	*	75,000	112,000	8	5
	All	117,875	82,000	85,812	183,125	63,803	215,000	33	13

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Senior Program Officer	\$50 or More	*	*	*	*	71,427	140,000	8	7
	Less than \$50	-	-	-	-	-	-	0	0
	All	*	*	*	*	71,427	140,000	8	7
Program Officer	\$50 or More	80,889	69,271	76,664	95,000	65,250	98,357	18	9
	Less than \$50	*	*	*	*	*	*	8	4
	All	76,021	67,135	69,679	90,931	51,501	98,357	26	13
Program Associate	\$50 or More	*	*	*	*	*	*	8	4
	Less than \$50	*	*	*	*	*	*	6	3
	All	57,022	45,693	58,639	65,000	44,335	70,364	14	7
Program Assistant	\$50 or More	*	*	*	*	*	*	4	4
	Less than \$50	*	*	*	*	*	*	1	1
	All	53,015	40,425	58,251	68,000	23,400	75,000	5	5
VP/Chief Dev/Adv Officer	\$50 or More	*	*	*	*	118,750	342,165	6	5
	Less than \$50	*	*	*	*	*	*	2	2
	All	*	*	*	*	110,313	342,165	8	7
Dir/Officer Donor Services	\$50 or More	*	*	*	*	75,150	98,904	6	5
	Less than \$50	-	-	-	-	-	-	0	0
	All					75,150	98,904	6	5
Dir/Officer of Gift Planning	\$50 or More	*	*	*	*	*	*	4	3
	Less than \$50	-	-	-	-	-	-	0	0
	All	*	*	*	*	*	*	4	3
Donor Svcs/Dev/Adv Asst	\$50 or More	*	*	*	*	41,300	95,692	6	5
	Less than \$50	*	*	*	*	*	*	5	2
	All	*	*	*	*	41,300	95,692	11	7
Director of Communications	\$50 or More	107,307	80,488	86,208	152,111	47,000	185,400	10	9
	Less than \$50	*	*	*	*	*	*	3	3
	All	103,620	81,200	90,000	102,668	47,000	185,400	13	12

* Insufficient data
- No data reported

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

Base salaries as of February 1, 2019.

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
Communications Associate	\$50 or More	*	*	*	*	*	*	9	4
	Less than \$50	52,677	50,000	50,980	55,000	42,406	65,000	5	5
	All	*	*	*	*	42,406	76,644	14	9
Research Director	All	*	*	*	*	*	*	8	4
Research Associate	\$50 or More	*	*	*	*	*	*	20	4
	Less than \$50	*	*	*	*	*	*	1	1
	All	*	*	*	*	52,276	60,000	21	5
Director of Information Systems	All	*	*	*	*	*	*	1	1
Computer Professional	All	*	*	*	*	*	*	10	3
Office Manager	\$50 or More	*	*	*	*	41,600	94,785	6	5
	Less than \$50	*	*	*	*	*	*	4	4
	All	63,918	58,080	62,717	72,009	41,600	94,785	10	9
Librarian	All	*	*	*	*	*	*	3	2
Grants Manager	\$50 or More	*	*	*	*	75,400	105,000	6	5
	Less than \$50	*	*	*	*	*	*	3	3
	All	80,652	59,717	78,959	104,896	47,729	105,000	9	8
Grants Management Assistant	\$50 or More	*	*	*	*	*	*	4	4
	Less than \$50	*	*	*	*	*	*	2	1
	All	*	*	*	*	44,886	58,000	6	5
Director of Human Resources	All	*	*	*	*	*	*	4	4
Human Resources Professional	All	*	*	*	*	*	*	14	4
Executive Assistant	\$50 or More	*	*	*	*	51,354	68,978	21	6
	Less than \$50	*	*	*	*	*	*	4	3
	All	*	*	*	*	51,354	68,978	25	9
Administrative Assistant	\$50 or More	*	*	*	*	40,137	69,000	28	9
	Less than \$50	*	*	*	*	*	*	3	3
	All	*	*	*	*	33,596	69,000	31	12
Receptionist	All	*	*	*	*	*	*	5	4

* Insufficient data
- No data reported

Benefits Summary

ALL MIDWEST FOUNDATIONS



2019 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?	N Percent									
	Yes	234		91%						
	No	24		9%						
	Total	258		100%						
2 Does foundation offer paid leave to full-time or part-time employees?	N Percent									
	Yes	235		91%						
	No	23		9%						
	Total	258		100%						
3 Does foundation have part-time employees?	Yes	%	No	%	Total					
	133	52%	125	48%	258					
4 Does foundation have any retired employees?	94	46%	110	54%	204					
5 Voluntary benefits to retired employees?	17	46%	191	54%	204					
6 a. Are retirees required to contribute to benefits costs?	7	41%	10	59%	17					
	Percentiles									
	Mean	5	25	50	75	95	N			
	b. If "Yes," what is the percentage of their required contribution?	56%	6%	16%	60%	100%	100% 4			
7 Overall benefit costs as a percentage of total salary costs	Percentiles									
	Mean	5	25	50	75	95	N			
	a. Required benefits	9%	6%	7%	8%	8%	15% 214			
	b. Medical benefits	10%	3%	7%	10%	12%	20% 185			
	c. Supplemental medical benefits	2%	0%	0%	1%	2%	5% 7			
	d. Dental benefits	1%	0%	1%	1%	1%	1% 94			
	e. Vision benefits	0%	0%	0%	0%	0%	0% 49			
	f. Short-term disability	1%	0%	0%	1%	1%	1% 76			
	g. Long-term disability	1%	0%	0%	1%	1%	2% 124			
	h. Group life insurance	0%	0%	0%	0%	1%	1% 129			
	i. Long-term care	0%	0%	0%	0%	0%	1% 6			
	j. Retirement/pension	7%	2%	3%	6%	10%	16% 191			
	k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	1% 232			
	l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	0% 232			
m. Other voluntary benefits	2%	0%	0%	1%	2%	8% 56				
n. Total voluntary benefits	18%	4%	11%	16%	23%	33% 214				
8 Types of Voluntary Benefits Offered to Staff	Full-Time Staff		Part-Time Staff		Both FT and PT		Neither	Total		
	a. Medical, incl. drugs	147	73%	2	1%	35	17%	17	8%	201
	b. Supplemental medical	11	11%	0	0%	5	5%	82	84%	98
	c. Dental	91	61%	0	0%	24	16%	35	23%	150
	d. Vision	56	45%	0	0%	17	14%	52	42%	125
	e. Short-term disability	71	53%	0	0%	25	19%	38	28%	134
	f. Long-term disability	106	65%	0	0%	27	17%	29	18%	162
	g. Group life insurance	100	63%	0	0%	31	19%	28	18%	159
	h. Long-term care	10	11%	0	0%	5	5%	80	84%	95
	i. Retirement/pension	90	48%	0	0%	89	47%	9	5%	188
	j. Commuter/transportation benefit (added 2018)	13	13%	0	0%	11	11%	74	76%	98
	k. Flexible Spending Account (FSA) (added 2018)	28	28%	0	0%	14	14%	57	58%	99
	l. Other voluntary benefits	31	29%	0	0%	28	26%	48	45%	107
9 Types of Voluntary Benefits Offered to Retirees	Yes	%	No	%	Total					
	a. Medical, incl. drugs	10	59%	7	41%	17				
	b. Supplemental medical	2	12%	15	88%	17				
	c. Dental	6	35%	11	65%	17				
	d. Vision	3	18%	14	82%	17				
	e. Group life insurance	3	18%	14	82%	17				
	f. Long-term care	0	0%	17	100%	17				

Benefits Summary

FOUNDATIONS WITH \$0-49.9 MILLION ASSETS



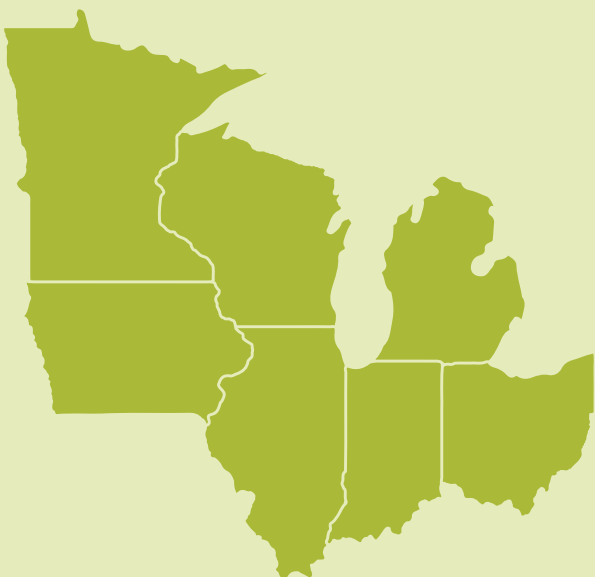
2019 Midwest Benefits Summary: All Foundations with \$0-49.9 Million Assets

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?			N Percent							
	Yes		95	82%						
	No		21	18%						
	Total		116	100%						
2 Does foundation offer paid leave to full-time or part-time employees?			N Percent							
	Yes		96	83%						
	No		20	17%						
	Total		116	100%						
3 Does foundation have part-time employees?	Yes	%	No	%	Total					
	61	53%	55	47%	116					
4 Does foundation have any retired employees?	25	33%	51	67%	76					
5 Voluntary benefits to retired employees?	1	33%	77	67%	76					
6 a. Are retirees required to contribute to benefits costs?	0	0%	1	100%	1					
	Percentiles									
	Mean	5	25	50	75	95	N			
	0%	0%	0%	0%	0%	0%	-			
7 Overall benefit costs as a percentage of total salary costs	Percentiles									
	Mean	5	25	50	75	95	N			
	a. Required benefits	10%	6%	8%	8%	9%	25%	88		
	b. Medical benefits	11%	3%	6%	9%	12%	21%	66		
	c. Supplemental medical benefits	3%	1%	1%	1%	4%	6%	3		
	d. Dental benefits	1%	0%	0%	1%	1%	1%	23		
	e. Vision benefits	0%	0%	0%	0%	0%	0%	15		
	f. Short-term disability	1%	0%	0%	1%	1%	1%	20		
	g. Long-term disability	1%	0%	0%	1%	1%	2%	32		
	h. Group life insurance	1%	0%	0%	0%	1%	2%	40		
	i. Long-term care	1%	0%	0%	0%	1%	1%	3		
	j. Retirement/pension	5%	2%	3%	4%	6%	13%	71		
	k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	0%	100		
	l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	1%	100		
	m. Other voluntary benefits	4%	0%	1%	2%	5%	12%	15		
n. Total voluntary benefits	15%	3%	8%	12%	19%	34%	86			
8 Types of Voluntary Benefits Offered to Staff	Full-Time Staff Only	Part-Time Staff Only	Both FT and PT		Neither		Total			
	a. Medical, incl. drugs	53	66%	2	3%	11	14%	14	18%	80
	b. Supplemental medical	3	8%	0	0%	1	3%	33	89%	37
	c. Dental	25	50%	0	0%	4	8%	21	42%	50
	d. Vision	17	40%	0	0%	4	10%	21	50%	42
	e. Short-term disability	20	43%	0	0%	5	11%	21	46%	46
	f. Long-term disability	25	48%	0	0%	6	12%	21	40%	52
	g. Group life insurance	32	56%	0	0%	7	12%	18	32%	57
	h. Long-term care	5	14%	0	0%	2	6%	29	81%	36
	i. Retirement/pension	34	44%	0	0%	36	47%	7	9%	77
	j. Commuter/transportation benefit (added 2018)	3	9%	0	0%	3	9%	29	83%	35
	k. Flexible Spending Account (FSA) (added 2018)	7	19%	0	0%	4	11%	25	69%	36
l. Other voluntary benefits	11	28%	0	0%	6	15%	23	58%	40	
9 Types of Voluntary Benefits Offered to Retirees			N Percent							
	Yes	%	No	%	Total					
	a. Medical, incl. drugs	0	0%	1	100%	1				
	b. Supplemental medical	0	0%	1	100%	1				
	c. Dental	0	0%	1	100%	1				
	d. Vision	0	0%	1	100%	1				
	e. Group life insurance	0	0%	1	100%	1				
f. Long-term care	0	0%	1	100%	1					

Benefits Summary

FOUNDATIONS WITH \$50-149.9 MILLION ASSETS



2019 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?			N		Percent				
	Yes		75		96%				
	No		3		4%				
		Total	78		100%				
2 Does foundation offer paid leave to full-time or part-time employees?			N		Percent				
	Yes		75		96%				
	No		3		4%				
		Total	78		100%				
3 Does foundation have part-time employees?	Yes	%	No	%	Total				
	39	50%	39	50%	78				
4 Does foundation have any retired employees?	32	46%	37	54%	69				
5 Voluntary benefits to retired employees?	5	46%	65	54%	69				
6 a. Are retirees required to contribute to benefits costs?	3	60%	2	40%	5				
	Percentiles								
b. If "Yes," what is the percentage of their required contribution?	Mean	5	25	50	75	95	N		
	100%	100%	100%	100%	100%	100%	2		
7 Overall benefit costs as a percentage of total salary costs	Percentiles								
	Mean	5	25	50	75	95	N		
a. Required benefits	8%	7%	7%	8%	8%	13%	69		
b. Medical benefits	10%	3%	6%	9%	13%	19%	62		
c. Supplemental medical benefits	1%	0%	0%	1%	2%	3%	3		
d. Dental benefits	1%	0%	0%	1%	1%	1%	28		
e. Vision benefits	0%	0%	0%	0%	0%	0%	11		
f. Short-term disability	1%	0%	0%	1%	1%	1%	30		
g. Long-term disability	1%	0%	0%	1%	1%	1%	41		
h. Group life insurance	0%	0%	0%	0%	0%	1%	38		
i. Long-term care	0%	0%	0%	0%	0%	0%	0		
j. Retirement/pension	7%	2%	4%	6%	9%	15%	63		
k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	0%	73		
l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	1%	73		
m. Other voluntary benefits	1%	0%	0%	1%	1%	2%	18		
n. Total voluntary benefits	16%	4%	12%	16%	20%	29%	69		
8 Types of Voluntary Benefits Offered to Staff	Full-Time Staff Only		Part-Time Staff Only		Both FT and PT		Neither	Total	
a. Medical, incl. drugs	47	77%	0	0%	11	18%	3	5%	61
b. Supplemental medical	3	9%	0	0%	3	9%	28	82%	34
c. Dental	31	65%	0	0%	6	13%	11	23%	48
d. Vision	17	41%	0	0%	5	12%	19	46%	41
e. Short-term disability	31	63%	0	0%	7	14%	11	22%	49
f. Long-term disability	38	70%	0	0%	8	15%	8	15%	54
g. Group life insurance	33	69%	0	0%	6	13%	9	19%	48
h. Long-term care	1	3%	0	0%	1	3%	30	94%	32
i. Retirement/pension	26	44%	0	0%	31	53%	2	3%	59
j. Commuter/transportation benefit (added 2018)	2	6%	0	0%	1	3%	29	91%	32
k. Flexible Spending Account (FSA) (added 2018)	10	30%	0	0%	3	9%	20	61%	33
l. Other voluntary benefits	7	21%	0	0%	12	35%	15	44%	34
9 Types of Voluntary Benefits Offered to Retirees	Yes		No		Total				
a. Medical, incl. drugs	3	60%	2	40%	5				
b. Supplemental medical	0	0%	5	100%	5				
c. Dental	2	40%	3	60%	5				
d. Vision	0	0%	5	100%	5				
e. Group life insurance	1	20%	4	80%	5				
f. Long-term care	0	0%	5	100%	5				

Benefits Summary

FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS



2019 Midwest Benefits Summary: All Foundations with \$150 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?			N Percent						
	Yes	64	100%						
	No	0	0%						
	Total	64	100%						
2 Does foundation offer paid leave to full-time or part-time employees?			N Percent						
	Yes	64	100%						
	No	0	0%						
	Total	64	100%						
3 Does foundation have part-time employees?	Yes	%	No	%	Total				
	33	52%	31	48%	64				
4 Does foundation have any retired employees?	37	63%	22	37%	59				
5 Voluntary benefits to retired employees?	11	63%	49	37%	59				
6 a. Are retirees required to contribute to benefits costs?	4	36%	7	64%	11				
	Percentiles								
	Mean	5	25	50	75	95	N		
	b. If "Yes," what is the percentage of their required contribution?	12%	4%	7%	12%	16%	19%	2	
7 Overall benefit costs as a percentage of total salary costs	Percentiles								
	Mean	5	25	50	75	95	N		
	a. Required benefits	7%	4%	6%	7%	7%	8%	57	
	b. Medical benefits	11%	4%	8%	10%	13%	19%	57	
	c. Supplemental medical benefits	0%	0%	0%	0%	0%	0%	1	
	d. Dental benefits	1%	0%	1%	1%	1%	1%	43	
	e. Vision benefits	0%	0%	0%	0%	0%	0%	23	
	f. Short-term disability	0%	0%	0%	0%	1%	1%	26	
	g. Long-term disability	0%	0%	0%	0%	1%	1%	51	
	h. Group life insurance	0%	0%	0%	0%	1%	1%	51	
	i. Long-term care	0%	0%	0%	0%	0%	0%	3	
	j. Retirement/pension	11%	3%	6%	10%	13%	17%	57	
	k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	2%	59	
	l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	0%	59	
	m. Other voluntary benefits	1%	0%	0%	1%	1%	2%	23	
n. Total voluntary benefits	23%	11%	16%	22%	27%	35%	59		
8 Types of Voluntary Benefits Offered to Staff	Full-Time Staff Only		Part-Time Staff Only		Both FT and PT		Neither		Total
	47	78%	0	0%	13	22%	0	0%	60
	5	19%	0	0%	1	4%	21	78%	27
	35	67%	0	0%	14	27%	3	6%	52
	22	52%	0	0%	8	19%	12	29%	42
	20	51%	0	0%	13	33%	6	15%	39
	43	77%	0	0%	13	23%	0	0%	56
	35	65%	0	0%	18	33%	1	2%	54
	4	15%	0	0%	2	7%	21	78%	27
	30	58%	0	0%	22	42%	0	0%	52
	8	26%	0	0%	7	23%	16	52%	31
	11	37%	0	0%	7	23%	12	40%	30
	13	39%	0	0%	10	30%	10	30%	33
9 Types of Voluntary Benefits Offered to Retirees	Yes	%	No	%	Total				
	7	64%	4	36%	11				
	2	18%	9	82%	11				
	4	36%	7	64%	11				
	3	27%	8	73%	11				
	2	18%	9	82%	11				
	0	0%	11	100%	11				

Demographics Summary

ALL MIDWEST FOUNDATIONS



2019 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
Ethnicity		
a. White	79.8%	1,632
b. Black	10.5%	214
c. Hispanic (any race)	3.6%	74
d. Asian	3.4%	70
e. Hawaiian/Pacific Islander	0.2%	5
f. American Indian/Alaska Native	0.8%	16
g. Bi- or Multi-racial	0.9%	19
h. Middle Eastern/North African	0.2%	4
i. Other	0.5%	11
Total	100.0%	2,045
Gender		
a. Female	77.7%	1,711
b. Male	22.3%	490
Total	100.0%	2,201
Age Group		
a. Under 30	8.5%	155
b. Between 30 and 39	21.4%	393
c. Between 40 and 49	27.3%	501
d. Between 50 and 65	38.5%	707
e. 66 and older	4.3%	78
Total	100.0%	1,834

Executive Staff	Percent	Totals
Ethnicity		
a. White	89.8%	414
b. Black	3.5%	16
c. Hispanic (any race)	2.4%	11
d. Asian	1.7%	8
e. Hawaiian/Pacific Islander	0.2%	1
f. American Indian/Alaska Native	0.7%	3
g. Bi- or Multi-racial	0.9%	4
h. Middle Eastern/North African	0.2%	1
i. Other	0.7%	3
Total	100.0%	461
Gender		
a. Female	61.7%	298
b. Male	38.3%	185
Total	100.0%	483
Age Group		
a. Under 30	1.5%	6
b. Between 30 and 39	9.6%	39
c. Between 40 and 49	23.6%	96
d. Between 50 and 65	56.8%	231
e. 66 and older	8.6%	35
Total	100.0%	407

2019 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
Ethnicity		
a. White	78.8%	869
b. Black	11.3%	125
c. Hispanic (any race)	3.4%	37
d. Asian	3.7%	41
e. Hawaiian/Pacific Islander	0.3%	3
f. American Indian/Alaska Native	0.8%	9
g. Bi- or Multi-racial	0.9%	10
h. Middle Eastern/North African	0.1%	1
i. Other	0.7%	8
Total	100.0%	1,103
Gender		
a. Female	79.1%	952
b. Male	20.9%	251
Total	100.0%	1,203
Age Group		
a. Under 30	6.6%	66
b. Between 30 and 39	25.1%	253
c. Between 40 and 49	31.6%	318
d. Between 50 and 65	33.6%	338
e. 66 and older	3.2%	32
Total	100.0%	1,007

Administrative Staff	Percent	Totals
Ethnicity		
a. White	72.6%	349
b. Black	15.2%	73
c. Hispanic (any race)	5.4%	26
d. Asian	4.4%	21
e. Hawaiian/Pacific Islander	0.2%	1
f. American Indian/Alaska Native	0.8%	4
g. Bi- or Multi-racial	1.0%	5
h. Middle Eastern/North African	0.4%	2
i. Other	0.0%	0
Total	100.0%	481
Gender		
a. Female	89.5%	461
b. Male	10.5%	54
Total	100.0%	515
Age Group		
a. Under 30	19.8%	83
b. Between 30 and 39	24.0%	101
c. Between 40 and 49	20.7%	87
d. Between 50 and 65	32.9%	138
e. 66 and older	2.6%	11
Total	100.0%	420

Demographics Summary

FOUNDATIONS WITH \$0-49.9 MILLION ASSETS



2019 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
Ethnicity		
a. White	85.7%	336
b. Black	6.1%	24
c. Hispanic (any race)	4.3%	17
d. Asian	2.3%	9
e. Hawaiian/Pacific Islander	0.3%	1
f. American Indian/Alaska Native	0.0%	0
g. Bi- or Multi-racial	0.8%	3
h. Middle Eastern/North African	0.5%	2
i. Other	0.0%	0
Total	100.0%	392
Gender		
a. Female	83.8%	332
b. Male	16.2%	64
Total	100.0%	396
Age Group		
a. Under 30	9.9%	29
b. Between 30 and 39	20.4%	60
c. Between 40 and 49	24.8%	73
d. Between 50 and 65	41.2%	121
e. 66 and older	3.7%	11
Total	100.0%	294

Executive Staff	Percent	Totals
Ethnicity		
a. White	90.1%	128
b. Black	2.8%	4
c. Hispanic (any race)	3.5%	5
d. Asian	0.7%	1
e. Hawaiian/Pacific Islander	0.7%	1
f. American Indian/Alaska Native	0.0%	0
g. Bi- or Multi-racial	1.4%	2
h. Middle Eastern/North African	0.7%	1
i. Other	0.0%	0
Total	100.0%	142
Gender		
a. Female	75.5%	108
b. Male	24.5%	35
Total	100.0%	143
Age Group		
a. Under 30	2.8%	3
b. Between 30 and 39	14.7%	16
c. Between 40 and 49	18.3%	20
d. Between 50 and 65	57.8%	63
e. 66 and older	6.4%	7
Total	100.0%	109

2019 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
Ethnicity		
a. White	85.5%	153
b. Black	5.6%	10
c. Hispanic (any race)	4.5%	8
d. Asian	3.9%	7
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	0.0%	0
g. Bi- or Multi-racial	0.6%	1
h. Middle Eastern/North African	0.0%	0
i. Other	0.0%	0
Total	100.0%	179
Gender		
a. Female	86.3%	157
b. Male	13.7%	25
Total	100.0%	182
Age Group		
a. Under 30	9.4%	13
b. Between 30 and 39	23.7%	33
c. Between 40 and 49	33.1%	46
d. Between 50 and 65	31.7%	44
e. 66 and older	2.2%	3
Total	100.0%	139

Administrative Staff	Percent	Totals
Ethnicity		
a. White	77.5%	55
b. Black	14.1%	10
c. Hispanic (any race)	5.6%	4
d. Asian	1.4%	1
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	1.4%	1
i. Other	0.0%	0
Total	100.0%	71
Gender		
a. Female	94.4%	67
b. Male	5.6%	4
Total	100.0%	71
Age Group		
a. Under 30	28.3%	13
b. Between 30 and 39	23.9%	11
c. Between 40 and 49	15.2%	7
d. Between 50 and 65	30.4%	14
e. 66 and older	2.2%	1
Total	100.0%	46

Demographics Summary

FOUNDATIONS WITH \$50-149.9 MILLION ASSETS



2019 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
Ethnicity		
a. White	93.1%	488
b. Black	2.7%	14
c. Hispanic (any race)	1.1%	6
d. Asian	1.5%	8
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	0.6%	3
g. Bi- or Multi-racial	0.4%	2
h. Middle Eastern/North African	0.0%	0
i. Other	0.6%	3
Total	100.0%	524
Gender		
a. Female	79.0%	414
b. Male	21.0%	110
Total	100.0%	524
Age Group		
a. Under 30	8.4%	39
b. Between 30 and 39	18.2%	84
c. Between 40 and 49	25.5%	118
d. Between 50 and 65	43.5%	201
e. 66 and older	4.3%	20
Total	100.0%	462

Executive Staff	Percent	Totals
Ethnicity		
a. White	96.6%	144
b. Black	1.3%	2
c. Hispanic (any race)	0.7%	1
d. Asian	0.7%	1
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	0.7%	1
Total	100.0%	149
Gender		
a. Female	60.4%	90
b. Male	39.6%	59
Total	100.0%	149
Age Group		
a. Under 30	0.8%	1
b. Between 30 and 39	9.1%	12
c. Between 40 and 49	22.0%	29
d. Between 50 and 65	58.3%	77
e. 66 and older	9.8%	13
Total	100.0%	132

2019 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
Ethnicity		
a. White	92.5%	259
b. Black	2.9%	8
c. Hispanic (any race)	0.4%	1
d. Asian	2.1%	6
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	0.7%	2
g. Bi- or Multi-racial	0.7%	2
h. Middle Eastern/North African	0.0%	0
i. Other	0.7%	2
Total	100.0%	280
Gender		
a. Female	83.2%	233
b. Male	16.8%	47
Total	100.0%	280
Age Group		
a. Under 30	9.1%	22
b. Between 30 and 39	23.9%	58
c. Between 40 and 49	28.8%	70
d. Between 50 and 65	35.8%	87
e. 66 and older	2.5%	6
Total	100.0%	243

Administrative Staff	Percent	Totals
Ethnicity		
a. White	89.5%	85
b. Black	4.2%	4
c. Hispanic (any race)	4.2%	4
d. Asian	1.1%	1
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	1.1%	1
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
Gender		
a. Female	95.8%	91
b. Male	4.2%	4
Total	100.0%	95
Age Group		
a. Under 30	18.4%	16
b. Between 30 and 39	16.1%	14
c. Between 40 and 49	21.8%	19
d. Between 50 and 65	42.5%	37
e. 66 and older	1.1%	1
Total	100.0%	87

Demographics Summary

FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS



2019 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
Ethnicity		
a. White	71.6%	808
b. Black	15.6%	176
c. Hispanic (any race)	4.5%	51
d. Asian	4.7%	53
e. Hawaiian/Pacific Islander	0.4%	4
f. American Indian/Alaska Native	1.2%	13
g. Bi- or Multi-racial	1.2%	14
h. Middle Eastern/North African	0.2%	2
i. Other	0.7%	8
Total	100.0%	1,129
Gender		
a. Female	75.3%	965
b. Male	24.7%	316
Total	100.0%	1,281
Age Group		
a. Under 30	8.1%	87
b. Between 30 and 39	23.1%	249
c. Between 40 and 49	28.8%	310
d. Between 50 and 65	35.7%	385
e. 66 and older	4.4%	47
Total	100.0%	1,078

Executive Staff	Percent	Totals
Ethnicity		
a. White	83.5%	142
b. Black	5.9%	10
c. Hispanic (any race)	2.9%	5
d. Asian	3.5%	6
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	1.8%	3
g. Bi- or Multi-racial	1.2%	2
h. Middle Eastern/North African	0.0%	0
i. Other	1.2%	2
Total	100.0%	170
Gender		
a. Female	52.4%	100
b. Male	47.6%	91
Total	100.0%	191
Age Group		
a. Under 30	1.2%	2
b. Between 30 and 39	6.6%	11
c. Between 40 and 49	28.3%	47
d. Between 50 and 65	54.8%	91
e. 66 and older	9.0%	15
Total	100.0%	166

2019 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
Ethnicity		
a. White	71.0%	457
b. Black	16.6%	107
c. Hispanic (any race)	4.3%	28
d. Asian	4.3%	28
e. Hawaiian/Pacific Islander	0.5%	3
f. American Indian/Alaska Native	1.1%	7
g. Bi- or Multi-racial	1.1%	7
h. Middle Eastern/North African	0.2%	1
i. Other	0.9%	6
Total	100.0%	644
Gender		
a. Female	75.8%	562
b. Male	24.2%	179
Total	100.0%	741
Age Group		
a. Under 30	5.0%	31
b. Between 30 and 39	25.9%	162
c. Between 40 and 49	32.3%	202
d. Between 50 and 65	33.1%	207
e. 66 and older	3.7%	23
Total	100.0%	625

Administrative Staff	Percent	Totals
Ethnicity		
a. White	66.3%	209
b. Black	18.7%	59
c. Hispanic (any race)	5.7%	18
d. Asian	6.0%	19
e. Hawaiian/Pacific Islander	0.3%	1
f. American Indian/Alaska Native	1.0%	3
g. Bi- or Multi-racial	1.6%	5
h. Middle Eastern/North African	0.3%	1
i. Other	0.0%	0
Total	100.0%	315
Gender		
a. Female	86.8%	303
b. Male	13.2%	46
Total	100.0%	349
Age Group		
a. Under 30	18.8%	54
b. Between 30 and 39	26.5%	76
c. Between 40 and 49	21.3%	61
d. Between 50 and 65	30.3%	87
e. 66 and older	3.1%	9
Total	100.0%	287