

A stylized map of the Midwest region of the United States, showing the outlines of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The map is rendered in a dark blue color against a lighter blue background.

2021 Midwest

Grantmaker Salary, Benefits, & Demographics Report

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

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Introduction

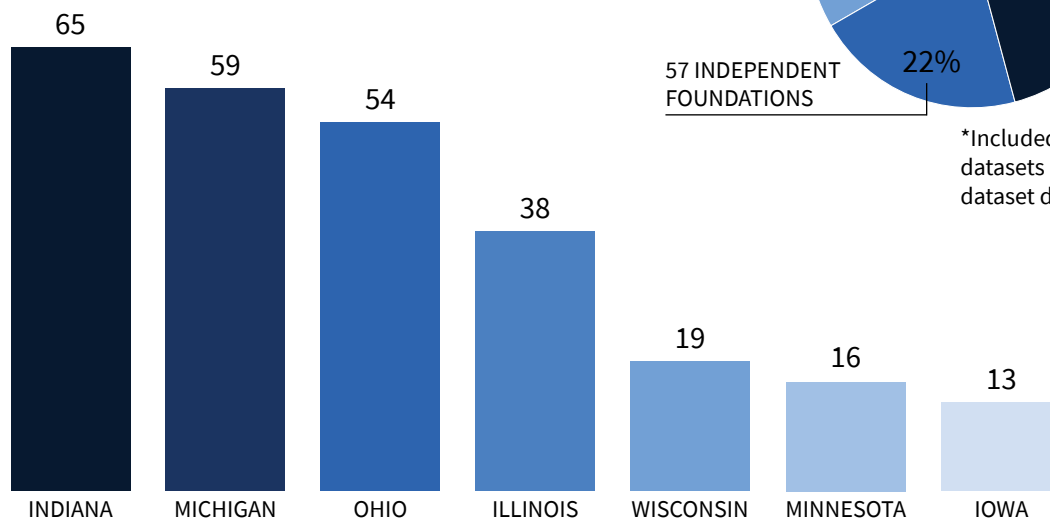
This report is intended only for members of Indiana Philanthropy Alliance (IPA) and Council of Michigan Foundations (CMF). The report was produced by IPA and CMF using data accessed with permission from the Council on Foundation's (COF) Benchmark Central Tool and includes information on full-time paid foundation staff within Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin as of February 1, 2021. Further copying and distribution is prohibited without COF express written permission. Grantmakers submitting data to COF for their 2021 Grantmaker Salary and Benefits Report may download the full report at bmc.cof.org.

The COF conducted its annual Grantmaker Salary and Benefits Survey starting in March 2021, coinciding with the later stages of the COVID-19 pandemic that continued to impact foundations' work.

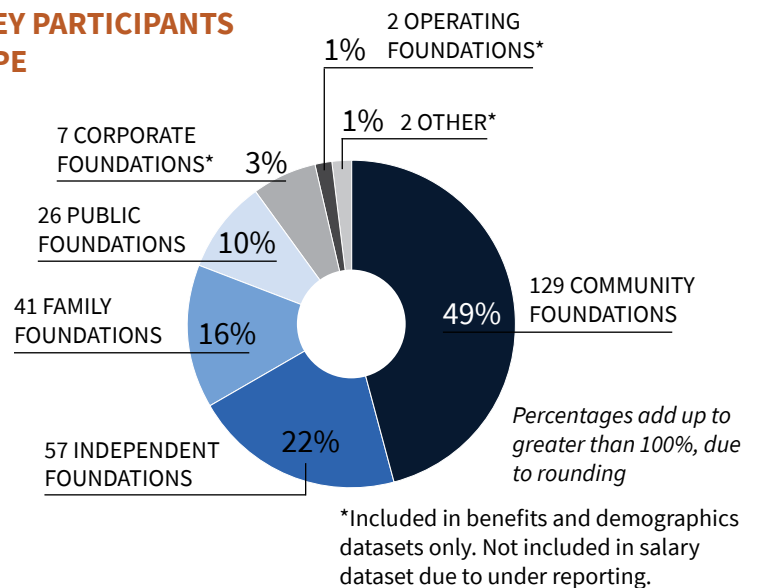
Within this report, readers may notice minor adjustments in the asset range categories, especially among smaller-sized foundations. These adjustments are designed to maximize the data shown within each category, as the COF dataset does not display statistics when the number of organizations is less than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

Any questions about data included within this report should be directed to Brittany Kienker, Ph.D. at bkienker@michiganfoundations.org or 734.335.1460.

SURVEY PARTICIPANTS BY STATE



SURVEY PARTICIPANTS BY TYPE



Job Title Descriptions

The COF Grantmaker Salary and Benefits Survey obtains data on 36 distinct positions frequently found within grantmaking organizations. This section includes COF's descriptions of these job titles and the responsibilities of these individuals.

Chief Executive Officer/President

This position is responsible for directing the overall staff, program, and administrative activities of the organization. S/he works closely with the board to develop the organization's vision and strategies and is responsible for the organization's effective use of financial and human resources. This position may also be called Executive Director, Administrator, or other titles. For small staffed (i.e. five or fewer staff) foundations, this is the top staff position. For corporate grantmakers, this position is often referred to as Chief Giving Officer (CGO).

Associate Director/Executive Vice President

This is the number two role in the organization. S/he reports to the CEO/President and is responsible for directing at least one or more major programs and/or administrative activity of the organization. S/he exercises discretionary power in significant matters and is designated the officer in charge of the organization's daily activities in the CEO's absence.

Vice President (Administration)

This position directs multiple internal administrative activities such as personnel, information systems, and office administration. S/he may also oversee the organization's financial activities. S/he also establishes policies and procedures to manage support activities. (Not the number 2 role.)

General Counsel

This position serves as the organization's chief legal adviser, providing legal counsel to board members, senior management, and other employees as needed. S/he develops internal corporate governance policies and manages a broad range of

contractual, litigation, tax, regulatory, compliance, and employee matters. S/he may supervise the work of other in-house attorneys as well as outside counsel. This position may also be called Corporate Counsel.

Chief Financial Officer

This position directs financial and accounting activities. S/he may also oversee investment management, investment policy development, and asset allocation.

Controller

This position is responsible for the operation of financial and bookkeeping services, including preparation of financial analyses, income and expense reports, budgets, and federal reporting. S/he may also be responsible for directing purchasing, payroll, and other financial operations. This position may also be called Director of Finance or Director of Accounting.

Chief Investment Officer

This position manages investment assets. S/he may also oversee outside investment managers. (If separate from Chief Financial Officer.)

Director of Impact Investing

This position is responsible for program-related and/or mission-related investment programs, including strategy and approach, identification of investment opportunities, due diligence, and implementation and monitoring of mission investments. This position may also be called Director of Program-Related Investments, Director of Mission Investing, or Director of Social Investments.

Assistant Treasurer

This position provides professional assistance to the Chief Financial Officer/Treasurer.

Accountant

This position maintains financial record systems and provides auditing services and financial statements to the organization's management team.

Accounting Clerk

This position provides a variety of recordkeeping services to the Accountant, Controller, or others managing the organization's finances.

Vice President (Program)

This position directs the organization's program activities, including grantmaking, special projects, and other programs operated by the organization. S/he is responsible for establishing policies and procedures to manage the organization's programs. At large foundations, there may be several staff with this role.

Program Director

This position manages the grantmaking program of a specific focus area (education, arts/humanities, health, etc.) or geographic region. S/he recommends (or has authority to approve in some cases) distribution of grant dollars within budget for her or his program area.

Senior Program Officer

This position supervises other program staff in implementing grantmaking and/or in-house programs, in addition to performing the duties outlined in the Program Officer description.

Program Officer

This position is responsible for investigating and evaluating grant proposals and/or implementing in-house programs. In organizations with several paid staff members, s/he may be focused on one subject area or geographic region. In organizations with few paid staff, Program Officers are usually responsible for most aspects of the grantmaking process (including program research, grantee proposal evaluation, grant activity tracking, post-grant evaluation, etc.).

Program Associate

This position evaluates grant proposals, conducts background research, and prepares proposals for funding. This is often an entry level Program Officer position in organizations with several paid staff.

Program Assistant

This position assists the Program Officer(s) and provides general administrative support. S/he may also keep track of grants if there is no Grants Manager/Administrator.

Vice President or Chief Development/ Advancement Officer

This position is the senior staff person responsible for resource development and promotional efforts of the foundation. S/he oversees donor services, fundraising, gift recognition, special events, and marketing activities. This role is responsible for creating new funds and delivering services to donors.

Director of Donor Services/Donor Services Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he is responsible for all donor relations and service activities. They coordinate content, format, logistics, and other details for events administered by the organization; this role assists in the development of programs to establish and maintain good relations with potential and current donors, in coordination with the Vice President or Chief Development/Advancement Officer and often also with the Vice President of Programs.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. They develops, facilitates, and markets current and/or deferred and testamentary gifts from existing and prospective donors. This role serves as liaison with attorneys, accountants, financial advisors, and other intermediaries and agents of wealth. They plan, develop, and implement continuing education events for professional advisors. S/he also identifies new donors and intermediaries to secure outright and/or planned gifts to the foundation in coordination with the Vice President or Chief Development/Advancement Officer.

Donor Service/Development/Advancement Assistant

This position reports to the Vice President or Chief Development/Advancement Officer. S/he provides administrative and other support to the Development/Donor Services staff within the foundation, in the creation of donor-related and/or development-related communications, public relations, research, and special events.

Director of Communications

This position directs the organization's communications activities, including publications, public/press relations, creation/maintenance of website, and production of the organization's annual report. S/he establishes policies and practices to develop and maintain the desired image of the organization. This position may also be called Director of External Affairs or Communications Specialist.

Communications Associate

This position is responsible for the development and production of internal and/or external newsletters, mailing lists, social media, and collateral materials. S/he performs administrative duties in support of senior communications staff.

Research Director

This position directs the organization's research activities or carries out organization-funded research projects. S/he is often part of an in-house operating research program.

Research Associate

This position performs professional research duties and administrative support as directed by the Research Director. This position may also be called Research Specialist.

Chief Technology Officer

This position is responsible for determining and developing a strategy for long-term, organization-wide information needs, including systems development and hardware acquisition and integration. This position may also be called Director of Information Technology or Manager of Information

Systems or Manager of Information Technology; it was formerly designated as Director of Information Systems for the purposes of this survey.

Technology Professional

This position handles network administration, computer programming, data processing, or database management activities. S/he may provide technical assistance to other staff (financial, grants managers, others) regarding the organization's computer equipment. This position may also be called Information Technology Specialist or Technician. This was formerly designated as Computer Professional for the purposes of this survey.

Office Manager

This position oversees the operation and maintenance of facilities, office services, and related functions. S/he develops, recommends, and implements policies and procedures for office operation and maintenance of all facilities. This position may also be called Operations Manager or Administrative Services Manager.

Librarian

This position manages the organization's in-house library and may assist program staff by conducting background research.

Grants Manager/Administrator

This position is responsible for tracking grants made by the organization and obtaining and maintaining reports required from grantees.

Grants Management Assistant

This position provides administrative support for grants processing, including tracking grants made by the organization and obtaining and maintaining reports required from grantees.

Director of Human Resources

This position is responsible for directing the human resource activities of the organization, including recruitment, hiring, benefits, compensation, orientation, and training. S/he is responsible for establishing personnel policies, procedures, and practices.

Human Resources Professional

This position is responsible for directing at least one major area of the human resource activities of the organization, such as employment, compensation and benefits, employee relations, and/or training. S/he recommends policies, procedures, and practices related to her/his assigned area of responsibility.

Executive Assistant

This position provides managerial and administrative support to the CEO or another high-ranking officer in large organizations. This is a professional position and may include supervisory duties but no clerical activities.

Administrative Assistant

This position performs a variety of clerical duties requiring independent analysis, judgment, and knowledge of organization or departmental functions. S/he maintains records, processes complex documents, and compiles regular and special reports.

Receptionist

This position greets visitors and responds to general phone and email correspondence. S/he may also perform related clerical tasks.

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

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$250 or More	325,067	226,273	263,750	425,818	133,250	608,350	18	18
	\$100 to \$249.9	179,697	160,927	176,589	198,661	137,052	236,100	21	21
	\$50 to \$99.9	132,844	109,269	122,200	151,500	58,610	264,600	32	31
	\$25 to \$49.9	97,222	85,718	95,712	105,329	65,000	135,000	24	24
	\$15 to \$24.9	79,268	72,217	78,775	88,988	53,423	95,000	10	10
	Less than \$14.9	68,836	56,153	65,900	79,300	51,500	110,000	18	18
	All	148,300	86,659	119,500	177,545	51,500	608,350	123	122
Assoc Dir/EVP	\$250 or More	*	*	*	*	*	*	1	1
	\$100 to \$249.9	*	*	*	*	*	*	2	2
	\$50 to \$99.9	*	*	*	*	*	*	2	2
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	119,745	64,178	96,654	131,103	51,000	300,000	7	7
VP (Admin)	\$250 or More	*	*	*	*	*	*	5	4
	\$100 to \$249.9	110,172	97,074	105,055	124,950	93,349	128,750	7	7
	\$50 to \$99.9	*	*	*	*	*	*	2	2
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	117,795	96,012	113,728	129,063	77,250	180,600	16	15
General Counsel	\$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	196,234	175,000	212,205	236,200	95,765	262,000	5	5

CFO/Treasurer	\$250 or More	175,449	137,188	162,425	190,350	110,799	292,381	18	18
	\$100 to \$249.9	110,734	100,197	109,668	123,536	87,800	132,289	12	12
	\$50 to \$99.9	87,471	76,960	85,348	93,331	72,000	123,750	12	12
	\$25 to \$49.9	78,390	68,752	70,968	90,750	61,800	101,250	6	6
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	121,822	87,924	107,567	138,615	41,200	292,381	50	50
Controller	\$250 or More	114,180	91,762	118,001	130,650	68,250	171,396	16	15
	\$100 to \$249.9	75,595	72,100	73,069	75,702	66,105	91,000	5	5
	\$50 to \$99.9	75,160	69,501	77,555	81,738	54,600	87,347	10	10
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	*	*	*	*	*	*	3	3
	All	88,147	69,213	81,265	98,113	34,017	171,396	38	37
Chief Investment Officer	All	-	-	-	-	-	-	0	0
Director of Impact Investing	All	*	*	*	*	*	*	2	2
Assistant Treasurer	All	*	*	*	*	*	*	2	2
Accountant	\$250 or More	70,900	63,919	71,480	81,569	43,000	87,636	22	14
	\$100 to \$249.9	58,413	51,440	57,423	65,382	45,369	73,600	8	8
	\$50 to \$99.9	58,754	55,000	60,929	62,070	43,929	71,643	9	8
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	63,571	53,591	62,595	71,601	20,580	87,636	43	34
Accounting Clerk	\$250 or More	*	*	*	*	42,900	70,000	13	9
	\$100 to \$249.9	*	*	*	*	41,517	51,750	6	5
	\$50 to \$99.9	*	*	*	*	*	*	4	4
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	47,198	42,900	46,671	50,695	36,198	70,000	27	22
VP (Program)	\$250 or More	146,511	121,647	135,882	143,219	90,000	269,167	18	17
	\$100 to \$249.9	100,982	91,964	99,883	104,797	82,400	133,683	11	10
	\$50 to \$99.9	*	*	*	*	60,720	115,945	8	6
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$15 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	116,768	93,370	112,500	133,683	52,600	269,167	41	37

Program Director	\$250 or More	*	*	*	*	69,397	157,500	31	13
	\$100 to \$249.9	72,213	62,260	66,072	80,775	57,000	93,600	10	7
	\$50 to \$99.9	60,476	54,480	59,146	62,799	44,282	79,500	12	10
	\$25 to \$49.9	*	*	*	*	38,850	67,470	7	6
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	89,822	61,215	80,162	107,488	31,930	157,500	62	38
Senior Program Officer	\$250 or More	*	*	*	*	67,626	86,776	8	6
	\$100 to \$249.9	*	*	*	*	66,698	88,675	6	5
	\$50 to \$99.9	*	*	*	*	51,910	82,826	10	8
	\$25 to \$49.9	*	*	*	*	*	*	1	1
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	73,104	66,950	74,250	81,159	43,270	88,675	25	20
Program Officer	\$250 or More	76,200	68,123	72,667	87,837	51,479	106,250	35	13
	\$100 to \$249.9	*	*	*	*	46,576	73,771	30	13
	\$50 to \$99.9	*	*	*	*	40,000	72,420	29	15
	\$25 to \$49.9	52,160	39,451	52,362	64,610	31,824	72,500	10	10
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	63,469	52,110	64,248	71,839	20,580	106,250	106	53
Program Associate	\$250 or More	*	*	*	*	44,807	71,206	16	7
	\$100 to \$249.9	*	*	*	*	36,279	58,750	12	8
	\$50 to \$99.9	*	*	*	*	29,120	53,525	11	7
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	48,426	42,265	46,043	56,582	29,120	71,206	43	26
Program Assistant	\$250 or More	*	*	*	*	35,100	56,282	10	5
	\$100 to \$249.9	*	*	*	*	*	*	4	4
	\$50 to \$99.9	*	*	*	*	35,000	48,660	7	5
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	43,610	36,420	43,365	48,660	32,240	56,282	25	18

VP/Chief Dev/Adv Officer	\$250 or More	166,683	121,694	148,978	188,592	112,200	285,280	15	14
	\$100 to \$249.9	109,352	100,666	108,940	114,575	75,000	142,017	10	10
	\$50 to \$99.9	89,126	78,096	85,071	91,548	67,430	123,821	9	8
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	120,666	84,874	113,166	139,441	38,325	285,280	39	37
Dir/Officer Donor Services	\$250 or More	85,787	68,681	77,839	97,524	53,000	140,390	33	14
	\$100 to \$249.9	62,813	51,240	66,258	70,996	47,300	78,006	12	10
	\$50 to \$99.9	*	*	*	*	47,895	82,349	11	9
	\$25 to \$49.9	*	*	*	*	*	*	4	4
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	76,433	66,090	72,557	81,627	43,500	140,390	61	38
Dir/Officer of Gift Planning	\$250 or More	*	*	*	*	72,080	136,012	15	7
	\$100 to \$249.9	*	*	*	*	*	*	2	1
	\$50 to \$99.9	*	*	*	*	*	*	3	3
	\$25 to \$49.9	-	-	-	-	-	-	0	0
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	91,467	81,924	84,388	99,288	42,090	136,012	20	11
Donor Svcs/Dev/Adv Asst	\$250 or More	54,522	46,479	52,788	59,938	44,554	80,059	28	14
	\$100 to \$249.9	46,935	41,887	45,639	47,484	35,303	72,189	11	10
	\$50 to \$99.9	*	*	*	*	*	*	4	4
	\$25 to \$49.9	*	*	*	*	*	*	3	3
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	50,934	45,399	47,950	57,693	20,800	80,059	47	32
Director of Communications	\$250 or More	104,451	80,873	100,562	113,575	65,720	218,575	17	15
	\$100 to \$249.9	68,947	61,800	65,000	80,420	41,708	101,700	9	9
	\$50 to \$99.9	57,315	51,318	52,650	60,000	43,539	81,000	9	9
	\$25 to \$49.9	54,712	50,425	52,743	57,500	48,000	64,890	5	5
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	78,948	52,743	74,830	95,932	41,708	218,575	41	39

Communications Associate	\$250 or More	*	*	*	*	41,652	67,260	19	11
	\$100 to \$249.9	44,262	38,573	39,186	48,165	35,700	63,548	11	8
	\$50 to \$99.9	42,777	39,140	45,760	49,754	21,216	51,140	9	9
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	50,625	41,652	48,744	63,548	21,216	67,260	41	30
Research Director	All	*	*	*	*	*	*	2	2
Research Associate	\$250 or More	67,067	62,424	65,900	72,100	56,240	78,669	5	5
	\$100 to \$249.9	-	-	-	-	-	-	0	0
	\$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	67,067	62,424	65,900	72,100	56,240	78,669	5	5
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	133,057	104,040	119,500	172,000	71,814	197,930	5	5
Computer Professional	\$250 or More	*	*	*	*	59,069	105,054	20	11
	\$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	76,379	63,464	79,000	84,735	40,000	105,054	25	15
Office Manager	\$250 or More	*	*	*	*	44,325	70,250	6	5
	\$100 to \$249.9	*	*	*	*	*	*	4	4
	\$50 to \$99.9	42,961	36,348	43,603	49,902	28,548	57,000	10	10
	\$25 to \$49.9	42,080	34,333	36,687	48,679	33,280	59,600	6	6
	\$15 to \$24.9	*	*	*	*	*	*	2	2
	Less than \$14.9	*	*	*	*	*	*	3	3
	All	46,501	34,867	44,325	55,602	27,955	70,250	31	30

Librarian	All	-	-	-	-	-	-	0	0
Grants Manager	\$250 or More	63,779	54,797	58,673	75,200	43,681	89,580	16	14
	\$100 to \$249.9	*	*	*	*	*	*	3	2
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$25 to \$49.9	43,718	40,007	46,711	49,493	26,520	54,171	6	6
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	*	*	*	*	*	*	1	1
	All	58,416	49,493	55,563	65,988	26,520	89,580	28	25
Grants Management Assistant	\$250 or More	*	*	*	*	*	*	3	2
	\$100 to \$249.9	*	*	*	*	*	*	5	2
	\$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	*	*	*	*	30,940	60,775	12	8
Director of Human Resources	\$250 or More	*	*	*	*	*	*	4	4
	\$100 to \$249.9	-	-	-	-	-	-	0	0
	\$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	*	*	*	*	*	*	4	4
Human Resources Professional	All	*	*	*	*	*	*	6	4
Executive Assistant	\$250 or More	63,626	57,400	64,715	68,260	51,501	97,850	21	13
	\$100 to \$249.9	*	*	*	*	*	*	3	3
	\$50 to \$99.9	46,682	38,633	42,435	45,000	37,660	69,680	5	5
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	\$15 to \$24.9	-	-	-	-	-	-	0	0
	Less than \$14.9	-	-	-	-	-	-	0	0
	All	58,757	51,751	58,350	68,260	35,000	97,850	31	23
Administrative Assistant	\$250 or More	*	*	*	*	37,869	57,638	20	9
	\$100 to \$249.9	43,883	37,669	43,160	46,771	32,136	63,296	14	13
	\$50 to \$99.9	41,096	38,314	40,200	43,093	29,210	54,090	8	8
	\$25 to \$49.9	32,241	27,541	30,000	35,841	26,427	42,500	7	7
	\$15 to \$24.9	*	*	*	*	*	*	1	1
	Less than \$14.9	*	*	*	*	*	*	3	3
	All	42,554	37,225	43,331	46,771	22,490	63,296	53	41

Receptionist	\$250 or More	45,540	41,242	44,968	52,795	29,644	57,680	10	10
	\$100 to \$249.9	-	-	-	-	-	-	0	0
	\$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	43,745	40,334	43,755	48,602	26,163	57,680	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

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$125 or More	276,577	210,000	265,000	308,000	177,480	426,713	13	13
	\$0-\$124.9	153,546	130,000	159,395	206,876	30,000	230,000	17	17
	All	206,859	156,849	203,438	254,277	30,000	426,713	30	30
Assoc Dir/EVP	All	*	*	*	*	*	*	4	3
VP (Admin)	\$125 or More	-	-	-	-	-	-	0	0
	\$0-\$124.9	127,965	95,000	138,000	154,336	57,730	194,758	5	5
	All	127,965	95,000	138,000	154,336	57,730	194,758	5	5
General Counsel	All	-	-	-	-	-	-	0	0
CFO/Treasurer	\$125 or More	201,978	163,700	189,590	216,000	140,000	300,600	5	5
	\$0-\$124.9	*	*	*	*	*	*	3	3
	All	171,920	136,261	156,850	196,193	90,425	300,600	8	8
Controller	All	*	*	*	*	*	*	3	3
Chief Investment Officer	All	*	*	*	*	*	*	1	1
Director of Impact Investing	All	*	*	*	*	*	*	1	1
Assistant Treasurer	All	*	*	*	*	*	*	1	1
Accountant	All	*	*	*	*	*	*	3	3
Accounting Clerk	All	*	*	*	*	*	*	1	1
VP (Program)	\$125 or More	176,905	127,650	171,450	193,149	90,100	315,000	6	6
	\$0-\$124.9	*	*	*	*	*	*	1	1
	All	172,122	129,210	165,600	187,866	90,100	315,000	7	7
Program Director	\$125 or More	*	*	*	*	136,780	180,000	24	9
	\$0-\$124.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	110,000	180,000	25	10
Senior Program Officer	\$125 or More	*	*	*	*	100,000	212,983	10	6
	\$0-\$124.9	*	*	*	*	*	*	3	3
	All	141,173	123,750	125,000	130,000	100,000	212,983	13	9
Program Officer	\$125 or More	101,440	85,522	93,250	108,000	62,837	151,813	25	13
	\$0-\$124.9	*	*	*	*	77,000	97,343	11	8
	All	97,858	85,522	93,250	104,955	62,837	151,813	36	21

Program Associate	\$125 or More	65,658	62,500	63,750	69,750	56,650	78,750	13	8
	\$0-\$124.9	*	*	*	*	*	*	3	3
	All	62,082	57,213	63,125	66,188	45,000	78,750	16	11
Program Assistant	All	*	*	*	*	*	*	3	2
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	*	*	*	*	*	*	2	2
Research Director	All	*	*	*	*	*	*	3	3
Research Associate	All	-	-	-	-	-	-	0	0
Director of Information Systems	All	*	*	*	*	*	*	1	1
Computer Professional	All	*	*	*	*	*	*	2	2
Office Manager	All	*	*	*	*	*	*	3	3
Librarian	All	-	-	-	-	-	-	0	0
Grants Manager	\$125 or More	99,192	86,906	107,000	110,448	44,100	132,300	10	10
	\$0-\$124.9	*	*	*	*	*	*	3	3
	All	92,150	69,800	101,624	110,000	44,100	132,300	13	13
Grants Management Assistant	All	*	*	*	*	*	*	2	2
Director of Human Resources	All	-	-	-	-	-	-	0	0
Human Resources Professional	All	-	-	-	-	-	-	0	0
Executive Assistant	\$125 or More	64,734	50,000	66,768	76,225	47,037	83,000	8	8
	\$0-\$124.9	-	-	-	-	-	-	0	0
	All	64,734	50,000	66,768	76,225	47,037	83,000	8	8
Administrative Assistant	\$125 or More	54,198	46,498	54,345	58,742	37,411	75,000	6	6
	\$0-\$124.9	53,055	42,000	44,145	59,750	38,337	81,043	5	5
	All	53,679	43,073	50,990	59,420	37,411	81,043	11	11
Receptionist	All	*	*	*	*	*	*	1	1

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

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$125 or More	414,380	223,681	336,119	485,968	132,368	980,000	30	30
	\$50-\$124.9	194,332	177,113	191,639	212,132	93,000	286,000	12	12
	\$0-\$49.9	152,459	134,100	154,000	168,300	66,000	238,948	9	9
	All	316,383	176,226	218,529	366,799	66,000	980,000	51	51
Assoc Dir/EVP	\$125 or More	*	*	*	*	134,037	425,518	8	6
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	222,192	141,439	200,334	230,747	97,000	425,518	11	9
VP (Admin)	\$125 or More	235,829	152,000	254,000	292,950	106,232	433,579	9	9
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	220,920	131,750	212,250	284,863	86,736	433,579	10	10
General Counsel	\$125 or More	274,607	135,150	222,700	402,428	108,935	525,000	6	6
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	274,607	135,150	222,700	402,428	108,935	525,000	6	6
CFO/Treasurer	\$125 or More	273,781	191,685	259,265	352,975	62,625	525,000	18	18
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	267,266	173,819	250,000	345,950	62,625	525,000	19	19
Controller	\$125 or More	161,062	128,997	134,500	197,161	108,942	258,400	12	12
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	161,062	128,997	134,500	197,161	108,942	258,400	12	12
Chief Investment Officer	\$125 or More	659,682	696,280	758,880	803,000	175,048	865,200	5	5
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	659,682	696,280	758,880	803,000	175,048	865,200	5	5
Director of Impact Investing	All	*	*	*	*	*	*	3	3
Assistant Treasurer	All	*	*	*	*	*	*	2	2

Accountant	\$125 or More	*	*	*	*	73,000	117,463	19	10
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	73,000	117,463	19	10
Accounting Clerk	\$125 or More	*	*	*	*	52,908	76,883	9	7
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	52,908	76,883	9	7
VP (Program)	\$125 or More	248,984	173,558	226,600	275,148	110,000	505,000	24	15
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	243,778	162,485	226,600	275,148	110,000	505,000	25	16
Program Director	\$125 or More	*	*	*	*	102,000	239,880	44	15
	\$50-\$124.9	*	*	*	*	*	*	7	4
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	65,113	239,880	52	20
Senior Program Officer	\$125 or More	153,523	136,050	163,651	165,500	96,189	320,000	53	18
	\$50-\$124.9	*	*	*	*	*	*	3	3
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	151,160	125,000	162,896	165,500	82,000	320,000	56	21
Program Officer	\$125 or More	*	*	*	*	62,275	175,000	99	23
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	45,760	175,000	102	26
Program Associate	\$125 or More	*	*	*	*	59,125	80,329	25	7
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	*	*	*	*	42,000	80,329	28	10
Program Assistant	\$125 or More	*	*	*	*	40,000	77,667	57	13
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All					40,000	77,667	57	13
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	158,388	118,192	138,120	174,598	59,690	334,750	12	12
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	145,110	94,717	129,750	167,223	55,000	334,750	14	14
Communications Associate	\$125 or More	71,934	65,866	71,148	77,099	53,560	87,275	10	8
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	68,409	65,000	67,700	72,296	52,000	87,275	13	11
Research Director	\$125 or More	133,821	121,875	137,500	141,819	98,000	170,000	6	6
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	133,821	121,875	137,500	141,819	98,000	170,000	6	6
Research Associate	All	*	*	*	*	*	*	1	1
Director of Information Systems	All	*	*	*	*	*	*	4	4
Computer Professional	\$125 or More	79,299	68,260	79,504	88,255	61,457	96,488	14	9
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	79,094	70,788	79,504	88,255	61,457	96,488	15	10
Office Manager	\$125 or More	94,234	67,046	74,628	128,874	57,600	150,580	12	12
	\$50-\$124.9	*	*	*	*	*	*	4	4
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	83,910	63,042	69,000	110,874	40,000	150,580	17	17
Librarian	All	*	*	*	*	*	*	3	3
Grants Manager	\$125 or More	86,824	70,527	88,500	97,977	50,000	172,700	19	18
	\$50-\$124.9	58,431	57,500	58,212	61,000	47,443	68,000	5	5
	\$0-\$49.9	*	*	*	*	*	*	1	1
	All	80,241	61,000	72,000	93,000	47,443	172,700	25	24
Grants Management Assistant	\$125 or More	67,302	60,460	63,624	76,680	39,975	100,300	19	11
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	66,337	58,308	63,624	74,307	39,975	100,300	20	12

Director of Human Resources	\$125 or More	182,967	135,000	198,989	200,000	126,000	254,848	5	5
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	182,967	135,000	198,989	200,000	126,000	254,848	5	5
Human Resources Professional	\$125 or More	*	*	*	*	65,540	144,738	11	7
	\$50-\$124.9	-	-	-	-	-	-	0	0
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	65,540	144,738	11	7
Executive Assistant	\$125 or More	81,799	76,050	84,423	89,808	37,203	96,978	35	19
	\$50-\$124.9	*	*	*	*	*	*	2	2
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	80,176	73,000	84,396	88,735	37,203	96,978	37	21
Administrative Assistant	\$125 or More	*	*	*	*	32,799	89,250	59	14
	\$50-\$124.9	*	*	*	*	*	*	1	1
	\$0-\$49.9	-	-	-	-	-	-	0	0
	All	*	*	*	*	32,799	89,250	60	15
Receptionist	All	*	*	*	*	*	*	3	3

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 PRIVATE FOUNDATIONS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

Position	Asset Group (in Millions)	SALARY						Number in Position	Number of Foundations
		Average	25th Percentile	Median	75th Percentile	Min	Max		
CEO	\$100 or More	259,036	226,250	270,000	287,500	190,000	319,213	6	6
	Less than \$100	157,053	126,330	149,520	169,116	71,644	360,000	14	14
	All	187,648	130,140	168,911	226,250	71,644	360,000	20	20
Assoc Dir/EVP	All	*	*	*	*	*	*	2	2
VP (Admin)	\$100 or More	*	*	*	*	*	*	3	3
	Less than \$100	*	*	*	*	*	*	3	2
	All	*	*	*	*	91,404	180,250	6	5
General Counsel	All	*	*	*	*	*	*	1	1
CFO/Treasurer	\$100 or More	*	*	*	*	*	*	4	4
	Less than \$100	*	*	*	*	*	*	3	3
	All	142,415	109,289	148,012	154,250	73,073	248,745	7	7
Controller	\$100 or More	139,700	126,672	141,934	161,181	92,215	176,500	5	5
	Less than \$100	*	*	*	*	*	*	2	2
	All	138,986	110,413	141,934	168,841	92,215	180,250	7	7
Chief Investment Officer	All	*	*	*	*	*	*	2	2
Director of Impact Investing	All	*	*	*	*	*	*	1	1
Assistant Treasurer	All	-	-	-	-	-	-	0	0
Accountant	All	*	*	*	*	*	*	7	4
Accounting Clerk	All	*	*	*	*	*	*	4	3
VP (Program)	\$100 or More	*	*	*	*	91,000	174,179	6	5
	Less than \$100	*	*	*	*	*	*	3	2
	All	110,380	102,513	115,000	115,351	35,375	174,179	9	7
Program Director	\$100 or More	*	*	*	*	*	*	8	4
	Less than \$100	*	*	*	*	69,531	155,000	14	9
	All	103,886	74,655	87,761	138,750	69,531	196,250	22	13
Senior Program Officer	All	*	*	*	*	*	*	3	3
Program Officer	\$100 or More	*	*	*	*	66,000	111,500	14	5
	Less than \$100	*	*	*	*	50,327	87,400	18	9
	All	76,598	65,909	71,893	87,400	50,327	111,500	32	14
Program Associate	\$100 or More	*	*	*	*	*	*	3	2
	Less than \$100	*	*	*	*	*	*	6	4
	All	55,748	49,532	54,538	62,000	47,361	72,228	9	6

Program Assistant	\$100 or More	*	*	*	*	*	*	5	3
	Less than \$100	*	*	*	*	*	*	2	2
	All	*	*	*	*	37,440	88,000	7	5
VP/Chief Dev/Adv Officer	All	*	*	*	*	*	*	4	4
Dir/Officer Donor Services	All	*	*	*	*	*	*	4	3
Dir/Officer of Gift Planning	All	*	*	*	*	*	*	3	3
Donor Svcs/Dev/Adv Asst	All	*	*	*	*	*	*	3	3
Director of Communications	\$100 or More	95,730	83,375	96,750	104,310	75,130	120,000	6	6
	Less than \$100	73,066	49,862	77,250	84,450	48,769	105,000	5	5
	All	85,428	76,190	84,450	102,500	48,769	120,000	11	11
Communications Associate	\$100 or More	*	*	*	*	*	*	2	2
	Less than \$100	*	*	*	*	40,000	74,688	7	6
	All	56,179	51,400	55,000	60,000	40,000	74,688	9	8
Research Director	All	*	*	*	*	*	*	1	1
Research Associate	All	*	*	*	*	*	*	10	3
Director of Information Systems	All	*	*	*	*	*	*	2	2
Computer Professional	\$100 or More	*	*	*	*	*	*	4	1
	Less than \$100	*	*	*	*	52,000	88,625	8	5
	All	*	*	*	*	52,000	89,773	12	6
Office Manager	\$100 or More	*	*	*	*	*	*	1	1
	Less than \$100	*	*	*	*	43,735	84,000	10	8
	All	*	*	*	*	43,735	105,000	11	9
Librarian	All	*	*	*	*	*	*	1	1
Grants Manager	\$100 or More	*	*	*	*	*	*	4	4
	Less than \$100	*	*	*	*	32,576	81,885	6	5
	All	69,548	57,984	72,794	81,885	32,576	110,000	10	9
Grants Management Assistant	All	*	*	*	*	*	*	3	3
Director of Human Resources	All	*	*	*	*	*	*	3	1
Human Resources Professional	All	*	*	*	*	*	*	7	1
Executive Assistant	\$100 or More	*	*	*	*	*	*	12	3
	Less than \$100	56,658	49,441	58,000	59,488	46,361	70,000	5	5
	All	*	*	*	*	45,000	70,000	17	8
Administrative Assistant	\$100 or More	*	*	*	*	38,522	75,000	19	8
	Less than \$100	*	*	*	*	*	*	5	3
	All	*	*	*	*	38,522	75,000	24	11
Receptionist	All	-	-	-	-	-	-	0	0

Benefits Summary

ALL MIDWEST FOUNDATIONS



BENEFITS SUMMARY FOR ALL MIDWEST FOUNDATIONS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

1 Does foundation offer voluntary benefits to full-time, part-time, or retired employees?	N Percent							
	Yes	245		93%				
	No	19		7%				
	Total	264		100%				
2 Does foundation offer paid leave to full-time or part-time employees?	N Percent							
	Yes	242		92%				
	No	22		8%				
	Total	264		100%				
3 Does foundation have part-time employees?	Yes		No		Total			
	131	50%	133	50%	264			
4 Does foundation have any retired employees?	97	43%	131	57%	228			
5 Voluntary benefits to retired employees?	20	43%	208	57%	228			
6 a. Are retirees required to contribute to benefits costs?	8	42%	11	58%	19			
	Percentiles							
	Mean	5	25	50	75	95	N	
b. If "Yes," what is the percentage of their required contribution?	46%	11%	21%	38%	69%	94%	6	
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%	7%	8%	15%	227
	b. Medical benefits	11%	3%	6%	9%	13%	21%	193
	c. Supplemental medical benefits	2%	0%	0%	0%	1%	8%	6
	d. Dental benefits	1%	0%	1%	1%	1%	2%	100
	e. Vision benefits	0%	0%	0%	0%	0%	0%	52
	f. Short-term disability	1%	0%	0%	0%	1%	1%	81
	g. Long-term disability	1%	0%	0%	0%	1%	2%	126
	h. Group life insurance	0%	0%	0%	0%	1%	1%	135
	i. Long-term care	1%	0%	0%	0%	1%	2%	8
	j. Retirement/pension	9%	2%	3%	5%	10%	17%	194
	k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	0%	232
	l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	1%	232
	m. Other voluntary benefits	2%	0%	0%	1%	1%	7%	65
n. Total voluntary benefits	19%	3%	10%	16%	22%	33%	228	

BENEFITS SUMMARY FOR ALL MIDWEST FOUNDATIONS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

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	150	74%	1	0%	40	20%	12	6%	203
b. Supplemental medical	11	9%	0	0%	9	8%	96	83%	116
c. Dental	90	57%	1	1%	27	17%	41	26%	159
d. Vision	64	46%	2	1%	15	11%	58	42%	139
e. Short-term disability	84	55%	1	1%	25	16%	43	28%	153
f. Long-term disability	105	63%	1	1%	26	16%	34	20%	166
g. Group life insurance	107	63%	1	1%	30	18%	32	19%	170
h. Long-term care	17	15%	1	1%	4	4%	92	81%	114
i. Retirement/pension	95	51%	1	1%	88	47%	3	2%	187
j. Commuter/transportation benefit (added 2018)	11	9%	0	0%	14	12%	93	79%	118
k. Flexible Spending Account (FSA) (added 2018)	39	30%	0	0%	20	16%	69	54%	128
l. Other voluntary benefits	38	30%	0	0%	30	23%	60	47%	128

9 Types of Voluntary Benefits Offered to Retirees	Yes		No		Total
		%		%	
a. Medical, incl. drugs	14	74%	5	26%	19
b. Supplemental medical	2	11%	17	89%	19
c. Dental	6	32%	13	68%	19
d. Vision	4	21%	15	79%	19
e. Group life insurance	3	16%	16	84%	19
f. Long-term care	0	0%	19	100%	19

Benefits Summary

FOUNDATIONS WITH \$0-49.9 MILLION ASSETS



BENEFITS SUMMARY FOR FOUNDATIONS WITH \$0-49.9 MILLION ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

1 Does foundation offer voluntary benefits to full-time, part-time, or retired employees?			N Percent				
	Yes		82	83%			
	No		17	17%			
	Total		99	100%			
2 Does foundation offer paid leave to full-time or part-time employees?			N Percent				
	Yes		83	84%			
	No		16	16%			
	Total		99	100%			
3 Does foundation have part-time employees?	Yes	%	No	%	Total		
	54	55%	45	45%	99		
4 Does foundation have any retired employees?	21	28%	55	72%	76		
5 Voluntary benefits to retired employees?	2	28%	73	72%	76		
6 a. Are retirees required to contribute to benefits costs?	1	50%	1	50%	2		
	Percentiles						
b. If "Yes," what is the percentage of their required contribution?	Mean	5	25	50	75	95	N
	50%	50%	50%	50%	50%	50%	1
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%	22%	76
b. Medical benefits	9%	2%	6%	8%	11%	21%	55
c. Supplemental medical benefits	4%	0%	1%	1%	6%	10%	3
d. Dental benefits	1%	0%	0%	1%	1%	2%	19
e. Vision benefits	0%	0%	0%	0%	0%	0%	9
f. Short-term disability	1%	0%	0%	1%	1%	1%	11
g. Long-term disability	1%	0%	0%	1%	1%	2%	20
h. Group life insurance	0%	0%	0%	0%	1%	2%	26
i. Long-term care	1%	0%	0%	1%	1%	1%	3
j. Retirement/pension	5%	1%	3%	3%	6%	13%	56
k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	0%	79
l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	1%	79
m. Other voluntary benefits	1%	0%	1%	1%	1%	4%	14
n. Total voluntary benefits	12%	2%	6%	11%	17%	29%	75

BENEFITS SUMMARY FOR FOUNDATIONS WITH \$0-49.9 MILLION ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

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	44	71%	1	2%	9	15%	8	13%	62
b. Supplemental medical	4	12%	0	0%	4	12%	25	76%	33
c. Dental	20	48%	0	0%	4	10%	18	43%	42
d. Vision	18	47%	0	0%	1	3%	19	50%	38
e. Short-term disability	17	43%	0	0%	3	8%	20	50%	40
f. Long-term disability	20	49%	0	0%	3	7%	18	44%	41
g. Group life insurance	23	52%	0	0%	6	14%	15	34%	44
h. Long-term care	7	22%	0	0%	1	3%	24	75%	32
i. Retirement/pension	34	59%	0	0%	21	36%	3	5%	58
j. Commuter/transportation benefit (added 2018)	3	9%	0	0%	3	9%	28	82%	34
k. Flexible Spending Account (FSA) (added 2018)	11	30%	0	0%	2	5%	24	65%	37
l. Other voluntary benefits	11	31%	0	0%	6	17%	19	53%	36

9 Types of Voluntary Benefits Offered to Retirees	Yes	%	No	%	Total
	a. Medical, incl. drugs	1	50%	1	50%
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

Benefits Summary

FOUNDATIONS WITH \$50-149.9 MILLION ASSETS



BENEFITS SUMMARY FOR FOUNDATIONS WITH \$50-149.9 MILLION ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

1	Does foundation offer voluntary benefits to full time, part-time, or retired employees?	N Percent						
		Yes	79	98%				
		No	2	2%				
Total		81	100%					
2	Does foundation offer paid leave to full-time or part-time employees?	N Percent						
		Yes	76	94%				
		No	5	6%				
Total		81	100%					
3	Does foundation have part-time employees?	Yes	%	No	%	Total		
		39	48%	42	52%	81		
4	Does foundation have any retired employees?	26	35%	48	65%	74		
5	Voluntary benefits to retired employees?	3	35%	73	65%	74		
6	a. Are retirees required to contribute to benefits costs?	0	0%	3	100%	3		
	b. If "Yes," what is the percentage of their required contribution?	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	8%	6%	7%	7%	8%	10%	73
	b. Medical benefits	9%	4%	6%	8%	12%	19%	63
	c. Supplemental medical benefits	0%	0%	0%	0%	0%	0%	1
	d. Dental benefits	1%	0%	0%	1%	1%	1%	33
	e. Vision benefits	0%	0%	0%	0%	0%	0%	18
	f. Short-term disability	1%	0%	0%	1%	1%	1%	32
	g. Long-term disability	1%	0%	0%	1%	1%	1%	42
	h. Group life insurance	0%	0%	0%	0%	0%	1%	46
	i. Long-term care	1%	1%	1%	1%	1%	2%	2
	j. Retirement/pension	9%	2%	3%	5%	8%	16%	66
	k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	0%	76
	l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	1%	76
	m. Other voluntary benefits	2%	0%	0%	1%	2%	14%	20
	n. Total voluntary benefits	18%	4%	11%	15%	18%	32%	76

BENEFITS SUMMARY FOR FOUNDATIONS WITH \$50-149.9 MILLION ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

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	52	78%	0	0%	12	18%	3	4%	67
b. Supplemental medical	4	11%	0	0%	2	5%	32	84%	38
c. Dental	32	59%	1	2%	6	11%	15	28%	54
d. Vision	22	49%	1	2%	2	4%	20	44%	45
e. Short-term disability	30	60%	1	2%	6	12%	13	26%	50
f. Long-term disability	36	64%	1	2%	7	13%	12	21%	56
g. Group life insurance	37	66%	1	2%	6	11%	12	21%	56
h. Long-term care	3	8%	1	3%	1	3%	31	86%	36
i. Retirement/pension	28	47%	1	2%	31	52%	0	0%	60
j. Commuter/transportation benefit (added 2018)	2	6%	0	0%	0	0%	32	94%	34
k. Flexible Spending Account (FSA) (added 2018)	13	32%	0	0%	4	10%	24	59%	41
l. Other voluntary benefits	13	30%	0	0%	8	19%	22	51%	43

9 Types of Voluntary Benefits Offered to Retirees	Yes		No		Total
		%		%	
a. Medical, incl. drugs	2	100%	0	0%	2
b. Supplemental medical	0	0%	2	100%	2
c. Dental	1	50%	1	50%	2
d. Vision	1	50%	1	50%	2
e. Group life insurance	0	0%	2	100%	2
f. Long-term care	0	0%	2	100%	2

Benefits Summary

FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS



BENEFITS SUMMARY FOR FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

1	Does foundation offer voluntary benefits to full-time, part-time, or retired employees?			N Percent							
		Yes		84	100%						
		No		0	0%						
		Total		84	100%						
2	Does foundation offer paid leave to full-time or part-time employees?			N Percent							
		Yes		83	99%						
		No		1	1%						
		Total		84	100%						
3	Does foundation have part-time employees?			Yes %		No %		Total			
		38	45%	46	55%	84					
4	Does foundation have any retired employees?	50	64%	28	36%	78					
5	Voluntary benefits to retired employees?	15	64%	62	36%	78					
6	a. Are retirees required to contribute to benefits costs?	7	50%	7	50%	14					
	b. If "Yes," what is the percentage of their required contribution?			Percentiles							
		Mean	5	25	50	75	95	N			
	46%	11%	20%	25%	75%	95%	5				
7	Overall Benefit Costs as a Percentage of Total Salary Costs			Percentiles							
		Mean	5	25	50	75	95	N			
		a. Required benefits	8%	5%	6%	7%	7%	9%	78		
		b. Medical benefits	13%	4%	7%	11%	14%	21%	75		
		c. Supplemental medical benefits	0%	0%	0%	0%	0%	0%	2		
		d. Dental benefits	1%	0%	1%	1%	1%	2%	48		
		e. Vision benefits	0%	0%	0%	0%	0%	0%	25		
		f. Short-term disability	0%	0%	0%	0%	1%	1%	38		
		g. Long-term disability	1%	0%	0%	0%	1%	2%	64		
		h. Group life insurance	0%	0%	0%	0%	1%	1%	63		
		i. Long-term care	0%	0%	0%	0%	0%	0%	3		
		j. Retirement/pension	11%	3%	5%	9%	13%	19%	72		
		k. Commuter/transportation benefit (added 2018)	0%	0%	0%	0%	0%	1%	77		
		l. Flexible Spending Account (FSA) (added 2018)	0%	0%	0%	0%	0%	0%	77		
		m. Other voluntary benefits	1%	0%	0%	1%	1%	5%	31		
n. Total voluntary benefits	26%	10%	16%	21%	26%	40%	77				

BENEFITS SUMMARY FOR FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

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	54	73%	0	0%	19	26%	1	1%	74
b. Supplemental medical	3	7%	0	0%	3	7%	39	87%	45
c. Dental	38	60%	0	0%	17	27%	8	13%	63
d. Vision	24	43%	1	2%	12	21%	19	34%	56
e. Short-term disability	37	59%	0	0%	16	25%	10	16%	63
f. Long-term disability	49	71%	0	0%	16	23%	4	6%	69
g. Group life insurance	47	67%	0	0%	18	26%	5	7%	70
h. Long-term care	7	15%	0	0%	2	4%	37	80%	46
i. Retirement/pension	33	48%	0	0%	36	52%	0	0%	69
j. Commuter/transportation benefit (added 2018)	6	12%	0	0%	11	22%	33	66%	50
k. Flexible Spending Account (FSA) (added 2018)	15	30%	0	0%	14	28%	21	42%	50
l. Other voluntary benefits	14	29%	0	0%	16	33%	19	39%	49

9 Types of Voluntary Benefits Offered to Retirees	Yes	%	No	%	Total
	a. Medical, incl. drugs	11	73%	4	27%
b. Supplemental medical	2	13%	13	87%	15
c. Dental	5	33%	10	67%	15
d. Vision	3	20%	12	80%	15
e. Group life insurance	3	20%	12	80%	15
f. Long-term care	0	0%	15	100%	15

Demographics Summary

ALL MIDWEST FOUNDATIONS



DEMOGRAPHICS SUMMARY FOR ALL MIDWEST FOUNDATIONS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

All Staff	Percent	Totals
1. Ethnicity		
a. White	77.5%	1,801
b. Black	12.8%	297
c. Hispanic (any race)	4.3%	99
d. Asian	2.5%	57
e. Hawaiian/Pacific Islander	0.3%	6
f. American Indian/Alaska Native	0.7%	17
g. Bi- or Multi-racial	1.1%	26
h. Middle Eastern/North African	0.6%	13
i. Other	0.3%	7
Total	100.0%	2,323
2. Gender		
a. Female	77.4%	1,845
b. Male	22.6%	540
c. Nonbinary	0.1%	2
Total	100.0%	2,385
3. Age Group		
a. Under 30	8.6%	161
b. Between 30 and 39	21.7%	408
c. Between 40 and 49	24.5%	459
d. Between 50 and 65	40.2%	755
e. 66 and older	5.0%	93
Total	100.0%	1,876

Executive Staff	Percent	Totals
1. Ethnicity		
a. White	87.5%	457
b. Black	5.9%	31
c. Hispanic (any race)	2.5%	13
d. Asian	1.3%	7
e. Hawaiian/Pacific Islander	0.2%	1
f. American Indian/Alaska Native	0.8%	4
g. Bi- or Multi-racial	0.8%	4
h. Middle Eastern/North African	0.6%	3
i. Other	0.4%	2
Total	100.0%	522
2. Gender		
a. Female	62.1%	331
b. Male	37.9%	202
c. Nonbinary	0.0%	0
Total	100.0%	533
3. Age Group		
a. Under 30	0.7%	3
b. Between 30 and 39	7.9%	33
c. Between 40 and 49	22.0%	92
d. Between 50 and 65	58.9%	247
e. 66 and older	10.5%	44
Total	100.0%	419

DEMOGRAPHICS SUMMARY FOR ALL MIDWEST FOUNDATIONS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

Professional Staff		Percent	Totals
1. Ethnicity			
a. White		75.3%	993
b. Black		14.8%	195
c. Hispanic (any race)		4.2%	56
d. Asian		2.7%	36
e. Hawaiian/Pacific Islander		0.2%	3
f. American Indian/Alaska Native		0.7%	9
g. Bi- or Multi-racial		1.0%	13
h. Middle Eastern/North African		0.7%	9
i. Other		0.3%	4
Total		100.0%	1,318
2. Gender			
a. Female		78.3%	1,067
b. Male		21.7%	296
c. Nonbinary		0.1%	2
Total		100.0%	1,363
3. Age Group			
a. Under 30		7.5%	80
b. Between 30 and 39		25.5%	271
c. Between 40 and 49		27.9%	297
d. Between 50 and 65		35.7%	380
e. 66 and older		3.4%	36
Total		100.0%	1,064

Administrative Staff		Percent	Totals
1. Ethnicity			
a. White		72.7%	351
b. Black		14.7%	71
c. Hispanic (any race)		6.2%	30
d. Asian		2.9%	14
e. Hawaiian/Pacific Islander		0.4%	2
f. American Indian/Alaska Native		0.8%	4
g. Bi- or Multi-racial		1.9%	9
h. Middle Eastern/North African		0.2%	1
i. Other		0.2%	1
Total		100.0%	483
2. Gender			
a. Female		91.4%	447
b. Male		8.6%	42
c. Nonbinary		0.0%	0
Total		100.0%	489
3. Age Group			
a. Under 30		19.8%	78
b. Between 30 and 39		26.5%	104
c. Between 40 and 49		17.8%	70
d. Between 50 and 65		32.6%	128
e. 66 and older		3.3%	13
Total		100.0%	393

Demographics Summary

FOUNDATIONS WITH \$0-49.9 MILLION ASSETS



DEMOGRAPHICS SUMMARY FOR FOUNDATIONS WITH \$0-49.9 MILLION ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

All Staff	Percent	Totals
1. Ethnicity		
a. White	80.2%	272
b. Black	8.8%	30
c. Hispanic (any race)	5.3%	18
d. Asian	2.9%	10
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	0.9%	3
i. Other	0.3%	1
Total	100.0%	339
2. Gender		
a. Female	85.2%	304
b. Male	14.8%	53
c. Nonbinary	0.3%	1
Total	100.0%	357
3. Age Group		
a. Under 30	12.5%	35
b. Between 30 and 39	22.4%	63
c. Between 40 and 49	21.7%	61
d. Between 50 and 65	38.1%	107
e. 66 and older	5.3%	15
Total	100.0%	281

Executive Staff	Percent	Totals
1. Ethnicity		
a. White	89.8%	106
b. Black	4.2%	5
c. Hispanic (any race)	2.5%	3
d. Asian	1.7%	2
e. Hawaiian/Pacific Islander	0.8%	1
f. American Indian/Alaska Native	0.0%	0
g. Bi- or Multi-racial	0.0%	0
h. Middle Eastern/North African	0.8%	1
i. Other	0.0%	0
Total	100.0%	118
2. Gender		
a. Female	80.3%	98
b. Male	19.7%	24
c. Nonbinary	0.0%	0
Total	100.0%	122
3. Age Group		
a. Under 30	1.9%	2
b. Between 30 and 39	12.4%	13
c. Between 40 and 49	21.9%	23
d. Between 50 and 65	54.3%	57
e. 66 and older	9.5%	10
Total	100.0%	105

DEMOGRAPHICS SUMMARY FOR FOUNDATIONS WITH \$0-49.9 MILLION ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

Professional Staff		Percent	Totals
1. Ethnicity			
a. White		75.6%	133
b. Black		11.9%	21
c. Hispanic (any race)		5.7%	10
d. Asian		4.0%	7
e. Hawaiian/Pacific Islander		0.0%	0
f. American Indian/Alaska Native		0.6%	1
g. Bi- or Multi-racial		1.1%	2
h. Middle Eastern/North African		1.1%	2
i. Other		0.0%	0
Total		100.0%	176
2. Gender			
a. Female		86.2%	163
b. Male		13.8%	26
c. Nonbinary		0.5%	1
Total		100.0%	189
3. Age Group			
a. Under 30		17.1%	25
b. Between 30 and 39		29.5%	43
c. Between 40 and 49		22.6%	33
d. Between 50 and 65		27.4%	40
e. 66 and older		3.4%	5
Total		100.0%	146

Administrative Staff		Percent	Totals
1. Ethnicity			
a. White		73.3%	33
b. Black		8.9%	4
c. Hispanic (any race)		11.1%	5
d. Asian		2.2%	1
e. Hawaiian/Pacific Islander		2.2%	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		2.2%	1
Total		100.0%	45
2. Gender			
a. Female		93.5%	43
b. Male		6.5%	3
c. Nonbinary		0.0%	0
Total		100.0%	46
3. Age Group			
a. Under 30		26.7%	8
b. Between 30 and 39		23.3%	7
c. Between 40 and 49		16.7%	5
d. Between 50 and 65		33.3%	10
e. 66 and older		0.0%	0
Total		100.0%	30

Demographics Summary

FOUNDATIONS WITH \$50-149.9 MILLION ASSETS



DEMOGRAPHICS SUMMARY FOR FOUNDATIONS WITH \$50-149.9 MILLION ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

All Staff	Percent	Totals
1. Ethnicity		
a. White	90.5%	450
b. Black	4.8%	24
c. Hispanic (any race)	1.8%	9
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	0.2%	1
i. Other	0.0%	0
Total	100.0%	497
2. Gender		
a. Female	76.8%	398
b. Male	23.2%	120
c. Nonbinary	0.2%	1
Total	100.0%	518
3. Age Group		
a. Under 30	11.4%	46
b. Between 30 and 39	19.5%	79
c. Between 40 and 49	22.0%	89
d. Between 50 and 65	41.7%	169
e. 66 and older	5.4%	22
Total	100.0%	405

Executive Staff	Percent	Totals
1. Ethnicity		
a. White	93.5%	130
b. Black	1.4%	2
c. Hispanic (any race)	0.7%	1
d. Asian	1.4%	2
e. Hawaiian/Pacific Islander	0.0%	0
f. American Indian/Alaska Native	1.4%	2
g. Bi- or Multi-racial	1.4%	2
h. Middle Eastern/North African	0.0%	0
i. Other	0.0%	0
Total	100.0%	139
2. Gender		
a. Female	61.8%	89
b. Male	38.2%	55
c. Nonbinary	0.0%	0
Total	100.0%	144
3. Age Group		
a. Under 30	1.0%	1
b. Between 30 and 39	7.6%	8
c. Between 40 and 49	21.0%	22
d. Between 50 and 65	59.0%	62
e. 66 and older	11.4%	12
Total	100.0%	105

DEMOGRAPHICS SUMMARY FOR FOUNDATIONS WITH \$50-149.9 MILLION ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

Professional Staff	Percent	Totals
1. Ethnicity		
a. White	88.8%	247
b. Black	6.5%	18
c. Hispanic (any race)	1.8%	5
d. Asian	1.1%	3
e. Hawaiian/Pacific Islander	0.4%	1
f. American Indian/Alaska Native	0.7%	2
g. Bi- or Multi-racial	0.4%	1
h. Middle Eastern/North African	0.4%	1
i. Other	0.0%	0
Total	100.0%	278
2. Gender		
a. Female	79.3%	230
b. Male	20.7%	60
c. Nonbinary	0.3%	1
Total	100.0%	290
3. Age Group		
a. Under 30	10.9%	26
b. Between 30 and 39	23.9%	57
c. Between 40 and 49	24.8%	59
d. Between 50 and 65	36.6%	87
e. 66 and older	3.8%	9
Total	100.0%	238

Administrative Staff	Percent	Totals
1. Ethnicity		
a. White	91.3%	73
b. Black	5.0%	4
c. Hispanic (any race)	3.8%	3
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%	80
2. Gender		
a. Female	94.0%	79
b. Male	6.0%	5
c. Nonbinary	0.0%	0
Total	100.0%	84
3. Age Group		
a. Under 30	30.6%	19
b. Between 30 and 39	22.6%	14
c. Between 40 and 49	12.9%	8
d. Between 50 and 65	32.3%	20
e. 66 and older	1.6%	1
Total	100.0%	62

Demographics Summary

FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS



DEMOGRAPHICS SUMMARY FOR FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

All Staff	Percent	Totals
1. Ethnicity		
a. White	72.6%	1,079
b. Black	16.3%	243
c. Hispanic (any race)	4.8%	72
d. Asian	2.8%	42
e. Hawaiian/Pacific Islander	0.2%	3
f. American Indian/Alaska Native	0.8%	12
g. Bi- or Multi-racial	1.4%	21
h. Middle Eastern/North African	0.6%	9
i. Other	0.4%	6
Total	100.0%	1,487
2. Gender		
a. Female	75.7%	1,143
b. Male	24.3%	367
c. Nonbinary	0.0%	0
Total	100.0%	1,510
3. Age Group		
a. Under 30	6.7%	80
b. Between 30 and 39	22.4%	266
c. Between 40 and 49	26.0%	309
d. Between 50 and 65	40.3%	479
e. 66 and older	4.7%	56
Total	100.0%	1,190

Executive Staff	Percent	Totals
1. Ethnicity		
a. White	83.4%	221
b. Black	9.1%	24
c. Hispanic (any race)	3.4%	9
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	0.8%	2
h. Middle Eastern/North African	0.8%	2
i. Other	0.8%	2
Total	100.0%	265
2. Gender		
a. Female	53.9%	144
b. Male	46.1%	123
c. Nonbinary	0.0%	0
Total	100.0%	267
3. Age Group		
a. Under 30	0.0%	0
b. Between 30 and 39	5.7%	12
c. Between 40 and 49	22.5%	47
d. Between 50 and 65	61.2%	128
e. 66 and older	10.5%	22
Total	100.0%	209

DEMOGRAPHICS SUMMARY FOR FOUNDATIONS WITH \$150 MILLION OR MORE ASSETS

STATES REPRESENTED: ILLINOIS, INDIANA, IOWA, MICHIGAN, MINNESOTA, OHIO, WISCONSIN

2021 COF SURVEY DATA

Professional Staff		Percent	Totals
1. Ethnicity			
a. White		70.9%	613
b. Black		18.1%	156
c. Hispanic (any race)		4.7%	41
d. Asian		3.0%	26
e. Hawaiian/Pacific Islander		0.2%	2
f. American Indian/Alaska Native		0.7%	6
g. Bi- or Multi-racial		1.2%	10
h. Middle Eastern/North African		0.7%	6
i. Other		0.5%	4
Total		100.0%	864
2. Gender			
a. Female		76.2%	674
b. Male		23.8%	210
c. Nonbinary		0.0%	0
Total		100.0%	884
3. Age Group			
a. Under 30		4.3%	29
b. Between 30 and 39		25.1%	171
c. Between 40 and 49		30.1%	205
d. Between 50 and 65		37.2%	253
e. 66 and older		3.2%	22
Total		100.0%	680

Administrative Staff		Percent	Totals
1. Ethnicity			
a. White		68.4%	245
b. Black		17.6%	63
c. Hispanic (any race)		6.1%	22
d. Asian		3.6%	13
e. Hawaiian/Pacific Islander		0.3%	1
f. American Indian/Alaska Native		1.1%	4
g. Bi- or Multi-racial		2.5%	9
h. Middle Eastern/North African		0.3%	1
i. Other		0.0%	0
Total		100.0%	358
2. Gender			
a. Female		90.5%	325
b. Male		9.5%	34
c. Nonbinary		0.0%	0
Total		100.0%	359
3. Age Group			
a. Under 30		16.9%	51
b. Between 30 and 39		27.6%	83
c. Between 40 and 49		18.9%	57
d. Between 50 and 65		32.6%	98
e. 66 and older		4.0%	12
Total		100.0%	301



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