



Council on
Foundations

2022

Grantmaker Salary and Benefits Report





October 2022

The Council on Foundations is a nonprofit membership association that serves as a guide for philanthropies as they advance the greater good. Building on our almost 75-year history, the Council supports over 800 member organizations in the United States and around the world to build trust in philanthropy, expand pathways to giving, engage broader perspectives, and co-create solutions that will lead to a better future for all.

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Table of Contents

CHAPTER 1: INTRODUCTION

Methodology and Respondents	9
Report Format and Definitions	10
Table 1.1 Respondent Numbers for the Last Three Surveys by Grantmaker Type and Asset Group, 2020-2022	14
Table 1.2 Respondent Numbers for the Last Three Surveys by Corporate Grantmaker Type and Grants Group, 2020-2022	15
Table 1.3 Respondent Numbers for the Last Three Surveys by Region, 2020-2022	15
Table 1.4 Standard Work Week Hours Range by Grantmaker Type, 2022	16

CHAPTER 2: STAFFING AND SALARIES

Staffing

Table 2.1 Size of Respondents' Staff by Grantmaker Type and Asset or Grants Group, 2022	18
Table 2.2 Size of Respondents' Full-Time Staff by Grantmaker Type and Asset or Grants Group, 2022	21
Table 2.3 Average Size of Private Foundation Respondents' Full-Time Staff Excluding Larger-Staffed Grantmakers by Grantmaker Type and Asset Group, 2022	24
Table 2.4 Average Size of Private Foundation Respondents' Full-Time Staff Excluding Larger-Staffed Grantmakers by Grantmaker Type and Asset Group, 2022	25
Table 2.5 Size of Respondents' Part-Time Staff by Grantmaker Type and Asset or Grants Group, 2022	26
Table 2.6 Median Number of Full-Time Staff by Grantmaker Type and Asset Group, 2022	29
Table 2.7 Median Number of Part-Time Staff by Grantmaker Type and Asset Group, 2022	29

Staff Demographics - Gender

Table 2.8 Gender of the Full-Time Staff Reported by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	30
Table 2.9 Gender of the Full-Time Staff Reported by Type of Staff and Grantmaker Type, 2022	31
Table 2.10 Gender of the Full-Time Staff Reported by Type of Staff and Corporate Grantmaker Type, 2022	32
Table 2.11 Gender of the Full-Time Staff Reported by Professional or Administrative Position, 2022	33

Staff Demographics - Race/Ethnicity

Table 2.12 Percent and Number of White and Minority Full-Time Staff Reported by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	34
Table 2.13 Race/Ethnicity of the Full-Time Staff Reported by Grantmaker Type and Asset or Grant Group, 2022	35
Table 2.14 Percent and Number of White and Minority Full-Time Staff Reported by Type of Staff and Grantmaker Type, 2022	40
Table 2.15 Percent and Number of White and Minority Full-Time Staff Reported by Type of Staff and Corporate Grantmaker Type, 2022	41
Table 2.16 Percent and Number of White and Minority Full-Time Staff Reported by Professional or Administrative Position, 2022	42
Table 2.17 Percent and Number of White and Minority Full-Time Staff Reported by Position Group, 2022	43
Table 2.18 Race/Ethnicity of the Full-Time Staff Reported by Type of Staff and Region, 2022	45
Table 2.19 Percent and Number of White and Minority Full-Time Staff Reported by Total Full-Time Staff Reported, 2022	47

Staff Demographics - Age

Table 2.20 Age Range of Full-Time Staff Reported by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	48
Table 2.21 Age Range of Full-Time CEO/CGO Reported by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	49
Table 2.22 Age Range of Full-Time Program Officer Reported by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	50

Staff Demographics - Disability

Table 2.23 Staff Reported With Disabilities by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	51
Table 2.24 CEO/CGO Reported With Disabilities by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	52
Table 2.25 Program Officer Reported With Disabilities by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	53

Staff Tenure, Departure, and Turnover

Table 2.26 Full-Time Staff Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022	54
Table 2.27 Full-Time CEO/CGO Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022	57
Table 2.28 Full-Time Program Officer Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022	60
Table 2.29 Total Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022	63
Table 2.30 Professional Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022	66
Table 2.31 Administrative Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022	69
Table 2.32 Total Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022	72
Table 2.33 Professional Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022	75
Table 2.34 Administrative Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022	78

Salaries

Table 2.35 Median and Mean Salaries for CEO/CGOs and Program Officers by Grantmaker Type, 2022	81
Table 2.36 Full-Time CEO Salaries by Grantmaker Type and Asset Group, 2022	82
Table 2.37 Full-Time Program Officer Salaries by Grantmaker Type and Asset Group, 2022	85
Table 2.38 Full-Time CGO Salaries by Corporate Grantmaker Type and Grants Group, 2022	87
Table 2.39 Full-Time Corporate Program Officer Salaries by Corporate Grantmaker Type and Grants Group, 2022	88
Table 2.40 Full-Time CEO/CGO Salaries by U.S. Census Region, 2022	88
Table 2.41 Full-Time Program Officer Salaries by U.S. Census Region, 2022	89
Table 2.42 Full-Time CEO/CGO Salaries at Small-Staffed Grantmakers, 2022	90
Table 2.43 Number of Grantmakers on the Five-Year Panel Reporting Select Staff Compared to 2022 Respondents by Grantmaker Type and Asset Group, 2022	91
Table 2.44 Median Annual Salaries for CEOs/CGOs at Grantmakers on the Five-Year Panel by Grantmaker Type ³ and Asset Group, 2018-2022	93
Table 2.45 Median Annual Salaries for Program Officers at Grantmakers on the Five-Year Panel by Grantmaker Type and Asset Group, 2018-2022	95
Table 2.46 Median Base Salary Growth for CEOs at Grantmakers on the Five-Year Panel, 2018-2022	96
Table 2.47 Median Base Salary Growth for Program Officers at Grantmakers on the Five-Year Panel, 2018-2022	97

CHAPTER 3: ISSUES SPECIFIC TO THE CHIEF EXECUTIVE OFFICER

Chief Executive Officers at Grantmaking Organizations

Table 3.1 Grantmakers with CEOs by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	99
Table 3.2 Grantmakers' CEOs' Full- or Part-Time Status by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	100
Table 3.3 Base Salaries of Part-Time Paid CEOs by Hours Worked Per Week, 2022	101
Table 3.4 Total 2021 Cash Compensation for Full-Time CEOs by Grantmaker Type, Asset Group, Region, and Total Paid Staff	102
Table 3.5 Full-Time CEOs for Whom Deferred Compensation Was Set Aside in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	103
Table 3.6 Deferred Compensation Set Aside for Full-Time CEOs in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	104
Table 3.7 Full-Time CEOs to Whom Bonuses Were Awarded in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	105
Table 3.8 Bonuses Awarded to Full-Time CEOs in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	106
Table 3.9 Grantmakers Offering CEO-Exclusive Benefits and Benefits Offered by Asset Group, 2022	107
Table 3.10 Full-Time CEOs for Whom Discretionary Grantmaking is Permitted by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	109
Table 3.11 Maximum Amount Per Discretionary Grant Permitted For Full-Time CEOs by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	110
Table 3.12 Maximum Amount Per Year of Discretionary Grantmaking Permitted For Full-Time CEOs by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	111
Table 3.13 Full-Time CEOs with Written Position Descriptions by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	112
Table 3.14 Full-Time CEOs with Written Formal Contracts Or Letters of Agreement by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	113
Table 3.15 Grantmakers with CEOs Who Serve on the Board of Trustees by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	114

Chief Giving Officers at Corporate Grantmakers

Table 3.16 Corporate Grantmakers with CGOs by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022	115
Table 3.17 Corporate Grantmakers' CGOs' Full- or Part-Time Status by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022	116
Table 3.18 Titles of Full-Time CGOs by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022	117
Table 3.19 Titles of the Persons to Whom the Full-Time CGOs Report by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022	118
Table 3.20 Division in Which the Corporate Giving Program Is Located by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022	119
Table 3.21 Total 2021 Cash Compensation for Full-Time CGOs by Grantmaker Type, Grants Group, Region, and Total Paid Staff	120
Table 3.22 Full-Time CGOs for Whom Deferred Compensation Was Set Aside in 2021 by Grantmaker Type, Grants Group, Region, and Total Paid Staff	121

Table 3.23 Full-Time CGOs to Whom Bonuses Were Awarded in 2021 by Grantmaker Type, Grants Group, Region, and Total Paid Staff	122
Table 3.24 Bonuses Awarded to Full-Time CGOs in 2021 by Grantmaker Type, Grants Group, Region, and Total Paid Staff.	123
Table 3.25 Full-Time CGOs for Whom Discretionary Grantmaking is Permitted by Grantmaker Type, Grants Group, Region, and Total Paid Staff, 2022	124
Table 3.26 Maximum Amount Per Discretionary Grant Permitted For Full-Time CGOs by Grantmaker Type, Grants Group, Region, and Total Paid Staff, 2022	125
Table 3.27 Additional Program Activities for Which the CGOs Are Responsible by Corporate Program Type, 2022	126
Table 3.28 Additional Program Activities for Which the CGOs Are Responsible by Grants Group, 2022.	127
Table 3.29 2021 Base Salaries of Full-Time CGOs by Number of Additional Program Responsibilities	127
Table 3.30 Full-Time CGOs with Additional Duties Within the Parent Corporation Not Related to the Giving Program by Grantmaker Type, Grants Group, Region, and Total Paid Staff, 2022	128

CHAPTER 4: SALARY ADMINISTRATION

Salary Increases

Table 4.1 Grantmakers Providing a Salary Increase by Grantmaker Type, 2020-2022	130
Table 4.2 Median Salary Increase by Grantmaker Type, 2020-2022.	130
Table 4.3 All Foundations' Median Salary Increase by Basis Combinations, 2021.	131
Table 4.4 Community Foundations' Median Salary Increase by Basis Combinations, 2021	131
Table 4.5 Corporate Grantmakers' Median Salary Increase by Basis Combinations, 2021	131
Table 4.6 Family Foundations' Median Salary Increase by Basis Combinations, 2021	132
Table 4.7 Independent Foundations' Median Salary Increase by Basis Combinations, 2021.	132
Table 4.8 Public Foundations' Median Salary Increase by Basis Combinations, 2021.	132
Table 4.9 Operating Foundations' Median Salary Increase by Basis Combinations, 2021	133
Table 4.10 Other Grantmakers' Median Salary Increase by Basis Combinations, 2021.	133
Table 4.11 2022 Salary Increases Compared to Those Granted in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff.	134
Table 4.12 Salary Increase Practice Among Grantmakers with No Salary Increases in 2022 by Grantmaker Type, Asset Group, Region, and Total Paid Staff.	135

Bonuses

Table 4.13 Staff Positions Eligible for Bonuses in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	136
Table 4.14 Change in Bonus Eligibility Practice in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	137
Table 4.15 Change in Bonus Eligibility Practice for Grantmakers With No Staff Eligible for Bonuses in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff.	138
Table 4.16 Grantmakers That Awarded Bonuses in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	139
Table 4.17 Staff Positions That Received Bonuses in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	140
Table 4.18 Bases for Awarding Bonuses in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	141
Table 4.19 Formula for Determining Bonuses in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	142
Table 4.20 Grantmakers For Whom Bonuses Are Part of Annual Compensation Strategy by Grantmaker Type, Asset Group, Region, and Total Paid Staff.	143
Table 4.21 Timing of Irregularly Awarded Bonuses for Exceptional Performance by Grantmaker Type, Asset Group, Region, and Total Paid Staff.	144
Table 4.22 Source of Grantmaking Salaries At Corporate Grantmakers by Grantmaker Type, Asset Group, Region, and Total Paid Staff.	145

Bonus Basis Citing COVID-19 Pandemic

Table 4.23 Respondents Indicating that the COVID-19 Pandemic Played a Role in Determining the Basis for Awarded Bonuses by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2020	144
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CHAPTER 5: EMPLOYEE BENEFITS

Benefits Costs

Table 5.1 Median Required, Voluntary, and Total Benefits Costs as a Percentage of Total Salaries by Grantmaker Type, Asset Group, Region,1 and Total Paid Staff, 2021	147
Table 5.2 Median Health/Medical and Retirement Benefits Costs as a Percentage of Total Salaries and Total Voluntary Benefits by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2021	148
Table 5.3 Percent of Health/Medical Benefits Premiums Costs Paid by Employees by Plan Type and Coverage, 2022	150
Table 5.4 Median Average Health Maintenance Organization (HMO) Plan Premiums Costs Paid by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	150

Table 5.5 Median Average Preferred Provider Organization (PPO) Plan Premiums Costs Paid by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	151
Table 5.6 Median Average Point of Service (POS) Plan Premiums Costs Paid by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	152
Table 5.7 Median Average High Deductible Health (HDH) Plan Premiums Costs Paid by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	153
Table 5.8 Foundations Offering Compensation for Opting Out of Medical Coverage by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	154
Table 5.9 Compensation Offered For Opting Out of Medical Coverage by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	155
Table 5.10 Foundations For Whom Dental Coverage Is Separate From Medical Coverage by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	156
Table 5.11 Percent of Dental Premiums Paid by Employee by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	157
Table 5.12 Foundations For Whom Vision Premiums Are Separate From Medical Coverage by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	158
Table 5.13 Percent of Vision Premiums Paid by Employee by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	159
Table 5.14 Foundations Offering a Wellness Coverage Stipend by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	160
Table 5.15 Stipend Offered For Wellness Benefits by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022.	161
Paid Leave	
Table 5.16 Grantmakers Offering Various Types of Paid Leave to Full-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	162
Table 5.17 Base Number of Days of Various Types of Paid Leave for All Full-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	164
Voluntary Benefits	
Table 5.18 Grantmakers That Offer Voluntary Benefits by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022.	166
Table 5.19 Types of Voluntary Benefits Offered by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	167
Table 5.20 Types of Voluntary Benefits Offered to Full-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	169
Retirement Benefits	
Table 5.21 Grantmakers That Offer Voluntary Benefits by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022.	171
Table 5.22 Types of Defined Contribution Plans Offered by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022.	172
Table 5.23 Median Automatic Employer Contribution as Percent of Base Salary to Defined Contribution Plans by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	173
Table 5.24 Maximum Employer Contribution as Percent of Base Salary to 403(b) Defined Contribution Plans by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	175
Table 5.25 Maximum Employer Contribution as Percent of Base Salary to 401(k) Defined Contribution Plans by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	176
Table 5.26 Maximum Employer Contribution as Percent of Base Salary to Simplified Employee Pension Defined Contribution Plans by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	177
Table 5.27 Types of Non-Qualified Plans/Deferred Compensation Plans for CEOs and Other Highly Compensated Staff Offered by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	178
Table 5.28 Foundations That Made Changes to Retirement Plan Offerings in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff.	179
Table 5.29 Changes to Retirement Plan Offerings in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff	180
Table 5.30 Types of Other Benefits Offered to Full-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	181
Benefits for Part-Time Staff	
Table 5.31 Grantmakers Offering Various Types of Paid Leave to Part-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	183
Table 5.32 Types of Voluntary Benefits Offered to Part-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	185
Table 5.33 Types of Other Benefits Offered to Part-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	187

Benefits for Retired Employees

Table 5.34 Grantmakers with Retired Employees by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	189
Table 5.35 Grantmakers Offering Benefits to Retired Employees by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	190
Table 5.36 Types of Voluntary Benefits Offered to Retired Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	191
Table 5.37 Retired Employees' Contribution to Benefits Costs by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	192

Domestic Partner Benefits

Table 5.38 Grantmakers That Extend Benefits to Employees' Domestic Partners by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	193
Table 5.39 Percentage of Grantmakers That Extend Benefits to Employees' Domestic Partners by Selected Groups, 1998-2022	194
Table 5.40 Domestic Partner Inclusion by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	195
Table 5.41 Grantmakers that Extend Benefits to Employees' Spouses in Same-Gender Married Couples by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	196

Severance

Table 5.42 Grantmakers That Have a Written Severance/Separation Policy by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	197
Table 5.43 Severance/Separation Policy Options by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	198
Table 5.44 Severance Payment Method Options by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022	199

CHAPTER 6: SALARY TABLES

All Grantmakers	200
Community Foundations	220
Corporate Foundations	237
Private Foundations	244
Operating Foundations	285
Public Foundations and Other Grantmakers	297
Midwest Region	314
Northeast Region	334
South Region	354
West Region	372
U.S. Census Division Summaries	391
Staff Demographics	399



Council on
Foundations

CHAPTER 1

Introduction

The **2022 Grantmaker Salary and Benefits Report** is intended to help foundation administrators and boards evaluate their policies and practices around base salaries, salary ranges, yearly increases, and benefits by comparing them to those of a large group of grantmakers. Salary data were collected for 10,304 full-time staff across 36 distinct positions; the analysis of these data builds upon the methodology and approach established in 1980.

The figures reported here are intended to serve as indicators of salary levels and benefits in the field, not as prescriptive guides. The Council on Foundations recommends that the salary tables found in Chapter 6 be used in conjunction with other nonprofit and business salary information at both the local and national levels.

Generally, administrative staff salaries are set by the local market, whereas CEO salaries are determined by the national market. Factors such as the regional cost of living and the qualifications, experience, needs, and potential of the individual are equally important in making decisions on what is fair and adequate compensation and benefits for any given case.

The 2022 report contains demographic data on 9,995 full-time staff. The demographics captured include age, disability, gender and race/ethnicity. The Council recognizes multiple dimensions of diversity including, but not limited to:

- ethnicity
- race
- gender
- sexual orientation
- gender identity
- age
- economic circumstance
- class
- disability
- geography
- philosophy

This report examines the subset of these diversity demographics most often captured by employers. The Council remains committed to collecting the data that best captures the demographics of the talent pool and that best moves conversations forward on diversity, equity, and inclusion within our field.

Methodology and Respondents

In March 2022, an invitation to participate in the 2022 Grantmaker Salary and Benefits Survey was sent to private, community, corporate, public, and operating foundations as well as other grantmakers. Recipients included Council on Foundation members and nonmembers, including previous participants and eligible organizations identified through the support of the United Philanthropy Forum.

Survey participants were asked to provide base salary information as of February 1, 2022, for full-time staff members representing 36 paid professional and administrative positions. In addition to demographic information, respondents were also surveyed on their position tenure and number of years employed by the foundation. Respondents were also surveyed on their organizations' salary administration, CEO discretionary grantmaking policy, and employee and retiree benefits.

Respondents were surveyed on their board compensation practices and their administrative and program expenses. This information was published in separate reports.

Changes to the Survey

Questions regarding board demographics and compensation were once again included in the 2022 survey. Due to the unlikely potential for dramatic shifts among board composition and payment, these questions are asked less frequently in order to reduce the effort required to complete the survey; the last time these data were collected was 2019.

In partnership with Disability & Philanthropy Forum, the definition for Disability was updated this year, to the following: "People with disabilities include those who have long-term or recurring physical, mental, intellectual, sensory, or chronic health conditions which impact their daily lives and ability to participate in society."

Last year, the survey and report included "non-binary" as response option when indicating the gender of the full-time staff members in one of the 36 roles for which salary data is requested.

No new positions were added as options for full-time staff salary reporting this year. In 2017, "Director of Impact Investing" was added; the previous position added to the survey was General Counsel, added to the 2014 version of the survey instrument.

This year the largest foundations by assets (those with \$2 billion or more) were further disaggregated into two groups: \$2 billion to \$4.99 billion and \$5 billion or more. These groups are shown when possible, though most tables do not include this level of specificity based on the number of responding organizations. The last change was in 2013 when the highest assets group became \$2 billion or more (formerly \$1 billion or more).

Online Participation

All respondents took the survey online. Our web-based platform is enabled by Peerfocus, which allows survey participants to benchmark their salary data against their peers by grantmaker type, asset size, and geography. In 2018, a report enabling users to benchmark the prevalence and cost of select benefits was added to the platform. Customized benchmarking reports are available at the Benchmark Central website at no cost to survey participants.

Combined Survey Data

Of the 1,003 respondents, 366 are community foundations, 492 are private (family or independent), 91 are public, and 21 are grantmaking operating foundations; 17 are “other” unclassified organizations. Fourteen corporate grantmakers also participated. Table 1.1 compares the respondents for 2022, 2021, and 2020.

Survey participants for 2022 held assets totaling almost \$384 billion and disbursed almost \$20 billion in grants in fiscal year 2022.

Of the 1,003 surveyed respondents (an increase of over 5% from the 952 participants in 2021), 978 organizations provided salary information for full-time personnel with reported base salaries for a total of 10,304 staff members, which is five percent more than were reported in 2021 (9,787). The majority of this report focuses on the data related to these 10,304 full-time paid staff.

Council members account for 27 percent of those that provided 2022 data. 33% of the Council’s membership participated in the survey.

Report Format and Definitions

The **2022 Grantmaker Salary and Benefits Report** is a resource for those who oversee or manage a philanthropic foundation or similar grantmaking program with paid staff. Of primary interest are the tables of full-time staff salary data by grantmaker type, asset group, and region. These tables are indexed on pages 200–412.

While this report contains data from 1,003 active foundations and giving programs, it cannot be considered a random sample of all grantmakers.

Listed below are certain phrases and conventions used throughout the text and tables.

Grantmaker Types¹

In most tables, grantmaking organizations are grouped by type. Wherever possible, separate data is reported for each recognized type of grantmaker.

- **Community foundations** exist primarily to provide charitable support to a specific geographic area, ranging from a small town to a large region. They receive funds from a variety of sources. Classified by the tax code as public charities, they must pass the public support test.
- **Corporate or “company-sponsored” foundations** are private foundations organized by for-profit businesses. Although corporate foundations are subject to the same regulations as private foundations, their governing boards usually consist of corporate employees. Although some have endowments that provide grant funds, annual grantmaking is usually derived from corporate contributions instead of endowment income.
- **Corporate giving programs** are not organized as foundations. They make grants directly to nonprofits from funds budgeted by the parent corporation. Staff members are corporate employees acting in either a part-time or full-time capacity.
- **Family foundations** are private foundations in which the donor or donors’ family plays a significant role in governing the foundations. (In Council studies, organizations self-select this designation.)

¹ Tribal philanthropy—philanthropic programs that may be funded privately, or created or sponsored by a tribal government—was removed as a grantmaker type option in 2018 due to the fact that no respondents have self-identified as such since being added as an option in 2011.

- **Independent foundations** are private foundations with endowments that provide resources for grantmaking to charitable organizations. The endowments usually are gifts from one donor, either an individual or a family. Private foundations in which the donor or donor's relatives play a significant role in governing the foundation are often referred to as family foundations (see above).
- **Operating foundations** are tax-exempt organizations that use the bulk of their resources to provide charitable services or run charitable programs on their own. They make few, if any, grants to outside organizations and like private independent and private family foundations, they generally do not raise funds from the public.²
- **Private foundations**, when used as a category in this report, is an aggregate of family and independent foundations. Although operating and some corporate foundations are also legally considered private foundations, in this report they are presented separately and are not included under this category.
- **Public foundations**, like community foundations, are classified as public charities and must pass the public support test. Instead of supporting the broad needs of a defined geographic area, public foundations focus on specific interests or charitable activities.
- **Other grantmakers** include programs or organizations that do not fall under any of the above categories, such as federated and other institutional giving programs. For example, social venture philanthropy, collective giving, United Way organizations, and federations all fall outside of the listed categories and would be considered "other."

Asset Groups

Salary data for grantmakers are grouped according to the fair market value of the foundation's assets at the end of the 2020 fiscal year, as reported by the respondents. This format was developed in response to Council members' requests for more detailed information on both larger and smaller foundations. Asset groups have remained relatively consistent across years, with the exception of the addition of a higher asset grouping of \$5 billion dollars and above this year. The last change was in 2013 when the highest assets group became \$2 billion or more. These groups are included when possible, though most tables do not have this level of disaggregation.

Grants Groups

Because most corporate grantmakers (foundations and giving programs) do not rely upon assets to generate grants, but rely on funds allocated by the corporation each year, corporate foundations and giving programs are grouped according to their level of grant activity.

Regions

To show variations in salaries across the country, the Council uses U.S. Census Bureau groupings. In most cases, data are presented by the four Census regions, and in some cases, respondents are further grouped by the nine Census divisions.

Staff Size

Data in some tables are grouped by staff size. It is important to note that grantmaking public charities (community and public foundations) are more likely than their counterparts to have programs and services in addition to their grantmaking. This may account for higher mean staff sizes in some asset groupings and greater increases and decreases in staff size from year to year as programs are added or eliminated.

Full- and Part-Time Status

Questions on the survey are alternately asked of full- and part-time staff. While most benefits questions are asked about all staff, many of the items about chief executives, salaries, and demographics are targeted toward full-time employees. For consistency among reported staff, we ask that the respondents working 30 hours or more during a standard work week be considered "full-time." This is an attempt to normalize the compensation for duties performed. Actual time worked will vary; to get a better sense of that variance, we asked respondents to report their standard work week. The median work week reported was 40 hours, with a mean value of 39 hours. For more information on grantmaker-designated workweek length, see Table 1.4.

² Between 1997 and 2010, the Council stopped collecting compensation information from private operating foundations. In 2011, the Council resumed fielding the survey to these organizations.

Positions

The 2022 survey collected data on full-time employees for 36 of the most common professional and administrative positions in grantmaking organizations. The list of positions has grown and changed over time to reflect changes in the field.

2022 Positions Surveyed	
Professional Positions	Administrative Positions
Chief Executive Officer/President	Accounting Clerk
Associate Director/Executive Vice President	Program Assistant
Vice President (Administration)	Donor Service/Development/Advancement Assistant
General Counsel	Communications Associate
Chief Financial Officer	Research Associate
Controller	Grants Management Assistant
Chief Investment Officer	Administrative Assistant
Director of Impact Investing	Receptionist
Assistant Treasurer	
Accountant	
Vice President (Program)	
Program Director	
Senior Program Officer	
Program Officer	
Program Associate	
Vice President or Chief Development/Advancement Officer	
Director of Donor Services/Donor Services Officer	
Director of Gift Planning/Gift Planning Officer	
Director of Communications	
Research Director	
Director of Information Systems	
Computer Professional	
Office Manager	
Librarian	
Grants Manager/Administrator	
Director of Human Resources	
Human Resources Professional	
Executive Assistant	

Average, Range, and (N)umber

The Council uses two measures of central tendency or “average”—the mean and the median.

- The **mean** is the sum of all values divided by the number of observations. Because the mean is sensitive to the skewing of a distribution—that is, the degree of asymmetry comparative to the distribution’s midpoint—the addition of a single outlying value can subject it to considerable change.
- The **median** is the middle value in a sequence. When there is an even number of values in an array, the median is the average of the two middle values. Because the median is not affected by the magnitude of an outlying value, only by whether the outlier is greater than or less than the central value, it is often favored by statisticians over the mean. This is particularly true for distributions containing several outliers but whose central values are more uniformly distributed. Wherever possible, the median figure is used here.³

This report usually lists the median as it can provide a better measure of central tendency in groups containing outlying values. In many cases, the mean is also provided.

Some tables also include the minimum values, 25th percentile, and 75th percentile, and maximum values of responses. We require a minimum of seven respondents to report all five values in compliance with the U.S. Department of Justice regulations for information confidentiality.

Number, or “N,” is used to denote the number of responses to a particular question. The total number of responses can differ from question to question within a topic depending upon the number of respondents that answered each question.

Tables

Much of the data gathered in 2022 are reported in tables by asset group and grantmaker type. Whenever possible, tables include the minimum and maximum values of responses. To maintain confidentiality, compensation or discretionary grantmaking ranges (minimum and maximum) and the 25th and 75th percentiles are given only where there were seven or more reporting organizations; ranges (minimum and maximum) are only given when there are 5 or more reporting organizations; and mean and median figures are given only where there were three or more reporting organizations.

³ Care should be taken in the interpretation of the median values reported. In some cases, a certain category may contain a small number of respondents. The dynamic nature of these smaller samples—and, therefore, of their medians relative to those of larger, more stable samples—must be considered.

CHAPTER 1: Introduction

No data are provided where figures were reported by only one or two organizations. Where data are omitted for these reasons or where there are no data, an asterisk appears in the appropriate section of the table.

Using these guidelines, we have striven to provide the most comprehensive and accurate data from the survey for use. As such, asset groups were condensed through a customized process by reviewing each table to provide the greatest possible level of reporting without compromising the data ranges and interpretations.

Table 1.1 Respondent Numbers for the Last Three Surveys by Grantmaker Type and Asset Group, 2020-2022

Grantmaker Type	Year	Asset Group (in Millions)											Total Respondents		
		\$5,000 or More	\$2,000 to \$4,999.9	\$1,000 to \$1,999.9	\$750 to \$999.9	\$500 to \$749.9	\$250 to \$499.9	\$100 to \$249.9	\$50 to \$99.9	\$25 to \$49.9	\$10 to \$24.9	\$5 to \$9.9	Less than \$5	%	N
Community	2022	1	7	10	13	10	36	87	77	60	50	5	10	36.5	366
	2021	1	5	13	6	16	28	78	68	61	43	16	2	35.4	337
	2020	1	4	7	7	11	26	70	57	47	39	15	2	35.6	286
Corporate	2020	0	0	0	0	0	2	2	4	3	1	1	1	1.7	14
	2021	0	0	0	0	0	4	1	1	2	2	0	3	1.4	13
	2020	0	0	0	0	0	2	2	4	3	1	1	1	1.7	14
Family	2022	2	2	6	8	9	35	46	30	26	30	6	9	20.8	209
	2021	3	1	3	6	12	25	46	34	25	32	11	10	21.8	208
	2020	3	3	6	1	13	22	39	28	19	20	8	6	20.9	168
Independent	2022	6	13	3	4	18	40	88	62	28	12	7	2	28.2	283
	2021	5	13	4	3	14	40	74	56	29	21	3	4	27.9	266
	2020	6	10	6	3	12	34	67	47	28	19	4	3	29.7	239
Operating	2022	1	0	0	2	0	4	7	2	1	4	1	1	2.3	23
	2021	1	0	0	0	2	3	1	3	0	3	0	0	1.4	13
	2020	1	0	0	0	1	2	0	4	1	4	0	0	1.6	13
Public	2022	0	0	6	1	5	9	19	12	8	13	6	12	9.1	91
	2021	0	1	6	1	2	12	22	18	11	19	8	5	11.0	105
	2020	0	1	4	0	3	8	21	17	5	10	2	6	9.6	77
Other	2022	1	0	1	1	0	0	4	0	3	5	0	2	1.7	17
	2021	0	0	0	0	1	0	2	2	1	2	0	2	1.1	10
	2020	0	0	0	0	1	0	2	0	1	1	0	2	0.9	7
All	2022	11	22	26	29	43	127	252	184	131	115	25	38	100.0	1,003
	2021	10	20	26	16	47	112	224	182	129	122	38	26	100.0	952
	2020	11	18	23	11	41	94	201	157	104	94	30	20	100.0	804

Table 1.2 Respondent Numbers for the Last Three Surveys by Corporate Grantmaker Type and Grants Group, 2020-2022

Corporate Grantmaker Type	Year	Grants Group (in Millions)				Total	
		\$20 or More	\$10 to \$19.9	\$1 to \$9.9	Less than \$1	%	N
Corporate Foundation	2022	3	3	3	0	64.3	9
	2021	3	1	1	2	53.8	7
	2020	1	1	6	0	57.1	8
Direct Giving Program	2022	1	0	2	0	21.4	3
	2021	1	0	2	0	23.1	3
	2020	1	0	3	0	28.6	4
Combination of Both	2022	0	0	2	0	14.3	2
	2021	0	0	3	0	23.1	3
	2020	0	0	2	0	14.3	2
All	2022	4	3	7	0	100.0	14
	2021	4	1	6	2	100.0	13
	2020	2	1	11	0	100.0	14

Table 1.3 Respondent Numbers for the Last Three Surveys by Region,¹ 2020-2022

Region	Year	%	N
Midwest	2022	32.5	326
	2021	32.0	305
	2020	32.3	260
Northeast	2022	23.4	235
	2021	23.6	225
	2020	23.5	189
South	2022	26.8	269
	2021	27.3	260
	2020	27.1	218
West	2022	17.1	172
	2021	17.0	162
	2020	16.9	136
All	2022	100.0	1,003
	2021	100.0	952
	2020	100.0	804

¹One responding organization is located outside of U.S. Census regions.

Table 1.4 Standard Work Week Hours Range by Grantmaker Type, 2022

Grantmaker Type	Hours Per Week														No. of Grantmakers
	50 or More		45 to 49		40 to 44		35 to 39		30 to 34		25 to 29		Less than 25		
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Community	0.5	2	0.5	2	64.9	237	30.4	111	3.6	13	0.0	0	0.0	0	365
Corporate	0.0	0	7.1	1	92.9	13	0.0	0	0.0	0	0.0	0	0.0	0	14
Private	0.0	0	0.8	4	70.6	339	22.9	110	4.4	21	0.0	0	1.3	6	480
Family	0.0	0	1.0	2	75.4	153	18.2	37	3.4	7	0.0	0	2.0	4	203
Independent	0.0	0	0.7	2	67.1	186	26.4	73	5.1	14	0.0	0	0.7	2	277
Operating	0.0	0	0.0	0	57.1	12	38.1	8	4.8	1	0.0	0	0.0	0	21
Public	0.0	0	1.1	1	81.1	73	13.3	12	4.4	4	0.0	0	0.0	0	90
Other	0.0	0	0.0	0	64.7	11	35.3	6	0.0	0	0.0	0	0.0	0	17
All	0.2	2	0.8	8	69.4	685	25.0	247	4.0	39	0.0	0	0.6	6	987



Council on
Foundations

CHAPTER 2

Staffing and Salaries

Staffing

Table 2.1 Size of Respondents' Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
Community	\$2,000 or More	665	5.0	8	0.8	77	83
	\$1,000 to \$1,999.9	594	4.5	10	1.0	52	59
	\$750 to \$999.9	535	4.1	13	1.3	34	41
	\$500 to \$749.9	283	2.1	10	1.0	29	28
	\$250 to \$499.9	690	5.2	36	3.6	19	19
	\$100 to \$249.9	1,143	8.7	87	8.7	11	13
	\$50 to \$99.9	574	4.3	77	7.7	6	7
	\$25 to \$49.9	326	2.5	60	6.0	5	5
	\$10 to \$24.9	184	1.4	50	5.0	3	4
	\$5 to \$9.9	11	0.1	5	0.5	2	2
	Less than \$5	54	0.4	10	1.0	4	5
All		5,059	38.3	366	36.6	7	14
Corporate	\$12 or More	52	0.4	4	0.4	13	13
	\$6 to \$11.9	18	0.1	3	0.3	8	6
	\$1 to \$5.9	17	0.1	7	0.7	3	2
	Less than \$1	*	*	0	0.0	*	*
All		87	0.7	14	1.4	4	6
Private	\$5,000 or More	1,325	10.0	8	0.8	134	166
	\$2,000 to \$4,999.9	1,104	8.4	15	1.5	65	74
	\$1,000 to \$1,999.9	242	1.8	9	0.9	24	27
	\$750 to \$999.9	310	2.3	12	1.2	17	26
	\$500 to \$749.9	387	2.9	27	2.7	11	14
	\$250 to \$499.9	701	5.3	75	7.5	8	9
	\$100 to \$249.9	874	6.6	134	13.4	5	7
	\$50 to \$99.9	327	2.5	92	9.2	3	4
	\$25 to \$49.9	179	1.4	53	5.3	2	3
	\$10 to \$24.9	84	0.6	42	4.2	1	2
	\$5 to \$9.9	17	0.1	11	1.1	1	2
	Less than \$5	26	0.2	11	1.1	1	2
All		5,576	42.2	489	48.9	4	11
Family	\$2,000 or More	472	3.6	4	0.4	124	118
	\$1,000 to \$1,999.9	150	1.1	6	0.6	25	25
	\$750 to \$999.9	133	1.0	8	0.8	7	17
	\$500 to \$749.9	83	0.6	9	0.9	10	9
	\$250 to \$499.9	258	2.0	35	3.5	6	7
	\$100 to \$249.9	254	1.9	46	4.6	5	6
	\$50 to \$99.9	100	0.8	30	3.0	3	3
	\$25 to \$49.9	101	0.8	25	2.5	2	4
	\$10 to \$24.9	60	0.5	30	3.0	1	2
	\$5 to \$9.9	7	0.1	5	0.5	1	1
	Less than \$5	22	0.2	9	0.9	1	2
All		1,640	12.4	207	20.7	4	8

Table 2.1 (Continued) Size of Respondents' Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
Independent	\$5,000 or More	1,100	8.3	6	0.6	178	183
	\$2,000 to \$4,999.9	857	6.5	13	1.3	62	66
	\$1,000 to \$1,999.9	92	0.7	3	0.3	21	31
	\$750 to \$999.9	177	1.3	4	0.4	54	44
	\$500 to \$749.9	304	2.3	18	1.8	14	17
	\$250 to \$499.9	443	3.4	40	4.0	9	11
	\$100 to \$249.9	620	4.7	88	8.8	6	7
	\$50 to \$99.9	227	1.7	62	6.2	3	4
	\$25 to \$49.9	78	0.6	28	2.8	3	3
	\$10 to \$24.9	24	0.2	12	1.2	2	2
	\$5 to \$9.9	10	0.1	6	0.6	1	2
	Less than \$5	4	0.0	2	0.2	2	2
All		3,936	29.8	282	28.2	5	14
Operating	\$2,000 or More	21	0.2	1	0.1	21	21
	\$1,000 to \$1,999.9	*	*	0	0.0	*	*
	\$750 to \$999.9	100	0.8	2	0.2	50	50
	\$500 to \$749.9	*	*	0	0.0	*	*
	\$250 to \$499.9	100	0.8	4	0.4	26	25
	\$100 to \$249.9	124	0.9	7	0.7	13	18
	\$50 to \$99.9	5	0.0	2	0.2	3	3
	\$25 to \$49.9	1	0.0	1	0.1	1	1
	\$10 to \$24.9	32	0.2	4	0.4	8	8
	\$5 to \$9.9	9	0.1	1	0.1	9	9
	Less than \$5	9	0.1	1	0.1	9	9
	All		401	3.0	23	2.3	11
Public	\$2,000 or More	*	*	0	0.0	*	*
	\$1,000 to \$1,999.9	59	0.4	6	0.6	10	10
	\$750 to \$999.9	24	0.2	1	0.1	24	24
	\$500 to \$749.9	92	0.7	5	0.5	19	18
	\$250 to \$499.9	339	2.6	9	0.9	20	38
	\$100 to \$249.9	542	4.1	19	1.9	8	29
	\$50 to \$99.9	138	1.0	12	1.2	6	12
	\$25 to \$49.9	155	1.2	8	0.8	9	19
	\$10 to \$24.9	163	1.2	13	1.3	13	13
	\$5 to \$9.9	47	0.4	6	0.6	7	8
	Less than \$5	97	0.7	12	1.2	7	8
	All		1,656	12.5	91	9.1	9

Table 2.1 (Continued) Size of Respondents' Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
Other	\$2,000 or More	211	1.6	1	0.1	211	211
	\$1,000 to \$1,999.9	42	0.3	1	0.1	42	42
	\$750 to \$999.9	17	0.1	1	0.1	17	17
	\$250 to \$749.9	*	*	0	0.0	*	*
	\$100 to \$249.9	22	0.2	4	0.4	6	6
	\$50 to \$99.9	*	*	0	0.0	*	*
	\$25 to \$49.9	63	0.5	3	0.3	18	21
	\$10 to \$24.9	32	0.2	5	0.5	5	6
	\$5 to \$9.9	*	*	0	0.0	*	*
	Less than \$5	39	0.3	2	0.2	20	20
	All		426	3.2	17	1.7	7
All	\$5,000 or More	1,655	12.5	11	1.1	133	150
	\$2,000 to \$4,999.9	1,671	12.7	22	2.2	71	76
	\$1,000 to \$1,999.9	937	7.1	26	2.6	36	36
	\$750 to \$999.9	986	7.5	29	2.9	28	34
	\$500 to \$749.9	763	5.8	43	4.3	15	18
	\$250 to \$499.9	1,863	14.1	127	12.7	12	15
	\$100 to \$249.9	2,724	20.6	252	25.2	8	11
	\$50 to \$99.9	1,049	7.9	184	18.4	5	6
	\$25 to \$49.9	747	5.7	130	13.0	4	6
	\$10 to \$24.9	497	3.8	115	11.5	3	4
	\$5 to \$9.9	84	0.6	23	2.3	2	4
	Less than \$5	229	1.7	38	3.8	4	6
	All		13,205	100.0	1,000	100.0	6

¹Not all respondents reported number of staff.

²Staffing totals as of 1/1/2022.

³Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting having full- or part-time staff. Percentages may not total 100.0 because of rounding. Grantmaking public charities (community and public foundations) are more likely than their private counterparts to have programs and services in addition to their grantmaking. This may account for higher mean staff sizes in some asset groupings and for greater increases and decreases in staff size from year to year as programs are added or dropped.

*Insufficient data.

Table 2.2 Size of Respondents' Full-Time Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Full-Time Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
Community	\$2,000 or More	645	5.2	8	0.8	77	81
	\$1,000 to \$1,999.9	578	4.7	10	1.0	51	58
	\$750 to \$999.9	502	4.1	13	1.3	33	39
	\$500 to \$749.9	245	2.0	10	1.0	25	25
	\$250 to \$499.9	655	5.3	36	3.7	18	18
	\$100 to \$249.9	1,044	8.5	87	8.9	10	12
	\$50 to \$99.9	484	3.9	77	7.9	5	6
	\$25 to \$49.9	263	2.1	60	6.1	4	4
	\$10 to \$24.9	127	1.0	50	5.1	2	3
	\$5 to \$9.9	10	0.1	5	0.5	2	2
	Less than \$5	42	0.3	10	1.0	1	4
	All		4,595	37.4	366	37.4	7
Corporate	\$12 or More	50	0.4	4	0.4	12	13
	\$6 to \$11.9	16	0.1	3	0.3	7	5
	\$1 to \$5.9	15	0.1	7	0.7	2	2
	Less than \$1	*	*	0	0.0	*	*
	All		81	0.7	14	1.4	4
Private	\$5,000 or More	1,325	10.8	8	0.8	134	166
	\$2,000 to \$4,999.9	1,093	8.9	15	1.5	65	73
	\$1,000 to \$1,999.9	238	1.9	9	0.9	24	26
	\$750 to \$999.9	300	2.4	12	1.2	17	25
	\$500 to \$749.9	377	3.1	27	2.8	11	14
	\$250 to \$499.9	654	5.3	74	7.6	8	9
	\$100 to \$249.9	784	6.4	134	13.7	5	6
	\$50 to \$99.9	279	2.3	88	9.0	3	3
	\$25 to \$49.9	139	1.1	52	5.3	2	3
	\$10 to \$24.9	59	0.5	33	3.4	1	2
	\$5 to \$9.9	10	0.1	6	0.6	2	2
	Less than \$5	21	0.2	9	0.9	1	2
All		5,279	42.9	467	47.8	4	11
Family	\$2,000 or More	469	3.8	4	0.4	122	117
	\$1,000 to \$1,999.9	148	1.2	6	0.6	25	25
	\$750 to \$999.9	128	1.0	8	0.8	7	16
	\$500 to \$749.9	78	0.6	9	0.9	10	9
	\$250 to \$499.9	232	1.9	34	3.5	6	7
	\$100 to \$249.9	230	1.9	46	4.7	4	5
	\$50 to \$99.9	83	0.7	28	2.9	3	3
	\$25 to \$49.9	83	0.7	24	2.5	2	3
	\$10 to \$24.9	42	0.3	22	2.2	1	2
	\$5 to \$9.9	4	0.0	3	0.3	1	1
	Less than \$5	18	0.1	8	0.8	1	2
All		1,515	12.3	192	19.6	4	8

Table 2.2 (Continued) Size of Respondents' Full-Time Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Full-Time Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
Independent	\$5,000 or More	1,100	8.9	6	0.6	178	183
	\$2,000 to \$4,999.9	849	6.9	13	1.3	58	65
	\$1,000 to \$1,999.9	90	0.7	3	0.3	20	30
	\$750 to \$999.9	172	1.4	4	0.4	52	43
	\$500 to \$749.9	299	2.4	18	1.8	14	17
	\$250 to \$499.9	422	3.4	40	4.1	9	11
	\$100 to \$249.9	554	4.5	88	9.0	5	6
	\$50 to \$99.9	196	1.6	60	6.1	3	3
	\$25 to \$49.9	56	0.5	28	2.9	2	2
	\$10 to \$24.9	17	0.1	11	1.1	1	2
	\$5 to \$9.9	6	0.0	3	0.3	2	2
	Less than \$5	3	0.0	1	0.1	3	3
All		3,764	30.6	275	28.1	5	14
Operating	\$2,000 or More	21	0.2	1	0.1	21	21
	\$1,000 to \$1,999.9	*	*	0	0.0	*	*
	\$750 to \$999.9	98	0.8	2	0.2	49	49
	\$500 to \$749.9	*	*	0	0.0	*	*
	\$250 to \$499.9	92	0.7	4	0.4	24	23
	\$100 to \$249.9	113	0.9	7	0.7	10	16
	\$50 to \$99.9	5	0.0	2	0.2	3	3
	\$25 to \$49.9	1	0.0	1	0.1	1	1
	\$10 to \$24.9	31	0.3	4	0.4	8	8
	\$5 to \$9.9	9	0.1	1	0.1	9	9
	Less than \$5	9	0.1	1	0.1	9	9
	All		379	3.1	23	2.4	10
Public	\$2,000 or More	*	*	0	0.0	*	*
	\$1,000 to \$1,999.9	57	0.5	6	0.6	10	10
	\$750 to \$999.9	23	0.2	1	0.1	23	23
	\$500 to \$749.9	86	0.7	5	0.5	17	17
	\$250 to \$499.9	335	2.7	9	0.9	19	37
	\$100 to \$249.9	488	4.0	19	1.9	7	26
	\$50 to \$99.9	133	1.1	12	1.2	6	11
	\$25 to \$49.9	148	1.2	8	0.8	8	19
	\$10 to \$24.9	156	1.3	13	1.3	13	12
	\$5 to \$9.9	45	0.4	6	0.6	7	8
	Less than \$5	76	0.6	12	1.2	6	6
	All		1,547	12.6	91	9.3	9

Table 2.2 (Continued) Size of Respondents' Full-Time Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Full-Time Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
Other	\$2,000 or More	211	1.7	1	0.1	211	211
	\$1,000 to \$1,999.9	40	0.3	1	0.1	40	40
	\$750 to \$999.9	17	0.1	1	0.1	17	17
	\$250 to \$749.9	*	*	0	0.0	*	*
	\$100 to \$249.9	22	0.2	4	0.4	6	6
	\$50 to \$99.9	*	*	0	0.0	*	*
	\$25 to \$49.9	61	0.5	3	0.3	18	20
	\$10 to \$24.9	32	0.3	5	0.5	5	6
	\$5 to \$9.9	*	*	0	0.0	*	*
	Less than \$5	36	0.3	2	0.2	18	18
	All	419	3.4	17	1.7	7	25
All	\$5,000 or More	1,647	13.4	11	1.1	133	150
	\$2,000 to \$4,999.9	1,648	13.4	22	2.2	68	75
	\$1,000 to \$1,999.9	913	7.4	26	2.7	35	35
	\$750 to \$999.9	940	7.6	29	3.0	26	32
	\$500 to \$749.9	709	5.8	43	4.4	14	16
	\$250 to \$499.9	1,767	14.4	126	12.9	11	14
	\$100 to \$249.9	2,470	20.1	252	25.8	7	10
	\$50 to \$99.9	906	7.4	180	18.4	4	5
	\$25 to \$49.9	633	5.1	129	13.2	3	5
	\$10 to \$24.9	406	3.3	106	10.8	2	4
	\$5 to \$9.9	74	0.6	18	1.8	2	4
	Less than \$5	187	1.5	36	3.7	3	5
	All	12,300	100.0	978	100.0	5	13

¹Not all respondents reported number of staff.

²Staffing totals as of 1/1/2022.

³Corporate grantmakers are grouped by reported grant dollars. Includes respondents reporting having full-time staff.

*Insufficient data.

Table 2.3 Average Size of Private Foundation Respondents' Full-Time Staff¹ Excluding Larger-Staffed Grantmakers by Grantmaker Type and Asset Group, 2022²

Grantmaker Type	Asset Group (in Millions)	Fewer than 100 Full-time Staff		
		No. of Grantmakers	Median Staff Size	Mean Staff Size
Independent	\$2,000 or More	12	57	54
	\$1,000 to \$1,999.9	3	20	30
	\$750 to \$999.9	4	52	43
	\$500 to \$749.9	18	14	17
	\$250 to \$499.9	40	9	11
	\$100 to \$249.9	88	5	6
	\$50 to \$99.9	60	3	3
	\$25 to \$49.9	28	2	2
	\$10 to \$24.9	11	1	2
	\$5 to \$9.9	3	2	2
	Less than \$5	1	3	3
	All		268	5
Family	\$2,000 or More	1	92	92
	\$1,000 to \$1,999.9	6	25	25
	\$750 to \$999.9	8	7	16
	\$500 to \$749.9	9	10	9
	\$250 to \$499.9	34	6	7
	\$100 to \$249.9	46	4	5
	\$50 to \$99.9	28	3	3
	\$25 to \$49.9	24	2	3
	\$10 to \$24.9	22	1	2
	\$5 to \$9.9	3	1	1
	Less than \$5	8	1	2
	All		189	4
All	\$2,000 or More	13	58	56
	\$1,000 to \$1,999.9	9	24	26
	\$750 to \$999.9	12	17	25
	\$500 to \$749.9	27	11	14
	\$250 to \$499.9	74	8	9
	\$100 to \$249.9	134	5	6
	\$50 to \$99.9	88	3	3
	\$25 to \$49.9	52	2	3
	\$10 to \$24.9	33	1	2
	\$5 to \$9.9	6	2	2
	Less than \$5	9	1	2
	All		457	4

¹Not all respondents reported number of staff.

²Staffing totals as of 1/1/2022.

In prior years, these data were summarized in a footnote to the previous table.

Table 2.4 Average Size of Private Foundation Respondents' Full-Time Staff¹ Excluding Larger-Staffed Grantmakers by Grantmaker Type and Asset Group, 2022²

Grantmaker Type	Asset Group (in Millions)	Fewer than 50 Full-time Staff		
		No. of Grantmakers	Median Staff Size	Mean Staff Size
Independent	\$2,000 or More	5	35	28
	\$1,000 to \$1,999.9	2	20	20
	\$750 to \$999.9	2	28	28
	\$500 to \$749.9	17	13	14
	\$250 to \$499.9	40	9	11
	\$100 to \$249.9	88	5	6
	\$50 to \$99.9	60	3	3
	\$25 to \$49.9	28	2	2
	\$10 to \$24.9	11	1	2
	\$5 to \$9.9	3	2	2
	Less than \$5	1	3	3
	All		257	5
Family	\$2,000 or More	0	*	*
	\$1,000 to \$1,999.9	6	25	25
	\$750 to \$999.9	7	7	11
	\$500 to \$749.9	9	10	9
	\$250 to \$499.9	34	6	7
	\$100 to \$249.9	46	4	5
	\$50 to \$99.9	28	3	3
	\$25 to \$49.9	24	2	3
	\$10 to \$24.9	22	1	2
	\$5 to \$9.9	3	1	1
	Less than \$5	8	1	2
	All		187	3
All	\$2,000 or More	5	35	28
	\$1,000 to \$1,999.9	8	22	23
	\$750 to \$999.9	9	7	15
	\$500 to \$749.9	26	11	12
	\$250 to \$499.9	74	8	9
	\$100 to \$249.9	134	5	6
	\$50 to \$99.9	88	3	3
	\$25 to \$49.9	52	2	3
	\$10 to \$24.9	33	1	2
	\$5 to \$9.9	6	2	2
	Less than \$5	9	1	2
	All		444	4

¹Not all respondents reported number of staff.

²Staffing totals as of 1/1/2022.

In prior years, these data were summarized in a footnote to the previous table.

*Insufficient data.

Table 2.5 Size of Respondents' Part-Time Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Part-Time Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
Community	\$2,000 or More	20	2.2	6	1.3	3	3
	\$1,000 to \$1,999.9	16	1.8	8	1.7	2	2
	\$750 to \$999.9	33	3.6	11	2.4	1	3
	\$500 to \$749.9	38	4.2	8	1.7	2	5
	\$250 to \$499.9	35	3.9	14	3.0	2	3
	\$100 to \$249.9	99	10.9	49	10.6	1	2
	\$50 to \$99.9	90	9.9	50	10.8	1	2
	\$25 to \$49.9	63	7.0	35	7.6	1	2
	\$10 to \$24.9	57	6.3	33	7.2	1	2
	\$5 to \$9.9	1	0.1	1	0.2	1	1
	Less than \$5	12	1.3	8	1.7	1	2
All		464	51.3	223	48.4	1	2
Corporate	\$12 or More	2	0.2	2	0.4	1	1
	\$6 to \$11.9	2	0.2	2	0.4	1	1
	\$1 to \$5.9	2	0.2	2	0.4	1	1
	Less than \$1	*	*	0	0.0	*	*
	All	6	0.7	6	1.3	1	1
Private	\$2,000 or More	11	1.2	6	1.3	2	2
	\$1,000 to \$1,999.9	4	0.4	3	0.7	1	1
	\$750 to \$999.9	10	1.1	6	1.3	2	2
	\$500 to \$749.9	10	1.1	7	1.5	1	1
	\$250 to \$499.9	47	5.2	27	5.9	1	2
	\$100 to \$249.9	90	9.9	46	10.0	1	2
	\$50 to \$99.9	48	5.3	35	7.6	1	1
	\$25 to \$49.9	40	4.4	17	3.7	1	2
	\$10 to \$24.9	25	2.8	21	4.6	1	1
	\$5 to \$9.9	7	0.8	7	1.5	1	1
	Less than \$5	5	0.6	3	0.7	1	2
All	297	32.8	178	38.6	1	2	
Family	\$2,000 or More	3	0.3	2	0.4	2	2
	\$1,000 to \$1,999.9	2	0.2	2	0.4	1	1
	\$750 to \$999.9	5	0.6	3	0.7	2	2
	\$500 to \$749.9	5	0.6	4	0.9	1	1
	\$250 to \$499.9	26	2.9	11	2.4	1	2
	\$100 to \$249.9	24	2.7	13	2.8	1	2
	\$50 to \$99.9	17	1.9	13	2.8	1	1
	\$25 to \$49.9	18	2.0	8	1.7	1	2
	\$10 to \$24.9	18	2.0	16	3.5	1	1
	\$5 to \$9.9	3	0.3	3	0.7	1	1
	Less than \$5	4	0.4	2	0.4	2	2
All	125	13.8	77	16.7	1	2	

Table 2.5 (Continued) Size of Respondents' Part-Time Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Part-Time Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
Independent	\$2,000 or More	8	0.9	4	0.9	2	2
	\$1,000 to \$1,999.9	2	0.2	1	0.2	2	2
	\$750 to \$999.9	5	0.6	3	0.7	1	2
	\$500 to \$749.9	5	0.6	3	0.7	1	2
	\$250 to \$499.9	21	2.3	16	3.5	1	1
	\$100 to \$249.9	66	7.3	33	7.2	2	2
	\$50 to \$99.9	31	3.4	22	4.8	1	1
	\$25 to \$49.9	22	2.4	9	2.0	1	2
	\$10 to \$24.9	7	0.8	5	1.1	1	1
	\$5 to \$9.9	4	0.4	4	0.9	1	1
	Less than \$5	1	0.1	1	0.2	1	1
All		172	19.0	101	21.9	1	2
Operating	\$1,000 or More	*	*	0	0.0	*	*
	\$750 to \$999.9	2	0.2	2	0.4	1	1
	\$500 to \$749.9	*	*	0	0.0	*	*
	\$250 to \$499.9	8	0.9	3	0.7	3	3
	\$100 to \$249.9	11	1.2	5	1.1	1	2
	\$25 to \$99.9	*	*	0	0.0	*	*
	\$10 to \$24.9	1	0.1	1	0.2	1	1
	Less than \$10	*	*	0	0.0	*	*
All		22	2.4	11	2.4	1	2
Public	\$2,000 or More	*	*	0	0.0	*	*
	\$1,000 to \$1,999.9	2	0.2	2	0.4	1	1
	\$750 to \$999.9	1	0.1	1	0.2	1	1
	\$500 to \$749.9	6	0.7	3	0.7	2	2
	\$250 to \$499.9	4	0.4	3	0.7	1	1
	\$100 to \$249.9	54	6.0	8	1.7	2	7
	\$50 to \$99.9	5	0.6	4	0.9	1	1
	\$25 to \$49.9	7	0.8	3	0.7	3	2
	\$10 to \$24.9	7	0.8	5	1.1	1	1
	\$5 to \$9.9	2	0.2	2	0.4	1	1
	Less than \$5	21	2.3	8	1.7	2	3
All		109	12.0	39	8.5	1	3
Other	\$2,000 or More	*	*	0	0.0	*	*
	\$1,000 to \$1,999.9	2	0.2	1	0.2	2	2
	\$50 to \$999.9	*	*	0	0.0	*	*
	\$25 to \$49.9	2	0.2	1	0.2	2	2
	\$5 to \$24.9	*	*	0	0.0	*	*
	Less than \$5	3	0.3	2	0.4	2	2
All		7	0.8	4	0.9	2	2

Table 2.5 (Continued) Size of Respondents' Part-Time Staff¹ by Grantmaker Type and Asset or Grants Group, 2022²

Grantmaker Type	Asset or Grants Group (in Millions) ³	Total Reported Part-Time Staff					
		No. of Staff	Percent of Staff	No. of Grantmakers	Percent of Grantmakers	Median Staff Size	Mean Staff Size
All	\$2,000 or More	31	3.4	12	2.6	2	3
	\$1,000 to \$1,999.9	24	2.7	14	3.0	2	2
	\$750 to \$999.9	46	5.1	20	4.3	1	2
	\$500 to \$749.9	54	6.0	18	3.9	2	3
	\$250 to \$499.9	96	10.6	49	10.6	1	2
	\$100 to \$249.9	254	28.1	108	23.4	1	2
	\$50 to \$99.9	143	15.8	89	19.3	1	2
	\$25 to \$49.9	114	12.6	58	12.6	1	2
	\$10 to \$24.9	91	10.1	61	13.2	1	1
	\$5 to \$9.9	10	1.1	10	2.2	1	1
	Less than \$5	42	4.6	22	4.8	1	2
	All		905	100.0	461	100.0	1

¹Not all respondents reported number of staff.

²Staffing totals as of 1/1/2022.

³Corporate grantmakers are grouped by reported grant dollars. Includes respondents reporting having part-time staff.

*Insufficient data.

Table 2.6 Median Number of Full-Time Staff¹ by Grantmaker Type and Asset Group,² 2022³

Grantmaker Type	Asset Group (in Millions)										All
	\$5,000 or More	\$1,000 to \$1,999.9	\$500 to \$999.9	\$250 to \$499.9	\$100 to \$249.9	\$50 to \$99.9	\$25 to \$49.9	\$10 to \$24.9	\$5 to \$9.9	Less than \$5	
Community	77	51	29	18	10	5	4	2	2	1	7
Corporate	*	*	1	11	19	5	3	1	*	2	4
Private	91	24	11	8	5	3	2	1	2	1	4
Family	122	25	8	6	4	3	2	1	1	1	4
Independent	76	20	16	9	5	3	2	1	2	3	5
Operating	21	*	49	24	10	3	1	8	9	9	10
Public	*	10	18	19	7	6	8	13	7	6	9
Other	211	40	17	*	6	*	18	5	*	18	7
All	87	35	17	11	7	4	3	2	2	3	5

¹Not all respondents reported number of full-time staff; some respondents reported having no paid staff.

²Some corporate grantmakers did not have asset values to report and are not included.

³Staffing totals as of 1/1/2022.

*Insufficient data.

Table 2.7 Median Number of Part-Time Staff¹ by Grantmaker Type and Asset Group,² 2022³

Grantmaker Type	Asset Group (in Millions)										All
	\$5,000 or More	\$1,000 to \$1,999.9	\$500 to \$999.9	\$250 to \$499.9	\$100 to \$249.9	\$50 to \$99.9	\$25 to \$49.9	\$10 to \$24.9	\$5 to \$9.9	Less than \$5	
Community	3	2	1	2	1	1	1	1	1	1	1
Corporate	*	*	*	1	*	*	1	1	*	1	1
Private	2	1	1	1	1	1	1	1	1	1	1
Family	2	1	1	1	1	1	1	1	1	2	1
Independent	2	2	1	1	2	1	1	1	1	1	1
Operating	*	*	1	3	1	*	*	1	*	*	1
Public	*	1	2	1	2	1	3	1	1	2	1
Other	*	2	*	*	*	*	2	*	*	2	2
All	2	2	1	1	1	1	1	1	1	1	1

¹Not all respondents reported number of part-time staff; some respondents reported having no paid staff.

²Some corporate grantmakers did not have asset values to report and are not included.

³Staffing totals as of 1/1/2022.

*Insufficient data.

Staff Demographics — Gender

Table 2.8 Gender of the Full-Time Staff Reported by Grantmaker Type, Asset Group,¹ Region,² and Total Paid Staff, 2022³

Group	Gender						Total
	Female		Male		Nonbinary		
	%	N	%	N	%	N	
Grantmaker Type							
Community	79.2	3,197	20.4	825	0.3	13	4,035
Corporate	84.1	58	14.5	10	1.4	1	69
Private	74.7	3,160	25.1	1,061	0.3	11	4,232
Family	77.0	960	22.5	280	0.6	7	1,247
Independent	73.7	2,200	26.2	781	0.1	4	2,985
Operating	73.5	222	26.5	80	0.0	0	302
Public	75.5	828	22.8	250	1.6	18	1,096
Other	77.1	155	22.4	45	0.5	1	201
Asset Group (in Millions)							
\$5,000 or More	75.3	691	24.6	226	0.1	1	918
\$2,000 to \$4,999.9	72.9	820	26.8	301	0.4	4	1,125
\$1,000 to \$1,999.9	74.2	590	25.3	201	0.5	4	795
\$750 to \$999.9	76.8	529	23.2	160	0.0	0	689
\$500 to \$749.9	77.4	507	22.3	146	0.3	2	655
\$250 to \$499.9	76.2	1,110	23.6	343	0.2	3	1,456
\$100 to \$249.9	77.0	1,644	22.8	486	0.2	4	2,134
\$50 to \$99.9	81.1	709	18.5	162	0.3	3	874
\$25 to \$49.9	77.4	492	20.1	128	2.5	16	636
\$10 to \$24.9	79.6	324	19.4	79	1.0	4	407
\$5 to \$9.9	78.9	56	19.7	14	1.4	1	71
Less than \$5	84.6	148	14.3	25	1.1	2	175
U.S. Census Region							
Midwest	77.7	2,252	22.1	642	0.2	5	2,899
Northeast	75.0	2,039	24.2	657	0.9	24	2,720
South	78.2	1,827	21.7	508	0.0	1	2,336
West	76.1	1,484	23.2	453	0.7	14	1,951
Staff Size							
20 or More	75.3	4,022	24.2	1,292	0.5	25	5,339
10 to 19	77.0	1,540	22.7	455	0.3	6	2,001
6 to 9	79.2	1,116	20.4	287	0.4	6	1,409
3 to 5	79.8	745	19.6	183	0.6	6	934
1 to 2	78.2	197	21.4	54	0.4	1	252
All	76.7	7,620	22.9	2,271	0.4	44	9,935

¹Some corporate grantmakers did not have asset values to report and are not included.

²One responding organization is located outside of U.S. Census regions.

³Data as of 2/1/2022.

Includes respondents reporting paid full-time staff gender.

Table 2.9 Gender of the Full-Time Staff Reported by Type of Staff and Grantmaker Type, 2022¹

Type of Staff	Grantmaker Type	Gender						Total
		Female		Male		Nonbinary		
		%	N	%	N	%	N	
Professional	Community	77.0	2,436	22.8	721	0.2	5	3,162
	Corporate	85.0	51	13.3	8	1.7	1	60
	Private	72.8	2,571	27.0	953	0.3	10	3,534
	Family	75.7	828	23.8	260	0.5	6	1,094
	Independent	71.4	1,743	28.4	693	0.2	4	2,440
	Operating	71.5	171	28.5	68	0.0	0	239
	Public	73.4	661	25.0	225	1.6	14	900
	Other	77.2	129	22.8	38	0.0	0	167
	All	74.7	6,019	25.0	2,013	0.4	30	8,062
Chief Executive Officer/President	Community	64.2	219	35.8	122	0.0	0	341
	Corporate	80.0	4	20.0	1	0.0	0	5
	Private	59.8	250	40.2	168	0.0	0	418
	Family	64.2	104	35.8	58	0.0	0	162
	Independent	57.0	146	43.0	110	0.0	0	256
	Operating	47.4	9	52.6	10	0.0	0	19
	Public	62.3	48	36.4	28	1.3	1	77
	Other	73.3	11	26.7	4	0.0	0	15
	All	61.8	541	38.1	333	0.1	1	875
Program Officer	Community	79.0	256	21.0	68	0.0	0	324
	Corporate	91.7	11	8.3	1	0.0	0	12
	Private	76.1	423	23.4	130	0.5	3	556
	Family	77.6	156	20.9	42	1.5	3	201
	Independent	75.2	267	24.8	88	0.0	0	355
	Operating	73.0	27	27.0	10	0.0	0	37
	Public	71.3	87	25.4	31	3.3	4	122
	Other	76.7	23	23.3	7	0.0	0	30
	All	76.5	827	22.8	247	0.6	7	1,081
Administrative	Community	87.2	761	11.9	104	0.9	8	873
	Corporate	77.8	7	22.2	2	0.0	0	9
	Private	84.4	589	15.5	108	0.1	1	698
	Family	86.3	132	13.1	20	0.7	1	153
	Independent	83.9	457	16.1	88	0.0	0	545
	Operating	81.0	51	19.0	12	0.0	0	63
	Public	85.2	167	12.8	25	2.0	4	196
	Other	76.5	26	20.6	7	2.9	1	34
	All	85.5	1,601	13.8	258	0.7	14	1,873
All	76.7	7,620	22.9	2,271	0.4	44	9,935	

¹Data as of 2/1/2022.
Includes respondents reporting paid full-time staff gender.

Table 2.10 Gender of the Full-Time Staff Reported by Type of Staff and Corporate Grantmaker Type, 2022¹

Type of Staff	Corporate Grantmaker Type	Gender						Total	
		Female		Male		Nonbinary			
		%	N	%	N	%	N		
Professional	Corporate Foundation	84.1	37	13.6	6	2.3	1	44	
	Direct Giving Program	85.7	12	14.3	2	0.0	0	14	
	Combination of Both	100.0	2	0.0	0	0.0	0	2	
	All	85.0	51	13.3	8	1.7	1	60	
Chief Executive Officer/President	Corporate Foundation	75.0	3	25.0	1	0.0	0	4	
	Direct Giving Program	100.0	1	0.0	0	0.0	0	1	
	Combination of Both	*	*	*	*	*	*	0	
	All	80.0	4	20.0	1	0.0	0	5	
Program Officer	Corporate Foundation	87.5	7	12.5	1	0.0	0	8	
	Direct Giving Program	100.0	4	0.0	0	0.0	0	4	
	Combination of Both	*	*	*	*	*	*	0	
	All	91.7	11	8.3	1	0.0	0	12	
Administrative	Corporate Foundation	83.3	5	16.7	1	0.0	0	6	
	Direct Giving Program	66.7	2	33.3	1	0.0	0	3	
	Combination of Both	*	*	*	*	*	*	0	
	All	77.8	7	22.2	2	0.0	0	9	
All			84.1	58	14.5	10	1.4	1	69

¹Data as of 2/1/2022.

Includes respondents reporting paid full-time staff gender.

*Insufficient data.

Table 2.11 Gender of the Full-Time Staff Reported by Professional or Administrative Position, 2022¹

Position	Gender						Total
	Female		Male		Nonbinary		
	%	N	%	N	%	N	
Professional	74.7	6,019	25.0	2,013	0.4	30	8,062
Chief Executive Officer/President	61.8	541	38.1	333	0.1	1	875
Associate Director/Executive Vice President	71.3	117	28.7	47	0.0	0	164
Vice President (Administration)	82.0	109	17.3	23	0.8	1	133
General Counsel	72.7	32	27.3	12	0.0	0	44
Chief Financial Officer/Treasurer	59.9	211	40.1	141	0.0	0	352
Controller	79.6	214	20.4	55	0.0	0	269
Chief Investment Officer	21.7	10	78.3	36	0.0	0	46
Director of Impact Investing	58.2	32	41.8	23	0.0	0	55
Assistant Treasurer	73.3	22	26.7	8	0.0	0	30
Accountant	77.5	272	22.2	78	0.3	1	351
Vice President (Programs)	73.2	232	26.8	85	0.0	0	317
Program Director	72.8	530	26.9	196	0.3	2	728
Senior Program Officer	72.8	391	27.2	146	0.0	0	537
Program Officer	76.5	827	22.8	247	0.6	7	1,081
Program Associate	83.4	528	15.0	95	1.6	10	633
Vice President or Chief Development/Advancement Officer	75.7	140	24.3	45	0.0	0	185
Director of Donor Services/Donor Services Officer	81.6	222	18.4	50	0.0	0	272
Director of Gift Planning/Gift Planning Officer	74.8	80	25.2	27	0.0	0	107
Director of Communications	80.7	267	19.0	63	0.3	1	331
Research Director	71.9	46	28.1	18	0.0	0	64
Chief Technology Officer	31.8	21	68.2	45	0.0	0	66
Technology Professional	41.2	77	58.8	110	0.0	0	187
Office Manager	89.2	214	10.4	25	0.4	1	240
Librarian	76.5	13	23.5	4	0.0	0	17
Grants Manager/Administrator	86.1	353	13.4	55	0.5	2	410
Director of Human Resources	84.3	59	15.7	11	0.0	0	70
Human Resources Professional	83.7	87	16.3	17	0.0	0	104
Executive Assistant	94.4	372	4.6	18	1.0	4	394
Administrative	85.5	1,601	13.8	258	0.7	14	1,873
Accounting Clerk	83.3	150	16.7	30	0.0	0	180
Program Assistant	84.6	286	14.8	50	0.6	2	338
Donor Service/Development/Advancement Assistant	91.5	248	7.7	21	0.7	2	271
Communications Associate	76.1	235	22.7	70	1.3	4	309
Research Associate	75.0	63	25.0	21	0.0	0	84
Grants Management Assistant	82.4	131	16.4	26	1.3	2	159
Administrative Assistant	92.7	417	6.7	30	0.7	3	450
Receptionist	86.6	71	12.2	10	1.2	1	82
All	76.7	7,620	22.9	2,271	0.4	44	9,935

¹Data as of 2/1/2022.

Includes respondents reporting paid full-time staff gender.

Staff Demographics — Race/Ethnicity

Table 2.12 Percent and Number of White and Minority Full-Time Staff Reported by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022²

Group	Race/Ethnicity				Total
	White %	White N	Minority %	Minority N	
Grantmaker Type					
Community	76.7	3,023	23.3	920	3,943
Corporate	66.7	46	33.3	23	69
Private	64.2	2,530	35.8	1,413	3,943
Family	67.0	812	33.0	400	1,212
Independent	62.9	1,718	37.1	1,013	2,731
Operating	61.6	175	38.4	109	284
Public	64.7	615	35.3	336	951
Other	61.8	123	38.2	76	199
Asset Group (in Millions)					
\$5,000 or More	56.6	518	43.4	398	916
\$2,000 to \$4,999.9	59.2	567	40.8	391	958
\$1,000 to \$1,999.9	66.1	510	33.9	261	771
\$750 to \$999.9	66.3	431	33.7	219	650
\$500 to \$749.9	71.7	418	28.3	165	583
\$250 to \$499.9	72.6	1,055	27.4	399	1,454
\$100 to \$249.9	76.5	1,494	23.5	459	1,953
\$50 to \$99.9	80.7	678	19.3	162	840
\$25 to \$49.9	66.3	414	33.7	210	624
\$10 to \$24.9	71.1	280	28.9	114	394
\$5 to \$9.9	57.7	41	42.3	30	71
Less than \$5	60.6	106	39.4	69	175
U.S. Census Region					
Midwest	76.3	2,151	23.7	667	2,818
Northeast	63.2	1,672	36.8	975	2,647
South	73.3	1,565	26.7	571	2,136
West	63.9	1,124	36.1	635	1,759
Staff Size					
20 or More	62.2	3,037	37.8	1,845	4,882
10 to 19	72.8	1,415	27.2	529	1,944
6 to 9	77.0	1,075	23.0	321	1,396
3 to 5	82.9	764	17.1	158	922
1 to 2	90.2	221	9.8	24	245
All	69.4	6,512	30.6	2,877	9,389

¹One responding organization is located outside of U.S. Census regions.

²Data as of 2/1/2022.

Includes respondents reporting paid full-time staff race/ethnicity.

Table 2.13 Race/Ethnicity of the Full-Time Staff Reported by Grantmaker Type and Asset or Grant Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Race/Ethnicity																		Total
		White		Black		Hispanic		Asian		Pacific Islander/Hawaiian		American Indian/AK Native		Middle Eastern or North African		Bi- or Multi-Racial		Other		
		%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Community	\$5,000 or More	80.0	64	10.0	8	3.8	3	3.8	3	0.0	0	0.0	0	0.0	0	2.5	2	0.0	0	80
	\$2,000 to \$4,999.9	66.5	264	15.1	60	8.3	33	7.1	28	0.3	1	0.5	2	0.0	0	2.3	9	0.0	0	397
	\$1,000 to \$1,999.9	68.9	353	13.9	71	8.4	43	4.9	25	0.0	0	0.0	0	0.0	0	3.9	20	0.0	0	512
	\$750 to \$999.9	67.0	195	20.3	59	6.5	19	2.7	8	1.0	3	0.0	0	0.7	2	1.0	3	0.7	2	291
	\$500 to \$749.9	71.5	173	17.8	43	6.6	16	2.5	6	0.4	1	0.0	0	0.0	0	0.4	1	0.8	2	242
	\$250 to \$499.9	78.8	465	11.2	66	6.1	36	1.4	8	0.2	1	0.0	0	0.3	2	1.2	7	0.8	5	590
	\$100 to \$249.9	83.0	757	5.4	49	4.4	40	1.4	13	0.3	3	0.2	2	0.8	7	3.3	30	1.2	11	912
	\$50 to \$99.9	81.6	382	9.6	45	5.3	25	0.2	1	0.9	4	0.0	0	0.2	1	2.1	10	0.0	0	468
	\$25 to \$49.9	76.5	202	3.0	8	5.3	14	1.9	5	0.8	2	0.8	2	0.4	1	0.8	2	10.6	28	264
	\$10 to \$24.9	89.5	119	1.5	2	0.8	1	0.0	0	0.8	1	5.3	7	0.0	0	2.3	3	0.0	0	133
	\$5 to \$9.9	100.0	12	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	12
	Less than \$5	88.1	37	4.8	2	2.4	1	4.8	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	42
	All	76.7	3,023	10.5	413	5.9	231	2.5	99	0.4	16	0.3	13	0.3	13	2.2	87	1.2	48	3,943
Corporate	\$12 or More	58.1	25	20.9	9	14.0	6	7.0	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	43
	\$6 to \$11.9	80.0	12	0.0	0	13.3	2	0.0	0	6.7	1	0.0	0	0.0	0	0.0	0	0.0	0	15
	\$1 to \$5.9	81.8	9	0.0	0	18.2	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	11
	Less than \$1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	All	66.7	46	13.0	9	14.5	10	4.3	3	1.4	1	0.0	0	0.0	0	0.0	0	0.0	0	69

Table 2.13 (Continued) Race/Ethnicity of the Full-Time Staff Reported by Grantmaker Type and Asset or Grant Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Race/Ethnicity																		Total
		White		Black		Hispanic		Asian		Pacific Islander/Hawaiian		American Indian/AK Native		Middle Eastern or North African		Bi- or Multi-Racial		Other		
		%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Private	\$5,000 or More	54.0	442	16.6	136	11.1	91	12.7	104	0.5	4	0.9	7	0.0	0	4.0	33	0.2	2	819
	\$2,000 to \$4,999.9	54.0	303	19.8	111	9.1	51	9.4	53	0.4	2	0.4	2	0.9	5	3.4	19	2.7	15	561
	\$1,000 to \$1,999.9	54.8	102	18.3	34	12.4	23	9.7	18	0.0	0	0.0	0	1.6	3	3.2	6	0.0	0	186
	\$750 to \$999.9	63.6	173	11.0	30	8.5	23	8.8	24	1.1	3	1.5	4	1.1	3	4.0	11	0.4	1	272
	\$500 to \$749.9	72.0	193	13.8	37	4.9	13	3.7	10	0.7	2	1.9	5	0.0	0	1.9	5	1.1	3	268
	\$250 to \$499.9	68.4	400	11.3	66	10.8	63	5.0	29	0.7	4	0.9	5	0.3	2	1.9	11	0.9	5	585
	\$100 to \$249.9	71.1	529	13.8	103	6.3	47	4.6	34	0.7	5	0.7	5	0.1	1	1.9	14	0.8	6	744
	\$50 to \$99.9	79.3	214	6.7	18	7.0	19	3.7	10	0.7	2	0.0	0	0.0	0	2.2	6	0.4	1	270
	\$25 to \$49.9	68.5	98	13.3	19	7.0	10	5.6	8	0.7	1	0.7	1	2.1	3	2.1	3	0.0	0	143
	\$10 to \$24.9	84.1	53	11.1	7	1.6	1	1.6	1	0.0	0	0.0	0	0.0	0	1.6	1	0.0	0	63
	\$5 to \$9.9	80.0	8	10.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	10.0	1	0.0	0	10
	Less than \$5	68.2	15	4.5	1	18.2	4	0.0	0	0.0	0	0.0	0	0.0	0	9.1	2	0.0	0	22
	All	64.2	2,530	14.3	563	8.7	345	7.4	291	0.6	23	0.7	29	0.4	17	2.8	112	0.8	33	3,943
Family	\$5,000 or More	65.9	91	8.0	11	10.1	14	10.1	14	0.0	0	0.0	0	0.0	0	5.8	8	0.0	0	138
	\$2,000 to \$4,999.9	55.7	68	20.5	25	3.3	4	4.1	5	0.0	0	0.8	1	0.0	0	3.3	4	12.3	15	122
	\$1,000 to \$1,999.9	49.0	50	16.7	17	14.7	15	12.7	13	0.0	0	0.0	0	2.9	3	3.9	4	0.0	0	102
	\$750 to \$999.9	60.3	76	7.1	9	8.7	11	8.7	11	0.8	1	3.2	4	1.6	2	8.7	11	0.8	1	126
	\$500 to \$749.9	79.4	54	8.8	6	2.9	2	5.9	4	0.0	0	0.0	0	0.0	0	2.9	2	0.0	0	68
	\$250 to \$499.9	72.3	154	11.3	24	5.6	12	6.1	13	0.5	1	1.4	3	0.5	1	1.9	4	0.5	1	213
	\$100 to \$249.9	72.0	152	12.3	26	6.2	13	5.7	12	0.0	0	0.5	1	0.0	0	1.9	4	1.4	3	211
	\$50 to \$99.9	81.0	64	5.1	4	6.3	5	2.5	2	1.3	1	0.0	0	0.0	0	2.5	2	1.3	1	79
	\$25 to \$49.9	58.8	50	16.5	14	9.4	8	8.2	7	1.2	1	1.2	1	3.5	3	1.2	1	0.0	0	85
	\$10 to \$24.9	80.4	37	15.2	7	2.2	1	2.2	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	46
	\$5 to \$9.9	75.0	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	25.0	1	0.0	0	4
	Less than \$5	72.2	13	5.6	1	22.2	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	18
	All	67.0	812	11.9	144	7.3	89	6.8	82	0.3	4	0.8	10	0.7	9	3.4	41	1.7	21	1,212

Table 2.13 (Continued) Race/Ethnicity of the Full-Time Staff Reported by Grantmaker Type and Asset or Grant Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Race/Ethnicity																		Total
		White		Black		Hispanic		Asian		Pacific Islander/Hawaiian		American Indian/AK Native		Middle Eastern or North African		Bi- or Multi-Racial		Other		
		%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Independent	\$5,000 or More	51.5	351	18.4	125	11.3	77	13.2	90	0.6	4	1.0	7	0.0	0	3.7	25	0.3	2	681
	\$2,000 to \$4,999.9	53.5	235	19.6	86	10.7	47	10.9	48	0.5	2	0.2	1	1.1	5	3.4	15	0.0	0	439
	\$1,000 to \$1,999.9	61.9	52	20.2	17	9.5	8	6.0	5	0.0	0	0.0	0	0.0	0	2.4	2	0.0	0	84
	\$750 to \$999.9	66.4	97	14.4	21	8.2	12	8.9	13	1.4	2	0.0	0	0.7	1	0.0	0	0.0	0	146
	\$500 to \$749.9	69.5	139	15.5	31	5.5	11	3.0	6	1.0	2	2.5	5	0.0	0	1.5	3	1.5	3	200
	\$250 to \$499.9	66.1	246	11.3	42	13.7	51	4.3	16	0.8	3	0.5	2	0.3	1	1.9	7	1.1	4	372
	\$100 to \$249.9	70.7	377	14.4	77	6.4	34	4.1	22	0.9	5	0.8	4	0.2	1	1.9	10	0.6	3	533
	\$50 to \$99.9	78.5	150	7.3	14	7.3	14	4.2	8	0.5	1	0.0	0	0.0	0	2.1	4	0.0	0	191
	\$25 to \$49.9	82.8	48	8.6	5	3.4	2	1.7	1	0.0	0	0.0	0	0.0	0	3.4	2	0.0	0	58
	\$10 to \$24.9	94.1	16	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	5.9	1	0.0	0	17
	\$5 to \$9.9	83.3	5	16.7	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	6
	Less than \$5	50.0	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	50.0	2	0.0	0	4
	All	62.9	1,718	15.3	419	9.4	256	7.7	209	0.7	19	0.7	19	0.3	8	2.6	71	0.4	12	2,731
Operating	\$5,000 or More	70.6	12	0.0	0	11.8	2	17.6	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	17
	\$1,000 to \$4,999.9	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	\$750 to \$999.9	67.1	47	20.0	14	1.4	1	2.9	2	0.0	0	0.0	0	4.3	3	4.3	3	0.0	0	70
	\$500 to \$749.9	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
	\$250 to \$499.9	52.8	47	12.4	11	9.0	8	9.0	8	0.0	0	15.7	14	0.0	0	0.0	0	1.1	1	89
	\$100 to \$249.9	69.4	43	9.7	6	4.8	3	12.9	8	0.0	0	1.6	1	0.0	0	0.0	0	1.6	1	62
	\$50 to \$99.9	83.3	5	16.7	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	6
	\$25 to \$49.9	100.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1
	\$10 to \$24.9	47.6	10	0.0	0	9.5	2	33.3	7	0.0	0	0.0	0	0.0	0	0.0	0	9.5	2	21
	\$5 to \$9.9	50.0	4	25.0	2	12.5	1	12.5	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	8
	Less than \$5	60.0	6	20.0	2	10.0	1	10.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	10
	All	61.6	175	12.7	36	6.3	18	10.6	30	0.0	0	5.3	15	1.1	3	1.1	3	1.4	4	284

Table 2.13 (Continued) Race/Ethnicity of the Full-Time Staff Reported by Grantmaker Type and Asset or Grant Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Race/Ethnicity																		Total
		White		Black		Hispanic		Asian		Pacific Islander/Hawaiian		American Indian/AK Native		Middle Eastern or North African		Bi- or Multi-Racial		Other		
		%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Public	\$2,000 or More	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0
	\$1,000 to \$1,999.9	78.4	29	2.7	1	16.2	6	2.7	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	37
	\$750 to \$999.9	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0
	\$500 to \$749.9	70.8	51	13.9	10	8.3	6	2.8	2	1.4	1	1.4	1	0.0	0	0.0	0	1.4	1	72
	\$250 to \$499.9	79.0	128	9.9	16	7.4	12	0.6	1	0.6	1	0.0	0	1.2	2	0.6	1	0.6	1	162
	\$100 to \$249.9	69.2	139	9.5	19	10.9	22	5.5	11	0.0	0	1.5	3	0.0	0	3.5	7	0.0	0	201
	\$50 to \$99.9	79.3	73	4.3	4	9.8	9	5.4	5	0.0	0	1.1	1	0.0	0	0.0	0	0.0	0	92
	\$25 to \$49.9	47.2	67	16.2	23	16.2	23	7.0	10	0.0	0	0.7	1	2.8	4	5.6	8	4.2	6	142
	\$10 to \$24.9	56.3	81	17.4	25	9.7	14	5.6	8	2.8	4	2.8	4	2.1	3	3.5	5	0.0	0	144
	\$5 to \$9.9	41.5	17	22.0	9	7.3	3	24.4	10	0.0	0	0.0	0	2.4	1	2.4	1	0.0	0	41
	Less than \$5	50.0	30	16.7	10	16.7	10	3.3	2	0.0	0	0.0	0	5.0	3	8.3	5	0.0	0	60
All	64.7	615	12.3	117	11.0	105	5.3	50	0.6	6	1.1	10	1.4	13	2.8	27	0.8	8	951	
Other	\$2,000 or More	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0	
	\$1,000 to \$1,999.9	72.2	26	16.7	6	8.3	3	0.0	0	0.0	0	0.0	0	0.0	0	2.8	1	0.0	0	36
	\$750 to \$999.9	94.1	16	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	5.9	1	17
	\$250 to \$749.9	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0
	\$100 to \$249.9	84.2	16	10.5	2	0.0	0	5.3	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	19
	\$50 to \$99.9	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0
	\$25 to \$49.9	57.9	33	22.8	13	8.8	5	8.8	5	0.0	0	0.0	0	0.0	0	1.8	1	0.0	0	57
	\$10 to \$24.9	50.0	16	9.4	3	6.3	2	18.8	6	0.0	0	3.1	1	3.1	1	3.1	1	6.3	2	32
	\$5 to \$9.9	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0
	Less than \$5	42.1	16	5.3	2	13.2	5	28.9	11	5.3	2	2.6	1	2.6	1	0.0	0	0.0	0	38
	All	61.8	123	13.1	26	7.5	15	11.6	23	1.0	2	1.0	2	1.0	2	1.5	3	1.5	3	199

Table 2.13 (Continued) Race/Ethnicity of the Full-Time Staff Reported by Grantmaker Type and Asset or Grant Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Race/Ethnicity																		Total
		White		Black		Hispanic		Asian		Pacific Islander/Hawaiian		American Indian/AK Native		Middle Eastern or North African		Bi- or Multi-Racial		Other		
		%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
All	\$5,000 or More	56.6	518	15.7	144	10.5	96	12.0	110	0.4	4	0.8	7	0.0	0	3.8	35	0.2	2	916
	\$2,000 to \$4,999.9	59.2	567	17.8	171	8.8	84	8.5	81	0.3	3	0.4	4	0.5	5	2.9	28	1.6	15	958
	\$1,000 to \$1,999.9	66.1	510	14.5	112	9.7	75	5.7	44	0.0	0	0.0	0	0.4	3	3.5	27	0.0	0	771
	\$750 to \$999.9	66.3	431	15.8	103	6.6	43	5.2	34	0.9	6	0.6	4	1.2	8	2.6	17	0.6	4	650
	\$500 to \$749.9	71.7	418	15.4	90	6.0	35	3.1	18	0.7	4	1.0	6	0.0	0	1.0	6	1.0	6	583
	\$250 to \$499.9	72.6	1,055	11.5	167	8.5	123	3.2	47	0.4	6	1.3	19	0.4	6	1.3	19	0.8	12	1,454
	\$100 to \$249.9	76.5	1,494	9.2	180	5.8	114	3.5	69	0.4	8	0.6	11	0.4	8	2.6	51	0.9	18	1,953
	\$50 to \$99.9	80.7	678	8.1	68	6.3	53	1.9	16	0.7	6	0.1	1	0.1	1	1.9	16	0.1	1	840
	\$25 to \$49.9	66.3	414	10.1	63	8.8	55	4.5	28	0.6	4	0.6	4	1.3	8	2.2	14	5.4	34	624
	\$10 to \$24.9	71.1	280	9.4	37	5.1	20	5.6	22	1.3	5	3.0	12	1.0	4	2.5	10	1.0	4	394
	\$5 to \$9.9	57.7	41	16.9	12	5.6	4	15.5	11	0.0	0	0.0	0	1.4	1	2.8	2	0.0	0	71
	Less than \$5	60.6	106	9.7	17	12.6	22	9.1	16	1.1	2	0.6	1	2.3	4	4.0	7	0.0	0	175
	All	69.4	6,512	12.4	1,164	7.7	724	5.3	496	0.5	48	0.7	69	0.5	48	2.5	232	1.0	96	9,389

¹Data as of 2/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting paid full-time staff race/ethnicity.

*Insufficient data.

Table 2.14 Percent and Number of White and Minority Full-Time Staff Reported by Type of Staff and Grantmaker Type, 2022¹

Type of Staff	Grantmaker Type	Race/Ethnicity				Total
		White		Minority		
		%	N	%	N	
Professional	Community	78.4	2,428	21.6	669	3,097
	Corporate	66.7	40	33.3	20	60
	Private	65.4	2,157	34.6	1,139	3,296
	Family	67.8	723	32.2	344	1,067
	Independent	64.3	1,434	35.7	795	2,229
	Operating	62.4	143	37.6	86	229
	Public	65.3	512	34.7	272	784
	Other	63.0	104	37.0	61	165
	All		70.6	5,384	29.4	2,247
Chief Executive Officer/President	Community	92.8	311	7.2	24	335
	Corporate	80.0	4	20.0	1	5
	Private	82.8	337	17.2	70	407
	Family	81.9	131	18.1	29	160
	Independent	83.4	206	16.6	41	247
	Operating	82.4	14	17.6	3	17
	Public	79.7	59	20.3	15	74
	Other	78.6	11	21.4	3	14
	All		86.4	736	13.6	116
Program Officer	Community	64.6	206	35.4	113	319
	Corporate	41.7	5	58.3	7	12
	Private	53.9	283	46.1	242	525
	Family	56.1	110	43.9	86	196
	Independent	52.6	173	47.4	156	329
	Operating	62.2	23	37.8	14	37
	Public	41.7	43	58.3	60	103
	Other	55.2	16	44.8	13	29
	All		56.2	576	43.8	449
Administrative	Community	70.3	595	29.7	251	846
	Corporate	66.7	6	33.3	3	9
	Private	57.7	373	42.3	274	647
	Family	61.4	89	38.6	56	145
	Independent	56.6	284	43.4	218	502
	Operating	58.2	32	41.8	23	55
	Public	61.7	103	38.3	64	167
	Other	55.9	19	44.1	15	34
	All		64.2	1,128	35.8	630
All		69.4	6,512	30.6	2,877	9,389

¹Data as of 2/1/2022.

Includes respondents reporting paid full-time staff race/ethnicity.

Table 2.15 Percent and Number of White and Minority Full-Time Staff Reported by Type of Staff and Corporate Grantmaker Type, 2022¹

Type of Staff	Corporate Grantmaker Type	Race/Ethnicity				Total
		White		Minority		
		%	N	%	N	
Professional	Corporate Foundation	65.9	29	34.1	15	44
	Direct Giving Program	64.3	9	35.7	5	14
	Combination of Both	100.0	2	0.0	0	2
	All	66.7	40	33.3	20	60
Chief Executive Officer/President	Corporate Foundation	75.0	3	25.0	1	4
	Direct Giving Program	100.0	1	0.0	0	1
	Combination of Both	*	*	*	*	0
	All	80.0	4	20.0	1	5
Program Officer	Corporate Foundation	25.0	2	75.0	6	8
	Direct Giving Program	75.0	3	25.0	1	4
	Combination of Both	*	*	*	*	0
	All	41.7	5	58.3	7	12
Administrative	Corporate Foundation	50.0	3	50.0	3	6
	Direct Giving Program	100.0	3	0.0	0	3
	Combination of Both	*	*	*	*	0
	All	66.7	6	33.3	3	9
All		66.7	46	33.3	23	69

¹Data as of 2/1/2022.

Includes corporate respondents reporting paid full-time staff race/ethnicity.

*Insufficient data.

Table 2.16 Percent and Number of White and Minority Full-Time Staff Reported by Professional or Administrative Position, 2022¹

Position	Race/Ethnicity				Total
	White		Minority		
	%	N	%	N	
Professional	70.6	5,384	29.4	2,247	7,631
Chief Executive Officer/President	86.4	736	13.6	116	852
Associate Director/Executive Vice President	83.6	133	16.4	26	159
Vice President (Administration)	74.8	98	25.2	33	131
General Counsel	74.4	32	25.6	11	43
Chief Financial Officer/Treasurer	84.2	287	15.8	54	341
Controller	80.9	208	19.1	49	257
Chief Investment Officer	90.9	40	9.1	4	44
Director of Impact Investing	59.3	32	40.7	22	54
Assistant Treasurer	62.1	18	37.9	11	29
Accountant	67.4	225	32.6	109	334
Vice President (Programs)	65.8	198	34.2	103	301
Program Director	63.3	414	36.7	240	654
Senior Program Officer	63.9	321	36.1	181	502
Program Officer	56.2	576	43.8	449	1,025
Program Associate	52.1	292	47.9	268	560
Vice President or Chief Development/Advancement Officer	91.0	161	9.0	16	177
Director of Donor Services/Donor Services Officer	83.5	217	16.5	43	260
Director of Gift Planning/Gift Planning Officer	84.9	90	15.1	16	106
Director of Communications	83.3	264	16.7	53	317
Research Director	71.0	44	29.0	18	62
Chief Technology Officer	71.0	44	29.0	18	62
Technology Professional	70.4	126	29.6	53	179
Office Manager	76.0	174	24.0	55	229
Librarian	88.2	15	11.8	2	17
Grants Manager/Administrator	73.3	293	26.8	107	400
Director of Human Resources	68.8	44	31.3	20	64
Human Resources Professional	54.7	52	45.3	43	95
Executive Assistant	66.3	250	33.7	127	377
Administrative	64.2	1,128	35.8	630	1,758
Accounting Clerk	60.1	98	39.9	65	163
Program Assistant	55.3	173	44.7	140	313
Donor Service/Development/Advancement Assistant	77.6	201	22.4	58	259
Communications Associate	74.0	216	26.0	76	292
Research Associate	65.4	53	34.6	28	81
Grants Management Assistant	61.2	90	38.8	57	147
Administrative Assistant	60.7	259	39.3	168	427
Receptionist	50.0	38	50.0	38	76
All	69.4	6,512	30.6	2,877	9,389

¹Data as of 2/1/2022.

Includes respondents reporting paid full-time staff race/ethnicity.

Table 2.17 Percent and Number of White and Minority Full-Time Staff Reported by Position Group, 2022¹

Position	Race/Ethnicity				Total
	White		Minority		
	%	N	%	N	
Executive	84.3	999	15.7	186	1,185
Chief Executive Officer/President	86.4	736	13.6	116	852
Associate Director/Executive Vice President	83.6	133	16.4	26	159
Vice President (Administration)	74.8	98	25.2	33	131
General Counsel	74.4	32	25.6	11	43
Finance	74.3	908	25.7	314	1,222
Chief Financial Officer/Treasurer	84.2	287	15.8	54	341
Controller	80.9	208	19.1	49	257
Chief Investment Officer	90.9	40	9.1	4	44
Director of Impact Investing	59.3	32	40.7	22	54
Assistant Treasurer	62.1	18	37.9	11	29
Accountant	67.4	225	32.6	109	334
Accounting Clerk	60.1	98	39.9	65	163
Program	58.8	1,974	41.2	1,381	3,355
Vice President (Programs)	65.8	198	34.2	103	301
Program Director	63.3	414	36.7	240	654
Senior Program Officer	63.9	321	36.1	181	502
Program Officer	56.2	576	43.8	449	1,025
Program Associate	52.1	292	47.9	268	560
Program Assistant	55.3	173	44.7	140	313
Advancement/Development	83.4	669	16.6	133	802
Vice President or Chief Development/Advancement Officer	91.0	161	9.0	16	177
Director of Donor Services/Donor Services Officer	83.5	217	16.5	43	260
Director of Gift Planning/Gift Planning Officer	84.9	90	15.1	16	106
Donor Service/Development/Advancement Assistant	77.6	201	22.4	58	259
Other Professional	72.5	1,306	27.5	496	1,802
Director of Communications	83.3	264	16.7	53	317
Research Director	71.0	44	29.0	18	62
Chief Technology Officer	71.0	44	29.0	18	62
Technology Professional	70.4	126	29.6	53	179
Office Manager	76.0	174	24.0	55	229
Librarian	88.2	15	11.8	2	17
Grants Manager/Administrator	73.3	293	26.8	107	400
Director of Human Resources	68.8	44	31.3	20	64
Human Resources Professional	54.7	52	45.3	43	95
Executive Assistant	66.3	250	33.7	127	377

Table 2.17 (Continued) Percent and Number of White and Minority Full-Time Staff Reported by Position Group, 2022¹

Position	Race/Ethnicity				Total
	White		Minority		
	%	N	%	N	
Other Administrative	64.1	656	35.9	367	1,023
Communications Associate	74.0	216	26.0	76	292
Research Associate	65.4	53	34.6	28	81
Grants Management Assistant	61.2	90	38.8	57	147
Administrative Assistant	60.7	259	39.3	168	427
Receptionist	50.0	38	50.0	38	76
All	69.4	6,512	30.6	2,877	9,389

¹Data as of 2/1/2022.

Includes respondents reporting paid full-time staff race/ethnicity.

Table 2.18 Race/Ethnicity of the Full-Time Staff Reported by Type of Staff¹ and Region,² 2022³

Grantmaker Type	Region	Race/Ethnicity																		Total
		White		Black		Hispanic		Asian		Pacific Islander/Hawaiian		American Indian/AK Native		Middle Eastern or North African		Bi- or Multi-Racial		Other		
		%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Professional	Midwest	77.3	1,746	12.0	271	4.5	101	3.1	69	0.4	8	0.5	11	0.6	13	1.5	34	0.2	5	2,258
	Northeast	64.3	1,384	14.3	307	9.0	194	7.6	164	0.4	9	0.3	6	0.6	13	2.6	57	0.9	19	2,153
	South	74.5	1,320	14.4	255	5.3	94	2.3	40	0.1	1	0.8	14	0.2	4	1.3	23	1.1	20	1,771
	West	65.3	934	5.6	80	11.9	170	8.5	121	1.1	16	1.9	27	0.8	12	4.1	58	0.8	12	1,430
	Nationwide	70.6	5,384	12.0	914	7.3	559	5.2	394	0.4	34	0.8	58	0.6	42	2.3	172	1.0	74	7,631
Chief Executive Officer/President	Midwest	90.5	247	3.7	10	2.6	7	1.1	3	0.7	2	0.7	2	0.0	0	0.7	2	0.0	0	273
	Northeast	83.1	172	7.7	16	2.9	6	2.9	6	0.5	1	0.0	0	0.5	1	1.9	4	0.5	1	207
	South	87.4	202	8.7	20	1.3	3	0.9	2	0.0	0	0.4	1	0.0	0	0.9	2	0.4	1	231
	West	82.1	115	6.4	9	5.0	7	2.1	3	0.0	0	2.1	3	0.7	1	1.4	2	0.0	0	140
	Nationwide	86.4	736	6.6	56	2.7	23	1.6	14	0.4	3	0.7	6	0.2	2	1.2	10	0.2	2	852
Program Officer	Midwest	63.4	215	20.4	69	8.0	27	3.5	12	0.6	2	1.5	5	0.3	1	2.4	8	0.0	0	339
	Northeast	48.3	125	24.7	64	13.9	36	6.9	18	0.4	1	0.8	2	0.8	2	2.7	7	1.5	4	259
	South	59.1	117	24.7	49	8.1	16	2.5	5	0.0	0	1.0	2	0.0	0	3.5	7	1.0	2	198
	West	52.9	119	7.1	16	19.6	44	8.0	18	3.1	7	2.7	6	1.8	4	3.6	8	1.3	3	225
	Nationwide	56.2	576	19.3	198	12.0	123	5.2	53	1.0	10	1.5	15	0.7	7	2.9	30	1.3	13	1,025
Administrative	Midwest	72.3	405	15.0	84	6.1	34	2.5	14	0.9	5	0.4	2	0.0	0	2.7	15	0.2	1	560
	Northeast	58.3	288	16.2	80	10.7	53	9.5	47	0.4	2	0.4	2	0.6	3	3.0	15	0.8	4	494
	South	67.1	245	18.6	68	6.3	23	2.5	9	0.3	1	0.5	2	0.8	3	2.2	8	1.6	6	365
	West	57.8	190	5.5	18	16.7	55	9.7	32	1.8	6	1.5	5	0.0	0	6.7	22	0.3	1	329
	Nationwide	64.2	1,128	14.2	250	9.4	165	5.8	102	0.8	14	0.6	11	0.3	6	3.4	60	1.3	22	1,758

Table 2.18 (Continued) Race/Ethnicity of the Full-Time Staff Reported by Type of Staff¹ and Region,² 2022³

Grantmaker Type	Region	Race/Ethnicity																		Total
		White		Black		Hispanic		Asian		Pacific Islander/Hawaiian		American Indian/AK Native		Middle Eastern or North African		Bi- or Multi-Racial		Other		
		%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
All	Midwest	76.3	2,151	12.6	355	4.8	135	2.9	83	0.5	13	0.5	13	0.5	13	1.7	49	0.2	6	2,818
	Northeast	63.2	1,672	14.6	387	9.3	247	8.0	211	0.4	11	0.3	8	0.6	16	2.7	72	0.9	23	2,647
	South	73.3	1,565	15.1	323	5.5	117	2.3	49	0.1	2	0.7	16	0.3	7	1.5	31	1.2	26	2,136
	West	63.9	1,124	5.6	98	12.8	225	8.7	153	1.3	22	1.8	32	0.7	12	4.5	80	0.7	13	1,759
	Nationwide	69.4	6,512	12.4	1,164	7.7	724	5.3	496	0.5	48	0.7	69	0.5	48	2.5	232	1.0	96	9,389

¹Professional staff positions include: chief executive officer/president, associate director/executive vice president, vice president (administration), general counsel, chief financial officer, controller, chief investment officer, assistant treasurer, accountant, vice president (program), program director, senior program officer, program officer, program associate, vice president or chief development/advancement officer, director of donor services/donor services officer, director of gift planning/gift planning officer, director of communications, research director, director of information systems, computer professional, office manager, librarian, grants manager/administrator, director of human resources, human resources professional, and executive assistant; administrative staff positions include: accounting clerk, program assistant, donor service/development/advancement assistant, communications associate, research associate, grants management assistant, administrative assistant, and receptionist

²One responding organization is located outside of U.S. Census regions.

³Data as of 2/1/2022.

Includes respondents reporting paid full-time staff race/ethnicity.

Table 2.19 Percent and Number of White and Minority Full-Time Staff Reported by Total Full-Time Staff Reported, 2022¹

Number of Full-Time Staff	Race/Ethnicity				Total	No. of Grantmakers
	White		Minority			
	%	N	%	N		
50 or More	58.1	1,522	41.9	1,099	2,621	39
20 to 49	66.6	1,339	33.4	673	2,012	77
10 to 19	71.9	1,481	28.1	579	2,060	152
5 to 9	77.8	1,328	22.2	379	1,707	261
4	79.9	255	20.1	64	319	80
3	85.2	264	14.8	46	310	96
2	88.6	209	11.4	27	236	111
1	91.9	114	8.1	10	124	114
5 or More	67.5	5,670	32.5	2,730	8,400	529
4 or Fewer	85.1	842	14.9	147	989	401
All	69.4	6,512	30.6	2,877	9,389	930

¹Data as of 2/1/2022.

Includes respondents reporting paid full-time staff race/ethnicity and total number of full-time paid staff.

Staff Demographics — Age

Table 2.20 Age Range of Full-Time Staff Reported by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022²

Group	Age Range										Total
	65 and Over		50-64		40-49		30-39		Under 30		
	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type											
Community	4.5	142	35.1	1,099	25.6	801	24.5	769	10.3	322	3,133
Corporate	0.0	0	23.1	9	48.7	19	20.5	8	7.7	3	39
Private	5.8	190	34.8	1,136	26.3	859	24.2	790	9.0	294	3,269
Family	5.4	55	32.3	332	27.0	277	25.4	261	9.9	102	1,027
Independent	6.0	135	35.9	804	26.0	582	23.6	529	8.6	192	2,242
Operating	5.7	13	29.5	67	27.3	62	24.7	56	12.8	29	227
Public	2.9	21	33.8	244	24.7	178	30.1	217	8.6	62	722
Other	4.1	8	21.6	42	33.0	64	28.4	55	12.9	25	194
Asset Group (in Millions)											
\$5,000 or More	3.6	30	33.8	284	31.3	263	21.3	179	9.9	83	839
\$2,000 to \$4,999.9	3.2	23	32.8	237	26.2	189	28.5	206	9.3	67	722
\$1,000 to \$1,999.9	4.3	33	30.7	235	22.1	169	29.0	222	13.9	106	765
\$750 to \$999.9	3.8	16	27.9	117	30.1	126	27.7	116	10.5	44	419
\$500 to \$749.9	4.6	23	33.5	169	25.6	129	27.8	140	8.5	43	504
\$250 to \$499.9	6.2	63	37.7	384	25.1	256	23.6	240	7.4	75	1,018
\$100 to \$249.9	5.7	85	37.8	568	25.3	380	23.1	347	8.1	122	1,502
\$50 to \$99.9	5.9	40	38.2	260	24.4	166	21.3	145	10.3	70	681
\$25 to \$49.9	6.6	37	30.7	172	24.5	137	28.4	159	9.8	55	560
\$10 to \$24.9	4.7	16	33.4	115	26.2	90	25.3	87	10.5	36	344
\$5 to \$9.9	7.0	5	19.7	14	25.4	18	22.5	16	25.4	18	71
Less than \$5	1.9	3	26.4	42	37.7	60	23.9	38	10.1	16	159
U.S. Census Region											
Midwest	4.3	90	38.2	808	26.1	552	23.4	496	8.1	171	2,117
Northeast	5.2	122	34.2	806	24.8	584	24.7	581	11.1	261	2,354
South	5.7	97	32.3	549	24.5	416	27.3	465	10.2	174	1,701
West	4.3	60	30.8	426	30.4	421	25.1	347	9.3	129	1,383
Staff Size											
20 or More	4.0	156	32.7	1,291	26.5	1,047	26.7	1,056	10.1	399	3,949
10 to 19	3.5	52	31.9	469	27.1	398	26.1	383	11.4	167	1,469
6 to 9	5.9	67	36.4	416	25.3	289	23.1	264	9.4	107	1,143
3 to 5	8.8	70	40.7	323	24.6	195	19.5	155	6.3	50	793
1 to 2	12.6	29	42.6	98	23.5	54	16.1	37	5.2	12	230
All	4.9	374	34.2	2,597	26.1	1,983	25.0	1,895	9.7	735	7,584

¹One responding organization is located outside of U.S. Census regions.

²Data as of 2/1/2022.

Includes respondents reporting paid full-time staff age range.

Table 2.21 Age Range of Full-Time CEO/CGO Reported by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022²

Group	Age Range										Total
	65 and Over		50-64		40-49		30-39		Under 30		
	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type											
Community	12.9	36	60.9	170	20.4	57	5.4	15	0.4	1	279
Corporate	0.0	0	66.7	2	33.3	1	0.0	0	0.0	0	3
Private	19.6	67	52.5	179	22.0	75	5.9	20	0.0	0	341
Family	15.1	21	47.5	66	28.8	40	8.6	12	0.0	0	139
Independent	22.8	46	55.9	113	17.3	35	4.0	8	0.0	0	202
Operating	33.3	5	40.0	6	20.0	3	6.7	1	0.0	0	15
Public	6.8	4	54.2	32	35.6	21	3.4	2	0.0	0	59
Other	14.3	2	57.1	8	14.3	2	14.3	2	0.0	0	14
Asset Group (in Millions)											
\$5,000 or More	22.2	2	77.8	7	0.0	0	0.0	0	0.0	0	9
\$2,000 to \$4,999.9	36.4	4	63.6	7	0.0	0	0.0	0	0.0	0	11
\$1,000 to \$1,999.9	33.3	6	44.4	8	16.7	3	5.6	1	0.0	0	18
\$750 to \$999.9	22.2	4	61.1	11	16.7	3	0.0	0	0.0	0	18
\$500 to \$749.9	25.0	8	43.8	14	25.0	8	6.3	2	0.0	0	32
\$250 to \$499.9	20.5	18	61.4	54	17.0	15	1.1	1	0.0	0	88
\$100 to \$249.9	15.4	27	65.1	114	18.9	33	0.6	1	0.0	0	175
\$50 to \$99.9	12.0	16	57.1	76	21.1	28	9.8	13	0.0	0	133
\$25 to \$49.9	15.2	15	48.5	48	29.3	29	7.1	7	0.0	0	99
\$10 to \$24.9	11.4	10	47.7	42	26.1	23	14.8	13	0.0	0	88
\$5 to \$9.9	18.8	3	31.3	5	31.3	5	12.5	2	6.3	1	16
Less than \$5	4.2	1	45.8	11	50.0	12	0.0	0	0.0	0	24
U.S. Census Region											
Midwest	12.8	29	59.0	134	21.1	48	6.6	15	0.4	1	227
Northeast	17.0	30	55.7	98	23.9	42	3.4	6	0.0	0	176
South	19.6	37	54.5	103	21.7	41	4.2	8	0.0	0	189
West	14.4	17	52.5	62	23.7	28	9.3	11	0.0	0	118
Staff Size											
20 or More	29.6	29	54.1	53	15.3	15	1.0	1	0.0	0	98
10 to 19	10.3	11	63.6	68	21.5	23	4.7	5	0.0	0	107
6 to 9	12.2	20	61.0	100	23.2	38	3.7	6	0.0	0	164
3 to 5	17.0	36	53.8	114	22.2	47	7.1	15	0.0	0	212
1 to 2	13.8	18	47.7	62	27.7	36	10.0	13	0.8	1	130
All	16.0	114	55.8	397	22.4	159	5.6	40	0.1	1	711

¹One responding organization is located outside of U.S. Census regions.

²Data as of 2/1/2022.

Includes respondents reporting paid full-time staff age range.

Table 2.22 Age Range of Full-Time Program Officer Reported by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022²

Group	Age Range										Total
	65 and Over		50-64		40-49		30-39		Under 30		
	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type											
Community	2.3	6	26.4	68	24.0	62	36.4	94	10.9	28	258
Corporate	0.0	0	0.0	0	16.7	1	83.3	5	0.0	0	6
Private	2.1	9	19.4	84	34.9	151	37.9	164	5.8	25	433
Family	1.2	2	19.1	31	36.4	59	35.2	57	8.0	13	162
Independent	2.6	7	19.6	53	33.9	92	39.5	107	4.4	12	271
Operating	3.3	1	16.7	5	36.7	11	40.0	12	3.3	1	30
Public	0.0	0	16.5	13	24.1	19	50.6	40	8.9	7	79
Other	3.4	1	3.4	1	51.7	15	31.0	9	10.3	3	29
Asset Group (in Millions)											
\$5,000 or More	3.1	4	22.9	30	50.4	66	22.9	30	0.8	1	131
\$2,000 to \$4,999.9	1.4	1	15.1	11	26.0	19	46.6	34	11.0	8	73
\$1,000 to \$1,999.9	0.0	0	14.1	9	23.4	15	53.1	34	9.4	6	64
\$750 to \$999.9	0.0	0	24.5	12	34.7	17	40.8	20	0.0	0	49
\$500 to \$749.9	0.0	0	20.4	11	22.2	12	48.1	26	9.3	5	54
\$250 to \$499.9	5.0	6	14.2	17	31.7	38	43.3	52	5.8	7	120
\$100 to \$249.9	0.7	1	27.8	40	27.1	39	36.8	53	7.6	11	144
\$50 to \$99.9	2.5	2	26.6	21	27.8	22	29.1	23	13.9	11	79
\$25 to \$49.9	3.1	2	15.6	10	23.4	15	48.4	31	9.4	6	64
\$10 to \$24.9	3.3	1	20.0	6	23.3	7	36.7	11	16.7	5	30
\$5 to \$9.9	0.0	0	0.0	0	0.0	0	0.0	0	100.0	1	1
Less than \$5	0.0	0	15.4	4	34.6	9	38.5	10	11.5	3	26
U.S. Census Region											
Midwest	2.9	8	23.6	65	30.2	83	35.3	97	8.0	22	275
Northeast	0.9	2	22.6	53	29.5	69	41.0	96	6.0	14	234
South	1.3	2	15.1	23	23.0	35	47.4	72	13.2	20	152
West	2.4	4	16.5	28	41.8	71	34.7	59	4.7	8	170
Staff Size											
20 or More	1.9	9	21.8	101	34.1	158	36.7	170	5.4	25	463
10 to 19	1.2	2	16.6	27	29.4	48	44.8	73	8.0	13	163
6 to 9	3.3	4	18.0	22	23.0	28	42.6	52	13.1	16	122
3 to 5	1.4	1	23.9	17	29.6	21	35.2	25	9.9	7	71
1 to 2	6.3	1	25.0	4	25.0	4	25.0	4	18.8	3	16
All	2.0	17	20.5	171	31.0	259	38.8	324	7.7	64	835

¹One responding organization is located outside of U.S. Census regions.

²Data as of 2/1/2022.

Includes respondents reporting paid full-time staff age range.

Staff Demographics – Disability

Table 2.23 Staff Reported With Disabilities¹ by Grantmaker Type, Asset Group, Region,² and Total Paid Staff, 2022³

Group	Staff With Known Disabilities				Total
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	1.2	43	98.8	3,603	3,646
Corporate	4.9	2	95.1	39	41
Private	1.3	40	98.7	2,966	3,006
Family	1.0	10	99.0	944	954
Independent	1.5	30	98.5	2,022	2,052
Operating	0.0	0	100.0	267	267
Public	3.1	26	96.9	816	842
Other	4.0	5	96.0	119	124
Asset Group (in Millions)					
\$5,000 or More	0.3	1	99.7	307	308
\$2,000 to \$4,999.9	1.8	12	98.2	654	666
\$1,000 to \$1,999.9	0.9	6	99.1	683	689
\$750 to \$999.9	0.6	3	99.4	511	514
\$500 to \$749.9	1.2	7	98.8	601	608
\$250 to \$499.9	0.9	12	99.1	1,331	1,343
\$100 to \$249.9	1.5	27	98.5	1,755	1,782
\$50 to \$99.9	0.8	7	99.2	821	828
\$25 to \$49.9	3.4	20	96.6	576	596
\$10 to \$24.9	4.2	15	95.8	346	361
\$5 to \$9.9	5.6	4	94.4	67	71
Less than \$5	1.3	2	98.8	158	160
U.S. Census Region					
Midwest	1.6	37	98.4	2,241	2,278
Northeast	1.7	38	98.3	2,220	2,258
South	0.7	13	99.3	1,864	1,877
West	1.9	28	98.1	1,456	1,484
Staff Size					
20 or More	1.2	45	98.8	3,568	3,613
10 to 19	1.6	30	98.4	1,796	1,826
6 to 9	1.5	20	98.5	1,339	1,359
3 to 5	1.7	15	98.3	872	887
1 to 2	2.5	6	97.5	235	241
All	1.5	116	98.5	7,810	7,926

¹For the purpose of this survey, an individual with a disability includes: someone with a physical or mental impairment that substantially limits one or more major life activity.

²One responding organization is located outside of U.S. Census regions.

³Data as of 2/1/2022.

Includes respondents reporting which paid full-time staff had disabilities.

Table 2.24 CEO/CGO Reported With Disabilities¹ by Grantmaker Type, Asset Group, Region,² and Total Paid Staff, 2022³

Group	Staff With Known Disabilities				Total
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	0.6	2	99.4	321	323
Corporate	0.0	0	100.0	5	5
Private	1.6	6	98.4	380	386
Family	2.0	3	98.0	149	152
Independent	1.3	3	98.7	231	234
Operating	0.0	0	100.0	16	16
Public	0.0	0	100.0	69	69
Other	0.0	0	100.0	11	11
Asset Group (in Millions)					
\$5,000 or More	0.0	0	100.0	3	3
\$2,000 to \$4,999.9	0.0	0	100.0	13	13
\$1,000 to \$1,999.9	0.0	0	100.0	17	17
\$750 to \$999.9	0.0	0	100.0	19	19
\$500 to \$749.9	0.0	0	100.0	37	37
\$250 to \$499.9	0.0	0	100.0	113	113
\$100 to \$249.9	1.0	2	99.0	203	205
\$50 to \$99.9	1.3	2	98.7	155	157
\$25 to \$49.9	1.8	2	98.2	110	112
\$10 to \$24.9	1.1	1	98.9	93	94
\$5 to \$9.9	6.3	1	93.8	15	16
Less than \$5	0.0	0	100.0	24	24
U.S. Census Region					
Midwest	1.5	4	98.5	260	264
Northeast	0.0	0	100.0	196	196
South	0.5	1	99.5	217	218
West	2.3	3	97.7	128	131
Staff Size					
20 or More	0.0	0	100.0	106	106
10 to 19	0.7	1	99.3	135	136
6 to 9	0.0	0	100.0	196	196
3 to 5	1.7	4	98.3	230	234
1 to 2	2.2	3	97.8	135	138
All	1.0	8	99.0	802	810

¹For the purpose of this survey, an individual with a disability includes: someone with a physical or mental impairment that substantially limits one or more major life activity.

²One responding organization is located outside of U.S. Census regions.

³Data as of 2/1/2022.

Includes respondents reporting which paid full-time staff had disabilities.

Table 2.25 Program Officer Reported With Disabilities¹ by Grantmaker Type, Asset Group, Region,² and Total Paid Staff, 2022³

Group	Staff With Known Disabilities				Total
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	1.7	5	98.3	288	293
Corporate	0.0	0	100.0	5	5
Private	2.0	8	98.0	386	394
Family	0.6	1	99.4	153	154
Independent	2.9	7	97.1	233	240
Operating	0.0	0	100.0	36	36
Public	1.1	1	98.9	89	90
Other	0.0	0	100.0	16	16
Asset Group (in Millions)					
\$5,000 or More	0.0	0	100.0	56	56
\$2,000 to \$4,999.9	1.7	1	98.3	59	60
\$1,000 to \$1,999.9	1.9	1	98.1	51	52
\$750 to \$999.9	2.0	1	98.0	50	51
\$500 to \$749.9	1.7	1	98.3	58	59
\$250 to \$499.9	3.3	5	96.7	148	153
\$100 to \$249.9	0.6	1	99.4	172	173
\$50 to \$99.9	1.9	2	98.1	103	105
\$25 to \$49.9	1.5	1	98.5	66	67
\$10 to \$24.9	3.2	1	96.8	30	31
\$5 to \$9.9	0.0	0	100.0	1	1
Less than \$5	0.0	0	100.0	26	26
U.S. Census Region					
Midwest	0.7	2	99.3	267	269
Northeast	2.8	6	97.2	209	215
South	0.6	1	99.4	164	165
West	2.8	5	97.2	176	181
Staff Size					
20 or More	1.0	4	99.0	381	385
10 to 19	3.5	7	96.5	191	198
6 to 9	0.7	1	99.3	145	146
3 to 5	1.1	1	98.9	87	88
1 to 2	5.9	1	94.1	16	17
All	1.7	14	98.3	820	834

¹For the purpose of this survey, an individual with a disability includes: someone with a physical or mental impairment that substantially limits one or more major life activity.

²One responding organization is located outside of U.S. Census regions.

³Data as of 2/1/2022.

Includes respondents reporting which paid full-time staff had disabilities.

Staff Tenure, Departure, and Turnover

Table 2.26 Full-Time Staff Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Community	\$2,000 or More	3.0	5.3	5.1	7.8	477	8
	\$1,000 to \$1,999.9	2.5	4.9	4.0	6.1	549	10
	\$500 to \$999.9	3.0	5.4	4.0	6.7	635	23
	\$250 to \$499.9	3.3	5.3	4.5	6.6	611	36
	\$100 to \$249.9	3.8	5.5	4.0	6.4	1,019	87
	\$50 to \$99.9	4.0	5.7	5.0	6.5	482	77
	\$25 to \$49.9	4.0	6.6	5.0	7.7	271	60
	\$10 to \$24.9	4.0	4.8	4.0	5.8	136	50
	\$5 to \$9.9	3.5	4.5	3.5	4.5	12	5
	Less than \$5	3.0	4.6	4.9	7.4	42	10
	All	3.3	5.4	4.4	6.7	4,234	366
Corporate	\$12 or More	1.5	2.4	4.0	4.8	43	4
	\$6 to \$11.9	4.0	6.0	7.0	9.0	15	3
	\$1 to \$5.9	2.0	3.6	3.5	6.8	14	7
	Less than \$1	*	*	*	*	*	0
	All	2.0	3.4	4.1	6.1	72	14
Private	\$5,000 or More	4.0	5.1	5.0	7.7	822	8
	\$2,000 to \$4,999.9	3.2	5.3	5.0	7.3	742	15
	\$1,000 to \$1,999.9	4.0	5.7	4.0	6.7	210	9
	\$500 to \$999.9	4.5	6.2	6.0	7.8	623	39
	\$250 to \$499.9	4.5	6.4	6.0	8.4	602	74
	\$100 to \$249.9	4.8	6.8	6.0	8.6	780	134
	\$50 to \$99.9	5.0	7.7	7.0	9.4	288	88
	\$25 to \$49.9	5.0	7.1	6.0	9.6	143	52
	\$10 to \$24.9	6.0	9.6	8.0	11.2	63	33
	\$5 to \$9.9	6.0	10.8	8.0	11.5	10	6
	Less than \$5	2.3	6.3	4.5	7.2	22	9
	All	4.0	6.1	5.8	8.1	4,305	467
Family	\$2,000 or More	3.0	4.0	4.5	6.1	260	4
	\$1,000 to \$1,999.9	3.0	5.0	4.0	5.9	126	6
	\$500 to \$999.9	4.0	5.6	5.0	7.0	205	17
	\$250 to \$499.9	3.8	5.4	5.0	7.4	219	34
	\$100 to \$249.9	5.0	7.3	7.0	8.9	228	46
	\$50 to \$99.9	4.4	7.1	6.0	8.8	89	28
	\$25 to \$49.9	4.0	6.2	5.9	8.7	85	24
	\$10 to \$24.9	5.5	8.9	6.0	10.6	46	22
	\$5 to \$9.9	5.0	6.6	6.0	7.1	4	3
	Less than \$5	4.8	7.3	6.3	8.4	18	8
	All	4.0	5.8	5.0	7.5	1,280	192

Table 2.26 (Continued) Full-Time Staff Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Independent	\$5,000 or More	3.6	5.1	5.0	7.9	684	6
	\$2,000 to \$4,999.9	4.0	5.9	5.0	7.7	620	13
	\$1,000 to \$1,999.9	4.3	6.7	5.0	7.9	84	3
	\$500 to \$999.9	4.5	6.5	6.0	8.2	418	22
	\$250 to \$499.9	5.0	7.0	6.3	8.9	383	40
	\$100 to \$249.9	4.0	6.6	6.0	8.4	552	88
	\$50 to \$99.9	5.0	7.9	7.0	9.7	199	60
	\$25 to \$49.9	6.0	8.4	7.0	11.0	58	28
	\$10 to \$24.9	8.5	11.4	10.0	12.7	17	11
	\$5 to \$9.9	6.0	14.2	8.0	15.0	6	3
	Less than \$5	0.8	1.8	0.8	1.8	4	1
	All	4.0	6.3	6.0	8.3	3,025	275
Operating	\$2,000 or More	4.5	4.5	7.5	11.3	17	1
	\$1,000 to \$1,999.9	*	*	*	*	*	0
	\$500 to \$999.9	3.0	6.0	7.3	8.4	70	2
	\$250 to \$499.9	5.0	9.5	7.0	10.7	89	4
	\$100 to \$249.9	3.5	4.3	6.0	8.4	69	7
	\$50 to \$99.9	5.5	9.3	5.5	11.2	6	2
	\$25 to \$49.9	10.0	10.0	10.0	10.0	1	1
	\$10 to \$24.9	1.5	3.8	3.3	4.9	32	4
	\$5 to \$9.9	4.8	6.3	4.8	6.3	8	1
	Less than \$5	2.3	1.9	2.5	2.4	10	1
All	3.5	6.3	6.0	8.7	302	23	
Public	\$2,000 or More	*	*	*	*	*	0
	\$1,000 to \$1,999.9	3.3	5.6	5.0	6.6	54	6
	\$500 to \$999.9	5.5	7.9	6.0	8.9	109	6
	\$250 to \$499.9	5.5	7.4	6.5	8.6	162	9
	\$100 to \$249.9	3.0	5.1	4.0	6.5	313	19
	\$50 to \$99.9	3.5	5.4	4.5	5.9	130	12
	\$25 to \$49.9	2.0	3.5	3.0	4.6	150	8
	\$10 to \$24.9	3.0	4.8	4.0	5.8	146	13
	\$5 to \$9.9	2.0	2.6	2.5	4.1	41	6
	Less than \$5	2.0	2.2	2.1	3.1	60	12
	All	3.0	5.2	4.0	6.4	1,165	91

Table 2.26 (Continued) Full-Time Staff Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Other	\$2,000 or More	*	*	*	*	25	1
	\$1,000 to \$1,999.9	0.9	1.2	0.9	1.3	36	1
	\$500 to \$999.9	6.5	6.9	7.5	9.1	17	1
	\$250 to \$499.9	*	*	*	*	*	0
	\$100 to \$249.9	5.0	6.2	5.0	6.2	21	4
	\$50 to \$99.9	*	*	*	*	*	0
	\$25 to \$49.9	2.0	3.8	2.8	5.0	57	3
	\$10 to \$24.9	1.5	3.7	3.0	5.3	32	5
	\$5 to \$9.9	*	*	*	*	*	0
	Less than \$5	4.3	6.8	5.0	7.8	38	2
	All		2.4	4.4	3.0	5.4	226
All	\$5,000 or More	3.9	5.1	5.0	7.7	944	11
	\$2,000 to \$4,999.9	3.0	5.3	5.0	7.5	1,139	22
	\$1,000 to \$1,999.9	3.0	5.0	4.0	6.1	849	26
	\$500 to \$999.9	4.0	6.0	5.0	7.4	1,455	72
	\$250 to \$499.9	4.0	6.2	5.5	7.8	1,492	126
	\$100 to \$249.9	4.0	5.9	5.0	7.2	2,217	252
	\$50 to \$99.9	4.0	6.3	5.0	7.4	910	180
	\$25 to \$49.9	3.1	5.7	4.6	7.2	642	129
	\$10 to \$24.9	3.5	5.4	4.0	6.6	410	106
	\$5 to \$9.9	3.0	4.4	4.0	5.4	71	18
	Less than \$5	3.0	4.5	3.7	5.8	175	36
	All		3.8	5.7	5.0	7.3	10,304

¹Staffing totals as of 2/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting position and organization tenure for full-time staff.

*Insufficient data.

Table 2.27 Full-Time CEO/CGO Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Community	\$2,000 or More	10.0	11.8	19.0	17.8	8	8
	\$1,000 to \$1,999.9	16.5	18.0	17.3	18.2	10	9
	\$500 to \$999.9	11.0	13.0	17.3	14.6	22	22
	\$250 to \$499.9	8.1	10.7	10.5	11.8	36	35
	\$100 to \$249.9	10.3	11.6	11.5	12.5	83	83
	\$50 to \$99.9	8.0	9.6	11.0	11.4	73	73
	\$25 to \$49.9	8.0	9.5	9.2	11.0	58	58
	\$10 to \$24.9	6.0	7.0	7.5	8.4	49	49
	\$5 to \$9.9	6.8	8.1	6.8	8.1	4	4
	Less than \$5	5.0	6.5	7.5	8.7	10	10
	All	8.0	10.2	10.0	11.6	353	351
Corporate	\$12 or More	12.0	12.0	14.0	14.0	2	2
	\$6 to \$11.9	7.0	7.0	7.0	7.0	1	1
	\$1 to \$5.9	5.0	5.0	9.0	6.7	3	3
	Less than \$1	*	*	*	*	*	0
	All	6.0	7.7	8.0	9.2	6	6
Private	\$5,000 or More	5.0	4.8	6.7	10.4	8	8
	\$2,000 to \$4,999.9	9.6	9.7	10.5	13.5	12	12
	\$1,000 to \$1,999.9	4.0	8.1	4.8	8.2	9	9
	\$500 to \$999.9	7.0	10.4	9.1	13.3	35	32
	\$250 to \$499.9	6.0	8.0	9.5	12.5	71	69
	\$100 to \$249.9	7.0	10.2	12.3	13.2	116	116
	\$50 to \$99.9	8.8	10.8	12.0	13.4	83	83
	\$25 to \$49.9	9.0	9.6	9.4	13.2	48	48
	\$10 to \$24.9	7.0	10.2	8.5	12.0	29	29
	\$5 to \$9.9	10.5	14.3	11.5	14.7	6	6
	Less than \$5	7.8	8.8	7.8	8.8	4	4
	All	7.0	9.8	10.2	12.9	421	416
Family	\$2,000 or More	2.0	3.1	7.3	10.4	3	3
	\$1,000 to \$1,999.9	4.4	8.5	4.4	8.5	6	6
	\$500 to \$999.9	9.0	10.5	11.5	13.3	12	11
	\$250 to \$499.9	5.4	8.3	7.0	11.1	31	30
	\$100 to \$249.9	9.0	11.2	13.5	14.2	38	38
	\$50 to \$99.9	9.0	10.4	12.0	13.5	26	26
	\$25 to \$49.9	7.0	8.5	9.0	10.2	23	23
	\$10 to \$24.9	6.0	9.1	6.0	11.5	19	19
	\$5 to \$9.9	6.0	8.3	8.0	9.0	3	3
	Less than \$5	8.5	9.8	8.5	9.8	3	3
	All	7.0	9.5	10.1	12.1	164	162

Table 2.27 (Continued) Full-Time CEO/CGO Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Independent	\$5,000 or More	5.5	6.0	8.5	12.4	6	6
	\$2,000 to \$4,999.9	10.0	9.9	10.0	12.7	11	11
	\$1,000 to \$1,999.9	4.0	7.3	5.0	7.7	3	3
	\$500 to \$999.9	7.0	10.4	8.5	13.3	23	21
	\$250 to \$499.9	6.0	7.7	10.3	13.5	40	39
	\$100 to \$249.9	7.0	9.7	11.0	12.7	78	78
	\$50 to \$99.9	8.3	11.0	12.0	13.3	57	57
	\$25 to \$49.9	9.0	10.7	11.5	16.0	25	25
	\$10 to \$24.9	9.3	12.3	9.3	12.9	10	10
	\$5 to \$9.9	25.0	20.3	25.0	20.3	3	3
	Less than \$5	5.5	5.5	5.5	5.5	1	1
	All		7.0	9.9	10.5	13.3	257
Operating	\$2,000 or More	3.0	3.0	28.0	28.0	1	1
	\$1,000 to \$1,999.9	*	*	*	*	*	0
	\$500 to \$999.9	5.6	5.6	9.3	9.3	2	2
	\$250 to \$499.9	8.5	17.8	8.5	17.8	3	3
	\$100 to \$249.9	6.0	6.7	8.0	9.6	7	7
	\$50 to \$99.9	4.0	4.0	4.0	4.0	1	1
	\$25 to \$49.9	*	*	*	*	*	0
	\$10 to \$24.9	9.0	8.6	9.0	8.6	4	4
	\$5 to \$9.9	16.0	16.0	16.0	16.0	1	1
	Less than \$5	*	*	*	*	*	0
	All		6.0	8.9	9.0	11.7	19
Public	\$2,000 or More	*	*	*	*	*	0
	\$1,000 to \$1,999.9	12.3	12.3	14.0	14.0	2	2
	\$500 to \$999.9	6.5	8.4	5.0	8.2	6	6
	\$250 to \$499.9	9.6	9.6	10.0	12.4	9	9
	\$100 to \$249.9	9.5	10.9	11.0	14.0	16	16
	\$50 to \$99.9	4.3	5.3	5.3	6.0	12	11
	\$25 to \$49.9	7.3	9.6	13.0	12.7	9	8
	\$10 to \$24.9	11.0	12.0	14.0	13.8	13	13
	\$5 to \$9.9	4.0	5.5	12.0	9.9	5	5
	Less than \$5	4.0	3.1	4.0	4.6	8	8
	All		7.0	8.8	9.8	11.0	80

Table 2.27 (Continued) Full-Time CEO/CGO Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Other	\$2,000 or More	*	*	*	*	1	1
	\$1,000 to \$1,999.9	1.3	1.3	1.3	1.3	1	1
	\$500 to \$999.9	4.5	4.5	4.5	4.5	1	1
	\$250 to \$499.9	*	*	*	*	*	0
	\$100 to \$249.9	12.0	11.8	12.0	11.8	3	3
	\$50 to \$99.9	*	*	*	*	*	0
	\$25 to \$49.9	5.0	8.3	5.0	8.3	3	3
	\$10 to \$24.9	3.0	3.2	3.0	5.1	5	5
	\$5 to \$9.9	*	*	*	*	*	0
	Less than \$5	12.0	12.0	12.0	12.0	2	2
	All	4.0	7.1	5.0	7.7	16	16
All	\$5,000 or More	5.0	5.2	9.2	13.4	11	11
	\$2,000 to \$4,999.9	9.6	10.5	11.0	14.8	19	19
	\$1,000 to \$1,999.9	8.4	12.1	10.0	12.4	22	21
	\$500 to \$999.9	9.0	11.0	10.0	13.1	66	63
	\$250 to \$499.9	7.0	9.2	10.0	12.4	121	118
	\$100 to \$249.9	8.0	10.7	12.0	12.9	225	225
	\$50 to \$99.9	8.0	9.9	10.6	12.0	169	168
	\$25 to \$49.9	8.0	9.4	9.2	11.8	121	120
	\$10 to \$24.9	6.0	8.5	8.0	10.0	100	100
	\$5 to \$9.9	5.8	10.1	10.0	11.6	16	16
	Less than \$5	5.0	6.3	5.0	7.7	25	25
All	7.0	9.8	10.0	12.1	895	886	

¹Staffing totals as of 2/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting position and organization tenure for full-time staff.

*Insufficient data.

Table 2.28 Full-Time Program Officer Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Community	\$2,000 or More	2.8	2.9	3.0	4.6	34	7
	\$1,000 to \$1,999.9	2.0	3.5	3.3	5.1	33	9
	\$500 to \$999.9	2.8	4.2	3.0	5.0	52	19
	\$250 to \$499.9	2.1	3.9	4.0	5.5	56	24
	\$100 to \$249.9	3.5	4.4	3.5	5.3	79	43
	\$50 to \$99.9	5.0	4.7	5.0	5.2	50	25
	\$25 to \$49.9	3.0	5.2	3.3	5.4	23	19
	\$10 to \$24.9	2.0	2.8	2.0	2.8	11	7
	\$5 to \$9.9	4.0	4.0	4.0	4.0	1	1
	Less than \$5	5.0	7.3	3.0	5.6	4	2
	All		3.0	4.1	3.5	5.1	343
Corporate	\$12 or More	1.0	1.8	1.0	2.3	7	2
	\$6 to \$11.9	3.0	3.4	7.8	7.4	4	2
	\$1 to \$5.9	1.0	1.0	12.0	12.0	1	1
	Less than \$1	*	*	*	*	*	0
	All	2.0	2.3	4.4	4.8	12	5
Private	\$5,000 or More	4.0	4.8	5.0	6.0	130	8
	\$2,000 to \$4,999.9	2.9	4.4	3.5	5.5	97	13
	\$1,000 to \$1,999.9	3.0	2.9	3.0	3.3	27	7
	\$500 to \$999.9	4.0	5.1	5.0	6.2	81	28
	\$250 to \$499.9	3.0	4.3	3.4	5.0	86	43
	\$100 to \$249.9	4.0	4.9	4.0	5.6	96	63
	\$50 to \$99.9	3.0	4.0	3.5	5.4	40	32
	\$25 to \$49.9	3.0	3.0	3.0	5.6	16	10
	\$10 to \$24.9	5.0	7.4	5.0	8.2	5	2
	\$5 to \$9.9	*	*	*	*	*	0
	Less than \$5	0.4	0.6	0.4	3.9	3	2
	All	3.0	4.5	4.0	5.6	581	208
Family	\$2,000 or More	3.7	4.1	4.8	5.4	56	4
	\$1,000 to \$1,999.9	2.4	2.8	3.5	3.5	16	5
	\$500 to \$999.9	3.0	4.4	3.0	4.8	37	11
	\$250 to \$499.9	2.0	3.2	2.0	3.7	34	17
	\$100 to \$249.9	4.0	6.2	5.3	6.9	28	18
	\$50 to \$99.9	3.0	3.7	3.0	5.1	18	12
	\$25 to \$49.9	2.5	2.7	2.0	5.6	14	8
	\$10 to \$24.9	5.0	7.4	5.0	8.2	5	2
	\$5 to \$9.9	*	*	*	*	*	0
	Less than \$5	0.4	0.6	0.4	3.9	3	2
	All	3.0	4.1	3.8	5.1	211	79

Table 2.28 (Continued) Full-Time Program Officer Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Independent	\$5,000 or More	3.0	4.7	4.0	5.7	91	6
	\$2,000 to \$4,999.9	3.5	5.1	4.0	6.2	80	11
	\$1,000 to \$1,999.9	3.0	3.1	3.0	3.1	11	2
	\$500 to \$999.9	4.8	5.4	6.0	7.0	44	17
	\$250 to \$499.9	3.5	5.1	3.8	5.8	52	26
	\$100 to \$249.9	3.5	4.4	4.0	5.1	68	45
	\$50 to \$99.9	3.0	4.2	5.0	5.7	22	20
	\$25 to \$49.9	5.0	5.0	5.0	5.0	2	2
	Less than \$25	*	*	*	*	*	0
	All	3.5	4.8	4.0	5.8	370	129
Operating	\$2,000 or More	*	*	*	*	1	1
	\$1,000 to \$1,999.9	*	*	*	*	*	0
	\$500 to \$999.9	2.1	2.5	2.8	3.3	6	2
	\$250 to \$499.9	5.0	6.8	9.0	11.5	12	3
	\$100 to \$249.9	6.0	4.6	6.1	8.2	10	3
	\$50 to \$99.9	3.0	4.0	3.0	4.0	3	2
	\$25 to \$49.9	*	*	*	*	*	0
	\$10 to \$24.9	0.4	0.9	0.4	0.9	3	2
	\$5 to \$9.9	*	*	*	*	*	0
	Less than \$5	0.3	0.3	1.8	1.8	2	1
	All	3.1	4.4	3.5	7.2	37	14
Public	\$2,000 or More	*	*	*	*	*	0
	\$1,000 to \$1,999.9	3.8	3.9	3.8	3.9	10	2
	\$500 to \$999.9	4.0	4.8	6.7	7.5	17	5
	\$250 to \$499.9	3.0	3.0	3.0	5.0	16	5
	\$100 to \$249.9	1.8	2.7	2.0	2.9	36	10
	\$50 to \$99.9	3.0	3.9	3.0	4.2	14	6
	\$25 to \$49.9	1.2	2.8	1.9	3.1	22	5
	\$10 to \$24.9	3.0	3.5	4.0	3.8	13	7
	\$5 to \$9.9	*	*	*	*	*	0
	Less than \$5	2.0	2.1	2.0	2.2	7	5
	All	2.0	3.2	3.0	4.0	135	45

Table 2.28 (Continued) Full-Time Program Officer Position and Organization Tenure by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Years in Position		Years at Organization		No. of Staff	No. of Grantmakers
		Median	Mean	Median	Mean		
Other	\$2,000 or More	*	*	*	*	2	1
	\$1,000 to \$1,999.9	0.7	1.1	0.7	1.1	6	1
	\$500 to \$999.9	4.0	4.0	4.0	4.0	4	1
	\$250 to \$499.9	*	*	*	*	*	0
	\$100 to \$249.9	4.5	4.5	4.5	4.5	2	2
	\$50 to \$99.9	*	*	*	*	*	0
	\$25 to \$49.9	1.0	2.4	2.8	3.8	7	2
	\$10 to \$24.9	*	*	*	*	*	0
	\$5 to \$9.9	*	*	*	*	*	0
	Less than \$5	5.0	6.8	6.8	8.6	11	1
All		3.5	4.1	4.2	5.1	32	8
All	\$5,000 or More	4.0	4.8	5.0	6.0	135	11
	\$2,000 to \$4,999.9	2.7	4.0	3.0	5.3	129	19
	\$1,000 to \$1,999.9	2.2	3.1	3.0	4.0	76	19
	\$500 to \$999.9	3.4	4.6	4.0	5.8	160	55
	\$250 to \$499.9	3.0	4.2	3.5	5.6	173	76
	\$100 to \$249.9	3.5	4.3	4.0	5.1	227	122
	\$50 to \$99.9	3.5	4.3	4.0	5.1	107	65
	\$25 to \$49.9	2.5	3.6	2.8	4.7	72	38
	\$10 to \$24.9	2.0	3.6	2.5	3.9	32	18
	\$5 to \$9.9	4.0	4.0	4.0	4.0	1	1
	Less than \$5	3.8	4.4	4.0	5.7	28	12
All		3.0	4.2	3.9	5.3	1,140	436

¹Staffing totals as of 2/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting position and organization tenure for full-time staff.

*Insufficient data.

Table 2.29 Total Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Total Staff	Total Staff Departures	Total Staff Departure Rate		No. of Grantmakers
				Median	Mean	
Community	\$2,000 or More	665	67	9.8	9.7	8
	\$1,000 to \$1,999.9	594	111	18.8	19.2	10
	\$500 to \$999.9	818	99	12.1	12.1	23
	\$250 to \$499.9	690	92	10.9	13.2	36
	\$100 to \$249.9	1,143	157	12.5	12.7	87
	\$50 to \$99.9	574	68	9.1	13.0	77
	\$25 to \$49.9	326	44	0.0	12.6	60
	\$10 to \$24.9	184	29	0.0	24.2	50
	\$5 to \$9.9	11	3	25.0	41.7	5
	Less than \$5	54	7	0.0	20.8	10
	All		5,059	677	10.9	14.8
Corporate	\$12 or More	52	11	15.8	25.8	4
	\$6 to \$11.9	18	2	0.0	8.3	3
	\$1 to \$5.9	17	1	0.0	2.9	7
	Less than \$1	*	*	*	*	0
	All		87	14	0.0	10.6
Private	\$5,000 or More	1,325	98	8.9	9.1	8
	\$2,000 to \$4,999.9	1,104	109	9.5	9.3	15
	\$1,000 to \$1,999.9	242	26	12.0	11.8	9
	\$500 to \$999.9	697	82	6.0	10.0	39
	\$250 to \$499.9	701	89	5.7	13.1	75
	\$100 to \$249.9	874	113	0.0	12.7	134
	\$50 to \$99.9	327	30	0.0	11.4	92
	\$25 to \$49.9	179	19	0.0	14.5	54
	\$10 to \$24.9	84	6	0.0	3.9	42
	\$5 to \$9.9	17	3	0.0	20.0	13
	Less than \$5	26	7	0.0	34.8	11
All		5,576	582	0.0	12.3	492
Family	\$2,000 or More	472	30	10.8	9.1	4
	\$1,000 to \$1,999.9	150	10	11.5	9.8	6
	\$500 to \$999.9	216	18	5.7	8.9	17
	\$250 to \$499.9	258	39	0.0	13.5	35
	\$100 to \$249.9	254	19	0.0	6.0	46
	\$50 to \$99.9	100	14	0.0	16.7	30
	\$25 to \$49.9	101	13	4.2	24.2	26
	\$10 to \$24.9	60	5	0.0	3.6	30
	\$5 to \$9.9	7	0	0.0	0.0	6
	Less than \$5	22	6	0.0	38.9	9
	All		1,640	154	0.0	12.6

Table 2.29 (Continued) Total Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Total Staff	Total Staff Departures	Total Staff Departure Rate		No. of Grantmakers
				Median	Mean	
Independent	\$5,000 or More	1,100	81	8.9	9.5	6
	\$2,000 to \$4,999.9	857	96	9.1	9.2	13
	\$1,000 to \$1,999.9	92	16	14.3	15.3	3
	\$500 to \$999.9	481	64	6.3	10.7	22
	\$250 to \$499.9	443	50	7.1	12.8	40
	\$100 to \$249.9	620	94	0.0	16.1	88
	\$50 to \$99.9	227	16	0.0	8.6	62
	\$25 to \$49.9	78	6	0.0	5.2	28
	\$10 to \$24.9	24	1	0.0	4.5	12
	\$5 to \$9.9	10	3	0.0	40.0	7
	Less than \$5	4	1	16.7	16.7	2
	All		3,936	428	0.0	12.1
Operating	\$2,000 or More	21	1	4.8	4.8	1
	\$1,000 to \$1,999.9	*	*	*	*	0
	\$500 to \$999.9	100	8	8.8	8.8	2
	\$250 to \$499.9	100	14	11.7	12.1	4
	\$100 to \$249.9	124	8	5.6	8.9	7
	\$50 to \$99.9	5	*	*	*	2
	\$25 to \$49.9	1	*	*	*	1
	\$10 to \$24.9	32	5	25.0	17.9	4
	\$5 to \$9.9	9	7	77.8	77.8	1
	Less than \$5	9	1	11.1	11.1	1
	All		401	44	11.1	14.8
Public	\$2,000 or More	*	*	*	*	0
	\$1,000 to \$1,999.9	59	7	9.4	12.4	6
	\$500 to \$999.9	116	12	8.3	13.1	6
	\$250 to \$499.9	339	17	10.5	12.9	9
	\$100 to \$249.9	542	98	8.3	14.1	19
	\$50 to \$99.9	138	25	14.1	22.1	12
	\$25 to \$49.9	155	26	3.6	10.3	8
	\$10 to \$24.9	163	23	11.6	21.8	13
	\$5 to \$9.9	47	6	4.5	7.2	6
	Less than \$5	97	28	23.0	22.7	12
	All		1,656	242	11.1	16.4

Table 2.29 (Continued) Total Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Total Staff	Total Staff Departures	Total Staff Departure Rate		No. of Grantmakers
				Median	Mean	
Other	\$2,000 or More	211	*	*	*	1
	\$1,000 to \$1,999.9	42	8	19.0	19.0	1
	\$500 to \$999.9	17	*	*	*	1
	\$250 to \$499.9	*	*	*	*	0
	\$100 to \$249.9	22	0	0.0	0.0	4
	\$50 to \$99.9	*	*	*	*	0
	\$25 to \$49.9	63	12	16.7	12.9	3
	\$10 to \$24.9	32	7	25.0	24.4	5
	\$5 to \$9.9	*	*	*	*	0
	Less than \$5	39	5	18.2	18.2	2
	All		426	32	15.5	13.7
All	\$5,000 or More	1,655	109	8.9	8.7	11
	\$2,000 to \$4,999.9	1,671	166	9.3	9.4	22
	\$1,000 to \$1,999.9	937	152	16.7	15.4	26
	\$500 to \$999.9	1,749	201	9.1	10.8	72
	\$250 to \$499.9	1,863	217	9.2	13.4	127
	\$100 to \$249.9	2,724	382	7.7	12.6	252
	\$50 to \$99.9	1,049	124	0.0	12.8	184
	\$25 to \$49.9	747	103	0.0	12.8	131
	\$10 to \$24.9	497	70	0.0	16.1	115
	\$5 to \$9.9	84	19	0.0	22.3	25
	Less than \$5	229	48	11.1	24.1	38
All		13,205	1,591	5.8	13.6	1,003

¹Staffing totals as of 1/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting staff departures. Departure rate equals the total number of departures as a percentage of total staff.

*Insufficient data.

Table 2.30 Professional Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Professional Staff	Professional Staff Departures	Professional Staff Departure Rate		No. of Grantmakers
				Median	Mean	
Community	\$2,000 or More	517	43	7.0	8.0	8
	\$1,000 to \$1,999.9	470	71	17.2	15.4	10
	\$500 to \$999.9	670	78	10.0	12.2	23
	\$250 to \$499.9	560	68	8.3	11.4	36
	\$100 to \$249.9	895	116	11.1	12.2	87
	\$50 to \$99.9	427	48	0.0	11.7	77
	\$25 to \$49.9	239	34	0.0	10.5	60
	\$10 to \$24.9	132	15	0.0	20.4	50
	\$5 to \$9.9	5	2	50.0	50.0	5
	Less than \$5	44	7	0.0	21.1	10
	All		3,959	482	5.0	13.2
Corporate	\$12 or More	43	9	17.9	25.6	4
	\$6 to \$11.9	12	2	0.0	9.5	3
	\$1 to \$5.9	12	0	0.0	0.0	7
	Less than \$1	*	*	*	*	0
	All		67	11	0.0	9.4
Private	\$5,000 or More	1,018	78	8.7	9.0	8
	\$2,000 to \$4,999.9	903	90	10.0	9.2	15
	\$1,000 to \$1,999.9	205	22	12.5	11.1	9
	\$500 to \$999.9	532	69	8.8	11.9	39
	\$250 to \$499.9	546	63	0.0	11.2	75
	\$100 to \$249.9	696	91	0.0	12.8	134
	\$50 to \$99.9	260	26	0.0	12.7	92
	\$25 to \$49.9	151	13	0.0	10.2	54
	\$10 to \$24.9	62	4	0.0	2.6	42
	\$5 to \$9.9	13	2	0.0	12.5	13
	Less than \$5	20	6	0.0	29.3	11
	All		4,406	464	0.0	11.6
Family	\$2,000 or More	383	23	9.5	8.2	4
	\$1,000 to \$1,999.9	131	9	12.5	8.8	6
	\$500 to \$999.9	153	16	8.6	11.3	17
	\$250 to \$499.9	208	32	0.0	13.2	35
	\$100 to \$249.9	215	17	0.0	6.4	46
	\$50 to \$99.9	81	11	0.0	17.3	30
	\$25 to \$49.9	87	9	0.0	17.2	26
	\$10 to \$24.9	43	3	0.0	1.6	30
	\$5 to \$9.9	6	0	0.0	0.0	6
	Less than \$5	16	5	0.0	32.5	9
	All		1,323	125	0.0	11.6

Table 2.30 (Continued) Professional Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Professional Staff	Professional Staff Departures	Professional Staff Departure Rate		No. of Grantmakers	
				Median	Mean		
Independent	\$5,000 or More	854	66	8.7	9.6	6	
	\$2,000 to \$4,999.9	684	79	10.4	9.2	13	
	\$1,000 to \$1,999.9	74	13	16.7	15.0	3	
	\$500 to \$999.9	379	53	9.1	12.4	22	
	\$250 to \$499.9	338	31	0.0	9.4	40	
	\$100 to \$249.9	481	74	0.0	15.9	88	
	\$50 to \$99.9	179	15	0.0	10.4	62	
	\$25 to \$49.9	64	4	0.0	3.8	28	
	\$10 to \$24.9	19	1	0.0	4.5	12	
	\$5 to \$9.9	7	2	0.0	33.3	7	
	Less than \$5	4	1	16.7	16.7	2	
	All		3,083	339	0.0	11.6	283
Operating	\$2,000 or More	16	1	6.3	6.3	1	
	\$1,000 to \$1,999.9	*	*	*	*	0	
	\$500 to \$999.9	63	3	5.0	5.0	2	
	\$250 to \$499.9	77	12	13.6	13.1	4	
	\$100 to \$249.9	85	3	0.0	4.1	7	
	\$50 to \$99.9	5	*	*	*	2	
	\$25 to \$49.9	0	*	*	*	1	
	\$10 to \$24.9	28	5	25.0	19.4	4	
	\$5 to \$9.9	3	7	233.3	233.3	1	
	Less than \$5	8	1	12.5	12.5	1	
	All		285	32	10.3	22.1	23
	Public	\$2,000 or More	*	*	*	*	0
\$1,000 to \$1,999.9		47	5	4.5	10.6	6	
\$500 to \$999.9		95	9	10.0	12.5	6	
\$250 to \$499.9		314	15	11.8	14.5	9	
\$100 to \$249.9		437	65	0.0	11.3	19	
\$50 to \$99.9		94	16	12.1	24.5	12	
\$25 to \$49.9		134	19	3.6	9.8	8	
\$10 to \$24.9		144	20	12.5	21.7	13	
\$5 to \$9.9		40	6	5.0	8.6	6	
Less than \$5		78	21	20.0	20.4	12	
All			1,383	176	10.4	15.9	91

Table 2.30 (Continued) Professional Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Professional Staff	Professional Staff Departures	Professional Staff Departure Rate		No. of Grantmakers
				Median	Mean	
Other	\$2,000 or More	159	*	*	*	1
	\$1,000 to \$1,999.9	35	8	22.9	22.9	1
	\$500 to \$999.9	15	*	*	*	1
	\$250 to \$499.9	*	*	*	*	0
	\$100 to \$249.9	18	0	0.0	0.0	4
	\$50 to \$99.9	*	*	*	*	0
	\$25 to \$49.9	53	10	16.7	12.8	3
	\$10 to \$24.9	28	7	33.3	29.3	5
	\$5 to \$9.9	*	*	*	*	0
	Less than \$5	28	3	6.0	6.0	2
	All		336	28	13.1	13.6
All	\$5,000 or More	1,270	84	6.6	8.4	11
	\$2,000 to \$4,999.9	1,343	128	9.6	8.9	22
	\$1,000 to \$1,999.9	757	106	12.5	13.4	26
	\$500 to \$999.9	1,376	159	9.1	11.7	72
	\$250 to \$499.9	1,526	162	6.3	11.8	127
	\$100 to \$249.9	2,145	280	0.0	12.1	252
	\$50 to \$99.9	789	90	0.0	12.9	184
	\$25 to \$49.9	593	78	0.0	10.2	131
	\$10 to \$24.9	395	51	0.0	14.5	115
	\$5 to \$9.9	61	17	0.0	28.5	25
	Less than \$5	181	38	6.0	20.9	38
All		10,436	1,193	0.0	12.8	1,003

¹Staffing totals as of 1/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting staff departures. Departure rate equals the total number of departures as a percentage of total staff.

*Insufficient data.

Table 2.31 Administrative Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Administrative Staff	Administrative Staff Departures	Administrative Staff Departure Rate		No. of Grantmakers
				Median	Mean	
Community	\$2,000 or More	148	24	13.3	15.4	8
	\$1,000 to \$1,999.9	124	40	28.6	40.1	10
	\$500 to \$999.9	148	21	0.0	13.7	23
	\$250 to \$499.9	130	24	0.0	13.5	36
	\$100 to \$249.9	248	41	0.0	14.8	87
	\$50 to \$99.9	147	20	0.0	16.1	77
	\$25 to \$49.9	87	10	0.0	10.6	60
	\$10 to \$24.9	52	14	0.0	31.7	50
	\$5 to \$9.9	6	1	25.0	25.0	5
	Less than \$5	10	0	0.0	0.0	10
	All		1,100	195	0.0	16.7
Corporate	\$12 or More	9	2	20.0	40.0	4
	\$6 to \$11.9	6	0	0.0	0.0	3
	\$1 to \$5.9	5	1	0.0	12.5	7
	Less than \$1	*	*	*	*	0
	All	20	3	0.0	17.0	14
Private	\$5,000 or More	307	20	8.3	8.3	8
	\$2,000 to \$4,999.9	201	19	0.0	11.7	15
	\$1,000 to \$1,999.9	37	4	12.7	29.2	9
	\$500 to \$999.9	165	13	0.0	4.4	39
	\$250 to \$499.9	155	26	0.0	14.2	75
	\$100 to \$249.9	178	22	0.0	12.1	134
	\$50 to \$99.9	67	4	0.0	3.6	92
	\$25 to \$49.9	28	6	0.0	29.5	54
	\$10 to \$24.9	22	2	0.0	16.7	42
	\$5 to \$9.9	4	1	0.0	33.3	13
	Less than \$5	6	1	0.0	0.0	11
	All	1,170	118	0.0	11.5	492
Family	\$2,000 or More	89	7	21.1	24.5	4
	\$1,000 to \$1,999.9	19	1	0.0	33.3	6
	\$500 to \$999.9	63	2	0.0	3.0	17
	\$250 to \$499.9	50	7	0.0	11.1	35
	\$100 to \$249.9	39	2	0.0	4.0	46
	\$50 to \$99.9	19	3	0.0	3.6	30
	\$25 to \$49.9	14	4	0.0	40.0	26
	\$10 to \$24.9	17	2	0.0	22.2	30
	\$5 to \$9.9	1	0	0.0	0.0	6
	Less than \$5	6	1	0.0	0.0	9
	All	317	29	0.0	10.5	209

Table 2.31 (Continued) Administrative Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Administrative Staff	Administrative Staff Departures	Administrative Staff Departure Rate		No. of Grantmakers	
				Median	Mean		
Independent	\$5,000 or More	246	15	8.3	7.0	6	
	\$2,000 to \$4,999.9	173	17	0.0	8.8	13	
	\$1,000 to \$1,999.9	18	3	14.3	25.1	3	
	\$500 to \$999.9	102	11	0.0	5.2	22	
	\$250 to \$499.9	105	19	0.0	16.4	40	
	\$100 to \$249.9	139	20	0.0	15.1	88	
	\$50 to \$99.9	48	1	0.0	3.6	62	
	\$25 to \$49.9	14	2	0.0	20.8	28	
	\$10 to \$24.9	5	0	0.0	0.0	12	
	\$5 to \$9.9	3	1	50.0	50.0	7	
	Less than \$5	0	0	*	*	2	
	All		853	89	0.0	12.1	283
Operating	\$2,000 or More	5	0	0.0	0.0	1	
	\$1,000 to \$1,999.9	*	*	*	*	0	
	\$500 to \$999.9	37	5	16.3	16.3	2	
	\$250 to \$499.9	23	2	4.2	8.3	4	
	\$100 to \$249.9	39	5	12.5	31.3	7	
	\$50 to \$99.9	0	*	*	*	2	
	\$25 to \$49.9	1	*	*	*	1	
	\$10 to \$24.9	4	0	0.0	0.0	4	
	\$5 to \$9.9	6	0	0.0	0.0	1	
	Less than \$5	1	0	0.0	0.0	1	
	All		116	12	0.0	13.6	23
	Public	\$2,000 or More	*	*	*	*	0
\$1,000 to \$1,999.9		12	2	0.0	10.0	6	
\$500 to \$999.9		21	3	12.5	14.6	6	
\$250 to \$499.9		25	2	0.0	6.1	9	
\$100 to \$249.9		105	33	0.0	17.3	19	
\$50 to \$99.9		44	9	11.3	17.7	12	
\$25 to \$49.9		21	7	0.0	15.5	8	
\$10 to \$24.9		19	3	0.0	16.3	13	
\$5 to \$9.9		7	0	0.0	0.0	6	
Less than \$5		19	7	0.0	28.2	12	
All			273	66	0.0	16.0	91

Table 2.31 (Continued) Administrative Staff Departure Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Administrative Staff	Administrative Staff Departures	Administrative Staff Departure Rate		No. of Grantmakers
				Median	Mean	
Other	\$2,000 or More	52	*	*	*	1
	\$1,000 to \$1,999.9	7	0	0.0	0.0	1
	\$500 to \$999.9	2	*	*	*	1
	\$250 to \$499.9	*	*	*	*	0
	\$100 to \$249.9	4	0	0.0	0.0	4
	\$50 to \$99.9	*	*	*	*	*
	\$25 to \$49.9	10	2	11.1	11.1	3
	\$10 to \$24.9	4	0	0.0	0.0	5
	\$5 to \$9.9	*	*	*	*	0
	Less than \$5	11	2	55.0	55.0	2
	All		90	4	0.0	13.2
All	\$5,000 or More	385	25	8.3	9.1	11
	\$2,000 to \$4,999.9	328	38	7.1	12.5	22
	\$1,000 to \$1,999.9	180	46	16.7	29.3	26
	\$500 to \$999.9	373	42	0.0	9.3	72
	\$250 to \$499.9	337	55	0.0	14.0	127
	\$100 to \$249.9	579	102	0.0	14.0	252
	\$50 to \$99.9	260	34	0.0	11.7	184
	\$25 to \$49.9	154	25	0.0	13.7	131
	\$10 to \$24.9	102	19	0.0	22.8	115
	\$5 to \$9.9	23	2	0.0	15.6	25
	Less than \$5	48	10	0.0	17.3	38
	All		2,769	398	0.0	14.4

¹Staffing totals as of 1/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting staff departures. Departure rate equals the total number of departures as a percentage of total staff.

*Insufficient data.

Table 2.32 Total Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Total Staff	Total Positions Eliminated or Unfilled	Total Staff Turnover Rate		No. of Grantmakers
				Median	Mean	
Community	\$2,000 or More	665	21	9.7	9.6	8
	\$1,000 to \$1,999.9	594	12	18.2	19.1	10
	\$500 to \$999.9	818	32	10.7	11.5	23
	\$250 to \$499.9	690	23	10.9	12.9	36
	\$100 to \$249.9	1,143	30	12.5	11.5	87
	\$50 to \$99.9	574	25	7.8	11.8	77
	\$25 to \$49.9	326	20	0.0	11.6	60
	\$10 to \$24.9	184	7	0.0	17.3	50
	\$5 to \$9.9	11	2	8.3	8.3	5
	Less than \$5	54	0	0.0	12.5	10
All		5,059	172	9.1	12.6	366
Corporate	\$12 or More	52	0	0.0	0.0	4
	\$6 to \$11.9	18	0	12.5	12.5	3
	\$1 to \$5.9	17	1	0.0	2.9	7
	Less than \$1	*	*	*	*	0
All		87	1	0.0	4.5	14
Private	\$5,000 or More	1,325	24	9.8	9.6	8
	\$2,000 to \$4,999.9	1,104	24	9.4	9.1	15
	\$1,000 to \$1,999.9	242	5	12.0	10.9	9
	\$500 to \$999.9	697	20	5.7	9.4	39
	\$250 to \$499.9	701	19	0.0	11.0	75
	\$100 to \$249.9	874	43	0.0	11.3	134
	\$50 to \$99.9	327	9	0.0	7.6	92
	\$25 to \$49.9	179	6	0.0	6.9	54
	\$10 to \$24.9	84	4	0.0	3.3	42
	\$5 to \$9.9	17	0	0.0	11.1	13
	Less than \$5	26	2	0.0	14.8	11
All		5,576	156	0.0	9.2	492
Family	\$2,000 or More	472	8	10.9	10.9	4
	\$1,000 to \$1,999.9	150	2	12.0	10.7	6
	\$500 to \$999.9	216	6	7.3	9.0	17
	\$250 to \$499.9	258	9	0.0	10.4	35
	\$100 to \$249.9	254	7	0.0	5.6	46
	\$50 to \$99.9	100	3	0.0	9.2	30
	\$25 to \$49.9	101	5	0.0	11.5	26
	\$10 to \$24.9	60	4	0.0	2.8	30
	\$5 to \$9.9	7	0	0.0	0.0	6
	Less than \$5	22	2	0.0	14.3	9
All		1,640	46	0.0	7.9	209

Table 2.32 (Continued) Total Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Total Staff	Total Positions Eliminated or Unfilled	Total Staff Turnover Rate		No. of Grantmakers
				Median	Mean	
Independent	\$5,000 or More	1,100	16	8.6	9.1	6
	\$2,000 to \$4,999.9	857	24	9.1	9.0	13
	\$1,000 to \$1,999.9	92	3	11.3	11.3	3
	\$500 to \$999.9	481	14	2.9	9.7	22
	\$250 to \$499.9	443	10	4.8	11.6	40
	\$100 to \$249.9	620	36	0.0	14.2	88
	\$50 to \$99.9	227	6	0.0	6.8	62
	\$25 to \$49.9	78	1	0.0	3.2	28
	\$10 to \$24.9	24	0	0.0	4.5	12
	\$5 to \$9.9	10	0	0.0	25.0	7
	Less than \$5	4	0	16.7	16.7	2
All		3,936	110	0.0	10.2	283
Operating	\$2,000 or More	21	0	4.8	4.8	1
	\$1,000 to \$1,999.9	*	*	*	*	0
	\$500 to \$999.9	100	5	8.2	8.2	2
	\$250 to \$499.9	100	5	11.1	11.5	4
	\$100 to \$249.9	124	4	5.0	8.3	7
	\$50 to \$99.9	5	*	*	*	2
	\$25 to \$49.9	1	*	*	*	1
	\$10 to \$24.9	32	1	10.0	10.0	4
	\$5 to \$9.9	9	2	63.6	63.6	1
	Less than \$5	9	1	10.0	10.0	1
	All		401	18	10.0	12.4
Public	\$2,000 or More	*	*	*	*	0
	\$1,000 to \$1,999.9	59	0	9.4	12.4	6
	\$500 to \$999.9	116	6	5.0	10.4	6
	\$250 to \$499.9	339	7	10.5	13.2	9
	\$100 to \$249.9	542	6	9.5	13.4	19
	\$50 to \$99.9	138	6	11.3	17.7	12
	\$25 to \$49.9	155	6	3.6	10.1	8
	\$10 to \$24.9	163	5	12.5	22.2	13
	\$5 to \$9.9	47	0	0.0	6.9	6
	Less than \$5	97	8	20.4	21.0	12
	All		1,656	44	11.2	15.6

Table 2.32 (Continued) Total Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Total Staff	Total Positions Eliminated or Unfilled	Total Staff Turnover Rate		No. of Grantmakers	
				Median	Mean		
Other	\$2,000 or More	211	*	*	*	1	
	\$1,000 to \$1,999.9	42	0	19.0	19.0	1	
	\$500 to \$999.9	17	*	*	*	1	
	\$250 to \$499.9	*	*	*	*	0	
	\$100 to \$249.9	22	0	0.0	0.0	4	
	\$50 to \$99.9	*	*	*	*	0	
	\$25 to \$49.9	63	6	14.3	11.6	3	
	\$10 to \$24.9	32	0	25.0	24.4	5	
	\$5 to \$9.9	*	*	*	*	0	
	Less than \$5	39	6	17.4	17.4	2	
	All		426	12	14.3	13.3	17
All	\$5,000 or More	1,655	24	9.4	8.9	11	
	\$2,000 to \$4,999.9	1,671	45	9.2	9.2	22	
	\$1,000 to \$1,999.9	937	17	16.2	15.1	26	
	\$500 to \$999.9	1,749	63	9.1	10.1	72	
	\$250 to \$499.9	1,863	54	6.7	11.6	127	
	\$100 to \$249.9	2,724	83	0.0	11.2	252	
	\$50 to \$99.9	1,049	40	0.0	10.1	184	
	\$25 to \$49.9	747	39	0.0	9.6	131	
	\$10 to \$24.9	497	17	0.0	12.5	115	
	\$5 to \$9.9	84	4	0.0	12.6	25	
	Less than \$5	229	17	0.0	15.7	38	
	All		13,205	403	0.0	11.2	1,003

¹Staffing totals as of 1/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting staff departures. Turnover rate equals the total number of departures as a percentage of total staff plus unfilled or eliminated positions.

*Insufficient data.

Table 2.33 Professional Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Professional Staff	Professional Positions Eliminated or Unfilled	Professional Staff Turnover Rate		No. of Grantmakers
				Median	Mean	
Community	\$2,000 or More	517	14	7.0	7.7	8
	\$1,000 to \$1,999.9	470	10	17.0	14.9	10
	\$500 to \$999.9	670	23	10.0	11.5	23
	\$250 to \$499.9	560	18	7.4	10.7	36
	\$100 to \$249.9	895	23	10.0	11.2	87
	\$50 to \$99.9	427	19	0.0	10.6	77
	\$25 to \$49.9	239	17	0.0	9.3	60
	\$10 to \$24.9	132	4	0.0	15.2	50
	\$5 to \$9.9	5	0	0.0	0.0	5
	Less than \$5	44	0	0.0	12.9	10
	All	3,959	128	0.0	11.2	366
Corporate	\$12 or More	43	0	0.0	0.0	4
	\$6 to \$11.9	12	0	14.3	14.3	3
	\$1 to \$5.9	12	1	0.0	0.0	7
	Less than \$1	*	*	*	*	0
	All	67	1	0.0	2.9	14
Private	\$5,000 or More	1,018	15	8.8	9.2	8
	\$2,000 to \$4,999.9	903	21	9.5	9.0	15
	\$1,000 to \$1,999.9	205	3	12.5	9.9	9
	\$500 to \$999.9	532	17	8.3	11.5	39
	\$250 to \$499.9	546	13	0.0	10.3	75
	\$100 to \$249.9	696	32	0.0	11.4	134
	\$50 to \$99.9	260	7	0.0	9.2	92
	\$25 to \$49.9	151	3	0.0	3.3	54
	\$10 to \$24.9	62	3	0.0	2.3	42
	\$5 to \$9.9	13	0	0.0	0.0	13
	Less than \$5	20	1	0.0	16.7	11
All	4,406	115	0.0	9.0	492	
Family	\$2,000 or More	383	3	9.3	9.3	4
	\$1,000 to \$1,999.9	131	1	12.5	9.8	6
	\$500 to \$999.9	153	5	8.7	11.9	17
	\$250 to \$499.9	208	5	0.0	10.1	35
	\$100 to \$249.9	215	6	0.0	6.2	46
	\$50 to \$99.9	81	1	0.0	11.6	30
	\$25 to \$49.9	87	3	0.0	5.1	26
	\$10 to \$24.9	43	3	0.0	1.2	30
	\$5 to \$9.9	6	0	0.0	0.0	6
	Less than \$5	16	1	0.0	16.7	9
	All	1,323	28	0.0	7.8	209

Table 2.33 (Continued) Professional Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Professional Staff	Professional Positions Eliminated or Unfilled	Professional Staff Turnover Rate		No. of Grantmakers
				Median	Mean	
Independent	\$5,000 or More	854	12	8.3	9.1	6
	\$2,000 to \$4,999.9	684	21	9.6	9.0	13
	\$1,000 to \$1,999.9	74	2	9.9	9.9	3
	\$500 to \$999.9	379	12	4.2	11.1	22
	\$250 to \$499.9	338	8	0.0	10.4	40
	\$100 to \$249.9	481	26	0.0	14.0	88
	\$50 to \$99.9	179	6	0.0	8.0	62
	\$25 to \$49.9	64	0	0.0	2.0	28
	\$10 to \$24.9	19	0	0.0	4.5	12
	\$5 to \$9.9	7	0	0.0	0.0	7
	Less than \$5	4	0	16.7	16.7	2
All	3,083	87	0.0	9.8	283	
Operating	\$2,000 or More	16	0	6.3	6.3	1
	\$1,000 to \$1,999.9	*	*	*	*	0
	\$500 to \$999.9	63	3	4.5	4.5	2
	\$250 to \$499.9	77	4	12.9	12.3	4
	\$100 to \$249.9	85	3	0.0	3.7	7
	\$50 to \$99.9	5	*	*	*	2
	\$25 to \$49.9	0	*	*	*	1
	\$10 to \$24.9	28	1	10.0	10.0	4
	\$5 to \$9.9	3	2	140.0	140.0	1
	Less than \$5	8	1	11.1	11.1	1
	All	285	14	9.1	15.2	23
Public	\$2,000 or More	*	*	*	*	0
	\$1,000 to \$1,999.9	47	0	4.5	10.6	6
	\$500 to \$999.9	95	4	0.0	9.5	6
	\$250 to \$499.9	314	6	11.8	14.8	9
	\$100 to \$249.9	437	3	0.0	10.2	19
	\$50 to \$99.9	94	5	10.0	18.4	12
	\$25 to \$49.9	134	4	3.6	9.5	8
	\$10 to \$24.9	144	5	14.3	21.8	13
	\$5 to \$9.9	40	0	0.0	8.3	6
	Less than \$5	78	4	18.3	19.4	12
	All	1,383	31	10.4	14.8	91

Table 2.33 (Continued) Professional Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Professional Staff	Professional Positions Eliminated or Unfilled	Professional Staff Turnover Rate		No. of Grantmakers
				Median	Mean	
Other	\$2,000 or More	159	*	*	*	1
	\$1,000 to \$1,999.9	35	0	22.9	22.9	1
	\$500 to \$999.9	15	*	*	*	1
	\$250 to \$499.9	*	*	*	*	0
	\$100 to \$249.9	18	0	0.0	0.0	4
	\$50 to \$99.9	*	*	*	*	0
	\$25 to \$49.9	53	5	14.3	11.6	3
	\$10 to \$24.9	28	0	33.3	29.3	5
	\$5 to \$9.9	*	*	*	*	0
	Less than \$5	28	4	5.2	5.2	2
	All	336	9	12.3	13.2	17
All	\$5,000 or More	1,270	15	7.4	8.2	11
	\$2,000 to \$4,999.9	1,343	35	9.5	8.7	22
	\$1,000 to \$1,999.9	757	13	12.5	12.8	26
	\$500 to \$999.9	1,376	47	8.3	11.0	72
	\$250 to \$499.9	1,526	41	5.3	10.6	127
	\$100 to \$249.9	2,145	61	0.0	10.8	252
	\$50 to \$99.9	789	31	0.0	10.3	184
	\$25 to \$49.9	593	30	0.0	7.2	131
	\$10 to \$24.9	395	13	0.0	11.7	115
	\$5 to \$9.9	61	2	0.0	13.0	25
	Less than \$5	181	10	0.0	14.9	38
	All	10,436	298	0.0	10.5	1,003

¹Staffing totals as of 1/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting staff departures. Turnover rate equals the total number of departures as a percentage of total staff plus unfilled or eliminated positions.

*Insufficient data.

Table 2.34 Administrative Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Administrative Staff	Administrative Positions Eliminated or Unfilled	Administrative Staff Turnover Rate		No. of Grantmakers
				Median	Mean	
Community	\$2,000 or More	148	7	14.8	15.9	8
	\$1,000 to \$1,999.9	124	2	26.8	43.8	10
	\$500 to \$999.9	148	9	0.0	13.1	23
	\$250 to \$499.9	130	5	0.0	13.5	36
	\$100 to \$249.9	248	7	0.0	11.8	87
	\$50 to \$99.9	147	6	0.0	15.0	77
	\$25 to \$49.9	87	3	0.0	11.7	60
	\$10 to \$24.9	52	3	0.0	22.3	50
	\$5 to \$9.9	6	2	16.7	16.7	5
	Less than \$5	10	0	0.0	0.0	10
	All		1,100	44	0.0	14.9
Corporate	\$12 or More	9	0	0.0	0.0	4
	\$6 to \$11.9	6	0	0.0	0.0	3
	\$1 to \$5.9	5	0	0.0	12.5	7
	Less than \$1	*	*	*	*	0
All		20	0	0.0	8.3	14
Private	\$5,000 or More	307	9	8.0	8.2	8
	\$2,000 to \$4,999.9	201	3	0.0	11.7	15
	\$1,000 to \$1,999.9	37	2	10.0	22.0	9
	\$500 to \$999.9	165	3	0.0	3.3	39
	\$250 to \$499.9	155	6	0.0	11.3	75
	\$100 to \$249.9	178	11	0.0	10.6	134
	\$50 to \$99.9	67	2	0.0	6.3	92
	\$25 to \$49.9	28	3	0.0	36.5	54
	\$10 to \$24.9	22	1	0.0	8.3	42
	\$5 to \$9.9	4	0	0.0	33.3	13
	Less than \$5	6	1	0.0	20.0	11
All		1,170	41	0.0	11.4	492
Family	\$2,000 or More	89	5	33.3	33.3	4
	\$1,000 to \$1,999.9	19	1	0.0	16.7	6
	\$500 to \$999.9	63	1	0.0	2.2	17
	\$250 to \$499.9	50	4	0.0	14.9	35
	\$100 to \$249.9	39	1	0.0	1.8	46
	\$50 to \$99.9	19	2	0.0	11.5	30
	\$25 to \$49.9	14	2	100.0	57.1	26
	\$10 to \$24.9	17	1	0.0	11.1	30
	\$5 to \$9.9	1	0	0.0	0.0	6
	Less than \$5	6	1	0.0	20.0	9
	All		317	18	0.0	13.8

Table 2.34 (Continued) Administrative Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Administrative Staff	Administrative Positions Eliminated or Unfilled	Administrative Staff Turnover Rate		No. of Grantmakers
				Median	Mean	
Independent	\$5,000 or More	246	4	6.7	5.3	6
	\$2,000 to \$4,999.9	173	3	0.0	8.8	13
	\$1,000 to \$1,999.9	18	1	30.0	30.0	3
	\$500 to \$999.9	102	2	0.0	4.0	22
	\$250 to \$499.9	105	2	0.0	8.4	40
	\$100 to \$249.9	139	10	0.0	13.9	88
	\$50 to \$99.9	48	0	0.0	3.7	62
	\$25 to \$49.9	14	1	0.0	12.5	28
	\$10 to \$24.9	5	0	0.0	0.0	12
	\$5 to \$9.9	3	0	50.0	50.0	7
	Less than \$5	0	0	*	*	2
	All		853	23	0.0	9.9
Operating	\$2,000 or More	5	0	0.0	0.0	1
	\$1,000 to \$1,999.9	*	*	*	*	0
	\$500 to \$999.9	37	2	14.4	14.4	2
	\$250 to \$499.9	23	1	3.8	8.2	4
	\$100 to \$249.9	39	1	12.5	22.9	7
	\$50 to \$99.9	0	*	*	*	2
	\$25 to \$49.9	1	*	*	*	1
	\$10 to \$24.9	4	0	*	*	4
	\$5 to \$9.9	6	0	0.0	0.0	1
	Less than \$5	1	0	0.0	0.0	1
	All		116	4	0.0	11.8
Public	\$2,000 or More	*	*	*	*	0
	\$1,000 to \$1,999.9	12	0	0.0	10.0	6
	\$500 to \$999.9	21	2	20.0	17.8	6
	\$250 to \$499.9	25	1	0.0	6.7	9
	\$100 to \$249.9	105	3	0.0	23.5	19
	\$50 to \$99.9	44	1	0.0	14.4	12
	\$25 to \$49.9	21	2	0.0	15.5	8
	\$10 to \$24.9	19	0	0.0	16.3	13
	\$5 to \$9.9	7	0	0.0	0.0	6
	Less than \$5	19	4	0.0	21.9	12
	All		273	13	0.0	16.8

Table 2.34 (Continued) Administrative Staff Turnover Rates by Grantmaker Type and Asset or Grants Group, 2022¹

Grantmaker Type	Asset or Grants Group (in Millions) ²	Administrative Staff	Administrative Positions Eliminated or Unfilled	Administrative Staff Turnover Rate		No. of Grantmakers	
				Median	Mean		
Other	\$2,000 or More	52	*	*	*	1	
	\$1,000 to \$1,999.9	7	0	0.0	0.0	1	
	\$500 to \$999.9	2	*	*	*	1	
	\$250 to \$499.9	*	*	*	*	*	
	\$100 to \$249.9	4	0	0.0	0.0	4	
	\$50 to \$99.9	*	*	*	*	0	
	\$25 to \$49.9	10	1	10.0	10.0	3	
	\$10 to \$24.9	4	0	0.0	0.0	5	
	\$5 to \$9.9	*	*	*	*	0	
	Less than \$5	11	2	54.2	54.2	2	
	All		90	3	0.0	12.8	17
All	\$5,000 or More	385	9	8.0	9.4	11	
	\$2,000 to \$4,999.9	328	10	2.1	12.4	22	
	\$1,000 to \$1,999.9	180	4	18.4	27.8	26	
	\$500 to \$999.9	373	16	0.0	9.0	72	
	\$250 to \$499.9	337	13	0.0	11.7	127	
	\$100 to \$249.9	579	22	0.0	12.4	252	
	\$50 to \$99.9	260	9	0.0	11.9	184	
	\$25 to \$49.9	154	9	0.0	16.5	131	
	\$10 to \$24.9	102	4	0.0	16.1	115	
	\$5 to \$9.9	23	2	0.0	16.7	25	
	Less than \$5	48	7	0.0	19.3	38	
	All		2,769	105	0.0	13.4	1,003

¹Staffing totals as of 1/1/2022.

²Corporate grantmakers are grouped by reported grant dollars.

Includes respondents reporting staff departures. Turnover rate equals the total number of departures as a percentage of total staff plus unfilled or eliminated positions.

*Insufficient data.

Salaries

Table 2.35 Median and Mean Salaries for CEO/CGOs and Program Officers by Grantmaker Type, 2022¹

Grantmaker Type	Position	Salary		No. in Position
		Median	Mean	
Community	Chief Executive Officer/President	153,541	179,319	353
	Program Officer	65,033	67,519	343
Corporate	Chief Executive Officer/President	142,500	227,100	6
	Program Officer	87,890	91,689	12
Private	Chief Executive Officer/President	235,000	287,259	421
	Program Officer	118,725	124,085	581
Family	Chief Executive Officer/President	217,500	252,353	164
	Program Officer	111,100	120,948	211
Independent	Chief Executive Officer/President	249,000	309,534	257
	Program Officer	122,959	125,874	370
Operating	Chief Executive Officer/President	345,000	335,827	19
	Program Officer	107,625	108,003	37
Public	Chief Executive Officer/President	247,300	248,815	80
	Program Officer	85,000	89,116	135
Other	Chief Executive Officer/President	193,960	227,150	16
	Program Officer	100,880	95,843	32
All	Chief Executive Officer/President	200,000	240,803	895
	Program Officer	94,000	101,269	1,140

¹Salaries as of 2/1/2022.

Table 2.36 Full-Time CEO Salaries by Grantmaker Type and Asset Group, 2022¹

Grantmaker Type	Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
Community	\$2,000 or More	370,622	486,628	542,173	570,426	613,330	908,520	8	8
	\$1,000 to \$1,999.9	300,000	360,998	423,667	453,267	516,480	725,000	10	9
	\$750 to \$999.9	150,000	286,698	375,000	358,939	414,198	510,000	13	13
	\$500 to \$749.9	247,426	280,000	300,000	299,987	323,850	359,775	9	9
	\$250 to \$499.9	133,250	200,000	234,037	235,405	262,862	358,000	36	35
	\$100 to \$249.9	88,837	170,418	195,000	196,055	217,000	340,000	83	83
	\$50 to \$99.9	83,000	115,200	134,000	140,917	165,000	237,000	73	73
	\$25 to \$49.9	67,500	90,000	102,500	108,946	125,000	187,250	58	58
	\$10 to \$24.9	36,000	69,018	80,000	84,019	90,000	179,547	49	49
	\$5 to \$9.9	*	*	81,883	87,816	*	*	4	4
	Less than \$5	45,000	77,250	89,000	101,619	130,000	190,937	10	10
All	36,000	100,786	153,541	179,319	213,159	908,520	353	351	
Private	\$5,000 or More	735,000	785,856	906,664	919,744	1,065,515	1,106,886	8	8
	\$2,000 to \$4,999.9	629,856	677,000	712,250	749,136	798,531	1,008,000	12	12
	\$1,000 to \$1,999.9	377,000	558,495	615,000	638,663	750,000	890,574	9	9
	\$750 to \$999.9	45,750	355,595	460,000	492,224	675,000	772,729	9	8
	\$500 to \$749.9	176,500	296,640	395,483	389,100	450,000	656,675	26	24
	\$250 to \$499.9	128,750	245,000	301,155	325,585	378,500	641,480	71	69
	\$100 to \$249.9	26,866	214,000	274,025	278,961	326,500	825,000	116	116
	\$50 to \$99.9	30,000	141,000	189,795	183,397	223,421	329,579	83	83
	\$25 to \$49.9	76,385	120,513	149,250	163,824	190,060	480,000	48	48
	\$10 to \$24.9	100,250	125,000	140,000	147,493	154,659	315,703	29	29
	\$5 to \$9.9	70,000	*	114,725	137,425	*	286,598	6	6
	Less than \$5	*	*	137,679	157,630	*	*	4	4
All	26,866	170,000	235,000	287,259	338,000	1,106,886	421	416	
Family	\$2,000 or More	*	*	*	*	*	*	3	2
	\$1,000 to \$1,999.9	377,000	*	597,500	591,483	*	800,000	6	6
	\$750 to \$999.9	45,750	*	407,798	420,773	*	675,000	6	5
	\$500 to \$749.9	250,000	*	346,423	338,141	*	426,000	6	6
	\$250 to \$499.9	128,750	243,600	281,040	298,307	350,000	465,000	31	30
	\$100 to \$249.9	26,866	191,140	232,749	246,642	301,522	523,000	38	38
	\$50 to \$99.9	30,000	148,500	193,250	176,161	207,700	275,780	26	26
	\$25 to \$49.9	108,000	137,500	171,800	183,195	205,000	480,000	23	23
	\$10 to \$24.9	100,250	120,000	140,000	148,501	164,317	315,703	19	19
	\$5 to \$9.9	*	*	111,000	116,500	*	*	3	3
	Less than \$5	*	*	156,000	181,304	*	*	3	3
All	26,866	152,931	217,500	252,353	316,642	800,000	164	162	

Table 2.36 (Continued) Full-Time CEO Salaries by Grantmaker Type and Asset Group, 2022¹

Grantmaker Type	Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
Independent	\$5,000 or More	821,711	*	983,000	978,826	*	1,106,886	6	6
	\$2,000 to \$4,999.9	629,856	684,000	724,500	756,330	824,000	1,008,000	11	11
	\$1,000 to \$1,999.9	*	*	750,000	733,023	*	*	3	3
	\$750 to \$999.9	*	*	707,651	635,127	*	*	3	3
	\$500 to \$749.9	176,500	321,570	400,975	404,388	486,095	656,675	20	18
	\$250 to \$499.9	141,945	252,130	330,000	346,726	395,734	641,480	40	39
	\$100 to \$249.9	120,000	223,820	283,095	294,706	331,200	825,000	78	78
	\$50 to \$99.9	68,640	141,000	182,986	186,699	225,000	329,579	57	57
	\$25 to \$49.9	76,385	117,000	143,072	146,002	168,300	249,000	25	25
	\$10 to \$24.9	122,259	135,740	140,403	145,578	144,000	222,473	10	10
	\$5 to \$9.9	*	*	118,450	158,349	*	*	3	3
	Less than \$5	*	*	*	*	*	*	1	1
All	68,640	178,000	249,000	309,534	356,092	1,106,886	257	254	
Operating	\$5,000 or More	*	*	*	*	*	*	1	1
	\$1,000 to \$4,999.9	*	*	*	*	*	*	0	0
	\$750 to \$999.9	*	*	*	*	*	*	2	2
	\$500 to \$749.9	*	*	*	*	*	*	0	0
	\$250 to \$499.9	*	*	524,009	461,803	*	*	3	3
	\$100 to \$249.9	178,740	225,000	345,000	308,377	397,052	403,650	7	7
	\$50 to \$99.9	*	*	*	*	*	*	1	1
	\$25 to \$49.9	*	*	*	*	*	*	0	0
	\$5 to \$24.9	58,500	*	215,000	177,170	*	262,000	5	5
	Less than \$5	*	*	*	*	*	*	0	0
	All	58,500	225,000	345,000	335,827	472,500	636,400	19	19
Public	\$2,000 or More	*	*	*	*	*	*	0	0
	\$1,000 to \$1,999.9	*	*	*	*	*	*	2	2
	\$500 to \$999.9	230,000	*	337,500	361,659	*	592,755	6	6
	\$250 to \$499.9	267,508	280,000	303,491	366,868	361,427	710,440	9	9
	\$100 to \$249.9	123,280	256,731	276,167	283,120	299,706	568,055	16	16
	\$50 to \$99.9	119,801	145,314	176,665	210,944	257,525	472,183	12	11
	\$25 to \$49.9	133,670	169,093	200,070	205,262	218,025	326,757	9	8
	\$10 to \$24.9	100,000	137,812	167,082	200,857	245,000	368,500	13	13
	\$5 to \$9.9	116,600	*	191,000	182,103	*	250,000	5	5
	Less than \$5	65,000	91,208	118,595	149,496	195,000	321,360	8	8
All	65,000	162,682	247,300	248,815	301,746	710,440	80	78	

Table 2.36 (Continued) Full-Time CEO Salaries by Grantmaker Type and Asset Group, 2022¹

Grantmaker Type	Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
Other	\$5,000 or More	*	*	472,713	472,713	*	*	1	1
	\$2,000 to \$4,999.9	*	*	*	*	*	*	0	0
	\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
	\$750 to \$999.9	*	*	*	*	*	*	1	1
	\$250 to \$749.9	*	*	*	*	*	*	0	0
	\$100 to \$249.9	*	*	192,220	211,740	*	*	3	3
	\$50 to \$99.9	*	*	*	*	*	*	0	0
	\$25 to \$49.9	*	*	250,000	231,900	*	*	3	3
	\$10 to \$24.9	84,804	*	156,000	144,649	*	165,000	5	5
	\$5 to \$9.9	*	*	*	*	*	*	0	0
	Less than \$5	*	*	*	*	*	*	2	2
All		84,804	160,220	193,960	227,150	250,000	566,100	16	16
All	\$5,000 or More	370,622	473,800	821,711	788,645	1,053,000	1,106,886	11	11
	\$2,000 to \$4,999.9	464,436	575,000	684,000	693,811	773,062	1,008,000	19	19
	\$1,000 to \$1,999.9	300,000	377,000	508,240	529,723	615,000	890,574	22	21
	\$750 to \$999.9	45,750	327,029	400,779	411,108	472,500	772,729	26	25
	\$500 to \$749.9	176,500	281,515	353,138	365,911	431,000	656,675	40	38
	\$250 to \$499.9	128,750	226,131	280,000	304,860	350,000	710,440	119	116
	\$100 to \$249.9	26,866	190,000	225,000	248,693	291,900	825,000	225	225
	\$50 to \$99.9	30,000	127,720	163,800	168,505	200,000	472,183	169	168
	\$25 to \$49.9	67,500	100,500	130,000	141,741	171,800	480,000	118	117
	\$10 to \$24.9	36,000	80,625	111,500	125,559	152,625	368,500	100	100
	\$5 to \$9.9	58,500	84,173	117,525	134,052	164,459	286,598	16	16
	Less than \$5	45,000	85,500	118,274	132,563	170,250	321,360	24	24
All		26,866	135,000	200,000	240,895	292,000	1,106,886	889	880

¹Salaries as of 2/1/2022.
 Excludes corporate grantmakers.
 *Insufficient data.

Table 2.37 Full-Time Program Officer Salaries by Grantmaker Type and Asset Group, 2022¹

Grantmaker Type	Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
Community	\$2,000 or More	55,069	75,000	91,689	90,141	98,689	124,800	34	7
	\$1,000 to \$1,999.9	55,385	70,452	80,000	86,716	96,157	202,796	33	9
	\$750 to \$999.9	45,000	60,918	71,691	72,187	80,232	104,629	36	11
	\$500 to \$749.9	50,450	61,532	71,428	70,598	80,784	88,251	16	8
	\$250 to \$499.9	47,960	59,022	65,190	65,398	71,418	91,469	56	24
	\$100 to \$249.9	46,800	56,160	61,820	64,245	69,000	101,000	79	43
	\$50 to \$99.9	31,824	47,442	51,225	54,835	62,830	85,000	50	25
	\$25 to \$49.9	24,596	41,270	55,000	52,766	63,400	75,763	23	19
	\$10 to \$24.9	32,000	38,639	45,600	48,479	55,000	75,000	11	7
	\$Less than \$10	*	*	65,000	55,611	*	*	5	3
All	20,885	55,069	65,033	67,519	75,763	202,796	343	156	
Private	\$5,000 or More	102,730	140,000	154,950	164,061	179,451	329,084	130	8
	\$2,000 to \$4,999.9	75,000	117,402	137,683	135,866	154,710	195,000	97	13
	\$1,000 to \$1,999.9	98,800	107,987	127,191	128,307	138,000	181,469	27	7
	\$750 to \$999.9	59,920	92,952	116,875	126,416	157,000	215,000	40	10
	\$500 to \$749.9	53,000	89,375	100,437	109,612	131,850	186,700	41	18
	\$250 to \$499.9	48,048	90,000	100,000	107,408	124,000	192,835	86	43
	\$100 to \$249.9	53,390	84,936	96,959	100,489	111,700	208,000	96	63
	\$50 to \$99.9	21,500	71,988	84,861	83,681	93,284	175,000	40	32
	\$10 to \$49.9	42,449	85,490	92,000	99,049	108,900	154,875	21	12
	\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	3	2	
All	21,500	93,950	118,725	124,085	147,600	329,084	581	208	
Family	\$2,000 or More	*	*	151,049	143,115	*	*	56	4
	\$1,000 to \$1,999.9	115,000	*	131,661	138,941	*	173,981	16	5
	\$750 to \$999.9	59,920	108,150	135,000	135,665	177,000	215,000	29	7
	\$500 to \$749.9	*	*	126,000	127,345	*	*	8	4
	\$250 to \$499.9	48,048	94,700	108,500	106,887	124,000	133,836	34	17
	\$100 to \$249.9	72,120	96,010	103,390	109,551	112,500	208,000	28	18
	\$50 to \$99.9	21,500	71,875	82,847	78,525	90,000	100,000	18	12
	\$10 to \$49.9	55,000	85,490	94,500	102,862	135,000	154,875	19	10
	\$5 to \$9.9	*	*	*	*	*	*	0	0
	Less than \$5	*	*	*	*	*	*	3	2
All	21,500	94,500	111,100	120,948	150,000	215,000	211	79	
Independent	\$5,000 or More	102,730	137,917	150,000	165,400	176,240	329,084	91	6
	\$1,000 to \$4,999.9	75,000	118,000	139,826	139,366	158,000	195,000	91	13
	\$750 to \$999.9	*	*	95,790	102,032	*	*	11	3
	\$500 to \$749.9	53,000	89,375	94,000	105,313	120,438	186,700	33	14
	\$250 to \$499.9	60,000	83,500	97,263	107,749	125,899	192,835	52	26
	\$100 to \$249.9	53,390	83,251	90,705	96,758	110,417	160,083	68	45
	\$50 to \$99.9	45,000	72,100	90,000	87,900	96,408	175,000	22	20
	\$25 to \$49.9	*	*	*	*	*	*	2	2
	Less than \$25	*	*	*	*	*	*	0	0
	All	42,449	93,000	122,959	125,874	147,500	329,084	370	129

Table 2.37 (Continued) Full-Time Program Officer Salaries by Grantmaker Type and Asset Group, 2022¹

Grantmaker Type	Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
Operating	\$5,000 or More	*	*	*	*	*	*	1	1
	\$1,000 to \$4,999.9	*	*	*	*	*	*	0	0
	\$750 to \$999.9	*	*	*	*	*	*	6	2
	\$500 to \$749.9	*	*	*	*	*	*	0	0
	\$250 to \$499.9	*	*	100,403	98,187	*	*	12	3
	\$100 to \$249.9	*	*	118,307	122,731	*	*	10	3
	\$10 to \$99.9	*	*	100,820	96,440	*	*	6	4
	\$5 to \$9.9	*	*	*	*	*	*	0	0
	Less than \$5	*	*	*	*	*	*	2	1
	All	74,000	96,640	107,625	108,003	116,614	185,000	37	14
Public	\$2,000 or More	*	*	*	*	*	*	0	0
	\$1,000 to \$1,999.9	*	*	*	*	*	*	10	2
	\$500 to \$999.9	67,184	*	101,888	96,727	*	144,130	17	5
	\$250 to \$499.9	71,976	*	91,000	92,324	*	123,000	16	5
	\$100 to \$249.9	63,648	72,658	90,050	98,309	106,000	211,712	36	10
	\$50 to \$99.9	58,721	*	70,200	79,011	*	108,000	14	6
	\$25 to \$49.9	21,529	*	86,805	81,670	*	113,000	22	5
	\$10 to \$24.9	52,000	63,000	80,711	78,830	85,000	119,221	13	7
	\$5 to \$9.9	*	*	*	*	*	*	0	0
	Less than \$5	45,000	*	85,000	88,468	*	140,000	7	5
All	21,529	71,741	85,000	89,116	103,000	211,712	135	45	
Other	\$5,000 or More	*	*	*	*	*	*	2	1
	\$2,000 to \$4,999.9	*	*	*	*	*	*	0	0
	\$1,000 to \$1,999.9	*	*	*	*	*	*	6	1
	\$750 to \$999.9	*	*	*	*	*	*	4	1
	\$250 to \$749.9	*	*	*	*	*	*	0	0
	\$100 to \$249.9	*	*	*	*	*	*	2	2
	\$50 to \$99.9	*	*	*	*	*	*	0	0
	\$25 to \$49.9	*	*	*	*	*	*	7	2
	\$5 to \$24.9	*	*	*	*	*	*	0	0
	Less than \$5	*	*	*	*	*	*	11	1
All	52,200	92,591	100,880	95,843	106,014	119,480	32	8	

Table 2.37 (Continued) Full-Time Program Officer Salaries by Grantmaker Type and Asset Group, 2022¹

Grantmaker Type	Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
All	\$5,000 or More	55,069	137,246	153,503	161,317	178,625	329,084	135	11
	\$2,000 to \$4,999.9	65,500	97,850	124,800	125,032	149,609	195,000	129	19
	\$1,000 to \$1,999.9	55,385	76,313	100,882	103,135	118,666	202,796	76	19
	\$750 to \$999.9	45,000	75,000	97,500	102,084	116,875	215,000	92	25
	\$500 to \$749.9	50,450	76,231	89,538	98,039	111,090	186,700	68	30
	\$250 to \$499.9	47,960	70,654	90,000	91,499	106,300	192,835	170	75
	\$100 to \$249.9	46,800	66,277	83,500	87,983	104,000	211,712	223	121
	\$50 to \$99.9	21,500	51,100	66,950	70,329	86,000	175,000	107	65
	\$25 to \$49.9	21,529	55,000	71,521	75,920	92,564	154,875	68	36
	\$10 to \$24.9	32,000	51,462	75,500	70,021	85,490	119,221	32	18
	\$Less than \$10	20,885	72,570	97,440	87,108	100,880	140,000	28	12
All	20,885	71,010	94,000	101,371	126,000	329,084	1,128	431	

¹Salaries as of 2/1/2022.
 Excludes corporate grantmakers.
 *Insufficient data.

Table 2.38 Full-Time CGO Salaries by Corporate Grantmaker Type and Grants Group, 2022¹

Group	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Corporate Program Type								
Corporate Foundation	*	*	268,300	271,900	*	*	4	4
Direct Giving Program	*	*	*	*	*	*	1	1
Combination of Both	*	*	*	*	*	*	1	1
Grants Group (in Millions)								
\$6 or More	*	*	396,600	329,200	*	*	3	3
\$1 to \$5.9	*	*	130,000	125,000	*	*	3	3
Less than \$1	*	*	*	*	*	*	0	0
All	100,000	*	142,500	227,100	*	451,000	6	6

¹Salaries as of 2/1/2022.
 Includes only corporate grantmakers.
 *Insufficient data.

Table 2.39 Full-Time Corporate Program Officer Salaries by Corporate Grantmaker Type and Grants Group, 2022¹

Group	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Corporate Program Type								
Corporate Foundation	*	*	85,760	82,683	*	*	8	4
Direct Giving Program	*	*	*	*	*	*	4	1
Combination of Both	*	*	*	*	*	*	0	0
Grants Group (in Millions)								
\$12 or More	*	*	*	*	*	*	7	2
\$1 to \$11.9	*	*	82,583	79,833	*	*	5	3
Less than \$1	*	*	*	*	*	*	0	0
All	54,000	*	87,890	91,689	*	120,000	12	5

¹Salaries as of 2/1/2022.

Includes only corporate grantmakers.

*Insufficient data.

Table 2.40 Full-Time CEO/CGO Salaries by U.S. Census Region,¹ 2022²

U.S. Census Region	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Northeast	57,603	167,000	236,300	292,938	350,000	1,106,886	215	212
New England	75,000	160,000	196,443	239,013	280,000	800,000	73	72
Middle Atlantic	57,603	170,418	252,032	320,660	390,000	1,106,886	142	140
Midwest	30,000	102,360	164,528	203,669	249,300	913,000	288	286
East North Central	30,000	101,218	156,000	199,965	238,535	900,328	220	218
West North Central	47,500	108,748	173,015	215,652	287,132	913,000	68	68
South	26,866	143,000	202,650	229,882	281,040	773,062	242	239
South Atlantic	45,750	143,000	200,000	227,736	280,175	773,062	137	136
East South Central	26,866	135,357	182,500	191,023	247,500	354,000	36	36
West South Central	70,000	161,800	225,000	254,416	315,000	684,000	69	67
West	45,000	140,000	218,025	255,742	315,000	1,078,030	149	148
Mountain	45,000	132,500	200,000	218,621	280,000	656,717	55	54
Pacific	76,385	150,000	233,125	277,461	341,700	1,078,030	94	94
All	26,866	135,000	200,000	240,803	293,550	1,106,886	895	886

¹One responding organization is located outside of U.S. Census regions.

²Salaries as of 2/1/2022.

The Bureau of the Census defines these regions as follows: East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; Middle Atlantic: New Jersey, New York, and Pennsylvania; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Pacific: Alaska, California, Hawaii, Oregon, and Washington; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

Table 2.41 Full-Time Program Officer Salaries by U.S. Census Region,¹ 2022²

U.S. Census Region	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Northeast	21,529	78,000	103,626	113,185	144,130	329,084	274	108
New England	21,529	67,795	82,500	85,795	97,850	160,000	79	35
Middle Atlantic	40,951	88,475	122,638	124,281	155,000	329,084	195	73
Midwest	20,885	64,500	87,556	90,173	109,600	200,568	360	149
East North Central	20,885	64,500	89,375	91,227	112,090	200,568	276	118
West North Central	32,000	64,016	82,400	86,710	103,124	160,000	84	31
South	36,500	65,901	84,689	90,047	107,150	202,796	239	100
South Atlantic	47,250	68,160	85,245	94,030	119,340	193,083	142	55
East South Central	36,500	48,500	59,046	71,358	103,737	142,820	28	14
West South Central	45,000	73,140	85,425	89,432	98,904	202,796	69	31
West	45,000	82,583	102,730	114,770	136,000	240,270	263	78
Mountain	45,000	73,000	82,292	84,084	95,000	126,135	66	31
Pacific	56,160	93,014	118,000	125,051	160,000	240,270	197	47
All	20,885	71,284	94,000	101,269	125,270	329,084	1,140	436

¹One responding organization is located outside of U.S. Census regions.

²Salaries as of 2/1/2022.

The Bureau of the Census defines these regions as follows: East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; Middle Atlantic: New Jersey, New York, and Pennsylvania; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; Pacific: Alaska, California, Hawaii, Oregon, and Washington; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; West South Central: Arkansas, Louisiana, Oklahoma, and Texas.

Table 2.42 Full-Time CEO/CGO Salaries at Small-Staffed Grantmakers,¹ 2022²

Grantmaker Type	Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
One Staff Member	\$500 or More	*	*	*	*	*	*	1	1
	\$250 to \$499.9	*	*	*	*	*	*	1	1
	\$100 to \$249.9	*	*	202,500	214,694	*	*	3	3
	\$50 to \$99.9	99,900	110,000	137,593	143,985	175,000	193,000	7	7
	\$25 to \$49.9	75,000	100,000	130,000	141,032	172,156	249,000	15	15
	\$10 to \$24.9	70,000	120,000	131,460	132,290	152,250	181,500	18	18
	\$5 to \$9.9	*	*	70,000	81,167	*	*	3	3
	Less than \$5	*	*	124,679	120,652	*	*	4	4
	All	62,500	110,500	130,564	139,107	167,200	276,583	52	52
Two Staff Members	\$500 or More	*	*	*	*	*	*	0	0
	\$250 to \$499.9	*	*	296,800	295,900	*	*	4	4
	\$100 to \$249.9	120,000	184,500	206,250	212,561	243,750	327,500	10	10
	\$50 to \$99.9	68,640	119,412	150,000	153,851	198,000	235,000	25	25
	\$25 to \$49.9	78,619	104,500	130,000	135,165	160,000	205,000	21	21
	\$10 to \$24.9	36,000	70,000	79,000	95,532	132,500	144,000	21	21
	\$5 to \$9.9	65,420	*	103,500	104,143	*	135,000	5	5
	Less than \$5	45,000	*	65,000	63,700	*	86,000	5	5
	All	36,000	86,000	132,000	141,091	185,449	350,000	91	91
Three Staff Members	\$500 or More	*	*	*	*	*	*	0	0
	\$250 to \$499.9	*	*	223,614	222,538	*	*	3	3
	\$100 to \$249.9	26,866	162,606	206,970	201,128	245,994	357,000	12	12
	\$50 to \$99.9	106,295	135,909	159,650	187,318	226,748	437,000	22	22
	\$25 to \$49.9	80,000	100,000	139,677	136,054	180,000	196,443	18	18
	\$10 to \$24.9	52,188	69,000	80,000	92,410	96,364	222,473	19	19
	\$5 to \$9.9	*	*	*	*	*	*	2	2
	Less than \$5	*	*	*	*	*	*	2	2
	All	26,866	93,716	144,036	151,795	191,140	437,000	78	78
All	\$500 or More	*	*	*	*	*	*	1	1
	\$250 to \$499.9	128,750	205,307	241,800	247,496	303,500	350,000	8	8
	\$100 to \$249.9	26,866	171,600	203,940	207,329	243,750	357,000	25	25
	\$50 to \$99.9	68,640	130,000	153,750	166,206	200,000	437,000	54	54
	\$25 to \$49.9	75,000	102,000	133,141	137,091	171,800	249,000	54	54
	\$10 to \$24.9	36,000	70,671	100,125	105,917	137,000	222,473	58	58
	\$5 to \$9.9	62,500	70,000	107,250	101,873	118,450	137,917	10	10
	Less than \$5	45,000	65,000	86,000	89,065	119,358	156,000	11	11
	All	26,866	97,850	135,586	144,402	180,500	437,000	221	221

¹Based on total reported staff as of 1/1/2022.

²Salaries as of 2/1/2022.

*Insufficient data.

Table 2.43 Number of Grantmakers on the Five-Year Panel¹ Reporting Select Staff Compared to 2022 Respondents by Grantmaker Type² and Asset Group, 2022

Grantmaker Type	Asset Group (in Millions)	Reporting Chief Executive Officer/Chief Giving Officer/Presidents				Reporting Program Officers			
		2015-2022 Panel Member		Total Respondents to the 2022 Survey		2015-2022 Panel Member		Total Respondents to the 2022 Survey	
		%	N	%	N	%	N	%	N
Community	\$5,000 or More	0.2	1	0.1	1	0.4	1	0.2	1
	\$2,000 to \$4,999.9	0.2	1	0.8	7	0.4	1	1.4	6
	\$1,000 to \$1,999.9	1.8	8	1.0	9	3.7	9	2.1	9
	\$750 to \$999.9	2.2	10	1.5	13	3.3	8	2.5	11
	\$500 to \$749.9	1.3	6	1.0	9	2.4	6	1.8	8
	\$250 to \$499.9	4.9	22	4.0	35	5.7	14	5.5	24
	\$100 to \$249.9	11.5	52	9.4	83	12.6	31	9.9	43
	\$50 to \$99.9	8.4	38	8.2	73	6.5	16	5.7	25
	\$25 to \$49.9	5.3	24	6.5	58	3.7	9	4.4	19
	\$10 to \$24.9	3.1	14	5.5	49	0.8	2	1.6	7
	\$5 to \$9.9	0.2	1	0.5	4	0.0	0	0.2	1
	Less than \$5	0.0	0	1.1	10	0.0	0	0.5	2
All		39.1	177	39.6	351	39.4	97	35.8	156
Private	\$5,000 or More	1.3	6	0.9	8	2.4	6	1.8	8
	\$2,000 to \$4,999.9	2.0	9	1.4	12	3.7	9	3.0	13
	\$1,000 to \$1,999.9	1.1	5	1.0	9	1.6	4	1.6	7
	\$750 to \$999.9	1.1	5	0.9	8	2.4	6	2.3	10
	\$500 to \$749.9	3.3	15	2.7	24	5.7	14	4.1	18
	\$250 to \$499.9	9.1	41	7.8	69	11.4	28	9.9	43
	\$100 to \$249.9	16.8	76	13.1	116	15.9	39	14.4	63
	\$50 to \$99.9	7.9	36	9.4	83	5.3	13	7.3	32
	\$25 to \$49.9	5.3	24	5.4	48	1.6	4	2.3	10
	\$10 to \$24.9	2.4	11	3.3	29	0.8	2	0.5	2
	\$5 to \$9.9	0.4	2	0.7	6	0.0	0	0.0	0
	Less than \$5	0.2	1	0.5	4	0.0	0	0.5	2
All		51.0	231	47.0	416	50.8	125	47.7	208
All Others	\$5,000 or More	0.2	1	0.2	2	0.4	1	0.5	2
	\$2,000 to \$4,999.9	0.0	0	0.0	0	0.0	0	0.0	0
	\$1,000 to \$1,999.9	0.4	2	0.3	3	0.4	1	0.7	3
	\$750 to \$999.9	0.4	2	0.5	4	0.8	2	0.9	4
	\$500 to \$749.9	0.9	4	0.6	5	1.2	3	0.9	4
	\$250 to \$499.9	2.2	10	1.6	14	2.4	6	2.1	9
	\$100 to \$249.9	2.4	11	2.9	26	2.0	5	3.7	16
	\$50 to \$99.9	1.5	7	1.4	12	1.2	3	1.8	8
	\$25 to \$49.9	0.2	1	1.6	14	0.0	0	2.1	9
	\$10 to \$24.9	1.3	6	2.5	22	1.2	3	2.1	9
	\$5 to \$9.9	0.2	1	0.7	6	0.0	0	0.0	0
	Less than \$5	0.0	0	1.2	11	0.0	0	1.8	8
All		9.9	45	13.4	119	9.8	24	16.5	72

Table 2.43 (Continued) Number of Grantmakers on the Five-Year Panel¹ Reporting Select Staff Compared to 2022 Respondents by Grantmaker Type² and Asset Group, 2022

Grantmaker Type	Asset Group (in Millions)	Reporting Chief Executive Officer/Chief Giving Officer/Presidents				Reporting Program Officers			
		2015-2022 Panel Member		Total Respondents to the 2022 Survey		2015-2022 Panel Member		Total Respondents to the 2022 Survey	
		%	N	%	N	%	N	%	N
All	\$5,000 or More	1.8	8	1.2	11	3.3	8	2.5	11
	\$2,000 to \$4,999.9	2.2	10	2.1	19	4.1	10	4.4	19
	\$1,000 to \$1,999.9	3.3	15	2.4	21	5.7	14	4.4	19
	\$750 to \$999.9	3.8	17	2.8	25	6.5	16	5.7	25
	\$500 to \$749.9	5.5	25	4.3	38	9.3	23	6.9	30
	\$250 to \$499.9	16.1	73	13.3	118	19.5	48	17.4	76
	\$100 to \$249.9	30.7	139	25.4	225	30.5	75	28.0	122
	\$50 to \$99.9	17.9	81	19.0	168	13.0	32	14.9	65
	\$25 to \$49.9	10.8	49	13.5	120	5.3	13	8.7	38
	\$10 to \$24.9	6.8	31	11.3	100	2.8	7	4.1	18
	\$5 to \$9.9	0.9	4	1.8	16	0.0	0	0.2	1
	Less than \$5	0.2	1	2.8	25	0.0	0	2.8	12
All		100.0	453	100.0	886	100.0	246	100.0	436

¹Data from a panel of 482 grantmakers that responded to the Grantmaker Salary and Benefits Survey for five consecutive years. Nine grantmakers reported more than one CEO in 2022 (five on the five-year panel) and 226 grantmakers reported more than one program officer in 2022 (125 on the five-year panel).

²Private includes family and independent foundations.

Table 2.44 Median Annual Salaries¹ for CEOs/CGOs at Grantmakers on the Five-Year Panel² by Grantmaker Type³ and Asset Group, 2018-2022

Grantmaker Type	Asset Group (in Millions)	2018		2019		2020		2021		2022	
		Median	N	Median	N	Median	N	Median	N	Median	N
Community	\$2,000 or More	*	2	*	2	*	2	*	2	*	2
	\$1,000 to \$1,999.9	369,342	9	396,211	8	415,000	8	435,906	8	450,006	8
	\$750 to \$999.9	276,902	10	283,528	10	300,000	9	300,000	9	340,515	10
	\$500 to \$749.9	271,765	6	282,512	6	287,000	6	305,346	6	317,425	6
	\$250 to \$499.9	194,671	22	205,000	22	217,927	22	221,194	22	225,916	22
	\$100 to \$249.9	161,034	52	171,500	52	181,900	51	187,450	50	193,758	52
	\$50 to \$99.9	120,000	37	126,350	38	129,670	38	137,838	38	143,378	38
	\$25 to \$49.9	90,200	23	95,000	24	97,391	25	100,000	24	105,250	24
	\$10 to \$24.9	70,686	13	80,394	13	84,000	13	84,159	14	89,396	14
	\$5 to \$9.9	*	1	*	1	*	1	*	1	*	1
	Less than \$5	*	0	0	0	0	0	0	0	0	0
All		151,507	175	156,433	176	162,973	175	168,258	174	178,219	177
Private	\$5,000 or More	775,000	6	807,500	6	846,200	6	875,850	6	861,020	6
	\$2,000 to \$4,999.9	657,988	10	682,285	10	711,531	10	721,281	10	700,000	9
	\$1,000 to \$1,999.9	536,011	4	510,000	5	705,767	5	726,900	5	726,900	5
	\$750 to \$999.9	596,200	5	462,000	5	482,000	5	490,435	5	550,000	6
	\$500 to \$749.9	350,000	13	358,000	15	371,658	16	376,876	16	398,950	17
	\$250 to \$499.9	300,000	40	322,507	40	325,000	40	331,500	41	339,513	42
	\$100 to \$249.9	244,500	75	250,000	75	252,145	76	251,800	76	275,000	76
	\$50 to \$99.9	178,585	34	180,000	35	190,550	35	192,290	36	198,139	36
	\$25 to \$49.9	124,102	24	138,950	22	138,750	24	144,688	24	147,400	24
	\$10 to \$24.9	128,000	10	135,500	10	135,500	10	145,000	11	152,250	11
	\$Less than \$10	136,350	4	144,637	4	155,500	4	162,941	4	119,358	3
All		233,887	225	243,692	227	248,500	231	248,601	234	260,000	235
All Else	\$1,000 or More	400,000	3	400,000	3	400,000	3	460,000	3	473,800	3
	\$500 to \$999.9	353,305	6	364,440	6	348,300	6	367,300	5	366,000	6
	\$250 to \$499.9	257,500	9	290,000	9	290,000	9	299,350	10	338,214	10
	\$100 to \$249.9	251,630	11	259,179	11	227,000	11	233,000	11	255,000	11
	\$50 to \$99.9	155,562	6	157,164	7	162,000	7	168,485	6	215,515	8
	\$25 to \$49.9	*	1	*	1	*	1	203,440	1	*	1
	\$10 to \$24.9	150,578	6	152,353	6	160,058	6	163,961	6	165,761	6
	\$5 to \$9.9	*	0	0	0	0	0	*	1	*	1
	Less than \$5	*	0	0	0	0	0	0	0	0	0
	All		243,244	42	259,179	43	259,179	43	272,334	43	274,853

Table 2.44 (Continued) Median Annual Salaries¹ for CEOs/CGOs at Grantmakers on the Five-Year Panel² by Grantmaker Type³ and Asset Group, 2018-2022

Grantmaker Type	Asset Group (in Millions)	2018		2019		2020		2021		2022	
		Median	N	Median	N	Median	N	Median	N	Median	N
All	\$5,000 or More	723,000	8	751,920	8	792,191	8	831,739	8	785,856	8
	\$2,000 to \$4,999.9	619,696	11	624,569	11	650,000	11	669,500	11	696,500	10
	\$1,000 to \$1,999.9	400,000	15	412,000	15	418,000	15	480,480	15	500,000	15
	\$750 to \$999.9	300,000	17	307,675	17	339,529	16	357,109	16	364,500	18
	\$500 to \$749.9	312,000	23	338,776	25	341,000	26	354,000	25	334,800	27
	\$250 to \$499.9	243,000	71	256,316	71	260,000	71	282,000	73	297,500	74
	\$100 to \$249.9	200,000	138	206,830	138	211,509	138	215,895	137	230,000	139
	\$50 to \$99.9	147,500	77	151,000	80	157,771	80	160,850	80	170,015	82
	\$25 to \$49.9	117,600	48	121,000	47	120,372	50	126,480	49	127,480	49
	\$10 to \$24.9	90,000	29	95,500	29	105,000	29	111,300	31	120,000	31
	\$5 to \$9.9	111,000	3	111,000	3	111,000	3	84,750	4	86,750	4
	Less than \$5	*	2	*	2	*	2	*	2	*	1
	All		193,469	442	202,344	446	206,164	449	212,342	451	221,267

²Data from a panel of 482 grantmakers that responded to the Grantmaker Salary and Benefits Survey for five consecutive years.

¹Base Salaries as of February 1 of the specified calendar year. footnote2

³Private includes family and independent foundations.

*Insufficient data.

Table 2.45 Median Annual Salaries¹ for Program Officers at Grantmakers on the Five-Year Panel² by Grantmaker Type³ and Asset Group, 2018-2022

Grantmaker Type	Asset Group (in Millions)	2018		2019		2020		2021		2022	
		Median	N	Median	N	Median	N	Median	N	Median	N
Community	\$2,000 or More	49,500	6	55,488	6	56,815	5	56,096	4	59,531	3
	\$1,000 to \$1,999.9	75,000	23	74,039	28	78,530	24	85,914	25	80,000	33
	\$750 to \$999.9	66,869	33	70,000	37	65,779	30	66,764	27	69,557	29
	\$500 to \$749.9	68,482	5	74,063	5	69,260	8	68,140	7	70,000	9
	\$250 to \$499.9	60,763	20	62,000	27	62,000	25	61,500	27	63,000	31
	\$100 to \$249.9	54,500	50	55,121	44	58,000	46	56,000	49	61,570	53
	\$50 to \$99.9	54,697	25	57,292	28	50,929	33	51,500	31	51,675	34
	\$25 to \$49.9	45,691	10	46,920	10	49,200	10	52,790	11	54,835	10
	\$10 to \$24.9	42,346	3	40,000	5	42,000	5	45,000	4	44,805	6
	Less than \$10	*	0	*	0	*	0	*	0	*	0
	All	57,795	175	60,000	190	60,000	186	60,500	185	63,034	208
Private	\$5,000 or More	140,221	110	138,905	111	143,000	111	147,162	111	151,541	109
	\$2,000 to \$4,999.9	124,275	67	129,890	64	131,444	68	123,459	80	136,123	70
	\$1,000 to \$1,999.9	98,660	12	106,500	14	111,512	17	114,188	17	124,915	16
	\$750 to \$999.9	88,175	14	90,177	17	94,000	19	97,104	22	105,331	21
	\$500 to \$749.9	94,882	40	97,689	34	97,125	37	98,218	40	106,837	33
	\$250 to \$499.9	96,856	42	95,512	48	95,000	51	95,000	53	98,262	53
	\$100 to \$249.9	90,000	56	86,100	67	88,000	71	90,947	65	95,750	59
	\$50 to \$99.9	65,100	12	75,000	12	81,250	14	84,250	14	82,847	18
	\$25 to \$49.9	72,000	11	75,000	11	80,000	9	81,000	7	89,100	7
	\$10 to \$24.9	78,000	5	80,352	5	82,763	4	85,490	4	85,490	5
	Less than \$10	*	0	*	0	*	0	*	0	*	0
All	112,070	369	115,000	383	114,737	401	115,500	413	125,000	391	
All Else	\$5,000 or More	*	0	*	0	*	0	*	0	*	1
	\$2,000 to \$4,999.9	*	0	*	0	*	0	*	0	*	0
	\$1,000 to \$1,999.9	87,202	4	86,994	5	95,000	3	96,903	6	110,000	3
	\$750 to \$999.9	91,077	8	85,920	10	90,374	8	95,051	7	109,958	7
	\$500 to \$749.9	80,759	7	87,469	9	87,405	8	97,500	8	100,793	9
	\$250 to \$499.9	84,000	15	88,300	16	89,826	20	93,877	23	97,585	24
	\$100 to \$249.9	80,898	8	93,593	8	97,360	8	98,787	8	103,624	9
	\$50 to \$99.9	49,716	4	71,496	4	68,000	7	70,176	5	83,250	4
	\$25 to \$49.9	*	1	*	0	*	0	*	0	*	0
	\$10 to \$24.9	63,500	6	71,400	7	87,000	9	81,000	11	54,000	4
	\$5 to \$9.9	*	0	107,500	6	111,425	6	108,875	4	*	0
	Less than \$5	*	0	*	0	*	0	*	0	*	0
	All	82,500	53	87,310	65	90,000	69	93,289	72	100,000	61

Table 2.45 (Continued) Median Annual Salaries¹ for Program Officers at Grantmakers on the Five-Year Panel² by Grantmaker Type³ and Asset Group, 2018-2022

Grantmaker Type	Asset Group (in Millions)	2018		2019		2020		2021		2022	
		Median	N	Median	N	Median	N	Median	N	Median	N
All	\$5,000 or More	140,221	110	138,707	113	142,900	113	147,084	114	150,119	112
	\$2,000 to \$4,999.9	122,095	73	128,310	68	130,815	71	122,918	81	135,798	71
	\$1,000 to \$1,999.9	86,424	39	88,786	47	96,666	44	99,246	48	98,800	52
	\$750 to \$999.9	77,901	55	78,525	64	77,501	57	80,500	56	81,405	57
	\$500 to \$749.9	90,538	52	93,565	48	94,062	53	95,000	55	98,700	51
	\$250 to \$499.9	77,000	77	80,000	91	85,500	96	88,732	103	91,185	108
	\$100 to \$249.9	73,053	114	73,500	119	77,250	125	78,168	122	79,204	121
	\$50 to \$99.9	57,158	41	60,084	44	59,153	54	61,807	50	65,029	56
	\$25 to \$49.9	55,000	22	57,200	21	57,200	19	62,594	18	68,000	17
	\$10 to \$24.9	70,000	14	71,400	17	72,485	18	81,000	19	53,000	15
	\$5 to \$9.9	*	0	107,500	6	111,425	6	108,875	4	*	0
	Less than \$5	*	0	*	0	*	0	*	0	*	0
	All		88,065	597	90,000	638	91,104	656	94,042	670	96,450

²Data from a panel of 482 grantmakers that responded to the Grantmaker Salary and Benefits Survey for five consecutive years.

¹Base Salaries as of February 1 of the specified calendar year. footnote2

³Private includes family and independent foundations.

*Insufficient data.

Table 2.46 Median Base Salary¹ Growth for CEOs at Grantmakers on the Five-Year Panel,² 2018-2022

Year	Community			Private ³		
	Nominal	Real ⁴	No. of CEOs	Nominal	Real ⁴	No. of CEOs
2018	151,507	151,507	175	233,887	233,887	225
2019	156,433	154,091	176	243,692	240,043	227
2020	162,973	156,870	175	248,500	239,194	231
2021	168,258	159,287	174	248,601	235,346	234
2022	178,219	156,406	177	260,000	228,178	235
Percent Real Salary Change						
2018-2022		3.2%			-2.4%	
Average Annual Change		0.8%			-0.6%	

¹Base Salaries as of February 1 of the specified calendar year.

²Data from a panel of 482 grantmakers that responded to the Grantmaker Salary and Benefits Survey for five consecutive years.

³Private includes family and independent foundations.

⁴Constant 2018 dollars.

Table 2.47 Median Base Salary¹ Growth for Program Officers at Grantmakers on the Five-Year Panel,² 2018-2022

Year	Community			Private ³		
	Nominal	Real ⁴	No. of Program Officers	Nominal	Real ⁴	No. of Program Officers
2018	57,795	57,795	175	112,070	112,070	369
2019	60,000	59,102	190	115,000	113,278	383
2020	60,000	57,753	186	114,737	110,440	401
2021	60,500	57,274	185	115,500	109,342	413
2022	63,034	55,319	208	125,000	109,701	391
Percent Real Salary Change						
2018-2022		-4.3%			-2.1%	
Average Annual Change		-1.1%			-0.5%	

¹Base Salaries as of February 1 of the specified calendar year.

²Data from a panel of 482 grantmakers that responded to the Grantmaker Salary and Benefits Survey for five consecutive years.

³Private includes family and independent foundations.

⁴Constant 2018 dollars.



Council on
Foundations

CHAPTER 3

Issues Specific to the Chief Executive Officer

Chief Executive Officers at Grantmaking Organizations

Table 3.1 Grantmakers with CEOs by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff,² 2022

Group	Grantmaker Has a CEO				No	N	No. of Grantmakers
	%	Yes	N	%			
Grantmaker Type							
Community	100.0		366	0.0		0	366
Private	95.5		470	4.5		22	492
Family	92.3		193	7.7		16	209
Independent	97.9		277	2.1		6	283
Operating	95.7		22	4.3		1	23
Public	96.7		88	3.3		3	91
Other	100.0		17	0.0		0	17
Asset Group (in Millions)							
\$5,000 or More	100.0		11	0.0		0	11
\$2,000 to \$4,999.9	95.5		21	4.5		1	22
\$1,000 to \$1,999.9	96.2		25	3.8		1	26
\$750 to \$999.9	100.0		29	0.0		0	29
\$500 to \$749.9	95.2		40	4.8		2	42
\$250 to \$499.9	98.4		122	1.6		2	124
\$100 to \$249.9	98.4		247	1.6		4	251
\$50 to \$99.9	98.4		180	1.6		3	183
\$25 to \$49.9	98.4		124	1.6		2	126
\$10 to \$24.9	97.4		111	2.6		3	114
\$5 to \$9.9	84.0		21	16.0		4	25
Less than \$5	88.9		32	11.1		4	36
U.S. Census Region							
Midwest	97.5		313	2.5		8	321
Northeast	97.0		226	3.0		7	233
South	97.0		256	3.0		8	264
West	98.2		167	1.8		3	170
Staff Size							
20 or More	99.3		148	0.7		1	149
10 to 19	97.6		163	2.4		4	167
6 to 9	99.1		213	0.9		2	215
3 to 5	99.3		271	0.7		2	273
1 to 2	92.3		168	7.7		14	182
All	97.4		963	2.6		26	989

¹One responding organization is located outside of U.S. Census regions and is not included.

²Not all respondents reported number of staff.

Excludes corporate grantmakers.

Table 3.2 Grantmakers' CEOs' Full- or Part-Time Status by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Grantmaker CEO Status				No. of Grantmakers
	Part-time		Full-time		
	%	N	%	N	
Grantmaker Type					
Community	0.0	0	100.0	366	366
Private	6.0	28	94.0	442	470
Family	9.8	19	90.2	174	193
Independent	3.2	9	96.8	268	277
Operating	4.5	1	95.5	21	22
Public	2.3	2	97.7	86	88
Other	0.0	0	100.0	17	17
Asset Group (in Millions)					
\$5,000 or More	0.0	0	100.0	11	11
\$2,000 to \$4,999.9	0.0	0	100.0	21	21
\$1,000 to \$1,999.9	4.0	1	96.0	24	25
\$750 to \$999.9	3.4	1	96.6	28	29
\$500 to \$749.9	2.5	1	97.5	39	40
\$250 to \$499.9	1.6	2	98.4	120	122
\$100 to \$249.9	1.6	4	98.4	243	247
\$50 to \$99.9	2.2	4	97.8	176	180
\$25 to \$49.9	1.6	2	98.4	122	124
\$10 to \$24.9	9.0	10	91.0	101	111
\$5 to \$9.9	19.0	4	81.0	17	21
Less than \$5	6.3	2	93.8	30	32
U.S. Census Region					
Midwest	3.5	11	96.5	302	313
Northeast	3.1	7	96.9	219	226
South	3.1	8	96.9	248	256
West	3.0	5	97.0	162	167
Staff Size					
20 or More	0.0	0	100.0	148	148
10 to 19	2.5	4	97.5	159	163
6 to 9	0.0	0	100.0	213	213
3 to 5	3.0	8	97.0	263	271
1 to 2	11.3	19	88.7	149	168
All	3.2	31	96.8	932	963

¹One responding organization is located outside of U.S. Census regions and is not included.

"Part-time" for the purposes of this survey is defined as fewer than 30 hours per week.

Excludes corporate grantmakers.

Table 3.3 Base Salaries of Part-Time Paid CEOs by Hours Worked Per Week, 2022¹

Average Hours Per Week	Salary						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
26 to 30	*	*	*	*	*	*	2
21 to 25	40,000	80,000	120,175	137,865	210,000	260,000	10
16 to 20	40,000	60,000	75,000	104,701	138,612	300,000	11
15 or Fewer	14,000	16,800	23,000	37,970	41,000	128,158	8
All	14,000	40,000	80,000	99,941	138,612	300,000	31

¹Base Salaries as of 2/1/2022.

Includes respondents that indicated they had part-time CEOs; excludes corporate grantmakers.

"Part-time" for the purposes of this survey is defined as fewer than 30 hours per week.

Table 3.4 Total 2021 Cash Compensation for Full-Time CEOs by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	Total Cash Compensation						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	36,000	103,418	160,000	192,255	232,901	981,102	351
Private	25,344	169,060	238,300	293,412	343,495	1,164,330	424
Family	25,344	155,925	219,692	255,673	318,269	801,000	165
Independent	66,450	175,000	254,357	317,454	358,800	1,164,330	259
Operating	58,500	220,000	319,186	334,334	477,150	636,400	20
Public	65,000	162,739	217,962	245,678	300,000	612,707	84
Other	86,503	159,650	190,000	233,463	243,500	555,000	15
Asset Group (in Millions)							
\$5,000 or More	451,995	473,800	773,889	778,597	1,035,732	1,164,330	10
\$2,000 to \$4,999.9	419,762	659,000	707,635	726,613	813,482	981,102	21
\$1,000 to \$1,999.9	225,000	406,882	571,514	549,550	624,837	890,574	24
\$750 to \$999.9	265,233	365,066	494,899	483,528	561,843	934,230	24
\$500 to \$749.9	235,000	313,905	373,511	397,022	450,000	700,175	38
\$250 to \$499.9	129,800	232,000	287,482	306,749	342,990	636,400	117
\$100 to \$249.9	25,344	190,483	233,750	257,161	295,000	906,883	233
\$50 to \$99.9	30,000	130,000	163,478	171,592	200,000	480,500	173
\$25 to \$49.9	40,000	96,600	131,832	142,154	174,946	586,000	115
\$10 to \$24.9	36,000	84,000	120,000	128,680	156,000	368,500	93
\$5 to \$9.9	44,120	80,966	110,500	127,309	166,066	289,951	16
Less than \$5	35,680	85,000	125,096	131,423	165,500	321,360	30
U.S. Census Region							
Midwest	30,000	105,888	164,420	212,377	253,000	1,035,732	292
Northeast	43,641	169,910	230,055	297,657	357,500	1,164,330	208
South	25,344	154,000	214,000	245,369	300,000	879,100	241
West	35,680	143,828	225,000	259,124	311,604	1,059,633	152
Staff Size							
20 or More	40,000	266,321	395,500	457,849	611,334	1,164,330	141
10 to 19	89,172	200,000	245,500	285,424	334,815	980,000	157
6 to 9	58,500	142,835	202,632	233,865	300,000	906,883	206
3 to 5	25,344	107,610	159,925	180,605	231,412	729,094	252
1 to 2	35,680	100,000	131,896	142,439	178,000	400,000	138
All	25,344	137,292	205,000	249,121	300,000	1,164,330	894

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs and provided compensation figures; excludes corporate grantmakers.

*Insufficient data.

Table 3.5 Full-Time CEOs for Whom Deferred Compensation Was Set Aside in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	CEO Deferred Compensation Set Aside				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	20.0	64	80.0	256	320
Private	15.3	57	84.7	315	372
Family	9.7	14	90.3	131	145
Independent	18.9	43	81.1	184	227
Operating	16.7	3	83.3	15	18
Public	23.6	17	76.4	55	72
Other	6.3	1	93.8	15	16
Asset Group (in Millions)					
\$5,000 or More	20.0	2	80.0	8	10
\$2,000 to \$4,999.9	29.4	5	70.6	12	17
\$1,000 to \$1,999.9	33.3	7	66.7	14	21
\$750 to \$999.9	37.5	9	62.5	15	24
\$500 to \$749.9	29.4	10	70.6	24	34
\$250 to \$499.9	24.8	27	75.2	82	109
\$100 to \$249.9	19.6	40	80.4	164	204
\$50 to \$99.9	13.3	20	86.7	130	150
\$25 to \$49.9	13.0	13	87.0	87	100
\$10 to \$24.9	5.8	5	94.2	81	86
\$5 to \$9.9	18.8	3	81.3	13	16
Less than \$5	3.7	1	96.3	26	27
U.S. Census Region					
Midwest	17.2	45	82.8	217	262
Northeast	19.7	36	80.3	147	183
South	16.7	35	83.3	175	210
West	17.6	25	82.4	117	142
Staff Size					
20 or More	33.6	42	66.4	83	125
10 to 19	23.4	33	76.6	108	141
6 to 9	18.3	34	81.7	152	186
3 to 5	11.3	25	88.7	196	221
1 to 2	6.4	8	93.6	117	125
All	17.8	142	82.2	656	798

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs; excludes corporate grantmakers.

Table 3.6 Deferred Compensation Set Aside for Full-Time CEOs in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	CEO Deferred Compensation Amount						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	862	8,595	15,795	27,236	30,578	241,144	63
Private	4,350	14,441	26,000	39,823	55,000	172,537	55
Family	4,350	17,841	26,000	45,652	42,657	172,537	13
Independent	5,000	14,000	25,362	38,018	55,000	143,794	42
Operating	*	*	43,500	37,792	*	*	3
Public	3,872	10,910	16,500	26,360	24,000	112,246	17
Other	*	*	*	*	*	*	1
Asset Group (in Millions)							
\$2,000 or More	31,000	*	90,000	88,062	*	135,210	5
\$1,000 to \$1,999.9	18,607	20,500	67,548	83,849	112,246	241,144	7
\$750 to \$999.9	12,875	22,800	50,375	55,724	84,562	134,008	9
\$500 to \$749.9	8,595	18,397	19,500	30,288	43,500	75,000	10
\$250 to \$499.9	8,548	15,200	19,750	32,327	40,000	172,537	26
\$100 to \$249.9	2,000	12,103	19,500	28,309	38,124	143,794	40
\$50 to \$99.9	4,601	6,710	10,556	19,007	21,365	100,000	20
\$25 to \$49.9	2,540	4,200	12,800	14,880	16,718	55,000	13
\$10 to \$24.9	862	*	10,000	17,467	*	58,000	5
\$5 to \$9.9	*	*	3,872	4,910	*	*	3
Less than \$5	*	*	*	*	*	*	1
U.S. Census Region							
Midwest	2,000	8,872	16,000	30,762	36,900	172,537	45
Northeast	3,872	13,743	20,000	32,764	43,500	134,008	36
South	2,540	14,000	19,500	37,259	44,500	241,144	34
West	862	6,627	19,084	26,030	32,500	112,246	23
Staff Size							
20 or More	2,000	18,607	26,000	47,653	65,000	241,144	39
10 to 19	5,201	12,491	16,000	30,267	33,753	172,537	33
6 to 9	3,000	8,200	16,250	24,455	41,248	94,000	34
3 to 5	862	5,000	17,841	27,820	32,500	143,794	25
1 to 2	2,106	3,675	9,806	12,509	15,500	40,000	8
All	862	10,752	19,084	32,261	42,657	241,144	139

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs and provided deferred compensation figures; excludes corporate grantmakers.

*Insufficient data.

Table 3.7 Full-Time CEOs to Whom Bonuses Were Awarded in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	CEO Bonus Awarded				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	50.7	173	49.3	168	341
Private	35.4	140	64.6	255	395
Family	37.6	59	62.4	98	157
Independent	34.0	81	66.0	157	238
Operating	22.2	4	77.8	14	18
Public	40.5	32	59.5	47	79
Other	41.2	7	58.8	10	17
Asset Group (in Millions)					
\$5,000 or More	20.0	2	80.0	8	10
\$2,000 to \$4,999.9	31.6	6	68.4	13	19
\$1,000 to \$1,999.9	39.1	9	60.9	14	23
\$750 to \$999.9	39.1	9	60.9	14	23
\$500 to \$749.9	47.2	17	52.8	19	36
\$250 to \$499.9	44.6	50	55.4	62	112
\$100 to \$249.9	48.8	106	51.2	111	217
\$50 to \$99.9	36.9	59	63.1	101	160
\$25 to \$49.9	41.3	45	58.7	64	109
\$10 to \$24.9	38.1	37	61.9	60	97
\$5 to \$9.9	37.5	6	62.5	10	16
Less than \$5	35.7	10	64.3	18	28
U.S. Census Region					
Midwest	39.5	111	60.5	170	281
Northeast	37.8	74	62.2	122	196
South	49.8	110	50.2	111	221
West	39.7	60	60.3	91	151
Staff Size					
20 or More	43.8	57	56.2	73	130
10 to 19	48.3	73	51.7	78	151
6 to 9	42.6	83	57.4	112	195
3 to 5	41.1	99	58.9	142	241
1 to 2	33.1	44	66.9	89	133
All	41.9	356	58.1	494	850

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs; excludes corporate grantmakers.

Table 3.8 Bonuses Awarded to Full-Time CEOs in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	CEO Bonus Amount						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	100	2,500	8,000	18,320	20,000	250,000	169
Private	500	7,425	12,912	24,548	27,917	299,499	134
Family	1,000	7,362	12,500	19,425	25,000	100,000	55
Independent	500	7,500	15,000	28,114	35,000	299,499	79
Operating	*	*	12,500	16,000	*	*	4
Public	800	5,819	15,636	23,404	28,847	104,000	32
Other	2,500	3,845	10,000	13,852	20,000	40,000	7
Asset Group (in Millions)							
\$2,000 or More	2,000	19,681	52,165	70,436	83,896	250,000	8
\$1,000 to \$1,999.9	1,000	25,000	79,223	79,991	166,216	168,497	7
\$750 to \$999.9	7,500	25,000	77,195	66,617	90,000	125,000	9
\$500 to \$749.9	7,500	20,000	31,391	36,988	40,000	150,000	17
\$250 to \$499.9	150	9,188	19,570	20,269	26,000	100,000	47
\$100 to \$249.9	100	6,000	14,000	23,314	27,250	299,499	105
\$50 to \$99.9	400	4,114	8,588	12,402	12,824	50,000	58
\$25 to \$49.9	300	2,000	5,000	9,565	10,000	80,000	45
\$10 to \$24.9	500	2,000	5,000	7,401	10,000	22,500	34
\$5 to \$9.9	1,750	*	5,000	6,333	*	15,000	6
Less than \$5	800	5,637	8,745	10,367	12,000	27,045	10
U.S. Census Region							
Midwest	100	2,000	6,000	13,710	16,172	99,000	110
Northeast	800	5,000	12,141	24,898	29,540	299,499	72
South	1,000	7,500	12,912	24,817	27,880	250,000	106
West	650	7,362	12,950	22,737	22,500	168,497	57
Staff Size							
20 or More	100	10,285	25,500	41,955	64,330	250,000	54
10 to 19	650	7,700	18,331	24,141	30,000	150,000	70
6 to 9	300	5,000	10,000	20,564	20,000	299,499	82
3 to 5	350	3,000	7,500	12,883	15,000	100,000	98
1 to 2	500	3,500	6,400	9,314	10,400	60,000	42
All	100	5,000	10,000	21,085	23,649	299,499	346

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs and provided bonus figures; excludes corporate grantmakers.

*Insufficient data.

Table 3.9 Grantmakers Offering CEO-Exclusive Benefits¹ and Benefits Offered by Asset Group, 2022

Full-Time CEO-Exclusive Benefits Offered	Asset Group (in Millions)											
	\$5,000 or More		\$2,000 to \$4,999.9		\$1,000 to \$1,999.9		\$750 to \$999.9		\$500 to \$749.9		\$250 to \$499.9	
	%	N	%	N	%	N	%	N	%	N	%	N
Yes	0.0	0	57.1	12	54.2	13	44.4	12	52.6	20	44.5	53
No	100	11	42.9	9	45.8	11	55.6	15	47.4	18	55.5	66
No. of Grantmakers	100	11	100	21	100	24	100	27	100	38	100	119
Car or Car Allowance	0.0	0	16.7	2	25.0	3	45.5	5	30.0	6	24.5	13
Cellular/Car Phone	0.0	0	8.3	1	0.0	0	9.1	1	30.0	6	24.5	13
Social Club	0.0	0	25.0	3	16.7	2	27.3	3	5.0	1	26.4	14
Country Club	0.0	0	0.0	0	0.0	0	0.0	0	10.0	2	1.9	1
Health Club	0.0	0	0.0	0	0.0	0	0.0	0	5.0	1	0.0	0
Entertainment Budget	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1.9	1
Airline Club Membership	0.0	0	0.0	0	0.0	0	9.1	1	0.0	0	0.0	0
Housing or Housing Subsidy	0.0	0	25.0	3	0.0	0	0.0	0	10.0	2	1.9	1
Matching Gifts to Charity	0.0	0	8.3	1	0.0	0	18.2	2	10.0	2	3.8	2
Parking	0.0	0	8.3	1	8.3	1	18.2	2	5.0	1	5.7	3
Personal Computer	0.0	0	0.0	0	0.0	0	0.0	0	15.0	3	1.9	1
Professional Development	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1.9	1
Professional Dues	0.0	0	8.3	1	0.0	0	9.1	1	5.0	1	7.5	4
Relocation Expenses	0.0	0	0.0	0	0.0	0	0.0	0	10.0	2	3.8	2
Sabbatical	0.0	0	0.0	0	8.3	1	0.0	0	10.0	2	1.9	1
Annual Physical Exam	0.0	0	0.0	0	16.7	2	9.1	1	0.0	0	0.0	0
Supplemental Disability Insurance	0.0	0	16.7	2	8.3	1	0.0	0	10.0	2	5.7	3
Supplemental Life Insurance	0.0	0	41.7	5	8.3	1	27.3	3	25.0	5	11.3	6
Supplemental Medical Insurance	0.0	0	0.0	0	0.0	0	9.1	1	0.0	0	0.0	0
Supplemental Retirement Plan	0.0	0	16.7	2	50.0	6	18.2	2	20.0	4	22.6	12
Supplemental Vacation Time	0.0	0	0.0	0	8.3	1	9.1	1	10.0	2	15.1	8
Other	0.0	0	33.3	4	0.0	0	0.0	0	10.0	2	15.1	8
No. of Grantmakers	0.0	0	100	12	100	12	100	11	100	20	100	53

¹Includes respondents that indicated their full-time CEOs are offered exclusive benefits and indicated at least one benefit; excludes corporate grantmakers.

Table 3.9 (Continued) Grantmakers Offering CEO-Exclusive Benefits¹ and Benefits Offered by Asset Group, 2022

Full-Time CEO-Exclusive Benefits Offered	Asset Group (in Millions)												All	
	\$100 to \$249.9		\$50 to \$99.9		\$25 to \$49.9		\$10 to \$24.9		\$5 to \$9.9		Less than \$5			
	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Yes	51.2	124	40.0	70	35.2	43	40.0	40	5.9	1	20.0	6	42.5	394
No	48.8	118	60.0	105	64.8	79	60.0	60	94.1	16	80.0	24	57.5	532
No. of Grantmakers	100	242	100	175	100	122	100	100	100	17	100	30	100	926
Car or Car Allowance	16.1	20	10.1	7	14.3	6	10.0	4	0.0	0	33.3	2	17.4	68
Cellular/Car Phone	28.2	35	39.1	27	47.6	20	37.5	15	100.0	1	16.7	1	30.8	120
Social Club	16.1	20	14.5	10	9.5	4	10.0	4	0.0	0	0.0	0	15.6	61
Country Club	11.3	14	17.4	12	4.8	2	5.0	2	0.0	0	0.0	0	8.5	33
Health Club	4.0	5	2.9	2	0.0	0	2.5	1	0.0	0	0.0	0	2.3	9
Entertainment Budget	0.8	1	2.9	2	2.4	1	0.0	0	0.0	0	0.0	0	1.3	5
Airline Club Membership	1.6	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.8	3
Housing or Housing Subsidy	2.4	3	1.4	1	0.0	0	0.0	0	0.0	0	0.0	0	2.6	10
Matching Gifts to Charity	2.4	3	2.9	2	0.0	0	0.0	0	0.0	0	0.0	0	3.1	12
Parking	3.2	4	5.8	4	7.1	3	5.0	2	0.0	0	0.0	0	5.4	21
Personal Computer	8.1	10	5.8	4	7.1	3	7.5	3	0.0	0	0.0	0	6.2	24
Professional Development	7.3	9	4.3	3	9.5	4	7.5	3	0.0	0	33.3	2	5.6	22
Professional Dues	10.5	13	15.9	11	7.1	3	17.5	7	0.0	0	0.0	0	10.5	41
Relocation Expenses	3.2	4	5.8	4	7.1	3	2.5	1	0.0	0	0.0	0	4.1	16
Sabbatical	3.2	4	0.0	0	2.4	1	2.5	1	0.0	0	0.0	0	2.6	10
Annual Physical Exam	1.6	2	1.4	1	0.0	0	0.0	0	0.0	0	0.0	0	1.5	6
Supplemental Disability Insurance	6.5	8	2.9	2	4.8	2	5.0	2	0.0	0	0.0	0	5.6	22
Supplemental Life Insurance	16.1	20	11.6	8	9.5	4	5.0	2	0.0	0	0.0	0	13.8	54
Supplemental Medical Insurance	4.0	5	4.3	3	4.8	2	12.5	5	0.0	0	16.7	1	4.4	17
Supplemental Retirement Plan	21.8	27	5.8	4	7.1	3	12.5	5	0.0	0	0.0	0	16.7	65
Supplemental Vacation Time	16.9	21	14.5	10	11.9	5	17.5	7	0.0	0	33.3	2	14.6	57
Other	7.3	9	7.2	5	14.3	6	20.0	8	0.0	0	16.7	1	11.0	43
No. of Grantmakers	100	124	100	69	100	42	100	40	100	1	100	6	100	390

¹Includes respondents that indicated their full-time CEOs are offered exclusive benefits and indicated at least one benefit; excludes corporate grantmakers.

Table 3.10 Full-Time CEOs for Whom Discretionary Grantmaking is Permitted by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	CEO is Permitted Discretionary Grantmaking				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	45.7	165	54.3	196	361
Private	47.9	205	52.1	223	428
Family	43.6	72	56.4	93	165
Independent	50.6	133	49.4	130	263
Operating	40.0	8	60.0	12	20
Public	48.2	41	51.8	44	85
Other	29.4	5	70.6	12	17
Asset Group (in Millions)					
\$5,000 or More	30.0	3	70.0	7	10
\$2,000 to \$4,999.9	76.2	16	23.8	5	21
\$1,000 to \$1,999.9	45.8	11	54.2	13	24
\$750 to \$999.9	40.7	11	59.3	16	27
\$500 to \$749.9	71.1	27	28.9	11	38
\$250 to \$499.9	53.4	62	46.6	54	116
\$100 to \$249.9	52.5	125	47.5	113	238
\$50 to \$99.9	39.3	68	60.7	105	173
\$25 to \$49.9	44.9	53	55.1	65	118
\$10 to \$24.9	33.3	33	66.7	66	99
\$5 to \$9.9	29.4	5	70.6	12	17
Less than \$5	33.3	10	66.7	20	30
U.S. Census Region					
Midwest	51.5	153	48.5	144	297
Northeast	47.9	103	52.1	112	215
South	39.1	95	60.9	148	243
West	46.5	72	53.5	83	155
Staff Size					
20 or More	57.6	83	42.4	61	144
10 to 19	57.6	91	42.4	67	158
6 to 9	52.7	109	47.3	98	207
3 to 5	37.0	95	63.0	162	257
1 to 2	31.7	46	68.3	99	145
All	46.5	424	53.5	487	911

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs; excludes corporate grantmakers.

Table 3.11 Maximum Amount Per Discretionary Grant Permitted For Full-Time CEOs by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Maximum Amount Per Discretionary Grant						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	250	2,500	5,000	23,144	20,000	1,000,000	118
Private	1,000	10,000	20,000	87,627	50,000	5,000,000	169
Family	1,000	5,000	15,000	75,322	50,000	1,000,000	59
Independent	2,000	10,000	25,000	94,227	50,000	5,000,000	110
Operating	*	*	27,500	33,750	*	*	4
Public	500	10,000	12,500	35,333	25,000	300,000	30
Other	*	*	62,500	87,500	*	*	4
Asset Group (in Millions)							
\$2,000 or More	10,000	50,000	100,000	518,333	250,000	5,000,000	15
\$1,000 to \$1,999.9	50,000	*	50,000	212,500	*	1,000,000	6
\$750 to \$999.9	2,000	5,000	50,000	87,429	150,000	300,000	7
\$500 to \$749.9	2,500	10,000	17,500	51,023	50,000	300,000	22
\$250 to \$499.9	2,500	10,000	25,000	51,581	50,000	500,000	43
\$100 to \$249.9	500	10,000	15,000	25,478	25,000	250,000	90
\$50 to \$99.9	500	4,000	10,000	25,279	25,000	500,000	58
\$25 to \$49.9	250	2,500	10,000	43,683	25,000	1,000,000	45
\$10 to \$24.9	500	1,000	5,000	9,217	10,000	75,000	30
\$5 to \$9.9	*	*	20,000	16,667	*	*	3
Less than \$5	500	*	4,750	5,167	*	10,000	6
U.S. Census Region							
Midwest	500	2,500	10,000	43,130	25,000	1,000,000	125
Northeast	250	10,000	20,000	51,237	50,000	1,000,000	75
South	1,000	5,000	10,000	30,833	25,000	300,000	75
West	1,000	5,000	20,000	153,337	50,000	5,000,000	49
Staff Size							
20 or More	2,000	10,000	25,000	187,491	87,500	5,000,000	56
10 to 19	2,500	10,000	15,000	28,057	25,000	200,000	61
6 to 9	500	5,000	15,000	50,052	35,000	1,000,000	87
3 to 5	250	5,000	10,000	25,993	25,000	500,000	79
1 to 2	500	2,500	5,000	11,095	20,000	50,000	42
All	250	5,000	10,000	58,723	25,000	5,000,000	325

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs; excludes corporate grantmakers.

*Insufficient data.

Table 3.12 Maximum Amount Per Year of Discretionary Grantmaking Permitted For Full-Time CEOs by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Maximum Yearly Discretionary Grants Amount						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	1,000	10,000	25,000	70,033	50,000	1,000,000	83
Private	2,000	30,000	100,000	312,727	285,500	5,000,000	132
Family	5,000	25,000	100,000	206,182	274,000	1,000,000	49
Independent	2,000	40,000	100,000	375,627	297,000	5,000,000	83
Operating	*	*	150,000	475,000	*	*	4
Public	12,000	25,000	50,000	417,040	200,000	7,000,000	25
Other	*	*	*	*	*	*	1
Asset Group (in Millions)							
\$2,000 or More	25,000	70,000	113,000	1,334,222	1,500,000	5,000,000	9
\$1,000 to \$1,999.9	25,000	*	150,000	225,000	*	600,000	6
\$750 to \$999.9	25,000	*	50,000	1,483,000	*	7,000,000	5
\$500 to \$749.9	10,000	50,000	225,000	478,889	700,000	2,000,000	18
\$250 to \$499.9	10,000	30,000	75,000	318,667	375,000	2,250,000	36
\$100 to \$249.9	5,000	30,000	100,000	152,567	250,000	1,250,000	73
\$50 to \$99.9	2,000	10,000	25,000	87,805	100,000	1,000,000	40
\$25 to \$49.9	2,000	12,000	25,000	115,758	60,000	1,000,000	33
\$10 to \$24.9	1,000	5,000	10,000	30,895	50,000	200,000	19
Less than \$10	5,000	*	16,000	49,500	*	150,000	6
U.S. Census Region							
Midwest	1,000	10,000	50,000	257,113	200,000	7,000,000	99
Northeast	2,000	30,000	100,000	295,817	300,000	5,000,000	52
South	2,000	20,000	50,000	142,830	80,000	2,000,000	53
West	5,000	20,000	50,000	288,095	100,000	5,000,000	41
Staff Size							
20 or More	25,000	50,000	100,000	654,511	500,000	7,000,000	45
10 to 19	10,000	25,000	50,000	259,170	250,000	2,250,000	53
6 to 9	5,000	20,000	67,500	154,948	200,000	2,000,000	58
3 to 5	2,000	10,000	50,000	118,154	150,000	1,000,000	56
1 to 2	1,000	6,000	20,000	43,212	50,000	350,000	33
All	1,000	20,000	50,000	245,790	150,000	7,000,000	245

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs; excludes corporate grantmakers.

*Insufficient data.

Table 3.13 Full-Time CEOs with Written Position Descriptions by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	CEO Has A Written Position Description				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	95.6	350	4.4	16	366
Private	88.0	383	12.0	52	435
Family	84.4	141	15.6	26	167
Independent	90.3	242	9.7	26	268
Operating	81.0	17	19.0	4	21
Public	93.0	80	7.0	6	86
Other	100.0	17	0.0	0	17
Asset Group (in Millions)					
\$5,000 or More	81.8	9	18.2	2	11
\$2,000 to \$4,999.9	76.2	16	23.8	5	21
\$1,000 to \$1,999.9	91.7	22	8.3	2	24
\$750 to \$999.9	88.9	24	11.1	3	27
\$500 to \$749.9	89.5	34	10.5	4	38
\$250 to \$499.9	89.1	106	10.9	13	119
\$100 to \$249.9	93.8	228	6.2	15	243
\$50 to \$99.9	90.9	159	9.1	16	175
\$25 to \$49.9	91.7	111	8.3	10	121
\$10 to \$24.9	94.0	94	6.0	6	100
\$5 to \$9.9	88.2	15	11.8	2	17
Less than \$5	100.0	29	0.0	0	29
U.S. Census Region					
Midwest	94.0	282	6.0	18	300
Northeast	87.2	190	12.8	28	218
South	91.8	225	8.2	20	245
West	92.5	149	7.5	12	161
Staff Size					
20 or More	90.5	133	9.5	14	147
10 to 19	90.5	143	9.5	15	158
6 to 9	95.2	200	4.8	10	210
3 to 5	93.9	246	6.1	16	262
1 to 2	84.5	125	15.5	23	148
All	91.6	847	8.4	78	925

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents that indicated they had full-time CEOs; excludes corporate grantmakers.

Table 3.14 Full-Time CEOs with Written Formal Contracts Or Letters of Agreement by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	CEO Has a Written Contract/Letter of Agreement				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	50.0	182	50.0	182	364
Private	52.3	227	47.7	207	434
Family	48.2	80	51.8	86	166
Independent	54.9	147	45.1	121	268
Operating	52.4	11	47.6	10	21
Public	66.3	57	33.7	29	86
Other	64.7	11	35.3	6	17
Asset Group (in Millions)					
\$5,000 or More	45.5	5	54.5	6	11
\$2,000 to \$4,999.9	52.4	11	47.6	10	21
\$1,000 to \$1,999.9	54.2	13	45.8	11	24
\$750 to \$999.9	57.7	15	42.3	11	26
\$500 to \$749.9	57.9	22	42.1	16	38
\$250 to \$499.9	57.6	68	42.4	50	118
\$100 to \$249.9	51.2	124	48.8	118	242
\$50 to \$99.9	48.9	85	51.1	89	174
\$25 to \$49.9	50.0	61	50.0	61	122
\$10 to \$24.9	53.0	53	47.0	47	100
\$5 to \$9.9	70.6	12	29.4	5	17
Less than \$5	65.5	19	34.5	10	29
U.S. Census Region					
Midwest	50.2	150	49.8	149	299
Northeast	57.6	125	42.4	92	217
South	46.3	113	53.7	131	244
West	61.5	99	38.5	62	161
Staff Size					
20 or More	61.9	91	38.1	56	147
10 to 19	57.0	90	43.0	68	158
6 to 9	50.2	105	49.8	104	209
3 to 5	49.8	130	50.2	131	261
1 to 2	49.0	72	51.0	75	147
All	52.9	488	47.1	434	922

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they had full-time CEOs; excludes corporate grantmakers.

Table 3.15 Grantmakers with CEOs Who Serve on the Board of Trustees by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	CEO Serves on Board				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	33.1	120	66.9	242	362
Private	39.7	170	60.3	258	428
Family	31.9	53	68.1	113	166
Independent	44.7	117	55.3	145	262
Operating	52.4	11	47.6	10	21
Public	42.4	36	57.6	49	85
Other	17.6	3	82.4	14	17
Asset Group (in Millions)					
\$5,000 or More	70.0	7	30.0	3	10
\$2,000 to \$4,999.9	52.4	11	47.6	10	21
\$1,000 to \$1,999.9	47.8	11	52.2	12	23
\$750 to \$999.9	40.7	11	59.3	16	27
\$500 to \$749.9	47.4	18	52.6	20	38
\$250 to \$499.9	40.7	48	59.3	70	118
\$100 to \$249.9	43.0	102	57.0	135	237
\$50 to \$99.9	32.6	57	67.4	118	175
\$25 to \$49.9	26.3	31	73.7	87	118
\$10 to \$24.9	26.3	26	73.7	73	99
\$5 to \$9.9	47.1	8	52.9	9	17
Less than \$5	33.3	10	66.7	20	30
U.S. Census Region					
Midwest	34.0	101	66.0	196	297
Northeast	41.6	89	58.4	125	214
South	38.1	93	61.9	151	244
West	35.7	56	64.3	101	157
Staff Size					
20 or More	47.6	68	52.4	75	143
10 to 19	41.1	65	58.9	93	158
6 to 9	39.2	82	60.8	127	209
3 to 5	31.4	81	68.6	177	258
1 to 2	30.3	44	69.7	101	145
All	37.2	340	62.8	573	913

¹One responding organization is located outside of U.S. Census regions and is not included. Excludes corporate grantmakers.

Chief Giving Officers at Corporate Grantmakers

Table 3.16 Corporate Grantmakers with CGOs by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022

Group	Corporate Program Has a CGO				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Corporate Program Type					
Corporate Foundation	66.7	6	33.3	3	9
Direct Giving Program	100.0	3	0.0	0	3
Combination of Both	100.0	2	0.0	0	2
Grants Group (in Millions)					
\$12 or More	75.0	3	25.0	1	4
\$6 to \$11.9	66.7	2	33.3	1	3
\$1 to \$5.9	85.7	6	14.3	1	7
Less than \$1	*	*	*	*	0
U.S. Census Region					
Midwest	100.0	5	0.0	0	5
Northeast	100.0	2	0.0	0	2
South	60.0	3	40.0	2	5
West	50.0	1	50.0	1	2
Staff Size					
10 or More	66.7	2	33.3	1	3
6 to 9	100.0	3	0.0	0	3
3 to 5	75.0	3	25.0	1	4
1 to 2	75.0	3	25.0	1	4
All	78.6	11	21.4	3	14

Includes corporate grantmakers only.

*Insufficient data.

Table 3.17 Corporate Grantmakers' CGOs' Full- or Part-Time Status by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022

Group	Corporate Program CGO Status				No. of Grantmakers
	Part-time		Full-time		
	%	N	%	N	
Corporate Program Type					
Corporate Foundation	16.7	1	83.3	5	6
Direct Giving Program	0.0	0	100.0	3	3
Combination of Both	0.0	0	100.0	2	2
Grants Group (in Millions)					
\$12 or More	0.0	0	100.0	3	3
\$6 to \$11.9	50.0	1	50.0	1	2
\$1 to \$5.9	0.0	0	100.0	6	6
Less than \$1	*	*	*	*	0
U.S. Census Region					
Midwest	0.0	0	100.0	5	5
Northeast	0.0	0	100.0	2	2
South	0.0	0	100.0	3	3
West	100.0	1	0.0	0	1
Staff Size					
10 or More	0.0	0	100.0	2	2
6 to 9	33.3	1	66.7	2	3
3 to 5	0.0	0	100.0	3	3
1 to 2	0.0	0	100.0	3	3
All	9.1	1	90.9	10	11

"Part-time" for the purposes of this survey is defined as fewer than 30 hours per week.

Includes corporate grantmakers that indicated they had CGOs. One corporate grantmaker with a part-time CGO reported salary information.

*Insufficient data.

Table 3.18 Titles of Full-Time CGOs by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022

Group	CGO Title										No. of Grantmakers
	President (of the Grantmaker)		Executive Director		Vice President		Manager / Managing Director		Other		
	%	N	%	N	%	N	%	N	%	N	
Corporate Program Type											
Corporate Foundation	80.0	4	20.0	1	0.0	0	0.0	0	0.0	0	5
Direct Giving Program	0.0	0	0.0	0	66.7	2	0.0	0	33.3	1	3
Combination of Both	0.0	0	100.0	1	0.0	0	0.0	0	0.0	0	1
Grants Group (in Millions)											
\$12 or More	66.7	2	0.0	0	33.3	1	0.0	0	0.0	0	3
\$6 to \$11.9	100.0	1	0.0	0	0.0	0	0.0	0	0.0	0	1
\$1 to \$5.9	20.0	1	40.0	2	20.0	1	0.0	0	20.0	1	5
Less than \$1	*	*	*	*	*	*	*	*	*	*	0
U.S. Census Region											
Midwest	25.0	1	25.0	1	25.0	1	0.0	0	25.0	1	4
Northeast	100.0	2	0.0	0	0.0	0	0.0	0	0.0	0	2
South	33.3	1	33.3	1	33.3	1	0.0	0	0.0	0	3
West	*	*	*	*	*	*	*	*	*	*	0
Staff Size											
10 or More	50.0	1	0.0	0	50.0	1	0.0	0	0.0	0	2
6 to 9	100.0	2	0.0	0	0.0	0	0.0	0	0.0	0	2
3 to 5	50.0	1	50.0	1	0.0	0	0.0	0	0.0	0	2
1 to 2	0.0	0	33.3	1	33.3	1	0.0	0	33.3	1	3
All	44.4	4	22.2	2	22.2	2	0.0	0	11.1	1	9

Includes corporate grantmakers that indicated they had full-time CGOs.

*Insufficient data.

Table 3.19 Titles of the Persons to Whom the Full-Time CGOs Report by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022

Group	Title of the Person to Whom the CGO Reports										No. of Grantmakers
	Chair of the Corporate Board		Chair of the Grantmaker Board		Corporate President or CEO		Vice President (Sr, Exec, etc.)		Other		
	%	N	%	N	%	N	%	N	%	N	
Corporate Program Type											
Corporate Foundation	0.0	0	60.0	3	20.0	1	20.0	1	0.0	0	5
Direct Giving Program	0.0	0	0.0	0	66.7	2	0.0	0	33.3	1	3
Combination of Both	0.0	0	0.0	0	0.0	0	100.0	1	0.0	0	1
Grants Group (in Millions)											
\$12 or More	0.0	0	33.3	1	66.7	2	0.0	0	0.0	0	3
\$6 to \$11.9	0.0	0	100.0	1	0.0	0	0.0	0	0.0	0	1
\$1 to \$5.9	0.0	0	20.0	1	20.0	1	40.0	2	20.0	1	5
Less than \$1	*	*	*	*	*	*	*	*	*	*	0
U.S. Census Region											
Midwest	0.0	0	25.0	1	50.0	2	25.0	1	0.0	0	4
Northeast	0.0	0	50.0	1	50.0	1	0.0	0	0.0	0	2
South	0.0	0	33.3	1	0.0	0	33.3	1	33.3	1	3
West	*	*	*	*	*	*	*	*	*	*	0
Staff Size											
10 or More	0.0	0	0.0	0	100.0	2	0.0	0	0.0	0	2
6 to 9	0.0	0	100.0	2	0.0	0	0.0	0	0.0	0	2
3 to 5	0.0	0	50.0	1	0.0	0	50.0	1	0.0	0	2
1 to 2	0.0	0	0.0	0	33.3	1	33.3	1	33.3	1	3
All	0.0	0	33.3	3	33.3	3	22.2	2	11.1	1	9

Includes corporate grantmakers that indicated they had full-time CGOs.

*Insufficient data.

Table 3.20 Division in Which the Corporate Giving Program Is Located by Corporate Program Type, Grants Group, Region, and Total Paid Staff, 2022

Group	Division of Corporate Giving Program														No. of Grantmakers
	Corporate CEO Office		Corporate Public/ External Affairs/PR		Corporate Communications		Legal/Governing Affairs		Administration/ Personnel/HR		Freestanding Giving Program		Other		
	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Corporate Program Type															
Corporate Foundation	20.0	1	40.0	2	0.0	0	0.0	0	0.0	0	40.0	2	0.0	0	5
Direct Giving Program	0.0	0	0.0	0	0.0	0	0.0	0	66.7	2	33.3	1	0.0	0	3
Combination of Both	0.0	0	0.0	0	0.0	0	0.0	0	100.0	1	0.0	0	0.0	0	1
Grants Group (in Millions)															
\$12 or More	33.3	1	0.0	0	0.0	0	0.0	0	0.0	0	66.7	2	0.0	0	3
\$6 to \$11.9	0.0	0	100.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	1
\$1 to \$5.9	0.0	0	20.0	1	0.0	0	0.0	0	60.0	3	20.0	1	0.0	0	5
Less than \$1	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0
U.S. Census Region															
Midwest	0.0	0	0.0	0	0.0	0	0.0	0	50.0	2	50.0	2	0.0	0	4
Northeast	50.0	1	0.0	0	0.0	0	0.0	0	0.0	0	50.0	1	0.0	0	2
South	0.0	0	66.7	2	0.0	0	0.0	0	33.3	1	0.0	0	0.0	0	3
West	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0
Staff Size															
10 or More	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	100.0	2	0.0	0	2
6 to 9	50.0	1	50.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	2
3 to 5	0.0	0	0.0	0	0.0	0	0.0	0	50.0	1	50.0	1	0.0	0	2
1 to 2	0.0	0	33.3	1	0.0	0	0.0	0	66.7	2	0.0	0	0.0	0	3
All	11.1	1	22.2	2	0.0	0	0.0	0	33.3	3	33.3	3	0.0	0	9

Includes corporate grantmakers that indicated they had full-time CGOs.

*Insufficient data.

Table 3.21 Total 2021 Cash Compensation for Full-Time CGOs by Grantmaker Type, Grants Group, Region, and Total Paid Staff

Group	Total Cash Compensation						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Corporate Program Type							
Corporate Foundation	77,898	*	167,000	260,980	*	537,000	5
Direct Giving Program	*	*	*	*	*	*	2
Combination of Both	*	*	*	*	*	*	2
Grants Group (in Millions)							
\$6 or More	*	*	440,000	381,333	*	*	3
\$1 to \$5.9	77,898	*	121,649	132,625	*	246,551	6
Less than \$1	*	*	*	*	*	*	0
U.S. Census Region							
Midwest	*	*	129,149	146,962	*	*	4
Northeast	*	*	*	*	*	*	2
South	*	*	130,000	124,966	*	*	3
West	*	*	*	*	*	*	0
Staff Size							
6 or More	*	*	440,000	381,333	*	*	3
3 to 5	*	*	145,000	158,184	*	*	3
1 to 2	*	*	113,298	107,065	*	*	3
1 to 2	*	*	140,000	151,500	*	*	4
All	77,898	113,298	145,000	215,527	246,551	537,000	9

Includes corporate grantmakers that indicated they had full-time CGOs.

*Insufficient data.

Table 3.22 Full-Time CGOs for Whom Deferred Compensation Was Set Aside in 2021 by Grantmaker Type, Grants Group, Region, and Total Paid Staff

Group	Deferred Compensation Set Aside				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Corporate Program Type					
Corporate Foundation	33.3	1	66.7	2	3
Direct Giving Program	0.0	0	100.0	1	1
Combination of Both	*	*	*	*	0
Grants Group (in Millions)					
\$12 or More	0.0	0	100.0	1	1
\$6 to \$11.9	100.0	1	0.0	0	1
\$1 to \$5.9	0.0	0	100.0	2	2
Less than \$1	*	*	*	*	0
U.S. Census Region					
Midwest	0.0	0	100.0	2	2
Northeast	0.0	0	100.0	1	1
South	100.0	1	0.0	0	1
West	*	*	*	*	0
Staff Size					
10 or More	0.0	0	0.0	0	0
6 to 9	50.0	1	50.0	1	2
3 to 5	0.0	0	100.0	1	1
1 to 2	0.0	0	100.0	1	1
All	25.0	1	75.0	3	4

Includes corporate grantmakers that indicated they had full-time CGOs.

*Insufficient data.

Table 3.23 Full-Time CGOs to Whom Bonuses Were Awarded in 2021 by Grantmaker Type, Grants Group, Region, and Total Paid Staff

Group	Bonus Awarded				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Corporate Program Type					
Corporate Foundation	50.0	2	50.0	2	4
Direct Giving Program	0.0	0	100.0	1	1
Combination of Both	100.0	2	0.0	0	2
Grants Group (in Millions)					
\$12 or More	50.0	1	50.0	1	2
\$6 to \$11.9	100.0	1	0.0	0	1
\$1 to \$5.9	50.0	2	50.0	2	4
Less than \$1	*	*	*	*	0
U.S. Census Region					
Midwest	50.0	2	50.0	2	4
Northeast	50.0	1	50.0	1	2
South	100.0	1	0.0	0	1
West	*	*	*	*	0
Staff Size					
10 or More	100.0	1	0.0	0	1
6 to 9	50.0	1	50.0	1	2
3 to 5	66.7	2	33.3	1	3
1 to 2	0.0	0	100.0	1	1
All	57.1	4	42.9	3	7

Includes corporate grantmakers that indicated they had full-time CGOs.

*Insufficient data.

Table 3.24 Bonuses Awarded to Full-Time CGOs in 2021 by Grantmaker Type, Grants Group, Region, and Total Paid Staff

Group	Bonus Amount						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Corporate Program Type							
Corporate Foundation	*	*	*	*	*	*	2
Direct Giving Program	*	*	*	*	*	*	0
Combination of Both	*	*	*	*	*	*	1
Grants Group (in Millions)							
\$12 or More	*	*	*	*	*	*	1
\$6 to \$11.9	*	*	*	*	*	*	1
\$1 to \$5.9	*	*	*	*	*	*	1
Less than \$1	*	*	*	*	*	*	0
U.S. Census Region							
Midwest	*	*	*	*	*	*	1
Northeast	*	*	*	*	*	*	1
South	*	*	*	*	*	*	1
West	*	*	*	*	*	*	0
Staff Size							
10 or More	*	*	*	*	*	*	1
6 to 9	*	*	*	*	*	*	1
3 to 5	*	*	*	*	*	*	1
1 to 2	*	*	*	*	*	*	0
All	*	*	56,962	74,654	*	*	3

Includes corporate grantmakers that indicated they had full-time CGOs that received bonuses.

*Insufficient data.

Table 3.25 Full-Time CGOs for Whom Discretionary Grantmaking is Permitted by Grantmaker Type, Grants Group, Region, and Total Paid Staff, 2022

Group	CGO is Permitted Discretionary Grantmaking				No	N	No. of Grantmakers
	Yes	N	%	N			
Corporate Program Type							
Corporate Foundation	60.0	3	40.0	2		5	
Direct Giving Program	33.3	1	66.7	2		3	
Combination of Both	0.0	0	100.0	2		2	
Grants Group (in Millions)							
\$12 or More	33.3	1	66.7	2		3	
\$6 to \$11.9	100.0	1	0.0	0		1	
\$1 to \$5.9	33.3	2	66.7	4		6	
Less than \$1	*	*	*	*		0	
U.S. Census Region							
Midwest	20.0	1	80.0	4		5	
Northeast	50.0	1	50.0	1		2	
South	66.7	2	33.3	1		3	
West	*	*	*	*		0	
Staff Size							
10 or More	0.0	0	100.0	2		2	
6 to 9	100.0	2	0.0	0		2	
3 to 5	33.3	1	66.7	2		3	
1 to 2	33.3	1	66.7	2		3	
All	40.0	4	60.0	6		10	

Includes corporate grantmakers that indicated they had full-time CGOs.

*Insufficient data.

Table 3.26 Maximum Amount Per Discretionary Grant Permitted For Full-Time CGOs by Grantmaker Type, Grants Group, Region, and Total Paid Staff, 2022

Group	Maximum Amount Per Discretionary Grant						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Corporate Program Type							
Corporate Foundation	*	*	25,000	95,000	*	*	3
Direct Giving Program	*	*	*	*	*	*	0
Combination of Both	*	*	*	*	*	*	0
Grants Group (in Millions)							
\$12 or More	*	*	*	*	*	*	1
\$6 to \$11.9	*	*	*	*	*	*	1
\$1 to \$5.9	*	*	*	*	*	*	1
Less than \$1	*	*	*	*	*	*	0
U.S. Census Region							
Midwest	*	*	*	*	*	*	1
Northeast	*	*	*	*	*	*	1
South	*	*	*	*	*	*	1
West	*	*	*	*	*	*	0
Staff Size							
10 or More	*	*	*	*	*	*	0
6 to 9	*	*	*	*	*	*	2
3 to 5	*	*	*	*	*	*	1
1 to 2	*	*	*	*	*	*	0
All	*	*	25,000	95,000	*	*	3

Includes corporate grantmakers that indicated they had full-time CGOs that are permitted to make discretionary grants; No corporate grantmakers reported yearly maximums.

*Insufficient data.

Table 3.27 Additional Program Activities for Which the CGOs Are Responsible by Corporate Program Type, 2022

Additional Program Responsibilities	Corporate Program Type						All	
	Corporate Foundation		Direct Giving Program		Combination of Both		%	N
	%	N	%	N	%	N		
Cause-Related Marketing	25.0	1	0.0	0	0.0	0	12.5	1
Communications (External/Internal)	75.0	3	33.3	1	0.0	0	50.0	4
Community Relations	75.0	3	66.7	2	100.0	1	75.0	6
Constituency Relations (e.g., PACs)	0.0	0	0.0	0	0.0	0	0.0	0
Diversity and Inclusion	25.0	1	0.0	0	0.0	0	12.5	1
Dues and Membership	25.0	1	33.3	1	0.0	0	25.0	2
Economic Development	0.0	0	33.3	1	0.0	0	12.5	1
Employee Scholarship Program	25.0	1	0.0	0	100.0	1	25.0	2
Employee Volunteer Program	50.0	2	0.0	0	0.0	0	25.0	2
In-kind Contributions/Product Donations	25.0	1	0.0	0	100.0	1	25.0	2
Managing the License to Operate	25.0	1	0.0	0	0.0	0	12.5	1
Marketing	50.0	2	33.3	1	0.0	0	37.5	3
Matching Gifts Program	75.0	3	66.7	2	100.0	1	75.0	6
Media Relations	75.0	3	33.3	1	0.0	0	50.0	4
Senior Management External Involvement	50.0	2	0.0	0	100.0	1	37.5	3
Sponsorships	25.0	1	33.3	1	100.0	1	37.5	3
Workplace Giving (e.g., United Way Campaign)	50.0	2	0.0	0	100.0	1	37.5	3
Other	0.0	0	0.0	0	0.0	0	0.0	0
No. of Grantmakers	100.0	4	100.0	3	100.0	1	100.0	8

Includes corporate grantmakers that indicated they had full-time CGOs with at least one additional program responsibility.

*Insufficient data.

Table 3.28 Additional Program Activities for Which the CGOs Are Responsible by Grants Group, 2022

Additional Program Responsibilities	Grants Group (in Millions)								All	
	\$12 or More		\$6 to \$11.9		\$1 to \$5.9		Less than \$1			
	%	N	%	N	%	N	%	N	%	N
Cause-Related Marketing	0.0	0	100.0	1	0.0	0	0.0	0	12.5	1
Communications (External/Internal)	33.3	1	100.0	1	50.0	2	0.0	0	50	4
Community Relations	33.3	1	100.0	1	100.0	4	0.0	0	75	6
Constituency Relations (e.g., PACs)	0.0	0	0.0	0	0.0	0	0.0	0	0	0
Diversity and Inclusion	33.3	1	0.0	0	0.0	0	0.0	0	12.5	1
Dues and Membership	33.3	1	0.0	0	25.0	1	0.0	0	25	2
Economic Development	0.0	0	0.0	0	25.0	1	0.0	0	12.5	1
Employee Scholarship Program	0.0	0	100.0	1	25.0	1	0.0	0	25	2
Employee Volunteer Program	33.3	1	100.0	1	0.0	0	0.0	0	25	2
In-kind Contributions/Product Donations	0.0	0	100.0	1	25.0	1	0.0	0	25	2
Managing the License to Operate	0.0	0	0.0	0	25.0	1	0.0	0	12.5	1
Marketing	33.3	1	100.0	1	25.0	1	0.0	0	37.5	3
Matching Gifts Program	66.7	2	100.0	1	75.0	3	0.0	0	75	6
Media Relations	33.3	1	100.0	1	50.0	2	0.0	0	50	4
Senior Management External Involvement	33.3	1	100.0	1	25.0	1	0.0	0	37.5	3
Sponsorships	33.3	1	100.0	1	25.0	1	0.0	0	37.5	3
Workplace Giving (e.g., United Way Campaign)	33.3	1	100.0	1	25.0	1	0.0	0	37.5	3
Other	0.0	0	0.0	0	0.0	0	0.0	0	0	0
No. of Grantmakers	100.0	3	100.0	1	100.0	4	0.0	0	100	8

Includes corporate grantmakers that indicated they had full-time CGOs with at least one additional program responsibility.

*Insufficient data.

Table 3.29 2021 Base Salaries of Full-Time CGOs by Number of Additional Program Responsibilities

No. of Additional Program Responsibilities	Base Salary						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
5 or More	*	*	148,500	189,250	*	*	4
1 to 4	*	*	130,000	227,766	*	*	3
All	75,000	113,298	145,000	205,757	385,000	440,000	7

Includes corporate grantmakers that indicated they had full-time CGOs with at least one additional program responsibility.

*Insufficient data.

Table 3.30 Full-Time CGOs with Additional Duties Within the Parent Corporation Not Related to the Giving Program by Grantmaker Type, Grants Group, Region, and Total Paid Staff, 2022

Group	CGO Has Additional Corporate Duties				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Corporate Program Type					
Corporate Foundation	0.0	0	100.0	5	5
Direct Giving Program	0.0	0	100.0	3	3
Combination of Both	100.0	1	0.0	0	1
Grants Group (in Millions)					
\$12 or More	0.0	0	100.0	3	3
\$6 to \$11.9	0.0	0	100.0	1	1
\$1 to \$5.9	20.0	1	80.0	4	5
Less than \$1	*	*	*	*	0
U.S. Census Region					
Midwest	25.0	1	75.0	3	4
Northeast	0.0	0	100.0	2	2
South	0.0	0	100.0	3	3
West	*	*	*	*	0
Staff Size					
10 or More	0.0	0	100.0	2	2
6 to 9	0.0	0	100.0	2	2
3 to 5	50.0	1	50.0	1	2
1 to 2	0.0	0	100.0	3	3
All	11.1	1	88.9	8	9

Includes corporate grantmakers that indicated they had full-time CGOs; only 1 respondent indicated the proportion of time spent so the table has been suppressed.

*Insufficient data.



Council on
Foundations

CHAPTER 4

Salary Administration

Salary Increases

Table 4.1 Grantmakers Providing a Salary Increase by Grantmaker Type, 2020-2022¹

Grantmaker Type	2020			2021			2022 ¹		
	No. Providing a Salary Increase	%	No. of Grantmakers	No. Providing a Salary Increase	%	No. of Grantmakers	No. Providing a Salary Increase	%	No. of Grantmakers
Community	305	91.0	335	345	94.3	366	304	83.7	363
Corporate	11	84.6	13	12	92.3	13	10	76.9	13
Private	382	80.8	473	410	83.7	490	363	75.6	480
Family	160	76.9	208	170	81.3	209	144	70.9	203
Independent	222	83.8	265	240	85.4	281	219	79.1	277
Operating	12	92.3	13	22	95.7	23	20	87.0	23
Public	88	83.8	105	79	87.8	90	74	81.3	91
Other	5	55.6	9	16	94.1	17	15	88.2	17
All	803	84.7	948	884	88.5	999	786	79.6	987

¹Data for 2022 represent increases already given or planned at the time of the survey and do not include respondents who were undecided about granting an increase that year.

Table 4.2 Median Salary Increase by Grantmaker Type, 2020-2022¹

Grantmaker Type	2020		2021		2022 ¹	
	Median	No. of Grantmakers	Median	No. of Grantmakers	Median	No. of Grantmakers
Community	3.0	304	3.6	344	5.0	291
Corporate	3.0	11	3.3	12	3.5	8
Private	3.3	381	3.5	409	5.0	348
Family	4.0	159	4.0	169	5.0	139
Independent	3.0	222	3.5	240	4.5	209
Operating	3.0	12	4.3	22	5.0	17
Public	3.0	88	3.2	79	4.0	70
Other	3.0	5	3.2	16	4.8	14
All	3.0	801	3.5	882	5.0	748

¹Data for 2022 represent increases already given or planned at the time of the survey and do not include respondents who were undecided about granting an increase that year.

Table 4.3 All Foundations' Median Salary Increase by Basis Combinations, 2021

Basis	Cost of Living	Merit	General	Median Total Increase	No. of Grantmakers	
					%	N
Cost of Living	3.0			3.0	18.5	151
Merit		3.5		3.5	21.1	172
General			3.5	3.5	30.5	249
Cost of Living and Merit	2.0	2.0		5.0	16.2	132
Cost of Living and General	3.0		2.7	5.0	3.1	25
Merit and General		3.5	2.3	5.8	5.6	46
Cost of Living, Merit, and General	2.0	2.0	1.0	5.6	5.1	42
All	3.0	3.0	3.0	3.6	100.0	817

Includes respondents that specified the bases for 2021 salary increases.

Table 4.4 Community Foundations' Median Salary Increase by Basis Combinations, 2021

Basis	Cost of Living	Merit	General	Median Total Increase	No. of Grantmakers	
					%	N
Cost of Living	3.0			3.0	16.3	52
Merit		3.8		3.8	23.4	75
General			3.4	3.4	31.9	102
Cost of Living and Merit	2.0	2.5		5.0	15.0	48
Cost of Living and General	3.0		2.0	4.5	4.1	13
Merit and General		3.6	4.0	5.8	4.1	13
Cost of Living, Merit, and General	2.0	2.0	1.0	5.0	5.3	17
All	3.0	3.0	3.0	3.8	100.0	320

Includes respondents that specified the bases for 2021 salary increases.

Table 4.5 Corporate Grantmakers' Median Salary Increase by Basis Combinations, 2021

Basis	Cost of Living	Merit	General	Median Total Increase	No. of Grantmakers	
					%	N
Cost of Living	2.0			2.0	10.0	1
Merit		2.9		2.9	40.0	4
General			4.0	4.0	10.0	1
Cost of Living and Merit	3.9	3.9		7.8	10.0	1
Cost of Living and General	2.0		15.5	17.5	10.0	1
Merit and General		4.4	1.1	5.5	20.0	2
Cost of Living, Merit, and General	*	*	*	*	0.0	0
All	2.0	3.0	3.0	3.3	100.0	10

Includes respondents that specified the bases for 2021 salary increases.

*Insufficient data.

Table 4.6 Family Foundations' Median Salary Increase by Basis Combinations, 2021

Basis	Cost of Living	Merit	General	Median Total Increase	No. of Grantmakers	
					%	N
Cost of Living	3.0			3.0	23.3	35
Merit		3.7		3.7	18.7	28
General			3.8	3.8	28.0	42
Cost of Living and Merit	3.0	2.0		5.0	20.0	30
Cost of Living and General	2.0		3.8	5.8	2.0	3
Merit and General		4.0	2.0	6.4	4.7	7
Cost of Living, Merit, and General	2.1	2.6	1.0	6.5	3.3	5
All	3.0	3.0	3.1	4.0	100.0	150

Includes respondents that specified the bases for 2021 salary increases.

Table 4.7 Independent Foundations' Median Salary Increase by Basis Combinations, 2021

Basis	Cost of Living	Merit	General	Median Total Increase	No. of Grantmakers	
					%	N
Cost of Living	3.0			3.0	16.0	36
Merit		3.5		3.5	21.8	49
General			3.2	3.2	34.2	77
Cost of Living and Merit	2.0	2.0		5.0	15.6	35
Cost of Living and General	2.5		3.8	4.8	2.2	5
Merit and General		3.0	2.2	4.0	7.1	16
Cost of Living, Merit, and General	2.0	3.0	2.0	7.0	3.1	7
All	3.0	3.0	3.0	3.5	100.0	225

Includes respondents that specified the bases for 2021 salary increases.

Table 4.8 Public Foundations' Median Salary Increase by Basis Combinations, 2021

Basis	Cost of Living	Merit	General	Median Total Increase	No. of Grantmakers	
					%	N
Cost of Living	3.0			3.0	13.6	3
Merit		8.0		8.0	9.1	2
General			3.9	3.9	27.3	6
Cost of Living and Merit	2.0	2.0		4.5	22.7	5
Cost of Living and General	*		*	*	0.0	0
Merit and General		5.0	2.3	6.6	18.2	4
Cost of Living, Merit, and General	2.5	3.3	1.5	7.2	9.1	2
All	2.5	3.0	2.8	4.3	100.0	22

Includes respondents that specified the bases for 2021 salary increases.

*Insufficient data.

Table 4.9 Operating Foundations' Median Salary Increase by Basis Combinations, 2021

Basis	Cost of Living	Merit	General	Median Total Increase	No. of Grantmakers	
					%	N
Cost of Living	2.8			2.8	26.3	20
Merit		3.0		3.0	17.1	13
General			4.0	4.0	23.7	18
Cost of Living and Merit	2.0	2.0		4.0	14.5	11
Cost of Living and General	4.7		5.0	11.0	3.9	3
Merit and General		3.9	2.2	6.1	2.6	2
Cost of Living, Merit, and General	2.0	2.0	1.0	5.0	11.8	9
All	2.4	3.0	3.2	3.1	100.0	76

Includes respondents that specified the bases for 2021 salary increases.

Table 4.10 Other Grantmakers' Median Salary Increase by Basis Combinations, 2021

Basis	Cost of Living	Merit	General	Median Total Increase	No. of Grantmakers	
					%	N
Cost of Living	3.0			3.0	28.6	4
Merit		3.3		3.3	7.1	1
General			3.0	3.0	21.4	3
Cost of Living and Merit	2.5	3.3		5.8	14.3	2
Cost of Living and General	*		*	*	0.0	0
Merit and General		4.2	3.9	8.0	14.3	2
Cost of Living, Merit, and General	1.0	1.5	0.8	3.3	14.3	2
All	2.6	3.0	2.7	3.2	100.0	14

Includes respondents that specified the bases for 2021 salary increases.

*Insufficient data.

Table 4.11 2022 Salary Increases Compared to Those Granted in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff

Group	Lower		About the Same ¹		Higher		No. of Grantmakers
	%	N	%	N	%	N	
Grantmaker Type							
Community	51.8	143	31.2	86	17.0	47	276
Corporate	28.6	2	14.3	1	57.1	4	7
Private	49.5	151	35.7	109	14.8	45	305
Family	45.8	54	37.3	44	16.9	20	118
Independent	51.9	97	34.8	65	13.4	25	187
Operating	52.9	9	23.5	4	23.5	4	17
Public	36.4	24	43.9	29	19.7	13	66
Other	38.5	5	30.8	4	30.8	4	13
Asset Group (in Millions)							
\$5,000 or More	55.6	5	44.4	4	0.0	0	9
\$2,000 to \$4,999.9	33.3	6	61.1	11	5.6	1	18
\$1,000 to \$1,999.9	54.5	12	13.6	3	31.8	7	22
\$750 to \$999.9	44.0	11	28.0	7	28.0	7	25
\$500 to \$749.9	60.0	21	22.9	8	17.1	6	35
\$250 to \$499.9	47.9	46	39.6	38	12.5	12	96
\$100 to \$249.9	48.6	88	33.7	61	17.7	32	181
\$50 to \$99.9	51.2	64	32.0	40	16.8	21	125
\$25 to \$49.9	42.2	35	41.0	34	16.9	14	83
\$10 to \$24.9	52.3	34	30.8	20	16.9	11	65
\$5 to \$9.9	42.9	3	14.3	1	42.9	3	7
Less than \$5	50.0	9	33.3	6	16.7	3	18
U.S. Census Region							
Midwest	49.2	117	36.6	87	14.3	34	238
Northeast	54.0	88	33.7	55	12.3	20	163
South	43.4	76	34.9	61	21.7	38	175
West	49.1	53	27.8	30	23.1	25	108
Staff Size							
20 or More	45.5	56	36.6	45	17.9	22	123
10 to 19	51.6	66	28.9	37	19.5	25	128
6 to 9	47.2	76	37.9	61	14.9	24	161
3 to 5	51.3	100	30.8	60	17.9	35	195
1 to 2	46.8	36	39.0	30	14.3	11	77
All	48.8	334	34.1	233	17.1	117	684

¹"About the same" includes a difference in increase of .5 percent or less.

Includes respondents that indicated they have increased or plan to increase salaries at the time of the survey and provided an increase value.

Table 4.12 Salary Increase Practice Among Grantmakers with No Salary Increases in 2022 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff²

Group	No Salary Increase in 2022				No. of Grantmakers
	Consistent with Past Practice		Change from Past Practice		
	%	N	%	N	
Grantmaker Type					
Community	50.0	2	50.0	2	4
Corporate	*	*	*	*	0
Private	62.5	10	37.5	6	16
Family	63.6	7	36.4	4	11
Independent	60.0	3	40.0	2	5
Operating	100.0	1	0.0	0	1
Public	50.0	1	50.0	1	2
Other	*	*	*	*	0
Asset Group (in Millions)					
\$250 or More	*	*	*	*	0
\$100 to \$249.9	33.3	1	66.7	2	3
\$50 to \$99.9	100.0	2	0.0	0	2
\$25 to \$49.9	50.0	2	50.0	2	4
\$10 to \$24.9	50.0	4	50.0	4	8
\$5 to \$9.9	100.0	3	0.0	0	3
Less than \$5	66.7	2	33.3	1	3
U.S. Census Region					
Midwest	50.0	2	50.0	2	4
Northeast	57.1	4	42.9	3	7
South	66.7	4	33.3	2	6
West	60.0	3	40.0	2	5
Staff Size					
20 or More	100.0	1	0.0	0	1
10 to 19	*	*	*	*	0
6 to 9	60.0	3	40.0	2	5
3 to 5	50.0	1	50.0	1	2
1 to 2	53.8	7	46.2	6	13
All	60.9	14	39.1	9	23

¹One responding organization is located outside of U.S. Census regions and is not included.

²Not all respondents reported number of staff.

Includes respondents that indicated they have not or will not grant a salary increase in 2022 at the time of the survey.

*Insufficient data.

Bonuses

Table 4.13 Staff Positions Eligible for Bonuses in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff²

Group	All Staff		Professional Staff Only		Administrative Staff Only		CEO Only		Other		None		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type													
Community	54.0	195	4.2	15	0.0	0	4.2	15	6.9	25	30.7	111	361
Corporate	66.7	8	0.0	0	0.0	0	8.3	1	16.7	2	8.3	1	12
Private	37.3	178	1.0	5	1.3	6	5.0	24	7.8	37	47.6	227	477
Family	38.7	77	1.5	3	0.5	1	5.0	10	6.5	13	47.7	95	199
Independent	36.3	101	0.7	2	1.8	5	5.0	14	8.6	24	47.5	132	278
Operating	30.4	7	0.0	0	4.3	1	13.0	3	4.3	1	47.8	11	23
Public	40.0	36	6.7	6	0.0	0	7.8	7	7.8	7	37.8	34	90
Other	35.3	6	0.0	0	0.0	0	0.0	0	17.6	3	47.1	8	17
Asset Group (in Millions)													
\$5,000 or More	36.4	4	0.0	0	0.0	0	0.0	0	54.5	6	9.1	1	11
\$2,000 to \$4,999.9	40.9	9	0.0	0	0.0	0	4.5	1	31.8	7	22.7	5	22
\$1,000 to \$1,999.9	53.8	14	3.8	1	0.0	0	3.8	1	11.5	3	26.9	7	26
\$750 to \$999.9	44.4	12	3.7	1	0.0	0	3.7	1	14.8	4	33.3	9	27
\$500 to \$749.9	62.8	27	2.3	1	0.0	0	4.7	2	4.7	2	25.6	11	43
\$250 to \$499.9	46.8	59	2.4	3	0.0	0	7.1	9	10.3	13	33.3	42	126
\$100 to \$249.9	44.8	111	1.2	3	0.8	2	4.4	11	9.3	23	39.5	98	248
\$50 to \$99.9	41.9	75	3.4	6	1.7	3	3.9	7	3.9	7	45.3	81	179
\$25 to \$49.9	45.7	58	3.9	5	0.8	1	3.9	5	2.4	3	43.3	55	127
\$10 to \$24.9	37.8	42	1.8	2	0.9	1	9.9	11	4.5	5	45.0	50	111
\$5 to \$9.9	17.4	4	8.7	2	0.0	0	8.7	2	4.3	1	60.9	14	23
Less than \$5	40.5	15	5.4	2	0.0	0	0.0	0	2.7	1	51.4	19	37
U.S. Census Region													
Midwest	43.3	138	3.1	10	0.9	3	4.7	15	5.6	18	42.3	135	319
Northeast	36.8	85	3.0	7	0.9	2	6.1	14	11.7	27	41.6	96	231
South	50.4	132	2.7	7	0.8	2	5.7	15	6.1	16	34.4	90	262
West	44.3	74	1.2	2	0.0	0	3.6	6	8.4	14	42.5	71	167
Staff Size													
20 or More	54.1	80	2.0	3	0.0	0	4.7	7	19.6	29	19.6	29	148
10 to 19	48.8	82	5.4	9	0.0	0	6.0	10	11.3	19	28.6	48	168
6 to 9	53.1	113	0.5	1	0.9	2	2.3	5	6.1	13	37.1	79	213
3 to 5	41.0	110	3.0	8	1.1	3	4.1	11	4.5	12	46.3	124	268
1 to 2	24.7	45	2.7	5	1.1	2	9.3	17	1.1	2	61.0	111	182
All	43.9	430	2.7	26	0.7	7	5.1	50	7.7	75	40.0	392	980

¹One responding organization is located outside of U.S. Census regions and is not included.

²Not all respondents reported number of staff.

Table 4.14 Change in Bonus Eligibility Practice in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff²

Group	Change in Eligibility Policy						No. of Grantmakers
	Yes		No		Unknown		
	%	N	%	N	%	N	
Grantmaker Type							
Community	12.0	39	84.6	274	3.4	11	324
Corporate	8.3	1	91.7	11	0.0	0	12
Private	6.6	26	90.9	358	2.5	10	394
Family	7.6	13	90.1	154	2.3	4	171
Independent	5.8	13	91.5	204	2.7	6	223
Operating	10.5	2	73.7	14	15.8	3	19
Public	9.2	7	88.2	67	2.6	2	76
Other	6.7	1	93.3	14	0.0	0	15
Asset Group (in Millions)							
\$5,000 or More	0.0	0	100.0	11	0.0	0	11
\$2,000 to \$4,999.9	4.8	1	95.2	20	0.0	0	21
\$1,000 to \$1,999.9	0.0	0	95.7	22	4.3	1	23
\$750 to \$999.9	12.5	3	87.5	21	0.0	0	24
\$500 to \$749.9	7.7	3	92.3	36	0.0	0	39
\$250 to \$499.9	12.4	14	86.7	98	0.9	1	113
\$100 to \$249.9	9.8	21	87.0	187	3.3	7	215
\$50 to \$99.9	5.6	8	92.4	133	2.1	3	144
\$25 to \$49.9	10.4	11	82.1	87	7.5	8	106
\$10 to \$24.9	11.7	11	85.1	80	3.2	3	94
\$5 to \$9.9	15.0	3	75.0	15	10.0	2	20
Less than \$5	3.3	1	93.3	28	3.3	1	30
U.S. Census Region							
Midwest	9.2	25	87.1	236	3.7	10	271
Northeast	10.8	21	85.6	167	3.6	7	195
South	8.4	19	90.3	205	1.3	3	227
West	7.5	11	88.4	129	4.1	6	146
Staff Size							
20 or More	9.4	13	88.5	123	2.2	3	139
10 to 19	10.1	16	88.1	140	1.9	3	159
6 to 9	9.9	18	85.7	156	4.4	8	182
3 to 5	9.9	21	87.7	186	2.4	5	212
1 to 2	5.4	8	89.8	132	4.8	7	147
All	9.0	76	87.9	738	3.1	26	840

¹One responding organization is located outside of U.S. Census regions and is not included.

²Not all respondents reported number of staff.

Table 4.15 Change in Bonus Eligibility Practice for Grantmakers With No Staff Eligible for Bonuses in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff¹

Group	Change in Eligibility Policy						No. of Grantmakers
	Yes		No		Unknown		
	%	N	%	N	%	N	
Grantmaker Type							
Community	4.0	3	92.0	69	4.0	3	75
Corporate	0.0	0	100.0	1	0.0	0	1
Private	5.4	8	91.2	134	3.4	5	147
Family	8.8	6	88.2	60	2.9	2	68
Independent	2.5	2	93.7	74	3.8	3	79
Operating	0.0	0	71.4	5	28.6	2	7
Public	0.0	0	100.0	20	0.0	0	20
Other	0.0	0	100.0	6	0.0	0	6
Asset Group (in Millions)							
\$2,000 or More	0.0	0	100.0	6	0.0	0	6
\$1,000 to \$1,999.9	0.0	0	100.0	4	0.0	0	4
\$750 to \$999.9	0.0	0	100.0	6	0.0	0	6
\$500 to \$749.9	0.0	0	100.0	7	0.0	0	7
\$250 to \$499.9	3.4	1	96.6	28	0.0	0	29
\$100 to \$249.9	1.5	1	94.0	63	4.5	3	67
\$50 to \$99.9	2.1	1	95.7	45	2.1	1	47
\$25 to \$49.9	11.8	4	76.5	26	11.8	4	34
\$10 to \$24.9	9.1	3	87.9	29	3.0	1	33
\$5 to \$9.9	0.0	0	90.9	10	9.1	1	11
Less than \$5	8.3	1	91.7	11	0.0	0	12
U.S. Census Region							
Midwest	3.4	3	92.0	81	4.5	4	88
Northeast	3.3	2	95.1	58	1.6	1	61
South	3.5	2	93.0	53	3.5	2	57
West	8.0	4	86.0	43	6.0	3	50
Staff Size							
20 or More	0.0	0	95.2	20	4.8	1	21
10 to 19	0.0	0	97.4	38	2.6	1	39
6 to 9	4.1	2	91.8	45	4.1	2	49
3 to 5	7.1	5	91.4	64	1.4	1	70
1 to 2	5.3	4	88.2	67	6.6	5	76
All	4.3	11	91.8	235	3.9	10	256

¹Not all respondents reported number of staff.

Includes respondents that indicated no staff were eligible for bonuses in 2021.

Table 4.16 Grantmakers That Awarded Bonuses in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	Bonus(es) Awarded				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	93.1	230	6.9	17	247
Corporate	90.9	10	9.1	1	11
Private	90.6	222	9.4	23	245
Family	95.0	96	5.0	5	101
Independent	87.5	126	12.5	18	144
Operating	63.6	7	36.4	4	11
Public	90.7	49	9.3	5	54
Other	88.9	8	11.1	1	9
Asset Group (in Millions)					
\$5,000 or More	100.0	10	0.0	0	10
\$2,000 to \$4,999.9	93.8	15	6.3	1	16
\$1,000 to \$1,999.9	89.5	17	10.5	2	19
\$750 to \$999.9	100.0	18	0.0	0	18
\$500 to \$749.9	93.8	30	6.3	2	32
\$250 to \$499.9	92.8	77	7.2	6	83
\$100 to \$249.9	94.5	137	5.5	8	145
\$50 to \$99.9	86.6	84	13.4	13	97
\$25 to \$49.9	87.1	61	12.9	9	70
\$10 to \$24.9	91.7	55	8.3	5	60
\$5 to \$9.9	77.8	7	22.2	2	9
Less than \$5	83.3	15	16.7	3	18
U.S. Census Region					
Midwest	91.8	168	8.2	15	183
Northeast	90.9	120	9.1	12	132
South	91.0	152	9.0	15	167
West	90.4	85	9.6	9	94
Staff Size					
20 or More	94.8	110	5.2	6	116
10 to 19	93.2	109	6.8	8	117
6 to 9	90.2	119	9.8	13	132
3 to 5	91.5	129	8.5	12	141
1 to 2	83.1	59	16.9	12	71
All	91.2	526	8.8	51	577

¹One responding organization is located outside of U.S. Census regions and is not included.
Includes respondents that indicated they had staff positions eligible for bonuses in 2021.

Table 4.17 Staff Positions That Received Bonuses in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	All Staff		Select Members of Staff		Professional Staff Only		Administrative Staff Only		CEO Only		Other		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type													
Community	61.0	139	22.4	51	4.8	11	0.9	2	4.8	11	6.1	14	228
Corporate	60.0	6	10.0	1	0.0	0	0.0	0	10.0	1	20.0	2	10
Private	53.4	118	22.6	50	3.6	8	3.2	7	9.0	20	8.1	18	221
Family	59.4	57	15.6	15	4.2	4	2.1	2	10.4	10	8.3	8	96
Independent	48.8	61	28.0	35	3.2	4	4.0	5	8.0	10	8.0	10	125
Operating	42.9	3	28.6	2	0.0	0	0.0	0	28.6	2	0.0	0	7
Public	55.1	27	16.3	8	10.2	5	2.0	1	4.1	2	12.2	6	49
Other	37.5	3	50.0	4	0.0	0	0.0	0	0.0	0	12.5	1	8
Asset Group (in Millions)													
\$5,000 or More	22.2	2	55.6	5	0.0	0	0.0	0	0.0	0	22.2	2	9
\$2,000 to \$4,999.9	26.7	4	46.7	7	0.0	0	0.0	0	0.0	0	26.7	4	15
\$1,000 to \$1,999.9	35.3	6	47.1	8	11.8	2	0.0	0	0.0	0	5.9	1	17
\$750 to \$999.9	27.8	5	55.6	10	0.0	0	0.0	0	5.6	1	11.1	2	18
\$500 to \$749.9	50.0	15	33.3	10	3.3	1	3.3	1	3.3	1	6.7	2	30
\$250 to \$499.9	53.9	41	21.1	16	6.6	5	1.3	1	9.2	7	7.9	6	76
\$100 to \$249.9	60.6	83	22.6	31	1.5	2	1.5	2	5.8	8	8.0	11	137
\$50 to \$99.9	61.9	52	14.3	12	6.0	5	3.6	3	8.3	7	6.0	5	84
\$25 to \$49.9	72.1	44	11.5	7	6.6	4	3.3	2	4.9	3	1.6	1	61
\$10 to \$24.9	56.4	31	10.9	6	7.3	4	1.8	1	12.7	7	10.9	6	55
\$5 to \$9.9	57.1	4	14.3	1	0.0	0	0.0	0	28.6	2	0.0	0	7
Less than \$5	64.3	9	21.4	3	7.1	1	0.0	0	0.0	0	7.1	1	14
U.S. Census Region													
Midwest	57.7	97	19.0	32	6.5	11	2.4	4	7.7	13	6.5	11	168
Northeast	44.5	53	31.1	37	2.5	3	1.7	2	7.6	9	12.6	15	119
South	61.6	93	21.2	32	4.0	6	2.0	3	7.3	11	4.0	6	151
West	61.9	52	17.9	15	4.8	4	1.2	1	3.6	3	10.7	9	84
Staff Size													
20 or More	45.0	49	39.4	43	2.8	3	0.0	0	2.8	3	10.1	11	109
10 to 19	49.1	53	29.6	32	4.6	5	2.8	3	3.7	4	10.2	11	108
6 to 9	66.4	79	21.8	26	1.7	2	0.8	1	2.5	3	6.7	8	119
3 to 5	62.5	80	9.4	12	7.0	9	3.1	4	10.9	14	7.0	9	128
1 to 2	59.3	35	5.1	3	8.5	5	3.4	2	20.3	12	3.4	2	59
All	56.6	296	22.2	116	4.6	24	1.9	10	6.9	36	7.8	41	523

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents that indicated they awarded bonuses in 2021.

Table 4.18 Bases for Awarding Bonuses in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	Employee Performance/ Merit		Tenure		Financial Situation of the Foundation/Growth of Endowment		Other		No. of Grantmakers
	%	N	%	N	%	N	%	N	
Grantmaker Type									
Community	78.2	179	17.5	40	40.6	93	21.0	48	229
Corporate	50.0	5	10.0	1	30.0	3	40.0	4	10
Private	78.9	172	21.6	47	21.6	47	22.5	49	218
Family	78.5	73	23.7	22	18.3	17	19.4	18	93
Independent	79.2	99	20.0	25	24.0	30	24.8	31	125
Operating	85.7	6	0.0	0	28.6	2	14.3	1	7
Public	68.8	33	14.6	7	47.9	23	22.9	11	48
Other	42.9	3	42.9	3	57.1	4	28.6	2	7
Asset Group (in Millions)									
\$5,000 or More	88.9	8	0.0	0	66.7	6	33.3	3	9
\$2,000 to \$4,999.9	53.3	8	6.7	1	33.3	5	53.3	8	15
\$1,000 to \$1,999.9	82.4	14	5.9	1	17.6	3	29.4	5	17
\$750 to \$999.9	77.8	14	0.0	0	22.2	4	16.7	3	18
\$500 to \$749.9	69.0	20	17.2	5	17.2	5	27.6	8	29
\$250 to \$499.9	84.0	63	13.3	10	25.3	19	22.7	17	75
\$100 to \$249.9	79.6	109	14.6	20	38.0	52	17.5	24	137
\$50 to \$99.9	77.1	64	27.7	23	28.9	24	15.7	13	83
\$25 to \$49.9	66.7	40	30.0	18	33.3	20	30.0	18	60
\$10 to \$24.9	81.8	45	25.5	14	40.0	22	16.4	9	55
\$5 to \$9.9	85.7	6	57.1	4	71.4	5	42.9	3	7
Less than \$5	50.0	7	14.3	2	50.0	7	28.6	4	14
U.S. Census Region									
Midwest	71.1	118	20.5	34	34.3	57	25.3	42	166
Northeast	81.4	96	14.4	17	33.1	39	19.5	23	118
South	80.0	120	19.3	29	32.7	49	16.0	24	150
West	75.0	63	21.4	18	32.1	27	29.8	25	84
Staff Size									
20 or More	71.7	76	7.5	8	34.0	36	32.1	34	106
10 to 19	77.1	84	15.6	17	32.1	35	25.7	28	109
6 to 9	76.3	90	15.3	18	33.1	39	22.0	26	118
3 to 5	78.0	99	27.6	35	30.7	39	14.2	18	127
1 to 2	83.1	49	33.9	20	39.0	23	15.3	9	59
All	76.7	398	18.9	98	33.1	172	22.2	115	519

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents that indicated they awarded bonuses in 2021 and specified the bases for the bonuses.

Table 4.19 Formula for Determining Bonuses in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	Percent of Salary		Flat Dollar Amount		Formula Based on Tenure and Classification		Other		No. of Grantmakers
	%	N	%	N	%	N	%	N	
Grantmaker Type									
Community	17.7	40	70.4	159	6.2	14	5.8	13	226
Corporate	70.0	7	0.0	0	30.0	3	0.0	0	10
Private	27.9	61	58.0	127	2.3	5	11.9	26	219
Family	29.8	28	58.5	55	2.1	2	9.6	9	94
Independent	26.4	33	57.6	72	2.4	3	13.6	17	125
Operating	0.0	0	85.7	6	0.0	0	14.3	1	7
Public	22.9	11	62.5	30	4.2	2	10.4	5	48
Other	28.6	2	57.1	4	0.0	0	14.3	1	7
Asset Group (in Millions)									
\$5,000 or More	55.6	5	11.1	1	11.1	1	22.2	2	9
\$2,000 to \$4,999.9	13.3	2	46.7	7	0.0	0	40.0	6	15
\$1,000 to \$1,999.9	31.3	5	50.0	8	0.0	0	18.8	3	16
\$750 to \$999.9	16.7	3	77.8	14	0.0	0	5.6	1	18
\$500 to \$749.9	25.0	7	60.7	17	3.6	1	10.7	3	28
\$250 to \$499.9	22.4	17	67.1	51	2.6	2	7.9	6	76
\$100 to \$249.9	27.7	38	61.3	84	1.5	2	9.5	13	137
\$50 to \$99.9	15.7	13	72.3	60	6.0	5	6.0	5	83
\$25 to \$49.9	26.7	16	60.0	36	10.0	6	3.3	2	60
\$10 to \$24.9	13.0	7	70.4	38	9.3	5	7.4	4	54
\$5 to \$9.9	14.3	1	71.4	5	0.0	0	14.3	1	7
Less than \$5	50.0	7	35.7	5	14.3	2	0.0	0	14
U.S. Census Region									
Midwest	17.8	29	64.4	105	7.4	12	10.4	17	163
Northeast	25.6	30	60.7	71	3.4	4	10.3	12	117
South	26.5	40	63.6	96	4.0	6	6.0	9	151
West	24.7	21	63.5	54	2.4	2	9.4	8	85
Staff Size									
20 or More	21.2	22	59.6	62	2.9	3	16.3	17	104
10 to 19	30.3	33	57.8	63	1.8	2	10.1	11	109
6 to 9	21.2	25	67.8	80	4.2	5	6.8	8	118
3 to 5	24.2	31	62.5	80	8.6	11	4.7	6	128
1 to 2	17.2	10	70.7	41	5.2	3	6.9	4	58
All	23.4	121	63.1	326	4.6	24	8.9	46	517

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents that indicated they awarded bonuses in 2021 and specified how the bonus was determined.

Table 4.20 Grantmakers For Whom Bonuses Are Part of Annual Compensation Strategy by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff²

Group	Bonuses are part of your annual compensation strategy				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	37.0	128	63.0	218	346
Corporate	81.8	9	18.2	2	11
Private	33.0	145	67.0	294	439
Family	33.7	62	66.3	122	184
Independent	32.5	83	67.5	172	255
Operating	18.2	4	81.8	18	22
Public	39.1	34	60.9	53	87
Other	37.5	6	62.5	10	16
Asset Group (in Millions)					
\$5,000 or More	50.0	5	50.0	5	10
\$2,000 to \$4,999.9	50.0	10	50.0	10	20
\$1,000 to \$1,999.9	58.3	14	41.7	10	24
\$750 to \$999.9	34.6	9	65.4	17	26
\$500 to \$749.9	45.2	19	54.8	23	42
\$250 to \$499.9	38.8	47	61.2	74	121
\$100 to \$249.9	31.3	72	68.7	158	230
\$50 to \$99.9	32.9	55	67.1	112	167
\$25 to \$49.9	38.1	45	61.9	73	118
\$10 to \$24.9	33.3	36	66.7	72	108
\$5 to \$9.9	9.1	2	90.9	20	22
Less than \$5	36.4	12	63.6	21	33
U.S. Census Region					
Midwest	30.0	90	70.0	210	300
Northeast	33.6	72	66.4	142	214
South	41.4	103	58.6	146	249
West	38.2	60	61.8	97	157
Staff Size					
20 or More	46.8	66	53.2	75	141
10 to 19	38.4	61	61.6	98	159
6 to 9	33.7	68	66.3	134	202
3 to 5	33.6	83	66.4	164	247
1 to 2	28.2	48	71.8	122	170
All	35.4	326	64.6	595	921

¹One responding organization is located outside of U.S. Census regions and is not included.

²Not all respondents reported number of staff.

Table 4.21 Timing of Irregularly Awarded Bonuses for Exceptional Performance by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff²

Group	Irregular or Exceptional Service Bonus Timing				No. of Grantmakers
	Outside Annual Review		During Annual Review		
	%	N	%	N	
Grantmaker Type					
Community	61.5	182	38.5	114	296
Corporate	70.0	7	30.0	3	10
Private	61.6	207	38.4	129	336
Family	66.9	97	33.1	48	145
Independent	57.6	110	42.4	81	191
Operating	63.2	12	36.8	7	19
Public	71.2	47	28.8	19	66
Other	60.0	9	40.0	6	15
Asset Group (in Millions)					
\$5,000 or More	66.7	4	33.3	2	6
\$2,000 to \$4,999.9	56.3	9	43.8	7	16
\$1,000 to \$1,999.9	57.9	11	42.1	8	19
\$750 to \$999.9	66.7	16	33.3	8	24
\$500 to \$749.9	69.4	25	30.6	11	36
\$250 to \$499.9	61.5	59	38.5	37	96
\$100 to \$249.9	57.1	101	42.9	76	177
\$50 to \$99.9	65.0	89	35.0	48	137
\$25 to \$49.9	69.8	67	30.2	29	96
\$10 to \$24.9	59.3	54	40.7	37	91
\$5 to \$9.9	63.2	12	36.8	7	19
Less than \$5	68.0	17	32.0	8	25
U.S. Census Region					
Midwest	60.7	148	39.3	96	244
Northeast	64.4	114	35.6	63	177
South	62.0	124	38.0	76	200
West	65.0	78	35.0	42	120
Staff Size					
20 or More	63.3	76	36.7	44	120
10 to 19	59.1	81	40.9	56	137
6 to 9	57.2	91	42.8	68	159
3 to 5	65.5	127	34.5	67	194
1 to 2	66.9	87	33.1	43	130
All	62.5	464	37.5	278	742

¹One responding organization is located outside of U.S. Census regions and is not included.

²Not all respondents reported number of staff.

Table 4.22 Source of Grantmaking Salaries At Corporate Grantmakers by Grantmaker Type, Asset Group, Region, and Total Paid Staff

Group	Corporate Grantmaking Salaries Source								No. of Grantmakers
	Parent Corporation Only		Corporate Foundation Only		Parent Corporation & Foundation		Other		
	%	N	%	N	%	N	%	N	
Corporate Program Type									
Corporate Foundation	33.3	2	33.3	2	33.3	2	0.0	0	6
Direct Giving Program	100.0	3	0.0	0	0.0	0	0.0	0	3
Combination of Both	100.0	1	0.0	0	0.0	0	0.0	0	1
Grants Group (in Millions)									
\$12 or More	66.7	2	33.3	1	0.0	0	0.0	0	3
\$6 to \$11.9	50.0	1	0.0	0	50.0	1	0.0	0	2
\$1 to \$5.9	60.0	3	20.0	1	20.0	1	0.0	0	5
Less than \$1	*	*	*	*	*	*	*	*	0
U.S. Census Region									
Midwest	100.0	3	0.0	0	0.0	0	0.0	0	3
Northeast	50.0	1	50.0	1	0.0	0	0.0	0	2
South	50.0	2	25.0	1	25.0	1	0.0	0	4
West	0.0	0	0.0	0	100.0	1	0.0	0	1
Staff Size									
10 or More	100.0	2	0.0	0	0.0	0	0.0	0	2
6 to 9	0.0	0	50.0	1	50.0	1	0.0	0	2
3 to 5	50.0	1	0.0	0	50.0	1	0.0	0	2
1 to 2	75.0	3	25.0	1	0.0	0	0.0	0	4
All	60.0	6	20.0	2	20.0	2	0.0	0	10

Includes corporate grantmakers that indicated the grantmaking salary source.

*Insufficient data.



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CHAPTER 5

Employee Benefits

Benefits Costs

Table 5.1 Median Required, Voluntary, and Total Benefits Costs as a Percentage of Total Salaries by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2021

Group	Required Benefits Costs as a Percent of Total Salaries		Voluntary Benefits ² Costs as a Percent of Total Salaries		Total Benefits Costs as a Percent of Total Salaries	
	Median %	N	Median %	N	Median %	N
Grantmaker Type						
Community	7.7	337	13.2	333	21.5	323
Corporate	8.5	8	18.6	10	34.6	8
Private	7.0	415	20.1	423	27.4	400
Family	7.2	173	18.9	177	26.0	166
Independent	6.9	242	21.1	246	28.0	234
Operating	7.3	20	15.1	20	24.3	20
Public	7.4	80	17.1	82	25.4	78
Other	7.6	16	17.7	16	25.6	16
Asset Group (in Millions)						
\$5,000 or More	6.4	9	28.9	9	38.9	9
\$2,000 to \$4,999.9	6.9	17	25.6	19	31.6	17
\$1,000 to \$1,999.9	6.8	26	17.1	26	23.6	26
\$750 to \$999.9	6.9	25	23.5	27	31.2	25
\$500 to \$749.9	6.8	42	21.5	42	28.8	42
\$250 to \$499.9	7.0	116	20.3	117	27.1	114
\$100 to \$249.9	7.4	233	18.0	235	25.7	227
\$50 to \$99.9	7.6	156	14.8	165	22.7	151
\$25 to \$49.9	7.8	116	12.5	112	21.5	108
\$10 to \$24.9	8.0	91	11.5	90	20.5	85
\$5 to \$9.9	8.0	15	9.5	12	19.3	12
Less than \$5	8.6	30	15.2	30	23.6	29
U.S. Census Region						
Midwest	7.6	287	15.5	282	24.0	270
Northeast	7.4	203	20.0	207	27.1	197
South	7.4	228	16.0	237	23.6	224
West	7.7	157	17.3	157	25.8	153
Staff Size						
20 or More	7.3	135	22.2	138	29.8	134
10 to 19	7.4	159	17.3	160	25.3	156
6 to 9	7.4	206	17.3	208	24.8	202
3 to 5	7.7	240	14.2	246	22.6	231
1 to 2	7.7	136	13.5	132	20.8	122
All	7.5	876	16.8	884	24.8	845

¹One responding organization is located outside of U.S. Census regions and is not included.

²"Voluntary benefits" includes medical, retirement, severance, and other benefits such as professional membership dues, tuition assistance, etc. Includes respondents reporting required and voluntary benefits costs greater than \$0.

Table 5.2 Median Health/Medical and Retirement Benefits Costs as a Percentage of Total Salaries and Total Voluntary Benefits by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2021

Group	Health/Medical Benefits				Retirement Benefits			
	As a Percent of Total Salaries		As a Percent of Voluntary Benefits ¹		As a Percent of Total Salaries		As a Percent of Voluntary Benefits ¹	
	Median %	N	Median %	N	Median %	N	Median %	N
Grantmaker Type								
Community	8.0	326	58.0	286	4.5	297	36.3	297
Corporate	9.3	10	52.3	9	10.0	8	31.7	8
Private	10.0	428	51.6	394	8.9	368	41.5	368
Family	11.0	179	59.9	164	8.0	147	37.0	147
Independent	9.8	249	46.9	230	9.7	221	44.0	221
Operating	9.4	21	50.6	20	7.2	20	35.2	20
Public	9.4	84	56.7	80	6.0	75	34.5	75
Other	11.6	16	62.7	15	6.8	13	47.9	13
Asset Group (in Millions)								
\$5,000 or More	16.2	10	46.9	9	13.3	9	43.7	9
\$2,000 to \$4,999.9	11.9	20	45.9	19	11.7	18	45.0	18
\$1,000 to \$1,999.9	10.0	26	50.4	26	7.6	25	43.7	25
\$750 to \$999.9	10.1	28	50.8	27	9.2	23	43.3	23
\$500 to \$749.9	10.9	42	48.0	42	10.0	39	44.1	39
\$250 to \$499.9	10.0	119	52.3	115	7.8	107	35.9	107
\$100 to \$249.9	9.0	239	52.6	224	6.9	220	39.9	220
\$50 to \$99.9	8.8	160	59.2	139	4.8	136	34.1	136
\$25 to \$49.9	8.6	107	58.4	93	3.5	101	37.5	101
\$10 to \$24.9	7.8	91	65.7	73	4.0	72	40.5	72
\$5 to \$9.9	4.6	13	61.8	10	3.0	10	33.4	10
Less than \$5	9.5	30	61.9	27	3.5	21	29.9	21
U.S. Census Region								
Midwest	8.8	278	56.2	244	5.5	251	38.1	251
Northeast	10.1	211	52.9	195	7.5	187	37.5	187
South	8.5	236	54.4	211	6.1	208	40.9	208
West	9.5	159	53.2	153	6.1	134	38.1	134
Staff Size								
20 or More	10.7	142	49.7	138	8.9	132	39.9	132
10 to 19	10.0	164	56.2	156	6.0	143	34.7	143
6 to 9	9.0	209	54.4	199	6.1	194	36.5	194
3 to 5	8.3	242	54.6	212	5.3	212	40.5	212
1 to 2	8.0	128	67.2	99	4.6	100	42.4	100
All	9.2	885	54.4	804	6.1	781	38.9	781

¹One responding organization is located outside of U.S. Census regions and is not included.

²"Voluntary Benefits" includes medical, retirement, severance, and other benefits such as professional membership dues, tuition assistance, etc. Includes respondents reporting total salaries and medical or retirement costs greater than \$0.

Table 5.3 Percent of Health/Medical Benefits Premiums Costs Paid by Employees by Plan Type and Coverage, 2022

Plan and Coverage	Employer Covers All Premium Costs				Percent of Premium Paid by Employee ¹					
	Yes		No		Minimum	25th %	Median	Mean	75th %	Maximum
	%	N	%	N						
HMO										
HMO Employee/Single	39.2	51	60.8	79	0.5	10.0	20.0	38.9	80.0	100
HMO Employee/Single+1	10.3	10	89.7	87	4.0	15.0	25.0	38.1	50.0	100
HMO Family	16.1	18	83.9	94	4.0	17.0	30.0	39.6	65.0	100
HMO Dependent(s) Only	17.4	4	82.6	19	4.0	20.0	36.0	43.8	75.0	85
PPO										
PPO Employee/Single	38.9	163	61.1	256	0.5	11.4	20.0	36.7	50.0	100
PPO Employee/Single+1	21.3	61	78.7	226	0.4	19.0	30.0	37.4	50.0	100
PPO Family	22.7	75	77.3	255	0.5	20.0	30.0	37.6	50.0	100
PPO Dependent(s) Only	23.6	21	76.4	68	4.0	18.5	34.0	43.0	58.0	100
POS										
POS Employee/Single	41.7	20	58.3	28	1.3	10.5	20.0	38.1	65.0	100
POS Employee/Single+1	25.7	9	74.3	26	2.5	13.0	26.5	36.8	52.0	100
POS Family	27.0	10	73.0	27	3.4	15.0	30.0	36.4	50.0	100
POS Dependent(s) Only	33.3	3	66.7	6	2.3	30.0	40.0	48.3	77.5	100
HDH										
HDHP Employee/Single	35.8	69	64.2	124	0.2	10.0	20.0	33.7	50.0	100
HDHP Employee/Single+1	16.8	25	83.2	124	0.3	15.0	25.0	35.2	51.2	100
HDHP Family	16.7	27	83.3	135	0.4	15.0	25.0	36.8	54.8	100
HDHP Dependent(s) Only	23.7	9	76.3	29	0.3	19.7	25.0	38.1	50.0	100

¹Includes only respondents reporting employee contributions to respective plans
Includes respondents reporting offering respective plans.

Table 5.4 Median Average Health Maintenance Organization (HMO) Plan Premiums Costs Paid by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Employee/Single		Employee/Single+1		Family		Dependent(s) Only	
	Median	N	Median	N	Median	N	Median	N
Grantmaker Type								
Community	620	53	1,218	44	1,695	47	1,003	14
Corporate	692	2	1,459	2	2,147	2	*	0
Private	734	52	1,609	39	2,047	48	1,396	7
Family	767	25	1,704	17	2,225	24	1,396	5
Independent	707	27	1,510	22	1,718	24	1,664	2
Operating	724	3	1,839	2	2,679	2	*	0
Public	610	20	1,340	14	1,826	15	1,213	5
Other	395	3	659	1	978	2	*	0
Asset Group (in Millions)								
\$5,000 or More	767	1	1,672	3	2,547	3	1,396	1
\$2,000 to \$4,999.9	707	6	1,562	6	2,199	6	1,131	1
\$1,000 to \$1,999.9	823	6	1,851	6	2,399	7	1,791	2
\$750 to \$999.9	528	4	1,354	4	1,828	4	874	1
\$500 to \$749.9	498	8	889	7	1,174	9	*	0
\$250 to \$499.9	706	14	1,367	15	1,812	16	1,262	3
\$100 to \$249.9	560	43	1,402	34	1,779	38	583	11
\$50 to \$99.9	685	16	1,369	10	2,040	14	1,213	3
\$25 to \$49.9	834	11	1,514	7	2,297	6	1,408	1
\$10 to \$24.9	610	14	1,192	5	1,863	5	268	1
\$5 to \$9.9	751	3	1,390	1	2,141	1	1,502	1
Less than \$5	500	7	784	4	1,295	7	841	1
U.S. Census Region								
Midwest	530	28	1,087	26	1,551	27	810	3
Northeast	825	40	1,652	32	2,400	34	1,502	9
South	656	23	1,119	16	1,600	19	874	7
West	541	42	1,289	28	1,601	36	841	7
Staff Size								
20 or More	663	36	1,367	37	1,825	38	1,147	10
10 to 19	574	32	1,217	28	1,710	31	1,493	6
6 to 9	630	27	1,299	20	1,601	24	1,213	5
3 to 5	713	27	1,426	15	2,038	18	555	4
1 to 2	699	11	1,055	2	1,583	5	500	1
All	635	133	1,306	102	1,798	116	1,188	26

Includes respondents reporting offering health maintenance organization plans and paying premiums greater than \$0.

*Insufficient data.

Table 5.5 Median Average Preferred Provider Organization (PPO) Plan Premiums Costs Paid by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Employee/Single		Employee/Single+1		Family		Dependent(s) Only	
	Median	N	Median	N	Median	N	Median	N
Grantmaker Type								
Community	713	148	1,326	96	1,884	103	906	35
Corporate	722	5	1,633	5	2,321	5	*	0
Private	865	200	1,781	141	2,487	168	1,468	39
Family	854	74	1,673	55	2,567	69	1,438	17
Independent	889	126	1,822	86	2,419	99	1,546	22
Operating	1,027	12	1,890	10	2,026	13	1,920	3
Public	750	51	1,460	38	2,087	44	1,279	12
Other	722	8	1,261	5	2,060	6	934	2
Asset Group (in Millions)								
\$5,000 or More	1,087	6	2,377	6	3,542	6	2,081	1
\$2,000 to \$4,999.9	774	13	1,852	13	2,335	13	1,549	4
\$1,000 to \$1,999.9	801	20	1,619	18	2,377	20	1,624	6
\$750 to \$999.9	712	12	1,553	12	2,392	13	1,481	4
\$500 to \$749.9	777	25	1,492	21	2,198	24	1,438	5
\$250 to \$499.9	822	65	1,639	56	2,328	60	1,073	12
\$100 to \$249.9	780	127	1,461	94	2,152	106	1,257	32
\$50 to \$99.9	746	66	1,444	34	2,078	42	569	14
\$25 to \$49.9	707	37	1,672	19	1,893	24	389	4
\$10 to \$24.9	814	34	1,399	15	2,428	19	1,294	7
\$5 to \$9.9	1,250	5	1,577	1	1,559	2	1,920	1
Less than \$5	638	14	1,389	6	1,727	10	1,078	1
U.S. Census Region								
Midwest	733	114	1,508	75	2,040	90	1,253	20
Northeast	981	116	1,896	85	2,600	97	1,576	29
South	744	114	1,451	77	2,146	89	1,181	21
West	744	79	1,445	57	1,912	62	509	20
Staff Size								
20 or More	774	85	1,526	81	2,300	79	1,383	26
10 to 19	754	104	1,566	83	2,152	92	1,272	26
6 to 9	731	105	1,428	64	2,080	73	950	21
3 to 5	900	106	1,741	55	2,149	72	1,161	16
1 to 2	782	24	1,591	12	2,581	23	789	2
All	780	424	1,561	295	2,199	339	1,250	91

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents reporting offering preferred provider organization plans and paying premiums greater than \$0.

*Insufficient data.

Table 5.6 Median Average Point of Service (POS) Plan Premiums Costs Paid by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Employee/Single		Employee/Single+1		Family		Dependent(s) Only	
	Median	N	Median	N	Median	N	Median	N
Grantmaker Type								
Community	688	20	1,505	14	1,774	16	1,314	2
Corporate	*	0	*	0	*	0	*	0
Private	821	22	1,712	18	2,637	19	1,478	5
Family	665	8	1,355	7	2,500	7	989	2
Independent	961	14	1,751	11	2,678	12	2,287	3
Operating	*	0	*	0	*	0	*	0
Public	1,003	7	1,495	5	1,825	5	1,173	3
Other	530	1	1,046	1	1,450	1	*	0
Asset Group (in Millions)								
\$5,000 or More	848	2	1,728	2	2,842	2	*	0
\$2,000 to \$4,999.9	688	2	1,346	2	1,860	2	2,318	1
\$1,000 to \$1,999.9	1,160	2	2,287	2	2,602	2	*	0
\$750 to \$999.9	589	6	1,213	7	2,048	7	1,621	1
\$500 to \$749.9	*	0	*	0	*	0	*	0
\$250 to \$499.9	812	10	1,718	9	2,558	10	*	0
\$100 to \$249.9	725	13	1,278	8	2,196	9	987	4
\$50 to \$99.9	823	5	1,620	4	2,339	4	1,730	2
\$25 to \$49.9	680	5	1,479	2	1,142	3	*	0
\$10 to \$24.9	1,051	4	1,495	1	1,825	1	789	2
\$5 to \$9.9	*	0	*	0	*	0	*	0
Less than \$5	500	1	1,100	1	2,900	1	*	0
U.S. Census Region								
Midwest	812	10	1,410	7	2,358	10	967	1
Northeast	872	18	1,689	14	2,500	13	1,478	3
South	658	18	1,268	15	1,807	15	1,090	6
West	759	4	1,686	2	1,461	3	*	0
Staff Size								
20 or More	807	15	1,654	15	2,048	15	1,621	3
10 to 19	718	14	1,633	11	2,092	10	848	2
6 to 9	884	12	1,706	8	2,462	12	1,090	4
3 to 5	1,083	6	1,370	2	2,637	3	*	0
1 to 2	680	3	1,206	2	700	1	500	1
All	804	50	1,637	38	2,260	41	1,267	10

Includes respondents reporting offering point of service plans and paying premiums greater than \$0.

*Insufficient data.

Table 5.7 Median Average High Deductible Health (HDH) Plan Premiums Costs Paid by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Employee/Single		Employee/Single+1		Family		Dependent(s) Only	
	Median	N	Median	N	Median	N	Median	N
Grantmaker Type								
Community	620	77	1,272	56	1,625	60	1,073	16
Corporate	650	6	1,254	5	1,944	5	*	0
Private	725	83	1,447	64	2,032	74	1,233	12
Family	725	39	1,428	29	2,030	37	989	8
Independent	720	44	1,465	35	2,034	37	1,492	4
Operating	578	4	1,512	5	1,900	5	1,230	2
Public	602	25	1,207	22	1,698	21	842	5
Other	798	4	1,696	4	2,307	4	1,429	3
Asset Group (in Millions)								
\$5,000 or More	861	3	1,554	4	2,477	4	1,620	1
\$2,000 to \$4,999.9	695	7	1,438	6	2,043	7	1,050	1
\$1,000 to \$1,999.9	651	15	1,358	14	1,996	13	1,577	3
\$750 to \$999.9	522	8	1,141	8	1,423	8	1,384	1
\$500 to \$749.9	590	13	1,124	11	1,575	12	592	4
\$250 to \$499.9	667	45	1,391	40	2,014	41	1,133	7
\$100 to \$249.9	700	56	1,434	46	1,911	47	1,318	14
\$50 to \$99.9	600	20	1,020	11	1,793	17	896	4
\$25 to \$49.9	760	15	1,042	9	2,076	11	877	2
\$10 to \$24.9	764	10	1,608	3	2,509	4	*	0
\$5 to \$9.9	424	2	200	1	463	2	*	0
Less than \$5	571	5	1,234	3	1,054	3	389	1
U.S. Census Region								
Midwest	648	82	1,307	61	1,900	71	1,170	16
Northeast	713	42	1,512	39	2,030	41	1,242	8
South	634	49	1,303	37	1,686	36	951	10
West	699	26	1,298	19	1,506	21	1,273	4
Staff Size								
20 or More	649	59	1,366	56	1,892	56	1,133	17
10 to 19	648	50	1,286	40	1,807	44	1,212	6
6 to 9	701	48	1,433	32	1,908	32	870	9
3 to 5	654	30	1,307	23	1,911	27	1,391	5
1 to 2	792	12	1,042	5	1,236	10	500	1
All	660	199	1,345	156	1,882	169	1,140	38

Includes respondents reporting offering high deductible health plans and paying premiums greater than \$0.

*Insufficient data.

Table 5.8 Foundations Offering Compensation for Opting Out of Medical Coverage by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Compensation Offered				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	19.3	67	80.7	280	347
Corporate	0.0	0	100.0	12	12
Private	12.8	55	87.2	376	431
Family	10.0	18	90.0	162	180
Independent	14.7	37	85.3	214	251
Operating	14.3	3	85.7	18	21
Public	10.6	9	89.4	76	85
Other	5.9	1	94.1	16	17
Asset Group (in Millions)					
\$5,000 or More	9.1	1	90.9	10	11
\$2,000 to \$4,999.9	10.0	2	90.0	18	20
\$1,000 to \$1,999.9	23.1	6	76.9	20	26
\$750 to \$999.9	25.9	7	74.1	20	27
\$500 to \$749.9	14.0	6	86.0	37	43
\$250 to \$499.9	19.8	24	80.2	97	121
\$100 to \$249.9	15.5	37	84.5	202	239
\$50 to \$99.9	12.5	21	87.5	147	168
\$25 to \$49.9	18.8	22	81.2	95	117
\$10 to \$24.9	6.3	6	93.8	90	96
\$5 to \$9.9	0.0	0	100.0	14	14
Less than \$5	9.7	3	90.3	28	31
U.S. Census Region					
Midwest	15.5	46	84.5	251	297
Northeast	22.1	48	77.9	169	217
South	6.7	16	93.3	224	240
West	15.8	25	84.2	133	158
Staff Size					
20 or More	21.4	31	78.6	114	145
10 to 19	15.9	26	84.1	138	164
6 to 9	19.2	41	80.8	173	214
3 to 5	12.0	30	88.0	220	250
1 to 2	5.0	7	95.0	133	140
All	14.8	135	85.2	778	913

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents reporting offering voluntary benefits.

Table 5.9 Compensation Offered For Opting Out of Medical Coverage by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Compensation Amount						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	300	1,500	2,500	3,946	5,000	18,600	62
Corporate	*	*	*	*	*	*	0
Private	350	1,964	4,300	6,260	6,500	43,200	52
Family	1,000	2,000	3,600	4,949	6,000	14,000	17
Independent	350	1,836	4,400	6,897	6,500	43,200	35
Operating	*	*	*	*	*	*	2
Public	1,080	2,050	2,748	4,976	6,256	16,620	8
Other	*	*	*	*	*	*	1
Asset Group (in Millions)							
\$5,000 or More	*	*	*	*	*	*	1
\$2,000 to \$4,999.9	*	*	*	*	*	*	1
\$1,000 to \$1,999.9	600	*	2,200	3,017	*	6,500	6
\$750 to \$999.9	600	*	1,850	2,333	*	5,000	6
\$500 to \$749.9	1,080	*	2,700	3,798	*	11,040	6
\$250 to \$499.9	579	2,000	2,500	5,057	6,000	32,064	21
\$100 to \$249.9	350	1,500	2,500	4,060	5,000	18,000	35
\$50 to \$99.9	1,000	3,000	5,000	7,755	8,800	43,200	21
\$25 to \$49.9	300	3,000	3,600	5,921	6,000	16,750	21
\$10 to \$24.9	1,000	*	3,000	3,899	*	8,000	5
\$5 to \$9.9	*	*	*	*	*	*	0
Less than \$5	*	*	*	*	*	*	2
U.S. Census Region							
Midwest	300	1,500	2,400	4,569	5,000	43,200	45
Northeast	350	1,800	2,750	4,120	5,000	18,600	42
South	579	3,000	5,400	5,969	10,000	12,000	16
West	524	2,496	4,038	6,543	6,500	32,064	22
Staff Size							
20 or More	579	1,800	2,500	3,776	3,500	16,620	29
10 to 19	524	1,279	2,200	3,066	4,713	9,000	24
6 to 9	350	2,000	3,600	5,120	6,000	32,064	38
3 to 5	300	2,000	4,500	5,993	9,500	18,000	28
1 to 2	1,928	*	6,000	12,101	*	43,200	6
All	300	1,800	3,000	4,945	6,000	43,200	125

Includes respondents reporting offering voluntary benefits that offer compensation for opting out of medical coverage.

*Insufficient data.

Table 5.10 Foundations For Whom Dental Coverage Is Separate From Medical Coverage by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Separate Dental Coverage				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	54.9	189	45.1	155	344
Corporate	100.0	12	0.0	0	12
Private	67.9	294	32.1	139	433
Family	63.7	116	36.3	66	182
Independent	70.9	178	29.1	73	251
Operating	81.0	17	19.0	4	21
Public	83.5	71	16.5	14	85
Other	76.5	13	23.5	4	17
Asset Group (in Millions)					
\$5,000 or More	100.0	11	0.0	0	11
\$2,000 to \$4,999.9	90.5	19	9.5	2	21
\$1,000 to \$1,999.9	96.2	25	3.8	1	26
\$750 to \$999.9	85.7	24	14.3	4	28
\$500 to \$749.9	88.4	38	11.6	5	43
\$250 to \$499.9	80.2	97	19.8	24	121
\$100 to \$249.9	75.3	180	24.7	59	239
\$50 to \$99.9	56.3	94	43.7	73	167
\$25 to \$49.9	42.7	50	57.3	67	117
\$10 to \$24.9	37.9	36	62.1	59	95
\$5 to \$9.9	53.8	7	46.2	6	13
Less than \$5	48.4	15	51.6	16	31
U.S. Census Region					
Midwest	53.1	156	46.9	138	294
Northeast	74.7	162	25.3	55	217
South	68.5	165	31.5	76	241
West	71.1	113	28.9	46	159
Staff Size					
20 or More	91.8	134	8.2	12	146
10 to 19	81.6	133	18.4	30	163
6 to 9	70.6	151	29.4	63	214
3 to 5	53.6	135	46.4	117	252
1 to 2	31.4	43	68.6	94	137
All	65.4	596	34.6	316	912

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents reporting if dental coverage is separate from medical coverage.

Table 5.11 Percent of Dental Premiums Paid by Employee by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Employer Covers All Premium Costs				Percent of Premium Paid by Employee ¹					
	Yes		No		Minimum	25th %	Median	Mean	75th %	Maximum
	%	N	%	N						
Grantmaker Type										
Community	38.6	71	61.4	113	0.2	20.0	35.0	54.7	100.0	100.0
Corporate	20.0	2	80.0	8	2.0	27.5	56.0	58.6	100.0	100.0
Private	56.2	154	43.8	120	0.5	10.0	20.0	42.8	90.0	100.0
Family	57.9	62	42.1	45	0.6	12.5	50.0	54.3	100.0	100.0
Independent	55.1	92	44.9	75	0.5	10.0	20.0	35.9	50.0	100.0
Operating	33.3	5	66.7	10	0.3	0.9	22.4	37.8	100.0	100.0
Public	29.7	19	70.3	45	0.2	20.0	39.8	50.3	100.0	100.0
Other	30.8	4	69.2	9	11.0	20.0	25.0	40.7	50.0	100.0
Asset Group (in Millions)										
\$5,000 or More	44.4	4	55.6	5	15.0	20.0	20.0	34.1	20.0	95.4
\$2,000 to \$4,999.9	35.3	6	64.7	11	6.0	12.0	15.0	29.5	20.0	100.0
\$1,000 to \$1,999.9	48.0	12	52.0	13	10.0	20.0	25.0	30.2	25.0	80.0
\$750 to \$999.9	56.5	13	43.5	10	10.0	20.0	25.0	45.6	100.0	100.0
\$500 to \$749.9	58.3	21	41.7	15	5.0	12.5	20.0	36.5	50.0	100.0
\$250 to \$499.9	52.8	47	47.2	42	0.2	10.0	27.5	48.0	100.0	100.0
\$100 to \$249.9	39.1	68	60.9	106	0.2	13.0	28.5	47.7	100.0	100.0
\$50 to \$99.9	51.7	45	48.3	42	0.5	20.0	65.0	58.4	100.0	100.0
\$25 to \$49.9	29.2	14	70.8	34	0.5	12.0	20.0	44.1	100.0	100.0
\$10 to \$24.9	50.0	16	50.0	16	15.0	25.0	100.0	70.6	100.0	100.0
\$5 to \$9.9	50.0	3	50.0	3	20.0	20.0	80.0	66.7	100.0	100.0
Less than \$5	42.9	6	57.1	8	11.0	32.5	81.5	67.4	100.0	100.0
U.S. Census Region										
Midwest	32.4	48	67.6	100	0.5	20.0	25.0	47.0	100.0	100.0
Northeast	46.7	71	53.3	81	0.3	12.0	20.0	43.8	100.0	100.0
South	49.3	75	50.7	77	0.2	15.0	50.0	52.0	100.0	100.0
West	56.5	61	43.5	47	0.2	11.0	50.0	54.0	100.0	100.0
Staff Size										
20 or More	44.9	57	55.1	70	0.3	15.0	24.0	39.3	54.0	100.0
10 to 19	36.8	46	63.2	79	0.2	15.0	25.0	46.8	100.0	100.0
6 to 9	51.0	74	49.0	71	0.3	15.0	25.0	52.4	100.0	100.0
3 to 5	49.6	62	50.4	63	0.2	15.0	50.0	56.9	100.0	100.0
1 to 2	42.1	16	57.9	22	0.5	10.0	33.5	47.4	100.0	100.0
All	45.5	255	54.5	305	0.2	15.0	25.0	48.5	100.0	100.0

¹Includes only respondents reporting employee contributions to separate dental plans
Includes respondents reporting if dental coverage is separate from medical coverage.

Table 5.12 Foundations For Whom Vision Premiums Are Separate From Medical Coverage by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Separate Vision Coverage				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	45.9	158	54.1	186	344
Corporate	90.9	10	9.1	1	11
Private	49.3	212	50.7	218	430
Family	48.6	88	51.4	93	181
Independent	49.8	124	50.2	125	249
Operating	61.9	13	38.1	8	21
Public	65.5	55	34.5	29	84
Other	58.8	10	41.2	7	17
Asset Group (in Millions)					
\$5,000 or More	81.8	9	18.2	2	11
\$2,000 to \$4,999.9	90.5	19	9.5	2	21
\$1,000 to \$1,999.9	76.9	20	23.1	6	26
\$750 to \$999.9	67.9	19	32.1	9	28
\$500 to \$749.9	73.8	31	26.2	11	42
\$250 to \$499.9	70.8	85	29.2	35	120
\$100 to \$249.9	55.3	131	44.7	106	237
\$50 to \$99.9	37.1	62	62.9	105	167
\$25 to \$49.9	34.5	40	65.5	76	116
\$10 to \$24.9	26.3	25	73.7	70	95
\$5 to \$9.9	38.5	5	61.5	8	13
Less than \$5	38.7	12	61.3	19	31
U.S. Census Region					
Midwest	43.0	126	57.0	167	293
Northeast	50.5	108	49.5	106	214
South	53.7	130	46.3	112	242
West	59.9	94	40.1	63	157
Staff Size					
20 or More	81.4	118	18.6	27	145
10 to 19	65.0	106	35.0	57	163
6 to 9	54.0	115	46.0	98	213
3 to 5	37.8	94	62.2	155	249
1 to 2	18.2	25	81.8	112	137
All	50.5	458	49.5	449	907

¹One responding organization is located outside of U.S. Census regions and is not included.
Includes respondents reporting if vision coverage is separate from medical coverage.

Table 5.13 Percent of Vision Premiums Paid by Employee by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Employer Covers All Premium Costs				Percent of Premium Paid by Employee ¹					
	Yes		No		Minimum	25th %	Median	Mean	75th %	Maximum
	%	N	%	N						
Grantmaker Type										
Community	31.1	47	68.9	104	0.2	20.0	100.0	68.4	100.0	100.0
Corporate	0.0	0	100.0	8	2.0	50.0	100.0	75.3	100.0	100.0
Private	58.7	115	41.3	81	0.4	15.0	50.0	57.4	100.0	100.0
Family	61.3	49	38.8	31	0.4	20.0	100.0	65.0	100.0	100.0
Independent	56.9	66	43.1	50	0.5	10.0	37.5	52.8	100.0	100.0
Operating	36.4	4	63.6	7	0.1	0.9	25.0	27.9	38.3	100.0
Public	39.2	20	60.8	31	5.0	50.0	100.0	76.3	100.0	100.0
Other	50.0	5	50.0	5	50.0	50.0	100.0	80.0	100.0	100.0
Asset Group (in Millions)										
\$5,000 or More	57.1	4	42.9	3	15.0	15.0	80.1	65.0	100.0	100.0
\$2,000 to \$4,999.9	33.3	6	66.7	12	5.0	14.0	72.8	59.0	100.0	100.0
\$1,000 to \$1,999.9	50.0	10	50.0	10	15.0	20.0	37.5	50.5	80.0	100.0
\$750 to \$999.9	35.3	6	64.7	11	10.0	20.0	48.3	51.6	100.0	100.0
\$500 to \$749.9	60.0	18	40.0	12	5.0	75.0	100.0	80.6	100.0	100.0
\$250 to \$499.9	41.8	33	58.2	46	0.1	20.0	100.0	67.5	100.0	100.0
\$100 to \$249.9	41.5	51	58.5	72	0.2	20.0	97.5	62.4	100.0	100.0
\$50 to \$99.9	54.2	32	45.8	27	0.4	20.0	100.0	67.2	100.0	100.0
\$25 to \$49.9	29.7	11	70.3	26	2.0	20.0	75.0	61.0	100.0	100.0
\$10 to \$24.9	50.0	11	50.0	11	25.0	50.0	100.0	81.8	100.0	100.0
\$5 to \$9.9	75.0	3	25.0	1	80.0	80.0	80.0	80.0	80.0	80.0
Less than \$5	54.5	6	45.5	5	50.0	50.0	100.0	80.0	100.0	100.0
U.S. Census Region										
Midwest	32.8	38	67.2	78	0.5	20.0	100.0	68.9	100.0	100.0
Northeast	52.5	53	47.5	48	0.2	11.5	80.0	57.8	100.0	100.0
South	41.5	49	58.5	69	0.1	25.0	100.0	68.5	100.0	100.0
West	55.4	51	44.6	41	0.2	13.0	70.0	59.8	100.0	100.0
Staff Size										
20 or More	41.1	46	58.9	66	0.1	20.0	80.1	63.3	100.0	100.0
10 to 19	36.0	36	64.0	64	0.2	20.0	100.0	66.4	100.0	100.0
6 to 9	55.1	59	44.9	48	5.0	20.0	100.0	68.6	100.0	100.0
3 to 5	46.5	40	53.5	46	10.0	25.0	100.0	69.0	100.0	100.0
1 to 2	45.5	10	54.5	12	0.4	6.0	20.0	36.3	75.0	100.0
All	44.7	191	55.3	236	0.1	20.0	100.0	64.9	100.0	100.0

¹Includes only respondents reporting employee contributions to separate vision plans
Includes respondents reporting if vision coverage is separate from medical coverage.

Table 5.14 Foundations Offering a Wellness¹ Coverage Stipend by Grantmaker Type, Asset Group, Region,² and Total Paid Staff, 2022

Group	Wellness Stipend Offered				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	8.5	29	91.5	312	341
Corporate	33.3	4	66.7	8	12
Private	9.7	41	90.3	382	423
Family	10.2	18	89.8	159	177
Independent	9.3	23	90.7	223	246
Operating	19.0	4	81.0	17	21
Public	15.9	13	84.1	69	82
Other	11.8	2	88.2	15	17
Asset Group (in Millions)					
\$5,000 or More	18.2	2	81.8	9	11
\$2,000 to \$4,999.9	19.0	4	81.0	17	21
\$1,000 to \$1,999.9	19.2	5	80.8	21	26
\$750 to \$999.9	21.4	6	78.6	22	28
\$500 to \$749.9	5.3	2	94.7	36	38
\$250 to \$499.9	12.8	15	87.2	102	117
\$100 to \$249.9	9.8	23	90.2	211	234
\$50 to \$99.9	5.5	9	94.5	156	165
\$25 to \$49.9	9.4	11	90.6	106	117
\$10 to \$24.9	10.5	10	89.5	85	95
\$5 to \$9.9	7.7	1	92.3	12	13
Less than \$5	16.1	5	83.9	26	31
U.S. Census Region					
Midwest	7.6	22	92.4	267	289
Northeast	11.3	24	88.7	189	213
South	11.9	28	88.1	208	236
West	12.1	19	87.9	138	157
Staff Size					
20 or More	18.2	26	81.8	117	143
10 to 19	12.5	20	87.5	140	160
6 to 9	10.4	22	89.6	190	212
3 to 5	6.1	15	93.9	230	245
1 to 2	7.4	10	92.6	126	136
All	10.4	93	89.6	803	896

¹"Wellness" benefits include preventative activities and nontraditional medical interventions such as acupuncture and chiropractic care.

²One responding organization is located outside of U.S. Census regions and is not included. Includes respondents reporting offering voluntary benefits.

Table 5.15 Stipend Offered For Wellness¹ Benefits by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Stipend Amount						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	100	500	1,200	2,032	2,500	8,400	27
Corporate	*	*	*	*	*	*	2
Private	100	360	600	1,062	1,200	5,000	39
Family	100	400	500	957	1,200	5,000	18
Independent	150	360	600	1,151	1,000	5,000	21
Operating	*	*	2,700	2,720	*	*	4
Public	350	420	500	798	750	3,500	11
Other	*	*	*	*	*	*	2
Asset Group (in Millions)							
\$5,000 or More	*	*	*	*	*	*	2
\$2,000 to \$4,999.9	*	*	1,650	1,515	*	*	4
\$1,000 to \$1,999.9	300	*	500	432	*	500	5
\$750 to \$999.9	360	*	480	748	*	1,250	5
\$500 to \$749.9	*	*	*	*	*	*	2
\$250 to \$499.9	350	500	600	1,179	1,200	5,000	15
\$100 to \$249.9	100	300	500	1,325	1,900	5,000	20
\$50 to \$99.9	100	600	2,000	2,511	3,600	7,500	9
\$25 to \$49.9	100	500	850	1,271	1,980	3,000	10
\$10 to \$24.9	100	700	950	1,985	2,700	7,078	8
\$5 to \$9.9	*	*	*	*	*	*	1
Less than \$5	*	*	675	650	*	*	4
U.S. Census Region							
Midwest	150	500	600	1,441	1,875	7,500	20
Northeast	300	500	950	1,677	2,000	7,078	24
South	100	300	490	926	1,200	5,000	24
West	100	500	960	1,717	1,980	8,400	17
Staff Size							
20 or More	300	360	500	888	1,200	3,500	23
10 to 19	100	300	600	1,235	2,000	5,000	19
6 to 9	240	450	550	1,164	980	7,500	20
3 to 5	100	600	2,200	2,507	3,000	8,400	14
1 to 2	300	500	1,200	2,023	1,950	7,078	9
All	100	480	600	1,417	1,800	8,400	85

¹"Wellness" benefits include preventative activities and nontraditional medical interventions such as acupuncture and chiropractic care.

Includes respondents reporting offering voluntary benefits that offer a stipend for wellness benefits.

*Insufficient data.

Paid Leave

Table 5.16 Grantmakers Offering Various Types of Paid Leave to Full-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Vacation/ Annual Leave		Sick Leave		Personal/ Discretionary Leave		Personal Time Off (PTO)		Paid Holidays		Maternity Leave ²		Paternity Leave ³	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Grantmaker Type														
Community	52.4	184	51.0	179	28.5	100	49.6	174	95.2	334	37.0	130	28.8	101
Corporate	30.8	4	30.8	4	23.1	3	76.9	10	76.9	10	53.8	7	46.2	6
Private	67.4	293	60.9	265	41.4	180	37.0	161	94.5	411	59.1	257	49.9	217
Family	67.8	120	62.7	111	38.4	68	37.9	67	96.6	171	63.8	113	52.0	92
Independent	67.1	173	59.7	154	43.4	112	36.4	94	93.0	240	55.8	144	48.4	125
Operating	77.3	17	63.6	14	45.5	10	27.3	6	95.5	21	63.6	14	63.6	14
Public	60.4	55	56.0	51	31.9	29	42.9	39	90.1	82	48.4	44	44.0	40
Other	52.9	9	58.8	10	35.3	6	52.9	9	82.4	14	58.8	10	47.1	8
Asset Group (in Millions)														
\$5,000 or More	70.0	7	70.0	7	70.0	7	30.0	3	90.0	9	100.0	10	100.0	10
\$2,000 to \$4,999.9	66.7	14	57.1	12	61.9	13	33.3	7	100.0	21	95.2	20	90.5	19
\$1,000 to \$1,999.9	61.5	16	57.7	15	46.2	12	38.5	10	100.0	26	73.1	19	69.2	18
\$750 to \$999.9	37.9	11	51.7	15	24.1	7	62.1	18	93.1	27	75.9	22	62.1	18
\$500 to \$749.9	55.8	24	58.1	25	41.9	18	41.9	18	95.3	41	72.1	31	69.8	30
\$250 to \$499.9	59.7	74	58.1	72	37.9	47	44.4	55	97.6	121	56.5	70	50.8	63
\$100 to \$249.9	63.4	156	59.8	147	35.0	86	40.2	99	94.3	232	52.4	129	42.7	105
\$50 to \$99.9	58.6	99	49.7	84	34.3	58	44.4	75	92.3	156	39.6	67	29.6	50
\$25 to \$49.9	61.2	71	56.9	66	30.2	35	44.8	52	91.4	106	34.5	40	27.6	32
\$10 to \$24.9	65.6	61	57.0	53	33.3	31	36.6	34	93.5	87	33.3	31	23.7	22
\$5 to \$9.9	52.9	9	47.1	8	23.5	4	58.8	10	88.2	15	41.2	7	29.4	5
Less than \$5	57.1	20	54.3	19	28.6	10	51.4	18	88.6	31	45.7	16	40.0	14
U.S. Census Region														
Midwest	55.9	167	49.8	149	32.8	98	48.2	144	94.3	282	43.1	129	35.8	107
Northeast	72.5	158	68.8	150	52.3	114	31.2	68	96.8	211	62.4	136	52.8	115
South	56.9	144	51.4	130	24.9	63	46.6	118	93.7	237	47.8	121	39.9	101
West	58.2	92	58.9	93	33.5	53	43.7	69	89.2	141	47.5	75	39.9	63
Staff Size														
20 or More	58.5	86	62.6	92	45.6	67	41.5	61	99.3	146	70.1	103	68.0	100
10 to 19	58.9	99	57.1	96	36.9	62	44.6	75	97.0	163	62.5	105	54.8	92
6 to 9	63.7	137	59.1	127	39.1	84	38.6	83	92.1	198	49.3	106	40.9	88
3 to 5	59.4	152	53.1	136	29.7	76	44.9	115	93.8	240	42.6	109	32.0	82
1 to 2	61.5	88	50.3	72	27.3	39	45.5	65	87.4	125	27.3	39	16.8	24
All	60.5	562	56.3	523	35.3	328	42.9	399	93.9	872	49.7	462	41.6	386

¹One responding organization is located outside of U.S. Census regions and is not included.

²Maternity leave is paid leave associated with the birth of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

³Paternity leave is paid leave associated with the birth of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

Table 5.16 (Continued) Grantmakers Offering Various Types of Paid Leave to Full-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Adoption Leave ⁴		Compassionate/ Bereavement Leave		Compensatory Time for Exempt Employees		Jury Duty		Wellness Leave		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type											
Community	25.4	89	79.5	279	4.3	15	69.5	244	2.8	10	351
Corporate	46.2	6	84.6	11	7.7	1	69.2	9	15.4	2	13
Private	45.5	198	67.8	295	6.4	28	70.3	306	5.1	22	435
Family	46.9	83	66.1	117	10.2	18	68.9	122	9.0	16	177
Independent	44.6	115	69.0	178	3.9	10	71.3	184	2.3	6	258
Operating	59.1	13	86.4	19	9.1	2	86.4	19	4.5	1	22
Public	39.6	36	84.6	77	6.6	6	74.7	68	4.4	4	91
Other	47.1	8	82.4	14	5.9	1	76.5	13	5.9	1	17
Asset Group (in Millions)											
\$5,000 or More	100.0	10	90.0	9	0.0	0	100.0	10	10.0	1	10
\$2,000 to \$4,999.9	85.7	18	90.5	19	4.8	1	90.5	19	4.8	1	21
\$1,000 to \$1,999.9	69.2	18	88.5	23	3.8	1	84.6	22	0.0	0	26
\$750 to \$999.9	48.3	14	79.3	23	0.0	0	75.9	22	6.9	2	29
\$500 to \$749.9	65.1	28	90.7	39	7.0	3	83.7	36	9.3	4	43
\$250 to \$499.9	46.0	57	81.5	101	6.5	8	79.8	99	3.2	4	124
\$100 to \$249.9	36.6	90	81.7	201	4.1	10	76.4	188	1.6	4	246
\$50 to \$99.9	27.2	46	63.3	107	5.3	9	59.2	100	3.0	5	169
\$25 to \$49.9	23.3	27	67.2	78	6.0	7	62.9	73	6.0	7	116
\$10 to \$24.9	25.8	24	65.6	61	10.8	10	61.3	57	7.5	7	93
\$5 to \$9.9	29.4	5	58.8	10	0.0	0	58.8	10	11.8	2	17
Less than \$5	37.1	13	68.6	24	11.4	4	65.7	23	8.6	3	35
U.S. Census Region											
Midwest	31.8	95	72.6	217	4.3	13	68.2	204	4.0	12	299
Northeast	49.5	108	78.4	171	8.3	18	74.3	162	6.0	13	218
South	35.6	90	73.5	186	5.5	14	70.0	177	3.2	8	253
West	36.1	57	76.6	121	5.1	8	72.8	115	4.4	7	158
Staff Size											
20 or More	62.6	92	91.2	134	6.8	10	87.8	129	5.4	8	147
10 to 19	48.8	82	87.5	147	4.8	8	75.6	127	4.8	8	168
6 to 9	36.3	78	82.3	177	6.5	14	81.4	175	4.7	10	215
3 to 5	29.7	76	68.4	175	6.3	16	64.5	165	3.1	8	256
1 to 2	15.4	22	43.4	62	3.5	5	44.1	63	4.2	6	143
All	37.7	350	74.8	695	5.7	53	70.9	659	4.3	40	929

⁴Adoptive parent leave is paid leave associated with the adoption of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).
Includes respondents indicating they have full-time staff and reporting offering paid time off.

Table 5.17 Base Number of Days of Various Types of Paid Leave for All Full-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Vacation/Annual Leave		Sick Leave		Personal/Discretionary Leave		Personal Time Off (PTO)		Paid Holidays		Maternity Leave ²	
	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N
Grantmaker Type												
Community	12	175	9	167	3	92	18	159	11	311	30	115
Corporate	19.5	2	8	3	3.5	2	20	7	10	8	60	5
Private	15	275	10	231	3	160	20	141	11	382	60	213
Family	15	110	9.5	96	3	60	20	56	11	156	60	95
Independent	15	165	10	135	3	100	20	85	11	226	60	118
Operating	20	17	12	14	3	10	23	5	12.5	20	55	14
Public	15	49	10	42	3	24	20	33	10	73	40	37
Other	12	9	10	9	2	5	24	9	11	13	60	7
Asset Group (in Millions)												
\$5,000 or More	20	6	12	4	3	6	20	3	13	9	60	7
\$2,000 to \$4,999.9	15	13	10	11	3.5	12	20	7	12	21	60	18
\$1,000 to \$1,999.9	15	16	10	13	3	12	20	8	11	25	40	19
\$750 to \$999.9	15	11	10	15	2	7	20	17	11	26	40	20
\$500 to \$749.9	15	23	10	22	2	15	20	18	11	39	58	28
\$250 to \$499.9	15	70	10	66	3	46	20	51	11	116	40	63
\$100 to \$249.9	15	147	10	134	3	78	20	88	11	220	40	107
\$50 to \$99.9	15	91	10	76	3	50	17.5	68	10	141	33.5	56
\$25 to \$49.9	15	66	10	57	3	29	18	43	11	92	60	27
\$10 to \$24.9	15	57	9	47	3	26	20	29	10	78	60	26
\$5 to \$9.9	20	9	12	7	4	4	17.5	8	12	14	70	6
Less than \$5	15	18	7.5	14	3	8	20	14	11	26	60	14
U.S. Census Region												
Midwest	15	157	10	130	3	83	18.5	126	10	259	37.5	112
Northeast	15	151	8	133	3	106	20	58	12	195	60	111
South	15	129	10	112	3	52	20	105	11	217	40	100
West	15	89	10	90	2	52	20	65	11	135	60	67
Staff Size												
20 or More	15	82	10	84	3	64	20	57	11	139	50	94
10 to 19	15	94	10	87	3	53	20	69	11	158	40	94
6 to 9	15	132	10	120	3	81	18	73	11	186	49	88
3 to 5	15	139	10	117	3	64	20	100	11	215	45	83
1 to 2	15	80	8	58	5	31	20	55	10	109	60	32
All	15	527	10	466	3	293	20	354	11	807	48	391

¹One responding organization is located outside of U.S. Census regions and is not included.

²Maternity leave is paid leave associated with the birth of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

Table 5.17 (Continued) Base Number of Days of Various Types of Paid Leave for All Full-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Paternity Leave ³		Adoption Leave ⁴		Compassionate/ Bereavement Leave		Compensatory Time for Exempt Employees		Jury Duty		Wellness Leave	
	Median	N	Median	N	Median	N	Median	N	Median	N	Median	N
Grantmaker Type												
Community	30	88	30	79	3	256	0	1	5	154	7	8
Corporate	30	4	35	4	3	8	*	0	17.5	2	2	1
Private	50	183	60	163	4	254	4	9	5	179	10	14
Family	41	78	58	70	5	101	3	5	5	78	7.5	12
Independent	60	105	60	93	4	153	7.5	4	5	101	45	2
Operating	40	14	40	13	5	19	*	0	5	13	10	1
Public	40	33	40	29	3	64	*	0	5	32	20	3
Other	60	5	60	5	3	12	0	1	10	9	*	0
Asset Group (in Millions)												
\$5,000 or More	60	7	60	7	5	7	*	0	10	5	*	0
\$2,000 to \$4,999.9	30	17	30	15	5	16	*	0	10	12	*	0
\$1,000 to \$1,999.9	40	17	40	17	4	22	*	0	10	11	*	0
\$750 to \$999.9	40	17	40	13	3	21	*	0	10	14	37.5	2
\$500 to \$749.9	30	27	40	25	3	37	*	0	5	23	30	3
\$250 to \$499.9	32.5	56	37.5	48	3	92	5	3	5	57	5	3
\$100 to \$249.9	40	91	40	78	3	176	7	2	5	112	2	1
\$50 to \$99.9	30	41	30	37	3	94	1.5	4	5	56	10	4
\$25 to \$49.9	60	21	60	19	3	66	*	0	5	42	6	4
\$10 to \$24.9	40	16	35	18	3	55	0	1	5	38	20	7
\$5 to \$9.9	60	5	60	5	5	8	*	0	7.5	6	10	2
Less than \$5	54	12	60	11	3	19	0	1	5	13	5	1
U.S. Census Region												
Midwest	30	92	30	84	3	187	5	2	5	113	12.5	10
Northeast	60	95	60	87	3	151	3.5	4	5	100	10	9
South	30	83	40	71	3	158	6	2	5	91	6	2
West	60	57	60	51	3	117	0	3	5	85	5	6
Staff Size												
20 or More	40	90	40	82	5	121	2.5	2	5	75	12.5	6
10 to 19	30	82	40	73	3	134	4	1	5	76	16	4
6 to 9	40	74	40	66	3	160	2	3	5	108	10	7
3 to 5	42.5	62	60	57	3	149	3	5	5	93	5	5
1 to 2	60	19	60	15	3	49	*	0	5	37	5	5
All	40	327	40	293	3	613	3	11	5	389	10	27

³Paternity leave is paid leave associated with the birth of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

⁴Adoptive parent leave is paid leave associated with the adoption of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

Includes respondents indicating they have full-time staff and reporting offering paid time off.

*Insufficient data.

Voluntary Benefits

Table 5.18 Grantmakers That Offer Voluntary Benefits by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff,² 2022

Group	Offer Paid Leave				Offer Voluntary Benefits				Offer Both Voluntary Benefits and Paid Leave			
	Yes		No		Yes		No		Yes		No	
	%	N	%	N	%	N	%	N	%	N	%	N
Grantmaker Type												
Community	97.3	356	2.7	10	97.3	356	2.7	10	95.1	348	4.9	18
Corporate	100.0	14	0.0	0	100.0	14	0.0	0	100.0	14	0.0	0
Private	92.5	455	7.5	37	91.9	452	8.1	40	87.4	430	12.6	62
Family	88.5	185	11.5	24	90.4	189	9.6	20	84.7	177	15.3	32
Independent	95.4	270	4.6	13	92.9	263	7.1	20	89.4	253	10.6	30
Operating	100.0	23	0.0	0	91.3	21	8.7	2	91.3	21	8.7	2
Public	100.0	91	0.0	0	97.8	89	2.2	2	97.8	89	2.2	2
Other	100.0	17	0.0	0	100.0	17	0.0	0	100.0	17	0.0	0
Asset Group (in Millions)												
\$5,000 or More	100.0	11	0.0	0	100.0	11	0.0	0	100.0	11	0.0	0
\$2,000 to \$4,999.9	100.0	22	0.0	0	95.5	21	4.5	1	95.5	21	4.5	1
\$1,000 to \$1,999.9	100.0	26	0.0	0	100.0	26	0.0	0	100.0	26	0.0	0
\$750 to \$999.9	100.0	29	0.0	0	100.0	29	0.0	0	100.0	29	0.0	0
\$500 to \$749.9	100.0	43	0.0	0	100.0	43	0.0	0	100.0	43	0.0	0
\$250 to \$499.9	98.4	125	1.6	2	99.2	126	0.8	1	97.6	124	2.4	3
\$100 to \$249.9	98.8	249	1.2	3	98.0	247	2.0	5	97.6	246	2.4	6
\$50 to \$99.9	95.1	175	4.9	9	95.1	175	4.9	9	91.3	168	8.7	16
\$25 to \$49.9	91.6	120	8.4	11	93.1	122	6.9	9	86.3	113	13.7	18
\$10 to \$24.9	87.0	100	13.0	15	87.0	100	13.0	15	78.3	90	21.7	25
\$5 to \$9.9	80.0	20	20.0	5	64.0	16	36.0	9	60.0	15	40.0	10
Less than \$5	94.7	36	5.3	2	86.8	33	13.2	5	86.8	33	13.2	5
U.S. Census Region												
Midwest	93.9	306	6.1	20	93.6	305	6.4	21	90.2	294	9.8	32
Northeast	96.6	227	3.4	8	95.7	225	4.3	10	93.2	219	6.8	16
South	95.9	258	4.1	11	95.2	256	4.8	13	92.9	250	7.1	19
West	95.3	164	4.7	8	94.2	162	5.8	10	90.1	155	9.9	17
Staff Size												
20 or More	100.0	149	0.0	0	99.3	148	0.7	1	99.3	148	0.7	1
10 to 19	98.8	168	1.2	2	98.8	168	1.2	2	98.2	167	1.8	3
6 to 9	99.1	216	0.9	2	99.1	216	0.9	2	98.2	214	1.8	4
3 to 5	95.7	265	4.3	12	96.4	267	3.6	10	92.4	256	7.6	21
1 to 2	84.4	157	15.6	29	80.6	150	19.4	36	72.0	134	28.0	52
All	95.3	956	4.7	47	94.6	949	5.4	54	91.6	919	8.4	84

¹One responding organization is located outside of U.S. Census regions and is not included.

²Not all respondents reported number of staff.

Table 5.19 Types of Voluntary Benefits Offered by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Medical		Dental		Vision		Retirement/ Pension		Long-Term Care		Short-Term Disability		Long-Term Disability	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Grantmaker Type														
Community	86.8	309	50.3	179	37.4	133	94.7	337	3.7	13	41.3	147	46.9	167
Corporate	92.9	13	71.4	10	71.4	10	92.9	13	35.7	5	64.3	9	78.6	11
Private	93.4	422	63.9	289	44.0	199	92.7	419	7.5	34	38.5	174	56.2	254
Family	94.7	179	62.4	118	42.9	81	89.9	170	6.9	13	35.4	67	49.2	93
Independent	92.4	243	65.0	171	44.9	118	94.7	249	8.0	21	40.7	107	61.2	161
Operating	100.0	21	95.2	20	71.4	15	100.0	21	19.0	4	71.4	15	81.0	17
Public	98.9	88	78.7	70	62.9	56	100.0	89	10.1	9	56.2	50	78.7	70
Other	94.1	16	70.6	12	52.9	9	94.1	16	17.6	3	52.9	9	70.6	12
Asset Group (in Millions)														
\$5,000 or More	100.0	11	90.9	10	72.7	8	100.0	11	0.0	0	81.8	9	90.9	10
\$2,000 to \$4,999.9	100.0	21	81.0	17	66.7	14	100.0	21	23.8	5	66.7	14	76.2	16
\$1,000 to \$1,999.9	100.0	26	88.5	23	69.2	18	100.0	26	7.7	2	73.1	19	84.6	22
\$750 to \$999.9	100.0	29	79.3	23	55.2	16	100.0	29	13.8	4	58.6	17	75.9	22
\$500 to \$749.9	97.7	42	79.1	34	60.5	26	100.0	43	20.9	9	60.5	26	81.4	35
\$250 to \$499.9	98.4	124	76.2	96	56.3	71	97.6	123	7.9	10	50.8	64	72.2	91
\$100 to \$249.9	97.2	240	71.3	176	49.0	121	98.4	243	4.9	12	50.2	124	68.4	169
\$50 to \$99.9	85.1	149	49.7	87	32.6	57	92.0	161	3.4	6	33.1	58	44.0	77
\$25 to \$49.9	84.4	103	42.6	52	36.1	44	91.8	112	6.6	8	31.1	38	35.2	43
\$10 to \$24.9	80.0	80	40.0	40	27.0	27	83.0	83	5.0	5	24.0	24	27.0	27
\$5 to \$9.9	81.3	13	37.5	6	31.3	5	87.5	14	25.0	4	31.3	5	31.3	5
Less than \$5	93.9	31	48.5	16	45.5	15	87.9	29	9.1	3	18.2	6	42.4	14
U.S. Census Region														
Midwest	86.2	263	52.1	159	36.7	112	94.4	288	8.9	27	41.3	126	55.1	168
Northeast	95.1	214	64.9	146	43.6	98	93.8	211	7.6	17	53.3	120	61.8	139
South	91.0	233	63.3	162	45.3	116	95.3	244	4.3	11	39.8	102	53.1	136
West	97.5	158	69.8	113	59.3	96	93.2	151	8.0	13	34.6	56	53.7	87
Staff Size														
20 or More	100.0	148	85.1	126	66.2	98	100.0	148	16.2	24	69.6	103	84.5	125
10 to 19	98.8	166	76.8	129	57.7	97	100.0	168	8.9	15	61.9	104	74.4	125
6 to 9	96.3	208	69.9	151	51.4	111	98.6	213	5.6	12	44.9	97	63.0	136
3 to 5	87.3	233	45.3	121	32.6	87	91.4	244	4.9	13	29.2	78	40.4	108
1 to 2	76.0	114	35.3	53	19.3	29	81.3	122	2.7	4	14.7	22	24.7	37
All	91.6	869	61.1	580	44.5	422	94.3	895	7.2	68	42.6	404	56.0	531

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents indicating they offer voluntary benefits; excludes respondents that did not specify any voluntary benefit types for full- or part-time staff or did not specify medical or retirement plan types.

Table 5.19 (Continued) Types of Voluntary Benefits Offered by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Group Life Insurance		Supplemental Medical		Commuter/ Transportation		Flexible Spending Account (FSA)		Other Benefits		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type											
Community	50.0	178	10.7	38	7.6	27	22.8	81	30.1	107	356
Corporate	71.4	10	21.4	3	28.6	4	57.1	8	57.1	8	14
Private	57.5	260	8.6	39	19.5	88	23.2	105	29.4	133	452
Family	50.8	96	6.9	13	19.0	36	21.2	40	24.9	47	189
Independent	62.4	164	9.9	26	19.8	52	24.7	65	32.7	86	263
Operating	76.2	16	28.6	6	42.9	9	52.4	11	52.4	11	21
Public	74.2	66	14.6	13	16.9	15	43.8	39	39.3	35	89
Other	76.5	13	0.0	0	17.6	3	35.3	6	35.3	6	17
Asset Group (in Millions)											
\$5,000 or More	90.9	10	9.1	1	36.4	4	63.6	7	54.5	6	11
\$2,000 to \$4,999.9	76.2	16	9.5	2	28.6	6	42.9	9	42.9	9	21
\$1,000 to \$1,999.9	84.6	22	11.5	3	26.9	7	61.5	16	46.2	12	26
\$750 to \$999.9	89.7	26	10.3	3	24.1	7	48.3	14	62.1	18	29
\$500 to \$749.9	81.4	35	16.3	7	18.6	8	34.9	15	53.5	23	43
\$250 to \$499.9	73.0	92	12.7	16	17.5	22	30.2	38	46.0	58	126
\$100 to \$249.9	67.6	167	12.1	30	13.8	34	30.0	74	29.1	72	247
\$50 to \$99.9	48.0	84	8.6	15	10.3	18	14.9	26	22.9	40	175
\$25 to \$49.9	42.6	52	6.6	8	16.4	20	19.7	24	20.5	25	122
\$10 to \$24.9	24.0	24	9.0	9	11.0	11	14.0	14	21.0	21	100
\$5 to \$9.9	25.0	4	6.3	1	25.0	4	31.3	5	18.8	3	16
Less than \$5	33.3	11	12.1	4	15.2	5	24.2	8	39.4	13	33
U.S. Census Region											
Midwest	56.4	172	9.2	28	10.2	31	23.9	73	29.5	90	305
Northeast	63.6	143	10.2	23	22.2	50	28.9	65	31.6	71	225
South	55.9	143	11.7	30	10.9	28	25.0	64	31.3	80	256
West	51.9	84	11.1	18	22.8	37	29.6	48	36.4	59	162
Staff Size											
20 or More	85.1	126	17.6	26	25.7	38	54.1	80	54.1	80	148
10 to 19	73.2	123	15.5	26	17.9	30	39.9	67	44.6	75	168
6 to 9	65.7	142	11.6	25	14.8	32	26.9	58	31.0	67	216
3 to 5	43.8	117	5.2	14	13.1	35	12.4	33	22.1	59	267
1 to 2	23.3	35	5.3	8	7.3	11	8.0	12	12.7	19	150
All	57.2	543	10.4	99	15.4	146	26.3	250	31.6	300	949

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents indicating they offer voluntary benefits; excludes respondents that did not specify any voluntary benefit types for full- or part-time staff or did not specify medical or retirement plan types.

Table 5.20 Types of Voluntary Benefits Offered to Full-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Medical		Dental		Vision		Retirement/ Pension		Long-Term Care		Short-Term Disability		Long-Term Disability	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Grantmaker Type														
Community	86.9	285	54.6	179	40.5	133	86.0	282	4.0	13	44.8	147	50.9	167
Corporate	91.7	11	83.3	10	83.3	10	83.3	10	41.7	5	75.0	9	91.7	11
Private	94.8	386	70.5	287	48.4	197	82.1	334	8.4	34	42.3	172	62.2	253
Family	95.2	159	70.1	117	47.9	80	77.8	130	7.8	13	39.5	66	55.7	93
Independent	94.6	227	70.8	170	48.8	117	85.0	204	8.8	21	44.2	106	66.7	160
Operating	100.0	21	90.5	19	71.4	15	100.0	21	19.0	4	71.4	15	81.0	17
Public	97.6	82	83.3	70	66.7	56	92.9	78	10.7	9	59.5	50	83.3	70
Other	93.8	15	75.0	12	56.3	9	87.5	14	18.8	3	56.3	9	75.0	12
Asset Group (in Millions)														
\$5,000 or More	100.0	10	90.0	9	80.0	8	90.0	9	0.0	0	90.0	9	100.0	10
\$2,000 to \$4,999.9	100.0	20	85.0	17	70.0	14	90.0	18	25.0	5	65.0	13	80.0	16
\$1,000 to \$1,999.9	100.0	26	88.5	23	69.2	18	96.2	25	7.7	2	73.1	19	84.6	22
\$750 to \$999.9	100.0	28	78.6	22	57.1	16	89.3	25	14.3	4	60.7	17	78.6	22
\$500 to \$749.9	100.0	40	85.0	34	65.0	26	87.5	35	22.5	9	65.0	26	87.5	35
\$250 to \$499.9	96.6	112	81.9	95	61.2	71	88.8	103	8.6	10	55.2	64	77.6	90
\$100 to \$249.9	96.6	226	75.2	176	51.7	121	88.0	206	5.1	12	52.6	123	72.2	169
\$50 to \$99.9	86.2	137	54.7	87	35.2	56	80.5	128	3.8	6	36.5	58	48.4	77
\$25 to \$49.9	81.7	89	47.7	52	40.4	44	87.2	95	7.3	8	34.9	38	39.4	43
\$10 to \$24.9	86.0	74	46.5	40	31.4	27	79.1	68	5.8	5	27.9	24	31.4	27
\$5 to \$9.9	92.3	12	46.2	6	38.5	5	69.2	9	30.8	4	38.5	5	38.5	5
Less than \$5	96.3	26	59.3	16	51.9	14	66.7	18	11.1	3	22.2	6	51.9	14
U.S. Census Region														
Midwest	86.9	245	56.0	158	39.7	112	84.8	239	9.6	27	44.3	125	59.6	168
Northeast	96.5	195	71.3	144	48.5	98	85.6	173	8.4	17	58.9	119	68.3	138
South	91.8	214	69.5	162	49.8	116	85.4	199	4.7	11	43.8	102	58.4	136
West	96.7	145	75.3	113	62.7	94	84.7	127	8.7	13	37.3	56	58.0	87
Staff Size														
20 or More	100.0	140	88.6	124	70.0	98	92.9	130	17.1	24	72.9	102	89.3	125
10 to 19	97.5	154	81.6	129	61.4	97	88.6	140	9.5	15	65.8	104	79.1	125
6 to 9	97.0	197	74.4	151	54.7	111	91.6	186	5.9	12	47.3	96	66.5	135
3 to 5	86.1	210	49.6	121	35.7	87	79.9	195	5.3	13	32.0	78	44.3	108
1 to 2	80.5	99	42.3	52	22.0	27	71.5	88	3.3	4	17.9	22	30.1	37
All	92.2	800	66.5	577	48.4	420	85.1	739	7.8	68	46.3	402	61.1	530

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents indicating they have full-time staff and offer voluntary benefits; excludes respondents that did not specify any voluntary benefit types for full-time staff.

Table 5.20 (Continued) Types of Voluntary Benefits Offered to Full-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Group Life Insurance		Supplemental Medical		Commuter/ Transportation		Flexible Spending Account (FSA)		Other Benefits		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type											
Community	54.3	178	11.6	38	8.2	27	24.7	81	32.3	106	328
Corporate	83.3	10	25.0	3	33.3	4	66.7	8	66.7	8	12
Private	63.6	259	9.6	39	21.1	86	25.8	105	32.2	131	407
Family	56.9	95	7.8	13	20.4	34	24.0	40	28.1	47	167
Independent	68.3	164	10.8	26	21.7	52	27.1	65	35.0	84	240
Operating	76.2	16	28.6	6	42.9	9	52.4	11	52.4	11	21
Public	78.6	66	15.5	13	17.9	15	46.4	39	41.7	35	84
Other	81.3	13	0.0	0	18.8	3	37.5	6	37.5	6	16
Asset Group (in Millions)											
\$5,000 or More	100.0	10	10.0	1	40.0	4	70.0	7	60.0	6	10
\$2,000 to \$4,999.9	80.0	16	10.0	2	30.0	6	45.0	9	45.0	9	20
\$1,000 to \$1,999.9	84.6	22	11.5	3	26.9	7	61.5	16	46.2	12	26
\$750 to \$999.9	92.9	26	10.7	3	25.0	7	50.0	14	64.3	18	28
\$500 to \$749.9	87.5	35	17.5	7	20.0	8	37.5	15	57.5	23	40
\$250 to \$499.9	78.4	91	13.8	16	18.1	21	32.8	38	50.0	58	116
\$100 to \$249.9	71.4	167	12.8	30	14.5	34	31.6	74	30.8	72	234
\$50 to \$99.9	52.8	84	9.4	15	10.7	17	16.4	26	23.9	38	159
\$25 to \$49.9	47.7	52	7.3	8	18.3	20	22.0	24	22.0	24	109
\$10 to \$24.9	27.9	24	10.5	9	12.8	11	16.3	14	24.4	21	86
\$5 to \$9.9	30.8	4	7.7	1	30.8	4	38.5	5	23.1	3	13
Less than \$5	40.7	11	14.8	4	18.5	5	29.6	8	48.1	13	27
U.S. Census Region											
Midwest	61.0	172	9.9	28	11.0	31	25.9	73	31.6	89	282
Northeast	70.3	142	11.4	23	23.8	48	32.2	65	34.7	70	202
South	61.4	143	12.9	30	12.0	28	27.5	64	33.9	79	233
West	56.0	84	12.0	18	24.7	37	32.0	48	39.3	59	150
Staff Size											
20 or More	90.0	126	18.6	26	27.1	38	57.1	80	57.1	80	140
10 to 19	77.8	123	16.5	26	19.0	30	42.4	67	47.5	75	158
6 to 9	70.0	142	12.3	25	15.8	32	28.6	58	33.0	67	203
3 to 5	48.0	117	5.7	14	13.9	34	13.5	33	23.8	58	244
1 to 2	27.6	34	6.5	8	8.1	10	9.8	12	13.8	17	123
All	62.4	542	11.4	99	16.6	144	28.8	250	34.2	297	868

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents indicating they have full-time staff and offer voluntary benefits; excludes respondents that did not specify any voluntary benefit types for full-time staff.

Retirement Benefits

Table 5.21 Grantmakers That Offer Voluntary Benefits by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Defined Contribution Plan Only		Defined Benefit Plan Only		Both Defined Benefit and Defined Contribution Plans		No. of Grantmakers
	%	N	%	N	%	N	
Grantmaker Type							
Community	96.7	321	0.6	2	2.7	9	332
Corporate	83.3	10	0.0	0	16.7	2	12
Private	94.2	389	1.5	6	4.4	18	413
Family	97.6	165	0.6	1	1.8	3	169
Independent	91.8	224	2.0	5	6.1	15	244
Operating	100.0	21	0.0	0	0.0	0	21
Public	95.5	84	0.0	0	4.5	4	88
Other	75.0	12	12.5	2	12.5	2	16
Asset Group (in Millions)							
\$5,000 or More	81.8	9	9.1	1	9.1	1	11
\$2,000 to \$4,999.9	81.0	17	0.0	0	19.0	4	21
\$1,000 to \$1,999.9	88.5	23	0.0	0	11.5	3	26
\$750 to \$999.9	93.1	27	0.0	0	6.9	2	29
\$500 to \$749.9	95.3	41	2.3	1	2.3	1	43
\$250 to \$499.9	92.7	114	0.8	1	6.5	8	123
\$100 to \$249.9	95.5	232	0.8	2	3.7	9	243
\$50 to \$99.9	97.4	152	0.6	1	1.9	3	156
\$25 to \$49.9	97.3	107	0.9	1	1.8	2	110
\$10 to \$24.9	97.5	77	1.3	1	1.3	1	79
\$5 to \$9.9	92.3	12	7.7	1	0.0	0	13
Less than \$5	92.9	26	3.6	1	3.6	1	28
U.S. Census Region							
Midwest	95.8	272	0.7	2	3.5	10	284
Northeast	91.9	193	2.9	6	5.2	11	210
South	96.2	229	0.0	0	3.8	9	238
West	95.3	142	1.3	2	3.4	5	149
Staff Size							
20 or More	89.2	132	1.4	2	9.5	14	148
10 to 19	94.6	159	1.2	2	4.2	7	168
6 to 9	96.2	202	1.0	2	2.9	6	210
3 to 5	96.3	231	0.8	2	2.9	7	240
1 to 2	97.4	113	1.7	2	0.9	1	116
All	94.9	837	1.1	10	4.0	35	882

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents indicating they offer voluntary benefits and specified retirement benefits to full-time or part-time staff.

Table 5.22 Types of Defined Contribution Plans Offered by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Section 403(b) Plan		Section 401(k) Plan		Simplified Employee Pension (SEP IRA)		SIMPLE IRA		Money Purchase Pension Plan		Profit-Sharing Plan		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type													
Community	33.9	112	30.9	102	8.2	27	29.4	97	0.6	2	2.7	9	330
Corporate	8.3	1	91.7	11	0.0	0	0.0	0	0.0	0	8.3	1	12
Private	37.6	153	45.2	184	11.1	45	7.1	29	2.9	12	8.1	33	407
Family	29.8	50	49.4	83	10.1	17	9.5	16	2.4	4	7.1	12	168
Independent	43.1	103	42.3	101	11.7	28	5.4	13	3.3	8	8.8	21	239
Operating	28.6	6	57.1	12	0.0	0	14.3	3	0.0	0	4.8	1	21
Public	44.3	39	47.7	42	5.7	5	6.8	6	0.0	0	3.4	3	88
Other	42.9	6	50.0	7	0.0	0	0.0	0	14.3	2	7.1	1	14
Asset Group (in Millions)													
\$5,000 or More	50.0	5	60.0	6	0.0	0	0.0	0	0.0	0	10.0	1	10
\$2,000 to \$4,999.9	61.9	13	42.9	9	0.0	0	0.0	0	4.8	1	9.5	2	21
\$1,000 to \$1,999.9	65.4	17	26.9	7	7.7	2	3.8	1	3.8	1	3.8	1	26
\$750 to \$999.9	41.4	12	62.1	18	0.0	0	0.0	0	6.9	2	17.2	5	29
\$500 to \$749.9	42.9	18	54.8	23	4.8	2	0.0	0	7.1	3	9.5	4	42
\$250 to \$499.9	43.4	53	50.0	61	8.2	10	3.3	4	1.6	2	9.0	11	122
\$100 to \$249.9	38.6	93	49.4	119	8.7	21	4.1	10	1.7	4	6.2	15	241
\$50 to \$99.9	31.6	49	34.2	53	10.3	16	23.9	37	0.6	1	3.2	5	155
\$25 to \$49.9	22.9	25	25.7	28	12.8	14	40.4	44	0.9	1	0.9	1	109
\$10 to \$24.9	29.5	23	24.4	19	11.5	9	35.9	28	1.3	1	1.3	1	78
\$5 to \$9.9	16.7	2	50.0	6	0.0	0	33.3	4	0.0	0	0.0	0	12
Less than \$5	25.9	7	33.3	9	11.1	3	25.9	7	0.0	0	7.4	2	27
U.S. Census Region													
Midwest	32.3	91	37.9	107	11.0	31	22.0	62	1.4	4	3.5	10	282
Northeast	48.5	99	39.2	80	6.4	13	7.4	15	2.9	6	6.4	13	204
South	32.8	78	41.2	98	10.5	25	16.0	38	1.7	4	6.3	15	238
West	33.3	49	49.0	72	5.4	8	13.6	20	1.4	2	6.8	10	147
Staff Size													
20 or More	52.1	76	51.4	75	2.7	4	0.0	0	2.7	4	7.5	11	146
10 to 19	39.8	66	48.2	80	3.6	6	7.8	13	2.4	4	6.6	11	166
6 to 9	40.4	84	39.9	83	10.6	22	13.0	27	1.0	2	5.8	12	208
3 to 5	27.7	66	34.5	82	11.3	27	26.1	62	1.7	4	3.8	9	238
1 to 2	21.9	25	33.3	38	15.8	18	28.9	33	1.8	2	4.4	5	114
All	36.4	317	41.1	358	8.8	77	15.5	135	1.8	16	5.5	48	872

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents indicating they offer voluntary benefits, specified retirement benefits to full-time or part-time staff, and indicating they offer at least one defined contribution plan.

Table 5.23 Median Automatic Employer Contribution as Percent of Base Salary to Defined Contribution Plans by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Defined Benefit Pension Plan		Section 403(b) Plan (ROTH or Traditional)		Section 401(k) Plan (ROTH or Traditional)		Simplified Employee Pension (SEP IRA)	
	Median %	N	Median %	N	Median %	N	Median %	N
Grantmaker Type								
Community	3.0	8	5.0	93	3.0	79	6.0	25
Corporate	5.0	1	0.0	0	3.0	8	*	0
Private	10.0	13	6.0	126	4.0	137	10.0	41
Family	16.5	2	6.0	43	3.0	60	10.0	15
Independent	10.0	11	7.0	83	4.0	77	11.0	26
Operating	*	0	12.0	5	5.5	10	0.0	0
Public	3.0	3	5.0	33	3.0	30	6.0	4
Other	8.7	3	5.0	5	4.0	4	*	0
Asset Group (in Millions)								
\$5,000 or More	20.0	1	5.5	2	7.5	6	*	0
\$2,000 to \$4,999.9	10.0	1	8.0	11	6.0	8	*	0
\$1,000 to \$1,999.9	8.0	3	5.0	14	0.0	6	13.0	2
\$750 to \$999.9	3.0	1	2.0	10	6.0	13	0.0	0
\$500 to \$749.9	14.0	1	5.0	15	3.0	17	13.5	2
\$250 to \$499.9	7.0	4	6.0	44	3.0	43	9.5	10
\$100 to \$249.9	5.5	8	5.0	80	4.0	92	12.0	19
\$50 to \$99.9	6.5	4	4.5	40	4.0	36	6.0	15
\$25 to \$49.9	3.5	2	4.5	20	3.0	21	10.0	12
\$10 to \$24.9	14.0	1	4.0	20	4.0	13	3.0	7
\$5 to \$9.9	3.0	1	4.0	1	1.5	6	*	0
Less than \$5	7.5	1	5.0	5	3.0	7	5.0	3
U.S. Census Region								
Midwest	8.0	8	3.0	74	4.0	81	10.0	27
Northeast	5.5	14	5.5	84	3.0	62	9.0	12
South	6.0	3	6.0	62	3.0	75	10.0	23
West	6.0	3	5.0	42	4.0	50	6.0	8
Staff Size								
20 or More	7.8	10	6.0	57	3.5	58	7.5	4
10 to 19	5.5	4	5.0	60	3.0	61	5.5	6
6 to 9	6.0	7	5.0	69	4.0	60	9.0	21
3 to 5	8.7	5	5.0	55	3.0	64	10.0	27
1 to 2	14.0	2	6.0	21	3.0	25	8.8	12
All	6.0	28	5.0	262	3.0	268	9.5	70

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents indicating they offer voluntary benefits, specifying retirement benefits to full or part-time staff, and indicating they offer the specified IRS qualified plan.

*Insufficient data.

Table 5.23 (Continued) Median Automatic Employer Contribution as Percent of Base Salary to Defined Contribution Plans by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	SIMPLE IRA		Money Purchase Pension Plan		Profit-Sharing Plan	
	Median %	N	Median %	N	Median %	N
Grantmaker Type						
Community	3.0	94	9.0	2	3.0	9
Corporate	*	0	*	0	*	0
Private	3.0	27	12.0	12	9.0	27
Family	3.0	14	15.0	4	8.2	10
Independent	3.0	13	11.5	8	10.0	17
Operating	3.0	3	*	0	4.0	1
Public	3.0	5	*	0	6.0	3
Other	*	0	10.0	1	*	0
Asset Group (in Millions)						
\$5,000 or More	*	0	*	0	15.0	1
\$2,000 to \$4,999.9	*	0	15.0	1	8.5	2
\$1,000 to \$1,999.9	3.0	1	10.0	1	9.0	1
\$750 to \$999.9	*	0	8.0	1	10.5	4
\$500 to \$749.9	*	0	11.0	3	2.5	4
\$250 to \$499.9	3.0	4	6.5	2	6.0	8
\$100 to \$249.9	3.0	10	15.0	4	9.5	14
\$50 to \$99.9	3.0	37	7.5	1	10.0	3
\$25 to \$49.9	3.0	42	25.0	1	3.0	1
\$10 to \$24.9	3.0	26	10.0	1	5.0	1
\$5 to \$9.9	3.0	3	*	0	*	0
Less than \$5	3.0	6	*	0	4.0	1
U.S. Census Region						
Midwest	3.0	61	8.0	4	9.0	9
Northeast	3.0	14	13.5	6	8.0	10
South	3.0	35	15.0	4	5.0	12
West	3.0	19	7.5	1	7.0	9
Staff Size						
20 or More	*	0	9.0	4	7.0	11
10 to 19	3.0	12	12.0	3	5.0	10
6 to 9	3.0	26	15.0	2	8.5	10
3 to 5	3.0	60	9.0	4	8.3	7
1 to 2	3.0	31	16.3	2	6.5	2
All	3.0	129	11.0	15	7.0	40

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents indicating they offer voluntary benefits, specifying retirement benefits to full or part-time staff, and indicating they offer the specified IRS qualified plan.

*Insufficient data.

Table 5.24 Maximum Employer Contribution as Percent of Base Salary to 403(b) Defined Contribution Plans by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	403(b) Plan Maximum Employer Contribution Percent						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	2.0	4.0	5.0	6.6	8.0	25.0	82
Corporate	6.0	6.0	6.0	6.0	6.0	6.0	1
Private	2.0	5.0	8.0	9.2	11.0	50.0	105
Family	2.5	6.0	8.0	9.1	12.0	20.0	37
Independent	2.0	5.0	7.8	9.2	10.5	50.0	68
Operating	4.0	6.0	9.0	8.5	11.0	12.0	4
Public	1.5	4.0	6.0	6.6	10.0	15.0	31
Other	3.0	5.0	6.0	6.2	7.0	10.0	5
Asset Group (in Millions)							
\$5,000 or More	2.0	3.0	7.0	7.3	11.5	13.0	4
\$2,000 to \$4,999.9	4.0	8.5	13.0	11.8	14.5	18.0	8
\$1,000 to \$1,999.9	3.0	6.0	8.0	8.3	10.0	15.0	11
\$750 to \$999.9	8.0	8.0	10.0	11.6	15.0	20.0	7
\$500 to \$749.9	1.5	5.0	6.0	9.9	8.8	50.0	12
\$250 to \$499.9	3.0	6.0	6.5	8.3	10.0	20.0	41
\$100 to \$249.9	2.0	5.0	6.0	8.0	10.0	25.0	65
\$50 to \$99.9	2.5	4.0	5.0	6.3	8.0	12.0	35
\$25 to \$49.9	3.0	4.0	6.0	6.8	8.0	15.0	21
\$10 to \$24.9	2.0	3.0	6.0	5.9	8.0	10.0	17
\$5 to \$9.9	8.0	8.0	8.0	8.0	8.0	8.0	1
Less than \$5	3.0	4.0	5.0	4.8	6.0	6.0	6
U.S. Census Region							
Midwest	2.0	4.0	5.5	7.2	8.0	50.0	66
Northeast	2.0	5.0	7.8	8.5	10.0	25.0	68
South	3.0	5.0	8.0	8.0	10.0	20.0	58
West	1.5	5.0	6.0	7.1	10.0	15.0	36
Staff Size							
20 or More	2.0	5.0	8.0	8.3	10.0	20.0	53
10 to 19	1.5	5.0	6.0	7.8	8.0	50.0	49
6 to 9	3.0	5.0	6.0	7.8	10.0	20.0	61
3 to 5	2.0	4.0	6.0	7.4	10.0	22.0	46
1 to 2	3.0	5.0	6.0	7.3	10.0	15.0	19
All	1.5	5.0	6.0	7.8	10.0	50.0	228

Includes respondents indicating they offer voluntary benefits, specifying retirement benefits to full or part-time staff, and indicating they offer a 403(b) defined contribution plan and contribute more than 0%.

Table 5.25 Maximum Employer Contribution as Percent of Base Salary to 401(k) Defined Contribution Plans by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	401(k) Plan Maximum Employer Contribution Percent						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	1.3	4.0	5.0	5.6	6.9	13.0	88
Corporate	3.0	3.0	4.5	4.9	6.0	10.0	10
Private	1.5	4.0	6.0	7.0	9.0	37.5	153
Family	2.0	4.0	6.0	7.0	8.8	37.5	72
Independent	1.5	4.0	6.0	6.9	10.0	30.0	81
Operating	3.5	4.0	5.0	6.0	10.0	10.0	11
Public	2.0	4.0	6.0	6.1	7.5	15.0	35
Other	3.0	3.5	4.5	4.8	6.0	7.0	4
Asset Group (in Millions)							
\$5,000 or More	4.0	5.0	9.0	9.3	13.5	15.0	4
\$2,000 to \$4,999.9	3.0	4.0	4.5	7.7	12.0	15.0	5
\$1,000 to \$1,999.9	6.0	6.0	7.0	8.4	10.0	15.0	7
\$750 to \$999.9	3.0	5.0	6.0	6.9	8.0	16.0	13
\$500 to \$749.9	3.0	4.0	6.0	6.9	10.0	12.0	21
\$250 to \$499.9	1.3	4.8	6.0	6.2	8.0	15.0	56
\$100 to \$249.9	1.5	4.0	5.0	6.3	8.0	30.0	99
\$50 to \$99.9	2.0	4.0	5.0	6.5	7.5	37.5	49
\$25 to \$49.9	3.0	3.0	5.0	5.2	6.0	10.0	22
\$10 to \$24.9	3.0	4.0	5.5	6.8	10.0	15.0	14
\$5 to \$9.9	3.0	3.0	3.0	3.3	3.5	4.0	4
Less than \$5	2.0	3.5	5.0	4.9	5.0	10.0	7
U.S. Census Region							
Midwest	1.3	4.0	5.0	6.2	7.5	30.0	90
Northeast	2.0	4.0	5.0	6.1	8.0	15.0	67
South	2.0	4.0	6.0	6.5	8.0	37.5	84
West	3.0	4.8	6.0	6.7	10.0	16.0	60
Staff Size							
20 or More	3.0	4.0	6.0	7.0	9.0	16.0	61
10 to 19	1.3	4.0	5.0	5.8	8.0	13.0	68
6 to 9	1.5	4.0	6.0	6.5	8.0	25.0	73
3 to 5	2.0	4.0	5.0	6.1	7.0	30.0	73
1 to 2	2.0	4.0	5.5	6.5	6.0	37.5	26
All	1.3	4.0	5.0	6.4	8.0	37.5	301

¹One responding organization is located outside of U.S. Census regions and is not included.

Table 5.26 Maximum Employer Contribution as Percent of Base Salary to Simplified Employee Pension Defined Contribution Plans by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Simplified Employee Pension Plan Maximum Employer Contribution Percent						No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum	
Grantmaker Type							
Community	3.0	3.0	5.0	6.7	10.0	15.0	18
Corporate	*	*	*	*	*	*	0
Private	3.0	7.1	10.0	11.4	15.0	25.0	29
Family	3.0	8.0	11.0	12.2	15.0	25.0	12
Independent	3.0	7.1	10.0	10.9	15.0	25.0	17
Operating	*	*	*	*	*	*	0
Public	5.0	5.3	6.3	8.6	12.0	17.0	4
Other	*	*	*	*	*	*	0
Asset Group (in Millions)							
\$750 or More	*	*	*	*	*	*	0
\$500 to \$749.9	12.0	12.0	13.5	13.5	15.0	15.0	2
\$250 to \$499.9	5.0	8.0	10.0	12.2	15.0	25.0	7
\$100 to \$249.9	5.0	9.5	11.0	13.0	15.0	25.0	12
\$50 to \$99.9	3.0	5.0	7.0	6.7	8.0	12.0	11
\$25 to \$49.9	3.0	3.0	10.0	10.1	15.0	25.0	10
\$10 to \$24.9	3.0	3.0	4.0	5.2	7.1	10.0	6
\$5 to \$9.9	*	*	*	*	*	*	0
Less than \$5	3.0	3.0	3.0	3.7	5.0	5.0	3
U.S. Census Region							
Midwest	3.0	3.0	10.0	9.1	12.0	25.0	19
Northeast	3.0	3.0	8.0	10.4	12.5	25.0	11
South	3.0	5.0	8.8	10.0	15.0	25.0	16
West	3.0	5.0	6.0	7.6	9.0	15.0	5
Staff Size							
20 or More	10.0	10.0	10.0	10.0	10.0	10.0	1
10 to 19	5.0	5.0	10.0	13.3	25.0	25.0	3
6 to 9	3.0	5.0	8.5	10.0	12.0	25.0	14
3 to 5	3.0	6.0	10.0	9.6	12.5	15.0	19
1 to 2	3.0	3.0	5.1	8.0	10.0	25.0	14
All	3.0	5.0	9.0	9.5	12.0	25.0	51

Includes respondents indicating they offer voluntary benefits, specifying retirement benefits to full or part-time staff, and indicating they offer a Simplified Employee Pension defined contribution plan and contribute more than 0%.

*Insufficient data.

Table 5.27 Types of Non-Qualified Plans/Deferred Compensation Plans for CEOs and Other Highly Compensated Staff Offered by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Supplemental Executive Retirement Plan (SERP)		Section 457(b) Plan		Section 457(f) Plan		Other		No. of Grantmakers
	%	N	%	N	%	N	%	N	
Grantmaker Type									
Community	14.9	7	80.9	38	19.1	9	10.6	5	47
Corporate	100.0	1	0.0	0	0.0	0	0.0	0	1
Private	9.0	7	87.2	68	21.8	17	3.8	3	78
Family	17.6	3	88.2	15	29.4	5	0.0	0	17
Independent	6.6	4	86.9	53	19.7	12	4.9	3	61
Operating	0.0	0	100.0	5	20.0	1	0.0	0	5
Public	16.7	4	83.3	20	29.2	7	16.7	4	24
Other	0.0	0	100.0	5	20.0	1	0.0	0	5
Asset Group (in Millions)									
\$5,000 or More	0.0	0	87.5	7	37.5	3	12.5	1	8
\$2,000 to \$4,999.9	18.8	3	81.3	13	31.3	5	0.0	0	16
\$1,000 to \$1,999.9	41.7	5	91.7	11	33.3	4	8.3	1	12
\$750 to \$999.9	0.0	0	100.0	12	41.7	5	8.3	1	12
\$500 to \$749.9	0.0	0	92.3	12	7.7	1	0.0	0	13
\$250 to \$499.9	8.3	3	80.6	29	16.7	6	5.6	2	36
\$100 to \$249.9	10.5	4	89.5	34	18.4	7	0.0	0	38
\$50 to \$99.9	10.0	1	70.0	7	30.0	3	30.0	3	10
\$25 to \$49.9	0.0	0	83.3	5	0.0	0	16.7	1	6
\$10 to \$24.9	40.0	2	80.0	4	20.0	1	40.0	2	5
\$5 to \$9.9	100.0	1	0.0	0	0.0	0	0.0	0	1
Less than \$5	0.0	0	66.7	2	0.0	0	33.3	1	3
U.S. Census Region									
Midwest	17.4	8	84.8	39	19.6	9	4.3	2	46
Northeast	11.1	5	86.7	39	11.1	5	6.7	3	45
South	12.8	5	79.5	31	38.5	15	12.8	5	39
West	3.4	1	93.1	27	20.7	6	3.4	1	29
Staff Size									
20 or More	6.5	5	90.9	70	20.8	16	3.9	3	77
10 to 19	27.3	9	72.7	24	24.2	8	12.1	4	33
6 to 9	6.7	2	83.3	25	23.3	7	6.7	2	30
3 to 5	12.5	2	93.8	15	25.0	4	12.5	2	16
1 to 2	25.0	1	50.0	2	0.0	0	25.0	1	4
All	11.9	19	85.0	136	21.9	35	7.5	12	160

¹One responding organization is located outside of U.S. Census regions and is not included..

Includes respondents indicating they offer voluntary benefits, specified retirement benefits to full or part-time staff, and indicating they offer at least one defined contribution plan.

Table 5.28 Foundations That Made Changes to Retirement Plan Offerings in 2021 by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff

Group	Changes Made to Retirement Offerings				No	N	No. of Grantmakers
	Yes	N	%	N			
Grantmaker Type							
Community	6.1	21	93.9	322		343	
Corporate	0.0	0	100.0	12		12	
Private	7.6	33	92.4	399		432	
Family	11.0	20	89.0	162		182	
Independent	5.2	13	94.8	237		250	
Operating	0.0	0	100.0	21		21	
Public	10.2	9	89.8	79		88	
Other	31.3	5	68.8	11		16	
Asset Group (in Millions)							
\$5,000 or More	9.1	1	90.9	10		11	
\$2,000 to \$4,999.9	0.0	0	100.0	21		21	
\$1,000 to \$1,999.9	11.5	3	88.5	23		26	
\$750 to \$999.9	13.8	4	86.2	25		29	
\$500 to \$749.9	11.6	5	88.4	38		43	
\$250 to \$499.9	11.3	14	88.7	110		124	
\$100 to \$249.9	7.9	19	92.1	223		242	
\$50 to \$99.9	4.8	8	95.2	159		167	
\$25 to \$49.9	8.7	10	91.3	105		115	
\$10 to \$24.9	4.4	4	95.6	87		91	
\$5 to \$9.9	0.0	0	100.0	14		14	
Less than \$5	0.0	0	100.0	29		29	
U.S. Census Region							
Midwest	4.1	12	95.9	281		293	
Northeast	8.4	18	91.6	197		215	
South	7.7	19	92.3	227		246	
West	12.1	19	87.9	138		157	
Staff Size							
20 or More	7.4	11	92.6	137		148	
10 to 19	9.7	16	90.3	149		165	
6 to 9	9.9	21	90.1	192		213	
3 to 5	4.8	12	95.2	236		248	
1 to 2	5.8	8	94.2	130		138	
All	7.5	68	92.5	844		912	

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents indicating they offer voluntary benefits and specifying retirement benefits to full or part-time staff.

Table 5.29 Changes to Retirement Plan Offerings in 2021 by Grantmaker Type, Asset Group, Region, and Total Paid Staff

Group	Began Offering Retirement		Changed Provider		Changed Participation Rules		Adjusted Plan Type		Adjusted Employer Contribution		Other		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type													
Community	9.5	2	9.5	2	4.8	1	57.1	12	28.6	6	0.0	0	21
Corporate	*	0	*	0	*	0	*	0	*	0	*	0	0
Private	9.1	3	6.1	2	12.1	4	51.5	17	9.1	3	12.1	4	33
Family	15.0	3	5.0	1	10.0	2	55.0	11	5.0	1	10.0	2	20
Independent	0.0	0	7.7	1	15.4	2	46.2	6	15.4	2	15.4	2	13
Operating	*	0	*	0	*	0	*	0	*	0	*	0	0
Public	0.0	0	11.1	1	0.0	0	33.3	3	44.4	4	22.2	2	9
Other	0.0	0	20.0	1	20.0	1	40.0	2	40.0	2	0.0	0	5
Asset Group (in Millions)													
\$5,000 or More	0.0	0	0.0	0	0.0	0	100.0	1	0.0	0	0.0	0	1
\$2,000 to \$4,999.9	*	0	*	0	*	0	*	0	*	0	*	0	0
\$1,000 to \$1,999.9	0.0	0	0.0	0	33.3	1	66.7	2	0.0	0	0.0	0	3
\$750 to \$999.9	0.0	0	0.0	0	25.0	1	50.0	2	25.0	1	0.0	0	4
\$500 to \$749.9	0.0	0	0.0	0	0.0	0	0.0	0	60.0	3	40.0	2	5
\$250 to \$499.9	0.0	0	7.1	1	14.3	2	50.0	7	14.3	2	14.3	2	14
\$100 to \$249.9	5.3	1	10.5	2	5.3	1	57.9	11	31.6	6	5.3	1	19
\$50 to \$99.9	25.0	2	0.0	0	0.0	0	75.0	6	0.0	0	0.0	0	8
\$25 to \$49.9	10.0	1	20.0	2	10.0	1	50.0	5	20.0	2	0.0	0	10
\$10 to \$24.9	25.0	1	25.0	1	0.0	0	0.0	0	25.0	1	25.0	1	4
\$5 to \$9.9	*	0	*	0	*	0	*	0	*	0	*	0	0
Less than \$5	*	0	*	0	*	0	*	0	*	0	*	0	0
U.S. Census Region													
Midwest	16.7	2	0.0	0	8.3	1	41.7	5	25.0	3	16.7	2	12
Northeast	0.0	0	11.1	2	11.1	2	55.6	10	16.7	3	11.1	2	18
South	10.5	2	15.8	3	15.8	3	47.4	9	10.5	2	10.5	2	19
West	5.3	1	5.3	1	0.0	0	52.6	10	36.8	7	0.0	0	19
Staff Size													
20 or More	0.0	0	0.0	0	18.2	2	45.5	5	36.4	4	0.0	0	11
10 to 19	0.0	0	6.3	1	6.3	1	37.5	6	25.0	4	25.0	4	16
6 to 9	4.8	1	14.3	3	14.3	3	57.1	12	19.0	4	4.8	1	21
3 to 5	16.7	2	8.3	1	0.0	0	50.0	6	25.0	3	8.3	1	12
1 to 2	25.0	2	12.5	1	0.0	0	62.5	5	0.0	0	0.0	0	8
All	7.4	5	8.8	6	8.8	6	50.0	34	22.1	15	8.8	6	68

Includes respondents indicating they offer voluntary benefits, specifying retirement benefits to full or part-time staff, and specifying the changes they made to their retirement plan offerings.

*Insufficient data.

Table 5.30 Types of Other Benefits Offered to Full-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Matching Gifts Program		Parking Allowance/ Subsidy		Professional Association Membership Dues		Professional Development Allowance/Subsidy		Education/Tuition Assistance	
	%	N	%	N	%	N	%	N	%	N
Grantmaker Type										
Community	12.4	41	16.4	54	59.4	196	47.6	157	26.7	88
Corporate	61.5	8	7.7	1	84.6	11	61.5	8	84.6	11
Private	35.0	144	24.8	102	64.8	267	55.1	227	40.3	166
Family	34.9	59	22.5	38	58.0	98	56.2	95	34.3	58
Independent	35.0	85	26.3	64	69.5	169	54.3	132	44.4	108
Operating	33.3	7	9.5	2	81.0	17	71.4	15	66.7	14
Public	13.6	11	16.0	13	54.3	44	58.0	47	37.0	30
Other	0.0	0	17.6	3	35.3	6	47.1	8	41.2	7
Asset Group (in Millions)										
\$5,000 or More	72.7	8	27.3	3	90.9	10	36.4	4	90.9	10
\$2,000 to \$4,999.9	81.0	17	33.3	7	90.5	19	85.7	18	76.2	16
\$1,000 to \$1,999.9	50.0	13	26.9	7	73.1	19	57.7	15	53.8	14
\$750 to \$999.9	44.8	13	27.6	8	86.2	25	75.9	22	69.0	20
\$500 to \$749.9	44.2	19	30.2	13	88.4	38	76.7	33	67.4	29
\$250 to \$499.9	37.4	46	22.0	27	76.4	94	56.9	70	41.5	51
\$100 to \$249.9	20.4	49	20.4	49	62.9	151	55.4	133	39.2	94
\$50 to \$99.9	17.0	27	17.0	27	53.5	85	44.0	70	22.6	36
\$25 to \$49.9	11.8	12	17.6	18	46.1	47	39.2	40	21.6	22
\$10 to \$24.9	6.3	5	12.5	10	42.5	34	42.5	34	18.8	15
\$5 to \$9.9	0.0	0	16.7	2	41.7	5	41.7	5	8.3	1
Less than \$5	7.1	2	14.3	4	50.0	14	64.3	18	28.6	8
U.S. Census Region										
Midwest	22.1	62	15.4	43	57.9	162	47.5	133	35.0	98
Northeast	28.8	60	17.3	36	60.6	126	54.8	114	40.9	85
South	20.7	49	24.9	59	71.3	169	52.3	124	32.5	77
West	27.0	40	24.3	36	56.8	84	61.5	91	37.8	56
Staff Size										
20 or More	44.9	66	23.8	35	78.9	116	70.1	103	67.3	99
10 to 19	22.4	37	24.8	41	69.7	115	60.6	100	41.2	68
6 to 9	23.8	49	18.0	37	64.1	132	53.4	110	36.4	75
3 to 5	18.5	46	19.0	47	53.2	132	46.8	116	24.6	61
1 to 2	12.0	13	13.9	15	42.6	46	30.6	33	12.0	13
All	24.1	211	20.0	175	61.9	541	52.9	462	36.2	316

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents indicating they have full-time staff and offer voluntary benefits; excludes respondents that did not specify any other benefit types for full-time staff.

Table 5.30 (Continued) Types of Other Benefits Offered to Full-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Public Transportation Allowance/Subsidy		Section 529 College Savings Plan		Healthcare Flexible Spending Account		Dependent Care Flexible Spending Account		No. of Grantmakers
	%	N	%	N	%	N	%	N	
Grantmaker Type									
Community	3.6	12	2.1	7	40.3	133	33.6	111	330
Corporate	15.4	2	0.0	0	76.9	10	53.8	7	13
Private	14.3	59	1.9	8	42.5	175	33.5	138	412
Family	14.8	25	1.8	3	42.6	72	31.4	53	169
Independent	14.0	34	2.1	5	42.4	103	35.0	85	243
Operating	23.8	5	0.0	0	76.2	16	66.7	14	21
Public	8.6	7	3.7	3	63.0	51	55.6	45	81
Other	17.6	3	5.9	1	64.7	11	52.9	9	17
Asset Group (in Millions)									
\$5,000 or More	36.4	4	36.4	4	100.0	11	100.0	11	11
\$2,000 to \$4,999.9	28.6	6	14.3	3	85.7	18	85.7	18	21
\$1,000 to \$1,999.9	34.6	9	11.5	3	84.6	22	73.1	19	26
\$750 to \$999.9	20.7	6	3.4	1	82.8	24	79.3	23	29
\$500 to \$749.9	16.3	7	0.0	0	72.1	31	69.8	30	43
\$250 to \$499.9	8.9	11	2.4	3	47.2	58	44.7	55	123
\$100 to \$249.9	7.1	17	0.8	2	48.8	117	37.5	90	240
\$50 to \$99.9	6.9	11	1.3	2	28.9	46	20.1	32	159
\$25 to \$49.9	5.9	6	0.0	0	27.5	28	14.7	15	102
\$10 to \$24.9	6.3	5	1.3	1	27.5	22	21.3	17	80
\$5 to \$9.9	25.0	3	0.0	0	66.7	8	50.0	6	12
Less than \$5	10.7	3	0.0	0	39.3	11	28.6	8	28
U.S. Census Region									
Midwest	4.6	13	1.8	5	39.6	111	33.6	94	280
Northeast	12.0	25	2.9	6	56.3	117	43.3	90	208
South	8.0	19	2.5	6	41.8	99	32.1	76	237
West	20.9	31	1.4	2	46.6	69	43.2	64	148
Staff Size									
20 or More	17.0	25	9.5	14	82.3	121	81.0	119	147
10 to 19	13.3	22	1.8	3	60.6	100	52.7	87	165
6 to 9	6.8	14	0.0	0	45.1	93	34.0	70	206
3 to 5	8.5	21	0.8	2	25.4	63	16.9	42	248
1 to 2	5.6	6	0.0	0	17.6	19	5.6	6	108
All	10.1	88	2.2	19	45.3	396	37.1	324	874

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents indicating they have full-time staff and offer voluntary benefits; excludes respondents that did not specify any other benefit types for full-time staff.

Benefits for Part-Time Staff

Table 5.31 Grantmakers Offering Various Types of Paid Leave to Part-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Vacation/ Annual Leave		Sick Leave		Personal/ Discretionary Leave		Personal Time Off (PTO)		Paid Holidays		Maternity Leave ¹		Paternity Leave ²	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Grantmaker Type														
Community	45.5	60	47.0	62	27.3	36	46.2	61	75.8	100	26.5	35	20.5	27
Corporate	0.0	0	0.0	0	0.0	0	100.0	2	100.0	2	100.0	2	100.0	2
Private	65.2	73	59.8	67	35.7	40	32.1	36	82.1	92	44.6	50	37.5	42
Family	58.3	28	50.0	24	25.0	12	33.3	16	83.3	40	41.7	20	33.3	16
Independent	70.3	45	67.2	43	43.8	28	31.3	20	81.3	52	46.9	30	40.6	26
Operating	62.5	5	75.0	6	25.0	2	25.0	2	87.5	7	25.0	2	25.0	2
Public	53.6	15	53.6	15	25.0	7	39.3	11	75.0	21	21.4	6	21.4	6
Other	40.0	2	80.0	4	40.0	2	20.0	1	80.0	4	40.0	2	40.0	2
Asset Group (in Millions)														
\$2,000 or More	40.0	4	50.0	5	40.0	4	50.0	5	80.0	8	50.0	5	50.0	5
\$1,000 to \$1,999.9	60.0	6	70.0	7	50.0	5	30.0	3	80.0	8	60.0	6	60.0	6
\$750 to \$999.9	36.4	4	54.5	6	27.3	3	63.6	7	90.9	10	36.4	4	36.4	4
\$500 to \$749.9	50.0	6	50.0	6	25.0	3	50.0	6	100.0	12	50.0	6	41.7	5
\$250 to \$499.9	53.8	14	34.6	9	26.9	7	46.2	12	80.8	21	42.3	11	30.8	8
\$100 to \$249.9	59.5	44	68.9	51	32.4	24	27.0	20	75.7	56	35.1	26	28.4	21
\$50 to \$99.9	54.1	33	49.2	30	32.8	20	45.9	28	85.2	52	29.5	18	26.2	16
\$25 to \$49.9	48.7	19	48.7	19	20.5	8	38.5	15	71.8	28	20.5	8	15.4	6
\$10 to \$24.9	57.7	15	38.5	10	34.6	9	46.2	12	76.9	20	26.9	7	11.5	3
\$5 to \$9.9	80.0	4	80.0	4	40.0	2	20.0	1	80.0	4	40.0	2	40.0	2
Less than \$5	46.2	6	53.8	7	15.4	2	30.8	4	53.8	7	30.8	4	38.5	5
U.S. Census Region														
Midwest	48.4	45	44.1	41	31.2	29	50.5	47	80.6	75	28.0	26	23.7	22
Northeast	63.8	44	68.1	47	37.7	26	29.0	20	76.8	53	43.5	30	37.7	26
South	48.3	28	39.7	23	24.1	14	41.4	24	84.5	49	31.0	18	22.4	13
West	56.7	38	64.2	43	26.9	18	32.8	22	73.1	49	34.3	23	29.9	20
Staff Size														
20 or More	50.8	33	64.6	42	38.5	25	40.0	26	86.2	56	41.5	27	41.5	27
10 to 19	45.8	22	52.1	25	18.8	9	43.8	21	79.2	38	35.4	17	31.3	15
6 to 9	63.0	46	58.9	43	34.2	25	31.5	23	72.6	53	35.6	26	27.4	20
3 to 5	50.0	38	40.8	31	28.9	22	46.1	35	77.6	59	28.9	22	22.4	17
1 to 2	64.0	16	52.0	13	24.0	6	32.0	8	80.0	20	20.0	5	8.0	2
All	54.0	155	53.7	154	30.3	87	39.4	113	78.7	226	33.8	97	28.2	81

¹Maternity leave is paid leave associated with the birth of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

²Paternity leave is paid leave associated with the birth of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

Table 5.31 (Continued) Grantmakers Offering Various Types of Paid Leave to Part-Time Staff by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Adoption Leave ³		Compassionate/ Bereavement Leave		Compensatory Time for Exempt Employees		Jury Duty		Wellness Leave		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type											
Community	19.7	26	56.1	74	3.8	5	54.5	72	4.5	6	132
Corporate	100.0	2	100.0	2	0.0	0	50.0	1	50.0	1	2
Private	33.9	38	55.4	62	8.0	9	56.3	63	8.0	9	112
Family	25.0	12	43.8	21	10.4	5	50.0	24	10.4	5	48
Independent	40.6	26	64.1	41	6.3	4	60.9	39	6.3	4	64
Operating	25.0	2	37.5	3	12.5	1	37.5	3	0.0	0	8
Public	17.9	5	53.6	15	17.9	5	46.4	13	10.7	3	28
Other	40.0	2	60.0	3	40.0	2	60.0	3	20.0	1	5
Asset Group (in Millions)											
\$2,000 or More	50.0	5	50.0	5	10.0	1	50.0	5	10.0	1	10
\$1,000 to \$1,999.9	60.0	6	70.0	7	0.0	0	60.0	6	0.0	0	10
\$750 to \$999.9	27.3	3	81.8	9	0.0	0	72.7	8	9.1	1	11
\$500 to \$749.9	33.3	4	83.3	10	0.0	0	75.0	9	16.7	2	12
\$250 to \$499.9	30.8	8	57.7	15	15.4	4	46.2	12	7.7	2	26
\$100 to \$249.9	23.0	17	58.1	43	2.7	2	59.5	44	2.7	2	74
\$50 to \$99.9	24.6	15	50.8	31	6.6	4	54.1	33	3.3	2	61
\$25 to \$49.9	15.4	6	41.0	16	7.7	3	33.3	13	10.3	4	39
\$10 to \$24.9	15.4	4	50.0	13	7.7	2	61.5	16	7.7	2	26
\$5 to \$9.9	40.0	2	100.0	5	0.0	0	100.0	5	40.0	2	5
Less than \$5	38.5	5	38.5	5	46.2	6	30.8	4	15.4	2	13
U.S. Census Region											
Midwest	22.6	21	53.8	50	7.5	7	52.7	49	6.5	6	93
Northeast	34.8	24	53.6	37	13.0	9	55.1	38	11.6	8	69
South	20.7	12	53.4	31	3.4	2	55.2	32	6.9	4	58
West	26.9	18	61.2	41	6.0	4	53.7	36	3.0	2	67
Staff Size											
20 or More	38.5	25	69.2	45	13.8	9	63.1	41	10.8	7	65
10 to 19	27.1	13	58.3	28	0.0	0	52.1	25	4.2	2	48
6 to 9	26.0	19	54.8	40	6.8	5	53.4	39	5.5	4	73
3 to 5	21.1	16	48.7	37	9.2	7	48.7	37	6.6	5	76
1 to 2	8.0	2	36.0	9	4.0	1	52.0	13	8.0	2	25
All	26.1	75	55.4	159	7.7	22	54.0	155	7.0	20	287

¹Maternity leave is paid leave associated with the birth of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

²Paternity leave is paid leave associated with the birth of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

³Adoptive parent leave is paid leave associated with the adoption of a child. This leave is not charged against the employee's other paid leave, such as vacation or sick leave. It also does not include time off covered by the Family and Medical Leave Act (FMLA).

Includes respondents indicating they have part-time staff and reporting offering paid time off.

Table 5.32 Types of Voluntary Benefits Offered to Part-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Medical		Dental		Vision		Retirement/ Pension		Long-Term Care		Short-Term Disability		Long-Term Disability	
	%	N	%	N	%	N	%	N	%	N	%	N	%	N
Grantmaker Type														
Community	31.5	41	20.8	27	15.4	20	87.7	114	0.0	0	15.4	20	15.4	20
Corporate	66.7	2	33.3	1	33.3	1	33.3	1	33.3	1	33.3	1	33.3	1
Private	53.2	58	33.0	36	23.9	26	77.1	84	3.7	4	23.9	26	25.7	28
Family	60.5	26	32.6	14	30.2	13	76.7	33	4.7	2	18.6	8	27.9	12
Independent	48.5	32	33.3	22	19.7	13	77.3	51	3.0	2	27.3	18	24.2	16
Operating	37.5	3	37.5	3	25.0	2	87.5	7	0.0	0	37.5	3	25.0	2
Public	46.2	12	46.2	12	38.5	10	88.5	23	7.7	2	30.8	8	38.5	10
Other	66.7	2	66.7	2	33.3	1	100.0	3	33.3	1	33.3	1	66.7	2
Asset Group (in Millions)														
\$2,000 or More	55.6	5	44.4	4	33.3	3	100.0	9	11.1	1	33.3	3	33.3	3
\$1,000 to \$1,999.9	63.6	7	63.6	7	54.5	6	90.9	10	0.0	0	54.5	6	54.5	6
\$750 to \$999.9	43.8	7	37.5	6	31.3	5	81.3	13	6.3	1	18.8	3	25.0	4
\$500 to \$749.9	33.3	4	33.3	4	25.0	3	83.3	10	8.3	1	33.3	4	25.0	3
\$250 to \$499.9	32.3	10	25.8	8	16.1	5	80.6	25	0.0	0	19.4	6	16.1	5
\$100 to \$249.9	47.2	34	36.1	26	25.0	18	81.9	59	1.4	1	29.2	21	29.2	21
\$50 to \$99.9	37.9	22	22.4	13	13.8	8	81.0	47	0.0	0	8.6	5	13.8	8
\$25 to \$49.9	29.0	9	16.1	5	16.1	5	83.9	26	6.5	2	19.4	6	16.1	5
\$10 to \$24.9	36.0	9	8.0	2	8.0	2	96.0	24	0.0	0	8.0	2	4.0	1
\$5 to \$9.9	75.0	3	50.0	2	25.0	1	50.0	2	50.0	2	75.0	3	75.0	3
Less than \$5	80.0	8	40.0	4	40.0	4	70.0	7	0.0	0	0.0	0	40.0	4
U.S. Census Region														
Midwest	27.3	27	20.2	20	14.1	14	86.9	86	3.0	3	15.2	15	15.2	15
Northeast	53.3	32	36.7	22	20.0	12	78.3	47	1.7	1	40.0	24	28.3	17
South	36.0	18	26.0	13	20.0	10	82.0	41	0.0	0	10.0	5	20.0	10
West	58.6	41	37.1	26	34.3	24	82.9	58	5.7	4	21.4	15	30.0	21
Staff Size														
20 or More	48.6	35	45.8	33	36.1	26	87.5	63	5.6	4	30.6	22	31.9	23
10 to 19	32.0	16	30.0	15	22.0	11	86.0	43	4.0	2	28.0	14	28.0	14
6 to 9	41.9	26	30.6	19	21.0	13	87.1	54	1.6	1	24.2	15	25.8	16
3 to 5	36.2	25	14.5	10	10.1	7	79.7	55	1.4	1	10.1	7	13.0	9
1 to 2	61.5	16	15.4	4	11.5	3	65.4	17	0.0	0	3.8	1	3.8	1
All	42.3	118	29.0	81	21.5	60	83.2	232	2.9	8	21.1	59	22.6	63

Includes respondents indicating they have part-time staff and offer voluntary benefits; excludes respondents that did not specify any voluntary benefit types for part-time staff.

Table 5.32 (Continued) Types of Voluntary Benefits Offered to Part-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Group Life Insurance		Supplemental Medical		Commuter/Transportation		Flexible Spending Account (FSA)		Other Benefits		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type											
Community	20.0	26	6.2	8	10.8	14	12.3	16	26.9	35	130
Corporate	33.3	1	33.3	1	66.7	2	33.3	1	66.7	2	3
Private	23.9	26	2.8	3	20.2	22	16.5	18	20.2	22	109
Family	25.6	11	0.0	0	11.6	5	11.6	5	14.0	6	43
Independent	22.7	15	4.5	3	25.8	17	19.7	13	24.2	16	66
Operating	37.5	3	37.5	3	25.0	2	37.5	3	50.0	4	8
Public	34.6	9	7.7	2	23.1	6	38.5	10	30.8	8	26
Other	66.7	2	0.0	0	33.3	1	66.7	2	100.0	3	3
Asset Group (in Millions)											
\$2,000 or More	55.6	5	11.1	1	22.2	2	22.2	2	33.3	3	9
\$1,000 to \$1,999.9	63.6	7	9.1	1	27.3	3	45.5	5	54.5	6	11
\$750 to \$999.9	25.0	4	12.5	2	18.8	3	25.0	4	50.0	8	16
\$500 to \$749.9	33.3	4	0.0	0	8.3	1	33.3	4	33.3	4	12
\$250 to \$499.9	12.9	4	6.5	2	12.9	4	9.7	3	35.5	11	31
\$100 to \$249.9	31.9	23	8.3	6	19.4	14	26.4	19	23.6	17	72
\$50 to \$99.9	15.5	9	1.7	1	8.6	5	3.4	2	17.2	10	58
\$25 to \$49.9	16.1	5	6.5	2	32.3	10	12.9	4	19.4	6	31
\$10 to \$24.9	8.0	2	8.0	2	8.0	2	4.0	1	16.0	4	25
\$5 to \$9.9	50.0	2	0.0	0	25.0	1	75.0	3	25.0	1	4
Less than \$5	20.0	2	0.0	0	20.0	2	30.0	3	40.0	4	10
U.S. Census Region											
Midwest	18.2	18	4.0	4	12.1	12	14.1	14	19.2	19	99
Northeast	31.7	19	10.0	6	25.0	15	23.3	14	33.3	20	60
South	24.0	12	6.0	3	12.0	6	12.0	6	20.0	10	50
West	25.7	18	5.7	4	20.0	14	22.9	16	35.7	25	70
Staff Size											
20 or More	37.5	27	12.5	9	23.6	17	33.3	24	40.3	29	72
10 to 19	28.0	14	8.0	4	22.0	11	22.0	11	40.0	20	50
6 to 9	27.4	17	4.8	3	9.7	6	12.9	8	17.7	11	62
3 to 5	10.1	7	1.4	1	17.4	12	10.1	7	17.4	12	69
1 to 2	7.7	2	0.0	0	3.8	1	0.0	0	7.7	2	26
All	24.0	67	6.1	17	16.8	47	17.9	50	26.5	74	279

Includes respondents indicating they have part-time staff and offer voluntary benefits; excludes respondents that did not specify any voluntary benefit types for part-time staff.

Table 5.33 Types of Other Benefits Offered to Part-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Matching Gifts Program		Parking Allowance/ Subsidy		Professional Association Membership Dues		Professional Development Allowance/Subsidy		Education/Tuition Assistance	
	%	N	%	N	%	N	%	N	%	N
Grantmaker Type										
Community	15.6	21	21.5	29	34.1	46	37.0	50	16.3	22
Corporate	66.7	2	33.3	1	66.7	2	66.7	2	100.0	3
Private	31.5	35	20.7	23	47.7	53	46.8	52	21.6	24
Family	30.2	13	23.3	10	51.2	22	48.8	21	16.3	7
Independent	32.4	22	19.1	13	45.6	31	45.6	31	25.0	17
Operating	40.0	2	20.0	1	80.0	4	60.0	3	40.0	2
Public	11.1	3	11.1	3	44.4	12	55.6	15	18.5	5
Other	0.0	0	0.0	0	33.3	1	66.7	2	66.7	2
Asset Group (in Millions)										
\$2,000 or More	87.5	7	37.5	3	87.5	7	62.5	5	62.5	5
\$1,000 to \$1,999.9	54.5	6	18.2	2	54.5	6	45.5	5	36.4	4
\$750 to \$999.9	35.7	5	28.6	4	42.9	6	57.1	8	35.7	5
\$500 to \$749.9	61.5	8	23.1	3	61.5	8	61.5	8	53.8	7
\$250 to \$499.9	59.3	16	18.5	5	48.1	13	33.3	9	29.6	8
\$100 to \$249.9	12.5	9	26.4	19	44.4	32	50.0	36	15.3	11
\$50 to \$99.9	15.0	9	16.7	10	36.7	22	35.0	21	13.3	8
\$25 to \$49.9	8.3	3	19.4	7	27.8	10	36.1	13	13.9	5
\$10 to \$24.9	0.0	0	10.3	3	41.4	12	37.9	11	10.3	3
\$5 to \$9.9	0.0	0	0.0	0	33.3	1	0.0	0	0.0	0
Less than \$5	0.0	0	9.1	1	9.1	1	72.7	8	18.2	2
U.S. Census Region										
Midwest	19.8	19	18.8	18	38.5	37	37.5	36	14.6	14
Northeast	29.8	17	24.6	14	56.1	32	49.1	28	24.6	14
South	17.9	12	20.9	14	37.3	25	38.8	26	17.9	12
West	23.4	15	17.2	11	37.5	24	53.1	34	28.1	18
Staff Size										
20 or More	39.4	26	25.8	17	57.6	38	57.6	38	42.4	28
10 to 19	20.4	10	28.6	14	53.1	26	53.1	26	18.4	9
6 to 9	21.2	14	10.6	7	31.8	21	43.9	29	18.2	12
3 to 5	12.8	10	19.2	15	33.3	26	32.1	25	10.3	8
1 to 2	12.0	3	16.0	4	28.0	7	24.0	6	4.0	1
All	22.2	63	20.1	57	41.5	118	43.7	124	20.4	58

Includes respondents indicating they have part-time staff and offer voluntary benefits; excludes respondents that did not specify any other benefit types for part-time staff.

Table 5.33 (Continued) Types of Other Benefits Offered to Part-Time Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Public Transportation Allowance/Subsidy		Section 529 College Savings Plan		Healthcare Flexible Spending Account		Dependent Care Flexible Spending Account		No. of Grantmakers
	%	N	%	N	%	N	%	N	
Grantmaker Type									
Community	3.7	5	1.5	2	21.5	29	17.8	24	135
Corporate	33.3	1	0.0	0	66.7	2	66.7	2	3
Private	14.4	16	1.8	2	28.8	32	20.7	23	111
Family	16.3	7	4.7	2	27.9	12	23.3	10	43
Independent	13.2	9	0.0	0	29.4	20	19.1	13	68
Operating	20.0	1	0.0	0	60.0	3	60.0	3	5
Public	0.0	0	7.4	2	40.7	11	37.0	10	27
Other	0.0	0	33.3	1	66.7	2	66.7	2	3
Asset Group (in Millions)									
\$2,000 or More	25.0	2	12.5	1	50.0	4	50.0	4	8
\$1,000 to \$1,999.9	27.3	3	18.2	2	63.6	7	45.5	5	11
\$750 to \$999.9	21.4	3	7.1	1	50.0	7	50.0	7	14
\$500 to \$749.9	0.0	0	0.0	0	69.2	9	61.5	8	13
\$250 to \$499.9	14.8	4	0.0	0	14.8	4	14.8	4	27
\$100 to \$249.9	5.6	4	0.0	0	33.3	24	26.4	19	72
\$50 to \$99.9	8.3	5	3.3	2	16.7	10	11.7	7	60
\$25 to \$49.9	2.8	1	0.0	0	13.9	5	11.1	4	36
\$10 to \$24.9	0.0	0	3.4	1	10.3	3	6.9	2	29
\$5 to \$9.9	0.0	0	0.0	0	66.7	2	33.3	1	3
Less than \$5	9.1	1	0.0	0	36.4	4	27.3	3	11
U.S. Census Region									
Midwest	2.1	2	1.0	1	19.8	19	17.7	17	96
Northeast	14.0	8	5.3	3	35.1	20	28.1	16	57
South	4.5	3	1.5	1	26.9	18	16.4	11	67
West	15.6	10	3.1	2	34.4	22	31.3	20	64
Staff Size									
20 or More	13.6	9	7.6	5	51.5	34	50.0	33	66
10 to 19	8.2	4	0.0	0	34.7	17	24.5	12	49
6 to 9	3.0	2	0.0	0	19.7	13	13.6	9	66
3 to 5	7.7	6	2.6	2	15.4	12	11.5	9	78
1 to 2	8.0	2	0.0	0	12.0	3	4.0	1	25
All	8.1	23	2.5	7	27.8	79	22.5	64	284

Includes respondents indicating they have part-time staff and offer voluntary benefits; excludes respondents that did not specify any other benefit types for part-time staff.

Benefits for Retired Employees

Table 5.34 Grantmakers with Retired Employees by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Have Retired Employees				No	N	No. of Grantmakers
	Yes	N	%	N			
Grantmaker Type							
Community	36.6	122	63.4	211		333	
Corporate	36.4	4	63.6	7		11	
Private	40.8	170	59.2	247		417	
Family	31.5	56	68.5	122		178	
Independent	47.7	114	52.3	125		239	
Operating	40.0	8	60.0	12		20	
Public	37.5	30	62.5	50		80	
Other	47.1	8	52.9	9		17	
Asset Group (in Millions)							
\$5,000 or More	80.0	8	20.0	2		10	
\$2,000 to \$4,999.9	57.1	12	42.9	9		21	
\$1,000 to \$1,999.9	57.7	15	42.3	11		26	
\$750 to \$999.9	44.0	11	56.0	14		25	
\$500 to \$749.9	40.5	17	59.5	25		42	
\$250 to \$499.9	55.6	65	44.4	52		117	
\$100 to \$249.9	40.7	92	59.3	134		226	
\$50 to \$99.9	37.0	60	63.0	102		162	
\$25 to \$49.9	26.3	30	73.7	84		114	
\$10 to \$24.9	26.1	24	73.9	68		92	
\$5 to \$9.9	14.3	2	85.7	12		14	
Less than \$5	20.7	6	79.3	23		29	
U.S. Census Region							
Midwest	42.3	121	57.7	165		286	
Northeast	39.8	82	60.2	124		206	
South	37.9	88	62.1	144		232	
West	32.7	50	67.3	103		153	
Staff Size							
20 or More	54.6	77	45.4	64		141	
10 to 19	41.7	65	58.3	91		156	
6 to 9	40.5	83	59.5	122		205	
3 to 5	37.1	91	62.9	154		245	
1 to 2	19.8	26	80.2	105		131	
All	39.0	342	61.0	536		878	

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents indicating if they have retired employees.

Table 5.35 Grantmakers Offering Benefits to Retired Employees by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Have a Policy of Providing Benefits to Retired Employees				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	1.2	4	98.8	330	334
Corporate	20.0	2	80.0	8	10
Private	11.9	50	88.1	369	419
Family	4.0	7	96.0	170	177
Independent	17.8	43	82.2	199	242
Operating	30.0	6	70.0	14	20
Public	7.4	6	92.6	75	81
Other	17.6	3	82.4	14	17
Asset Group (in Millions)					
\$5,000 or More	40.0	4	60.0	6	10
\$2,000 to \$4,999.9	38.1	8	61.9	13	21
\$1,000 to \$1,999.9	15.4	4	84.6	22	26
\$750 to \$999.9	15.4	4	84.6	22	26
\$500 to \$749.9	14.3	6	85.7	36	42
\$250 to \$499.9	12.8	15	87.2	102	117
\$100 to \$249.9	7.9	18	92.1	211	229
\$50 to \$99.9	4.3	7	95.7	155	162
\$25 to \$49.9	1.7	2	98.3	113	115
\$10 to \$24.9	2.2	2	97.8	89	91
\$5 to \$9.9	0.0	0	100.0	14	14
Less than \$5	3.6	1	96.4	27	28
U.S. Census Region					
Midwest	5.6	16	94.4	269	285
Northeast	16.5	34	83.5	172	206
South	5.6	13	94.4	220	233
West	5.1	8	94.9	148	156
Staff Size					
20 or More	21.7	31	78.3	112	143
10 to 19	7.0	11	93.0	146	157
6 to 9	6.4	13	93.6	190	203
3 to 5	5.3	13	94.7	234	247
1 to 2	2.3	3	97.7	128	131
All	8.1	71	91.9	810	881

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents indicating if they have retired employees.

Table 5.36 Types of Voluntary Benefits Offered to Retired Staff by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Medical		Dental		Vision		Long-Term Care		Group Life Insurance		Supplemental Medical		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type													
Community	75.0	3	25.0	1	25.0	1	25.0	1	50.0	2	50.0	2	4
Corporate	100.0	1	100.0	1	100.0	1	0.0	0	100.0	1	100.0	1	1
Private	93.6	44	42.6	20	19.1	9	2.1	1	12.8	6	14.9	7	47
Family	100.0	6	33.3	2	0.0	0	0.0	0	16.7	1	0.0	0	6
Independent	92.7	38	43.9	18	22.0	9	2.4	1	12.2	5	17.1	7	41
Operating	66.7	4	66.7	4	33.3	2	0.0	0	33.3	2	16.7	1	6
Public	100.0	4	50.0	2	50.0	2	0.0	0	25.0	1	25.0	1	4
Other	100.0	3	66.7	2	66.7	2	33.3	1	33.3	1	0.0	0	3
Asset Group (in Millions)													
\$5,000 or More	100.0	4	50.0	2	50.0	2	0.0	0	25.0	1	0.0	0	4
\$2,000 to \$4,999.9	87.5	7	62.5	5	25.0	2	12.5	1	12.5	1	25.0	2	8
\$1,000 to \$1,999.9	100.0	4	0.0	0	0.0	0	0.0	0	25.0	1	0.0	0	4
\$750 to \$999.9	75.0	3	75.0	3	50.0	2	25.0	1	25.0	1	0.0	0	4
\$500 to \$749.9	100.0	5	60.0	3	60.0	3	0.0	0	20.0	1	0.0	0	5
\$250 to \$499.9	84.6	11	30.8	4	23.1	3	0.0	0	23.1	3	15.4	2	13
\$100 to \$249.9	87.5	14	43.8	7	6.3	1	0.0	0	18.8	3	25.0	4	16
\$50 to \$99.9	100.0	6	33.3	2	16.7	1	16.7	1	16.7	1	50.0	3	6
\$25 to \$49.9	100.0	2	50.0	1	0.0	0	0.0	0	0.0	0	0.0	0	2
\$10 to \$24.9	100.0	2	100.0	2	100.0	2	0.0	0	50.0	1	50.0	1	2
\$5 to \$9.9	*	0	*	0	*	0	*	0	*	0	*	0	0
Less than \$5	100.0	1	100.0	1	100.0	1	0.0	0	0.0	0	0.0	0	1
U.S. Census Region													
Midwest	80.0	12	46.7	7	26.7	4	0.0	0	13.3	2	6.7	1	15
Northeast	93.8	30	40.6	13	15.6	5	3.1	1	12.5	4	21.9	7	32
South	91.7	11	58.3	7	41.7	5	8.3	1	41.7	5	33.3	4	12
West	100.0	6	50.0	3	50.0	3	16.7	1	33.3	2	0.0	0	6
Staff Size													
20 or More	90.3	28	51.6	16	35.5	11	3.2	1	19.4	6	12.9	4	31
10 to 19	90.0	9	50.0	5	40.0	4	20.0	2	50.0	5	20.0	2	10
6 to 9	83.3	10	33.3	4	16.7	2	0.0	0	8.3	1	25.0	3	12
3 to 5	100.0	11	36.4	4	0.0	0	0.0	0	9.1	1	27.3	3	11
1 to 2	100.0	1	100.0	1	0.0	0	0.0	0	0.0	0	0.0	0	1
All	90.8	59	46.2	30	26.2	17	4.6	3	20.0	13	18.5	12	65

Includes respondents indicating they offer voluntary benefits; excludes respondents that did not specify any voluntary benefit types for retired staff.

*Insufficient data.

Table 5.37 Retired Employees' Contribution to Benefits Costs by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Retired Employees Required to Contribute to Benefits Costs				No. of Grantmakers	Retiree Contribution Percent						No. of Grantmakers
	Yes		No			Minimum	25th %	Median	Mean	75th %	Maximum	
	%	N	%	N								
Grantmaker Type												
Community	50.0	2	50.0	2	4	100.0	100.0	100.0	100.0	100.0	100.0	1
Corporate	50.0	1	50.0	1	2	*	*	*	*	*	*	0
Private	35.4	17	64.6	31	48	5.0	10.0	35.0	39.7	50.0	100.0	14
Family	66.7	4	33.3	2	6	50.0	50.0	50.0	58.3	75.0	75.0	3
Independent	31.0	13	69.0	29	42	5.0	8.2	17.0	34.7	50.0	100.0	11
Operating	16.7	1	83.3	5	6	80.0	80.0	80.0	80.0	80.0	80.0	1
Public	50.0	3	50.0	3	6	15.0	15.0	15.0	15.0	15.0	15.0	1
Other	100.0	3	0.0	0	3	50.0	50.0	50.0	50.0	50.0	50.0	1
Asset Group (in Millions)												
\$5,000 or More	75.0	3	25.0	1	4	6.0	6.0	7.1	7.1	8.2	8.2	2
\$2,000 to \$4,999.9	75.0	6	25.0	2	8	5.0	15.0	20.0	33.0	50.0	75.0	5
\$1,000 to \$1,999.9	33.3	1	66.7	2	3	50.0	50.0	50.0	50.0	50.0	50.0	1
\$750 to \$999.9	50.0	2	50.0	2	4	100.0	100.0	100.0	100.0	100.0	100.0	1
\$500 to \$749.9	16.7	1	83.3	5	6	50.0	50.0	50.0	50.0	50.0	50.0	1
\$250 to \$499.9	26.7	4	73.3	11	15	50.0	50.0	50.0	50.0	50.0	50.0	1
\$100 to \$249.9	27.8	5	72.2	13	18	10.0	45.0	90.0	72.5	100.0	100.0	4
\$50 to \$99.9	0.0	*	100.0	6	6	*	*	*	*	*	*	0
\$25 to \$49.9	100.0	2	0.0	0	2	17.0	17.0	33.5	33.5	50.0	50.0	2
\$10 to \$24.9	100.0	2	0.0	0	2	15.0	15.0	15.0	15.0	15.0	15.0	1
\$5 to \$9.9	*	*	*	*	0	*	*	*	*	*	*	0
Less than \$5	100.0	1	0.0	0	1	*	*	*	*	*	*	0
U.S. Census Region												
Midwest	46.7	7	53.3	8	15	8.2	14.1	35.0	44.6	75.0	100.0	4
Northeast	24.2	8	75.8	25	33	6.0	10.0	17.0	32.6	50.0	80.0	7
South	61.5	8	38.5	5	13	5.0	15.0	50.0	49.2	75.0	100.0	6
West	50.0	4	50.0	4	8	100.0	100.0	100.0	100.0	100.0	100.0	1
Staff Size												
20 or More	50.0	15	50.0	15	30	5.0	8.2	50.0	41.7	75.0	100.0	11
10 to 19	36.4	4	63.6	7	11	50.0	50.0	50.0	50.0	50.0	50.0	1
6 to 9	38.5	5	61.5	8	13	10.0	12.5	32.5	43.8	75.0	100.0	4
3 to 5	16.7	2	83.3	10	12	100.0	100.0	100.0	100.0	100.0	100.0	1
1 to 2	33.3	1	66.7	2	3	17.0	17.0	17.0	17.0	17.0	17.0	1
All	39.1	27	60.9	42	69	5.0	15.0	50.0	44.5	75.0	100.0	18

Includes respondents indicating they offer voluntary benefits; excludes respondents that did not indicate if retired staff are required to contribute to benefits.

*Insufficient data.

Domestic Partner Benefits

Table 5.38 Grantmakers That Extend Benefits to Employees' Domestic Partners by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Benefits Extended to Employees' Domestic Partners				No.	No. of Grantmakers
	Yes		No			
	%	N	%	N		
Grantmaker Type						
Community	45.9	145	54.1	171		316
Corporate	90.0	9	10.0	1		10
Private	50.5	198	49.5	194		392
Family	52.7	87	47.3	78		165
Independent	48.9	111	51.1	116		227
Operating	60.0	12	40.0	8		20
Public	50.0	39	50.0	39		78
Other	58.8	10	41.2	7		17
Asset Group (in Millions)						
\$5,000 or More	80.0	8	20.0	2		10
\$2,000 to \$4,999.9	57.1	12	42.9	9		21
\$1,000 to \$1,999.9	56.0	14	44.0	11		25
\$750 to \$999.9	44.0	11	56.0	14		25
\$500 to \$749.9	70.0	28	30.0	12		40
\$250 to \$499.9	56.5	65	43.5	50		115
\$100 to \$249.9	52.1	114	47.9	105		219
\$50 to \$99.9	40.4	57	59.6	84		141
\$25 to \$49.9	45.8	49	54.2	58		107
\$10 to \$24.9	36.4	32	63.6	56		88
\$5 to \$9.9	35.7	5	64.3	9		14
Less than \$5	64.3	18	35.7	10		28
U.S. Census Region						
Midwest	37.2	99	62.8	167		266
Northeast	64.6	128	35.4	70		198
South	36.7	79	63.3	136		215
West	69.9	107	30.1	46		153
Staff Size						
20 or More	64.8	92	35.2	50		142
10 to 19	56.5	87	43.5	67		154
6 to 9	57.1	112	42.9	84		196
3 to 5	39.6	90	60.4	137		227
1 to 2	28.1	32	71.9	82		114
All	49.6	413	50.4	420		833

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents indicating they offer voluntary benefits; excludes respondents that did not indicate if voluntary benefits are extended to domestic partners.

Table 5.39 Percentage of Grantmakers That Extend Benefits to Employees' Domestic Partners by Selected Groups, 1998-2022

Year	Foundation Type		Asset Group (in millions)	Staff Range
	All Foundations %	Independent %	\$500 or More %	20 or More %
1998	10.1	13.5	17.1	*
1999	15.4	17.4	34.5	31.3
2000	16.1	19.9	39.3	38.8
2001	17.6	25.8	39.0	40.0
2002	20.0	25.5	49.1	44.3
2003	17.7	26.6	45.0	44.4
2004	22.1	27.3	46.3	57.5
2005	21.6	29.4	45.9	55.4
2006	20.6	26.2	46.3	51.6
2007	25.8	30.7	54.3	61.2
2008	28.4	35.6	65.6	57.7
2009	30.0	35.1	68.2	67.6
2010	28.9	30.5	63.0	68.2
2011	32.2	36.3	68.0	69.3
2012	38.2	39.7	65.0	71.0
2013	41.3	40.1	68.1	72.2
2014	44.2	44.8	70.5	69.2
2015	42.4	43.6	65.6	68.6
2016	46.7	50.7	68.6	72.0
2017	46.0	51.7	72.2	72.2
2018	43.5	47.5	69.3	69.0
2019	47.9	50.3	68.8	67.8
2020	47.6	48.0	66.0	68.2
2021	49.6	48.9	60.3	64.8

Table 5.40 Domestic Partner Inclusion by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	'Domestic Partner' Inclusion						No. of Grantmakers
	Same sex only		Opposite sex only		Both same and opposite sex		
	%	N	%	N	%	N	
Grantmaker Type							
Community	1.5	2	0.8	1	97.7	128	131
Corporate	0.0	0	0.0	0	100.0	8	8
Private	1.1	2	0.6	1	98.3	172	175
Family	1.3	1	1.3	1	97.4	75	77
Independent	1.0	1	0.0	0	99.0	97	98
Operating	0.0	0	0.0	0	100.0	12	12
Public	0.0	0	0.0	0	100.0	33	33
Other	11.1	1	0.0	0	88.9	8	9
Asset Group (in Millions)							
\$5,000 or More	0.0	0	0.0	0	100.0	8	8
\$2,000 to \$4,999.9	10.0	1	0.0	0	90.0	9	10
\$1,000 to \$1,999.9	0.0	0	0.0	0	100.0	14	14
\$750 to \$999.9	0.0	0	0.0	0	100.0	11	11
\$500 to \$749.9	0.0	0	0.0	0	100.0	26	26
\$250 to \$499.9	3.4	2	0.0	0	96.6	56	58
\$100 to \$249.9	1.0	1	1.0	1	98.0	100	102
\$50 to \$99.9	0.0	0	0.0	0	100.0	54	54
\$25 to \$49.9	2.5	1	2.5	1	95.0	38	40
\$10 to \$24.9	0.0	0	0.0	0	100.0	25	25
\$5 to \$9.9	0.0	0	0.0	0	100.0	5	5
Less than \$5	0.0	0	0.0	0	100.0	15	15
U.S. Census Region							
Midwest	1.2	1	1.2	1	97.6	83	85
Northeast	0.9	1	0.0	0	99.1	113	114
South	4.2	3	1.4	1	94.4	67	71
West	0.0	0	0.0	0	100.0	98	98
Staff Size							
20 or More	2.3	2	0.0	0	97.7	85	87
10 to 19	1.3	1	1.3	1	97.5	77	79
6 to 9	0.0	0	1.0	1	99.0	100	101
3 to 5	1.3	1	0.0	0	98.7	74	75
1 to 2	3.8	1	0.0	0	96.2	25	26
All	1.4	5	0.5	2	98.1	361	368

Includes respondents indicating they offer voluntary benefits and that voluntary benefits are extended to domestic partners.

Table 5.41 Grantmakers that Extend Benefits to Employees' Spouses in Same-Gender Married Couples by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Benefits Extended to Employees' Same-Gender Spouses				No. of Grantmakers
	Yes		No		
	%	N	%	N	
Grantmaker Type					
Community	63.7	200	36.3	114	314
Corporate	90.0	9	10.0	1	10
Private	68.8	267	31.2	121	388
Family	71.8	117	28.2	46	163
Independent	66.7	150	33.3	75	225
Operating	95.0	19	5.0	1	20
Public	79.2	61	20.8	16	77
Other	87.5	14	12.5	2	16
Asset Group (in Millions)					
\$5,000 or More	100.0	10	0.0	0	10
\$2,000 to \$4,999.9	90.5	19	9.5	2	21
\$1,000 to \$1,999.9	88.0	22	12.0	3	25
\$750 to \$999.9	84.0	21	16.0	4	25
\$500 to \$749.9	82.9	34	17.1	7	41
\$250 to \$499.9	78.9	90	21.1	24	114
\$100 to \$249.9	74.7	162	25.3	55	217
\$50 to \$99.9	54.7	76	45.3	63	139
\$25 to \$49.9	59.6	62	40.4	42	104
\$10 to \$24.9	50.6	44	49.4	43	87
\$5 to \$9.9	57.1	8	42.9	6	14
Less than \$5	78.6	22	21.4	6	28
U.S. Census Region					
Midwest	57.5	153	42.5	113	266
Northeast	80.9	161	19.1	38	199
South	62.2	130	37.8	79	209
West	84.0	126	16.0	24	150
Staff Size					
20 or More	89.4	127	10.6	15	142
10 to 19	83.8	129	16.2	25	154
6 to 9	72.3	141	27.7	54	195
3 to 5	57.0	126	43.0	95	221
1 to 2	41.6	47	58.4	66	113
All	69.1	570	30.9	255	825

¹One responding organization is located outside of U.S. Census regions and is not included.

Includes respondents indicating they offer voluntary benefits; excludes respondents that did not indicate if partner benefits were extended to same-gender spouses.

Severance

Table 5.42 Grantmakers That Have a Written Severance/Separation Policy by Grantmaker Type, Asset Group, Region,¹ and Total Paid Staff, 2022

Group	Written Severance Policy				No	N	No. of Grantmakers
	Yes	N	%	N			
Grantmaker Type							
Community	20.5	69	79.5	268.0		337	
Corporate	45.5	5	54.5	6.0		11	
Private	18.5	79	81.5	348.0		427	
Family	19.6	35	80.4	144.0		179	
Independent	17.7	44	82.3	204.0		248	
Operating	28.6	6	71.4	15.0		21	
Public	27.7	23	72.3	60.0		83	
Other	41.2	7	58.8	10.0		17	
Asset Group (in Millions)							
\$5,000 or More	44.4	4	55.6	5.0		9	
\$2,000 to \$4,999.9	14.3	3	85.7	18.0		21	
\$1,000 to \$1,999.9	23.1	6	76.9	20.0		26	
\$750 to \$999.9	26.9	7	73.1	19.0		26	
\$500 to \$749.9	20.9	9	79.1	34.0		43	
\$250 to \$499.9	19.3	23	80.7	96.0		119	
\$100 to \$249.9	19.1	45	80.9	191.0		236	
\$50 to \$99.9	21.8	36	78.2	129.0		165	
\$25 to \$49.9	23.1	27	76.9	90.0		117	
\$10 to \$24.9	18.0	16	82	73.0		89	
\$5 to \$9.9	50.0	7	50	7.0		14	
Less than \$5	19.4	6	80.6	25.0		31	
U.S. Census Region							
Midwest	19.3	55	80.7	230.0		285	
Northeast	22.1	47	77.9	166.0		213	
South	22.1	53	77.9	187.0		240	
West	21.7	34	78.3	123.0		157	
Staff Size							
20 or More	22.2	32	77.8	112.0		144	
10 to 19	20.8	33	79.2	126.0		159	
6 to 9	23.1	48	76.9	160.0		208	
3 to 5	21.0	53	79	199.0		252	
1 to 2	17.3	23	82.7	110.0		133	
All	21.1	189	78.9	707.0		896	

¹One responding organization is located outside of U.S. Census regions and is not included. Includes respondents indicating if they have a written severance policy.

Table 5.43 Severance/Separation Policy Options by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Severance Pay		Outplacement Services		Continued Medical Benefits		Continued Life Insurance Benefits		Office Use		Other		No. of Grantmakers
	%	N	%	N	%	N	%	N	%	N	%	N	
Grantmaker Type													
Community	78.5	95	14.9	18	44.6	54	6.6	8	5.0	6	4.1	5	121
Corporate	88.9	8	55.6	5	44.4	4	44.4	4	0.0	0	11.1	1	9
Private	83.5	132	23.4	37	39.2	62	6.3	10	3.2	5	5.1	8	158
Family	86.2	56	26.2	17	38.5	25	6.2	4	6.2	4	3.1	2	65
Independent	81.7	76	21.5	20	39.8	37	6.5	6	1.1	1	6.5	6	93
Operating	84.6	11	7.7	1	61.5	8	15.4	2	7.7	1	7.7	1	13
Public	66.7	24	11.1	4	58.3	21	19.4	7	5.6	2	2.8	1	36
Other	70.0	7	10.0	1	50.0	5	0.0	0	10.0	1	10.0	1	10
Asset Group (in Millions)													
\$5,000 or More	87.5	7	62.5	5	75.0	6	0.0	0	0.0	0	0.0	0	8
\$2,000 to \$4,999.9	81.3	13	62.5	10	56.3	9	18.8	3	0.0	0	6.3	1	16
\$1,000 to \$1,999.9	93.3	14	33.3	5	40.0	6	6.7	1	0.0	0	0.0	0	15
\$750 to \$999.9	66.7	10	13.3	2	46.7	7	6.7	1	6.7	1	13.3	2	15
\$500 to \$749.9	85.7	18	42.9	9	61.9	13	14.3	3	4.8	1	0.0	0	21
\$250 to \$499.9	83.3	50	15.0	9	43.3	26	16.7	10	0.0	0	5.0	3	60
\$100 to \$249.9	81.4	79	15.5	15	44.3	43	6.2	6	3.1	3	7.2	7	97
\$50 to \$99.9	82.1	32	2.6	1	30.8	12	5.1	2	5.1	2	10.3	4	39
\$25 to \$49.9	86.8	33	26.3	10	39.5	15	7.9	3	5.3	2	0.0	0	38
\$10 to \$24.9	55.6	10	0.0	0	38.9	7	11.1	2	11.1	2	0.0	0	18
\$5 to \$9.9	66.7	4	0.0	0	50.0	3	0.0	0	0.0	0	0.0	0	6
Less than \$5	50.0	7	0.0	0	50.0	7	0.0	0	28.6	4	0.0	0	14
U.S. Census Region													
Midwest	83.2	79	22.1	21	38.9	37	9.5	9	7.4	7	5.3	5	95
Northeast	67.4	64	15.8	15	53.7	51	7.4	7	2.1	2	6.3	6	95
South	84.4	76	14.4	13	40.0	36	13.3	12	4.4	4	4.4	4	90
West	86.6	58	25.4	17	44.8	30	4.5	3	3.0	2	3.0	2	67
Staff Size													
20 or More	87.2	82	34.0	32	55.3	52	11.7	11	1.1	1	3.2	3	94
10 to 19	73.0	54	17.6	13	51.4	38	13.5	10	2.7	2	4.1	3	74
6 to 9	76.2	64	16.7	14	47.6	40	9.5	8	6.0	5	9.5	8	84
3 to 5	83.3	55	7.6	5	28.8	19	3.0	2	3.0	2	4.5	3	66
1 to 2	75.9	22	6.9	2	17.2	5	0.0	0	17.2	5	0.0	0	29
All	79.8	277	19.0	66	44.4	154	8.9	31	4.3	15	4.9	17	347

Includes respondents indicating at least one severance policy option.

Table 5.44 Severance Payment Method Options by Grantmaker Type, Asset Group, Region, and Total Paid Staff, 2022

Group	Lump Sum		Weekly/Bi-Weekly Payroll Schedule		Specific Agreement		Other		No. of Grantmakers
	%	N	%	N	%	N	%	N	
Grantmaker Type									
Community	43.6	41	24.5	23	56.4	53	1.1	1	94
Corporate	100.0	6	16.7	1	16.7	1	0.0	0	6
Private	54.6	71	17.7	23	48.5	63	3.1	4	130
Family	51.8	29	12.5	7	51.8	29	5.4	3	56
Independent	56.8	42	21.6	16	45.9	34	1.4	1	74
Operating	50.0	5	30.0	3	50.0	5	0.0	0	10
Public	62.5	15	20.8	5	41.7	10	0.0	0	24
Other	42.9	3	14.3	1	85.7	6	0.0	0	7
Asset Group (in Millions)									
\$5,000 or More	66.7	4	16.7	1	33.3	2	0.0	0	6
\$2,000 to \$4,999.9	46.2	6	15.4	2	76.9	10	7.7	1	13
\$1,000 to \$1,999.9	50.0	7	42.9	6	57.1	8	7.1	1	14
\$750 to \$999.9	50.0	5	40.0	4	70.0	7	10.0	1	10
\$500 to \$749.9	66.7	12	44.4	8	38.9	7	0.0	0	18
\$250 to \$499.9	44.0	22	18.0	9	60.0	30	0.0	0	50
\$100 to \$249.9	50.6	40	20.3	16	53.2	42	0.0	0	79
\$50 to \$99.9	69.0	20	10.3	3	31.0	9	0.0	0	29
\$25 to \$49.9	46.9	15	12.5	4	46.9	15	6.3	2	32
\$10 to \$24.9	40.0	4	20.0	2	40.0	4	0.0	0	10
\$5 to \$9.9	50.0	2	25.0	1	25.0	1	0.0	0	4
Less than \$5	66.7	4	0.0	0	50.0	3	0.0	0	6
U.S. Census Region									
Midwest	39.0	30	27.3	21	61.0	47	2.6	2	77
Northeast	52.4	33	22.2	14	50.8	32	0.0	0	63
South	55.4	41	21.6	16	47.3	35	1.4	1	74
West	64.9	37	8.8	5	42.1	24	3.5	2	57
Staff Size									
20 or More	55.6	45	30.9	25	59.3	48	3.7	3	81
10 to 19	51.9	28	20.4	11	50.0	27	0.0	0	54
6 to 9	44.3	27	18.0	11	55.7	34	0.0	0	61
3 to 5	50.0	27	14.8	8	42.6	23	1.9	1	54
1 to 2	66.7	14	4.8	1	28.6	6	4.8	1	21
All	52.0	141	20.7	56	50.9	138	1.8	5	271

Includes respondents indicating at least one severance payment method option.



Council on
Foundations

CHAPTER 6

Salary Tables: All Grantmakers

Compensation Summary

Compensation Summary for All Grantmakers, by Positions (Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	26,866	135,000	200,000	240,803	293,550	1,106,886	895	886
Associate Director/Executive Vice President	52,667	125,000	175,000	205,465	253,124	850,000	167	144
Vice President (Administration)	35,680	113,639	152,595	171,695	200,164	448,754	139	127
General Counsel	66,288	175,000	246,000	272,134	347,000	564,000	47	40
Chief Financial Officer/Treasurer	37,440	115,000	164,921	184,080	225,000	541,000	363	360
Controller	34,017	85,000	109,790	118,799	141,250	282,000	280	271
Chief Investment Officer	66,288	153,344	345,000	432,674	731,000	1,151,000	48	45
Director of Impact Investing	75,000	130,025	231,274	266,699	403,500	844,071	56	31
Assistant Treasurer	56,160	88,000	110,949	119,428	127,625	270,344	32	24
Accountant	20,885	64,025	77,388	80,752	91,365	199,547	372	223
Accounting Clerk	31,346	46,703	53,518	61,047	61,500	907,300	189	115
Vice President (Programs)	56,272	120,000	160,325	188,329	235,000	580,000	336	253
Program Director	27,800	90,000	127,339	146,856	187,564	545,000	755	340
Senior Program Officer	35,177	95,056	127,000	130,104	160,000	405,000	546	270
Program Officer	20,885	71,284	94,000	101,269	125,270	329,084	1,140	436
Program Associate	16,800	51,958	65,600	67,124	79,500	165,000	661	263
Program Assistant	24,235	47,375	59,000	60,269	71,625	101,000	345	143
Vice President or Chief Development/Advancement Officer	42,081	97,503	128,368	137,773	168,000	371,000	190	165
Director of Donor Services/Donor Services Officer	38,750	70,747	85,000	90,812	105,000	229,000	286	159
Director of Gift Planning/Gift Planning Officer	54,703	83,640	94,847	103,086	113,000	204,000	109	69
Donor Service/Development/Advancement Assistant	18,314	47,500	55,412	59,201	67,500	152,982	278	153
Director of Communications	26,667	76,000	100,000	115,304	132,870	440,000	341	308
Communications Associate	21,450	52,000	62,987	70,583	80,974	220,000	317	210
Research Director	57,000	100,000	127,738	138,455	160,320	392,190	65	60
Research Associate	23,962	61,734	72,100	83,876	92,456	276,280	85	46
Chief Technology Officer	66,240	107,836	152,062	168,751	216,700	421,200	68	68
Technology Professional	39,900	71,000	89,700	98,734	111,650	235,000	195	100
Office Manager	28,418	52,000	64,500	73,669	85,000	280,000	247	236
Librarian	55,995	65,000	74,999	85,634	98,000	188,000	17	12
Grants Manager/Administrator	30,000	63,000	80,242	86,719	100,000	291,000	422	342
Grants Management Assistant	30,000	51,800	64,375	69,634	79,005	182,000	165	109
Director of Human Resources	49,345	99,553	142,025	163,811	205,975	520,000	76	71
Human Resources Professional	31,678	66,242	88,505	102,437	125,000	290,721	114	73
Executive Assistant	18,168	60,000	70,815	75,703	85,884	258,000	412	260
Administrative Assistant	15,000	45,000	54,075	56,328	65,000	130,680	461	259
Receptionist	27,254	42,334	47,000	49,761	54,789	82,500	85	78

Position Summaries

Chief Executive Officer (CEO)/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).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	370,622	473,800	821,711	788,645	1,053,000	1,106,886	11	11
\$2,000 to \$4,999.9	464,436	575,000	684,000	693,811	773,062	1,008,000	19	19
\$1,000 to \$1,999.9	300,000	377,000	508,240	529,723	615,000	890,574	22	21
\$750 to \$999.9	45,750	327,029	400,779	411,108	472,500	772,729	26	25
\$500 to \$749.9	176,500	281,515	353,138	365,911	431,000	656,675	40	38
\$250 to \$499.9	128,750	226,131	280,000	304,860	350,000	710,440	119	116
\$100 to \$249.9	26,866	190,000	225,000	248,693	291,900	825,000	225	225
\$50 to \$99.9	30,000	127,720	163,800	168,505	200,000	472,183	169	168
\$25 to \$49.9	67,500	100,500	130,000	141,741	171,800	480,000	118	117
\$10 to \$24.9	36,000	80,625	111,500	125,559	152,625	368,500	100	100
\$5 to \$9.9	58,500	84,173	117,525	134,052	164,459	286,598	16	16
Less than \$5	45,000	85,500	118,274	132,563	170,250	321,360	24	24
All¹	26,866	135,000	200,000	240,895	292,000	1,106,886	889	880

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 one or more major programs and/or administrative activities 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	509,671	586,687	*	*	4	3
\$2,000 to \$4,999.9	181,414	295,750	312,750	338,757	375,000	545,000	11	7
\$1,000 to \$1,999.9	149,785	*	325,500	326,492	*	531,255	5	5
\$750 to \$999.9	135,000	221,000	270,000	302,637	384,635	515,000	19	15
\$500 to \$749.9	108,737	190,000	229,900	227,568	255,000	350,000	7	7
\$250 to \$499.9	109,772	134,037	168,950	185,932	245,000	360,000	22	20
\$100 to \$249.9	68,250	121,529	168,000	174,060	230,769	362,500	50	43
\$50 to \$99.9	82,400	90,815	142,500	146,036	177,285	261,620	12	12
\$25 to \$49.9	52,667	109,975	143,892	151,239	178,000	273,000	12	9
\$10 to \$24.9	57,915	75,000	108,000	111,677	130,977	197,500	17	16
Less than \$10	78,000	*	95,114	110,968	*	191,000	6	5
All¹	52,667	125,000	175,000	205,901	253,124	850,000	165	142

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.)

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	353,900	356,084	*	*	3	3
\$2,000 to \$4,999.9	157,000	209,670	300,379	303,963	400,000	448,754	10	8
\$1,000 to \$1,999.9	145,000	173,810	200,514	223,420	239,075	413,800	14	10
\$750 to \$999.9	141,000	160,392	175,696	192,473	200,164	300,000	9	7
\$500 to \$749.9	138,510	159,181	187,004	199,475	205,000	301,750	9	9
\$250 to \$499.9	104,000	129,478	152,760	176,791	196,950	375,000	20	20
\$100 to \$249.9	73,000	103,363	123,750	129,299	149,616	211,150	32	31
\$50 to \$99.9	64,200	86,500	103,000	115,450	128,430	260,000	18	17
\$25 to \$49.9	82,750	96,350	127,500	130,966	158,338	200,600	8	7
\$10 to \$24.9	86,600	*	124,000	133,514	*	175,000	7	6
Less than \$10	35,680	104,895	189,000	151,611	206,700	210,000	7	7
All¹	35,680	113,639	150,000	171,959	200,164	448,754	137	125

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	90,000	319,230	425,000	385,102	493,980	564,000	13	8
\$2,000 to \$4,999.9	175,000	224,605	276,041	295,978	343,450	474,043	12	10
\$1,000 to \$1,999.9	*	*	276,591	267,844	*	*	4	4
\$750 to \$999.9	194,273	*	202,950	235,265	*	360,000	5	5
\$500 to \$749.9	*	*	195,388	209,181	*	*	4	4
\$100 to \$499.9	66,288	*	122,400	142,121	*	283,500	5	5
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$5 to \$49.9	*	*	104,215	109,299	*	*	4	4
Less than \$5	*	*	*	*	*	*	0	0
All¹	66,288	175,000	246,000	272,134	347,000	564,000	47	40

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Financial Officer/Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	211,707	412,255	423,218	415,837	486,497	541,000	10	10
\$2,000 to \$4,999.9	200,000	302,614	351,866	350,207	404,790	480,000	18	18
\$1,000 to \$1,999.9	175,000	223,999	259,984	277,112	322,733	460,347	15	15
\$750 to \$999.9	143,508	193,491	200,350	230,567	247,746	423,873	20	20
\$500 to \$749.9	130,000	189,497	215,000	223,736	258,000	337,650	29	27
\$250 to \$499.9	84,000	143,000	166,487	180,841	210,000	431,607	71	71
\$100 to \$249.9	70,000	114,865	144,000	162,964	205,000	512,000	117	117
\$50 to \$99.9	60,000	78,365	99,490	116,731	140,000	269,203	42	41
\$25 to \$49.9	43,480	75,104	95,769	102,937	114,768	190,962	25	25
\$10 to \$24.9	39,569	73,500	115,000	106,380	125,500	160,352	9	9
\$5 to \$9.9	*	*	89,550	92,385	*	*	4	4
Less than \$5	*	*	114,400	130,983	*	*	3	3
All¹	37,440	115,000	164,921	184,080	225,000	541,000	363	360

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	146,364	195,180	230,220	222,376	257,500	275,704	10	8
\$2,000 to \$4,999.9	120,000	158,620	179,000	184,030	200,000	282,000	19	18
\$1,000 to \$1,999.9	125,000	140,350	154,000	158,006	170,081	210,000	20	18
\$750 to \$999.9	89,739	114,800	132,360	147,446	174,103	280,000	23	21
\$500 to \$749.9	75,000	96,272	111,845	119,586	138,088	225,000	24	23
\$250 to \$499.9	70,000	87,000	102,000	110,737	126,500	205,000	47	47
\$100 to \$249.9	56,650	84,250	97,500	104,131	119,656	169,230	64	64
\$50 to \$99.9	60,000	73,903	80,091	85,998	94,667	134,608	34	34
\$25 to \$49.9	55,000	67,232	72,500	83,006	96,198	142,000	17	17
\$10 to \$24.9	34,017	55,363	83,026	80,379	102,731	120,000	16	16
Less than \$10	52,000	*	116,319	105,318	*	142,272	6	5
All¹	34,017	85,000	109,790	118,799	141,250	282,000	280	271

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Investment Officer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	566,500	786,665	867,203	848,346	900,000	1,151,000	9	9
\$2,000 to \$4,999.9	270,000	411,410	682,813	616,271	773,640	895,482	12	12
\$1,000 to \$1,999.9	79,000	122,595	144,700	217,416	353,678	498,623	11	8
\$500 to \$999.9	89,250	*	222,500	227,085	*	357,434	6	6
\$250 to \$499.9	*	*	255,813	243,372	*	*	4	4
\$100 to \$249.9	66,288	*	152,874	186,083	*	311,755	5	5
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0
All¹	66,288	153,344	345,000	432,674	731,000	1,151,000	48	45

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 the 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	119,449	195,000	303,679	333,116	460,000	844,071	20	7
\$2,000 to \$4,999.9	97,900	216,274	300,000	308,495	415,000	485,000	20	8
\$1,000 to \$1,999.9	*	*	208,000	204,067	*	*	3	3
\$500 to \$999.9	*	*	*	*	*	*	2	2
\$250 to \$499.9	*	*	130,050	125,312	*	*	3	3
\$100 to \$249.9	*	*	133,365	131,145	*	*	4	4
\$50 to \$99.9	*	*	100,000	101,667	*	*	3	3
\$5 to \$49.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	75,000	130,025	231,274	266,699	403,500	844,071	56	31

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Assistant Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	114,730	163,818	*	*	7	3
\$2,000 to \$4,999.9	*	*	120,000	124,913	*	*	3	3
\$1,000 to \$1,999.9	56,160	*	100,000	106,755	*	171,748	9	6
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	109,500	96,236	*	*	3	3
\$100 to \$499.9	75,000	*	121,368	114,660	*	150,000	7	6
\$25 to \$99.9	*	*	81,600	82,700	*	*	3	3
Less than \$25	*	*	*	*	*	*	0	0
All¹	56,160	88,000	110,949	119,428	127,625	270,344	32	24

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accountant

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	54,011	70,963	88,480	99,843	131,524	199,547	47	9
\$2,000 to \$4,999.9	63,500	81,400	89,200	92,237	100,400	146,000	49	19
\$1,000 to \$1,999.9	44,000	70,999	83,435	86,289	97,920	137,592	49	16
\$750 to \$999.9	51,250	72,200	83,625	84,824	96,853	114,211	32	18
\$500 to \$749.9	55,000	72,100	79,500	82,252	89,500	120,750	27	18
\$250 to \$499.9	40,000	59,600	68,117	73,108	81,893	154,500	57	49
\$100 to \$249.9	42,500	60,000	65,520	68,590	75,000	144,250	69	62
\$50 to \$99.9	35,600	54,080	60,997	70,018	78,409	141,135	22	14
\$25 to \$49.9	36,750	52,000	57,140	59,096	70,000	83,431	10	8
\$10 to \$24.9	54,705	*	64,467	69,504	*	91,886	6	6
Less than \$10	*	*	49,980	53,961	*	*	4	4
All¹	20,885	64,025	77,388	80,752	91,365	199,547	372	223

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accounting Clerk

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	41,198	43,829	58,139	108,047	88,000	907,300	20	7
\$2,000 to \$4,999.9	44,650	51,690	58,678	63,337	77,000	97,500	25	10
\$1,000 to \$1,999.9	43,050	52,000	58,575	62,083	71,200	104,234	19	9
\$750 to \$999.9	41,600	47,692	51,050	53,593	60,000	88,000	26	15
\$500 to \$749.9	40,000	48,190	53,920	53,845	57,872	67,551	12	9
\$250 to \$499.9	40,000	44,600	50,000	52,260	59,634	70,304	23	17
\$100 to \$249.9	31,907	47,008	52,016	53,334	58,000	88,000	34	32
\$50 to \$99.9	31,346	*	50,752	49,731	*	62,727	15	5
\$10 to \$49.9	33,400	39,000	40,585	44,588	45,000	70,782	10	8
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	82,160	73,438	*	*	5	3
All¹	31,346	46,703	53,518	61,047	61,500	907,300	189	115

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Vice President (Programs)

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	267,332	376,991	436,209	435,719	502,870	580,000	12	7
\$2,000 to \$4,999.9	82,400	232,350	299,893	290,365	349,673	492,302	38	18
\$1,000 to \$1,999.9	128,125	175,000	245,793	243,856	286,000	415,000	26	16
\$750 to \$999.9	100,000	152,531	211,150	209,266	245,022	346,500	36	16
\$500 to \$749.9	122,000	133,900	161,298	183,933	229,000	372,308	27	23
\$250 to \$499.9	93,000	119,261	140,000	162,404	188,373	343,504	64	56
\$100 to \$249.9	67,486	107,047	127,296	142,176	168,328	350,000	73	66
\$50 to \$99.9	65,000	76,440	95,000	107,620	128,125	231,515	23	22
\$25 to \$49.9	65,000	80,952	148,921	140,791	185,231	208,245	16	11
\$10 to \$24.9	56,272	76,920	103,500	114,527	145,000	240,000	12	10
\$5 to \$9.9	*	*	154,500	155,250	*	*	4	3
Less than \$5	*	*	115,000	126,720	*	*	3	3
All¹	56,272	120,000	160,325	188,559	235,000	580,000	334	251

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	72,506	225,000	267,060	277,998	320,613	545,000	60	11
\$2,000 to \$4,999.9	59,017	158,390	211,006	210,045	248,800	400,500	90	21
\$1,000 to \$1,999.9	80,000	114,236	161,850	161,714	207,060	275,000	78	20
\$750 to \$999.9	62,000	100,259	130,550	162,454	186,300	410,000	52	16
\$500 to \$749.9	55,000	95,000	137,500	137,884	172,648	265,000	42	19
\$250 to \$499.9	52,562	85,697	115,000	129,195	166,000	253,422	83	52
\$100 to \$249.9	34,114	86,625	111,000	119,151	150,000	254,400	171	86
\$50 to \$99.9	36,000	65,000	83,475	86,728	96,000	217,300	67	45
\$25 to \$49.9	37,630	67,500	91,018	97,060	115,000	233,607	54	30
\$10 to \$24.9	30,666	77,400	91,800	96,636	105,656	194,000	27	16
\$5 to \$9.9	27,800	74,100	96,750	101,208	107,000	230,000	10	7
Less than \$5	51,000	92,826	124,375	124,583	152,088	205,000	12	11
All¹	27,800	90,000	128,625	147,054	188,559	545,000	746	334

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	115,000	160,000	171,656	181,456	187,165	405,000	70	8
\$2,000 to \$4,999.9	57,500	127,787	150,000	146,582	171,035	232,000	83	15
\$1,000 to \$1,999.9	72,000	84,627	93,514	104,315	112,380	173,138	36	14
\$750 to \$999.9	46,800	100,000	142,985	150,854	195,036	263,700	31	14
\$500 to \$749.9	95,000	119,573	132,651	144,985	165,000	219,000	31	18
\$250 to \$499.9	70,884	90,000	123,669	121,568	143,838	209,801	82	54
\$100 to \$249.9	55,000	88,000	114,155	114,261	132,500	217,159	121	79
\$50 to \$99.9	50,000	67,600	92,400	94,414	116,905	185,000	25	23
\$25 to \$49.9	35,177	76,350	110,000	105,439	128,260	182,016	23	17
\$10 to \$24.9	46,350	72,500	91,702	93,194	112,668	153,816	25	17
Less than \$10	70,000	88,400	113,000	119,754	115,622	200,000	13	7
All¹	35,177	95,048	127,394	130,113	160,000	405,000	540	266

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	55,069	137,246	153,503	161,317	178,625	329,084	135	11
\$2,000 to \$4,999.9	65,500	97,850	124,800	125,032	149,609	195,000	129	19
\$1,000 to \$1,999.9	55,385	76,313	100,882	103,135	118,666	202,796	76	19
\$750 to \$999.9	45,000	75,000	97,500	102,084	116,875	215,000	92	25
\$500 to \$749.9	50,450	76,231	89,538	98,039	111,090	186,700	68	30
\$250 to \$499.9	47,960	70,654	90,000	91,499	106,300	192,835	170	75
\$100 to \$249.9	46,800	66,277	83,500	87,983	104,000	211,712	223	121
\$50 to \$99.9	21,500	51,100	66,950	70,329	86,000	175,000	107	65
\$25 to \$49.9	21,529	55,000	71,521	75,920	92,564	154,875	68	36
\$10 to \$24.9	32,000	51,462	75,500	70,021	85,490	119,221	32	18
Less than \$10	20,885	72,570	97,440	87,108	100,880	140,000	28	12
All¹	20,885	71,010	94,000	101,371	126,000	329,084	1,128	431

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	42,640	77,000	81,810	87,911	93,000	165,000	70	8
\$2,000 to \$4,999.9	49,375	71,611	78,212	79,016	85,500	121,000	82	15
\$1,000 to \$1,999.9	34,093	53,000	62,424	65,328	77,250	115,700	57	16
\$750 to \$999.9	39,924	54,990	65,000	66,363	75,000	120,000	71	19
\$500 to \$749.9	40,560	41,600	64,170	65,127	76,000	151,463	57	23
\$250 to \$499.9	32,134	50,000	59,705	62,940	73,856	115,000	58	41
\$100 to \$249.9	34,570	48,291	62,500	62,826	73,958	123,022	136	81
\$50 to \$99.9	29,848	41,506	46,420	51,162	60,000	96,500	57	23
\$25 to \$49.9	34,986	51,000	62,000	61,635	70,000	90,000	33	14
\$10 to \$24.9	16,800	39,330	52,000	51,382	62,396	74,489	15	11
Less than \$10	35,000	52,000	63,000	66,322	80,600	88,894	23	11
All¹	16,800	51,714	65,600	67,105	79,500	165,000	659	262

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	42,433	59,109	72,450	71,560	81,627	91,435	91	9
\$2,000 to \$4,999.9	47,000	58,011	64,117	66,260	71,000	101,000	45	12
\$1,000 to \$1,999.9	38,760	*	58,547	58,536	*	70,760	15	6
\$750 to \$999.9	42,400	47,000	57,500	62,435	71,225	94,243	25	11
\$500 to \$749.9	43,000	49,638	62,130	61,827	67,172	95,000	23	15
\$250 to \$499.9	35,802	41,400	50,000	52,860	57,500	99,000	36	24
\$100 to \$249.9	34,496	43,680	53,000	54,261	63,342	90,000	51	32
\$50 to \$99.9	24,235	32,760	36,709	39,794	43,820	64,000	20	11
\$25 to \$49.9	28,400	28,400	35,197	36,148	42,695	50,000	12	8
\$5 to \$24.9	31,376	42,849	55,125	57,967	78,620	92,874	24	13
Less than \$5	*	*	*	*	*	*	0	0
All¹	24,235	47,500	59,000	60,368	71,800	101,000	342	141

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	170,000	201,321	250,359	252,509	287,857	371,000	8	8
\$1,000 to \$1,999.9	132,950	176,360	184,557	195,511	201,888	345,850	12	10
\$750 to \$999.9	96,000	144,264	163,098	170,280	173,701	270,000	9	7
\$500 to \$749.9	98,000	136,000	146,000	150,450	175,099	192,000	11	10
\$250 to \$499.9	76,963	100,299	122,147	131,221	162,159	246,505	49	36
\$100 to \$249.9	42,081	99,428	119,567	128,421	145,000	280,000	58	52
\$50 to \$99.9	70,800	82,602	88,000	93,150	101,575	135,000	15	15
\$25 to \$49.9	55,000	78,500	94,137	109,834	150,000	205,269	13	13
\$10 to \$24.9	75,000	86,000	100,000	124,831	160,000	200,000	9	8
Less than \$10	100,000	*	117,200	132,737	*	185,000	6	6
All¹	42,081	97,503	128,368	137,773	168,000	371,000	190	165

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 services activities. S/he coordinates 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	65,488	96,370	118,873	122,117	138,739	229,000	34	7
\$1,000 to \$1,999.9	50,000	76,982	91,354	101,017	114,282	220,084	51	11
\$750 to \$999.9	56,730	79,268	98,492	102,846	116,987	185,000	20	12
\$500 to \$749.9	68,000	78,393	95,350	94,776	114,100	132,600	19	9
\$250 to \$499.9	43,000	69,749	79,074	81,419	87,728	139,650	48	28
\$100 to \$249.9	38,750	65,000	72,527	77,622	84,500	215,598	63	47
\$50 to \$99.9	45,450	48,500	72,185	73,997	97,436	115,000	12	12
\$25 to \$49.9	42,785	53,081	79,000	74,614	90,090	110,000	23	17
\$10 to \$24.9	*	*	92,450	90,317	*	*	3	3
\$5 to \$9.9	*	*	77,000	71,000	*	*	3	3
Less than \$5	56,000	68,000	87,550	90,158	105,000	130,000	9	9
All¹	38,750	70,747	85,000	90,734	105,000	229,000	285	158

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he 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. S/he plans, develops, and implements 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	75,338	99,579	125,000	128,222	153,849	204,000	26	7
\$1,000 to \$1,999.9	66,250	84,000	94,056	104,587	115,000	180,936	18	7
\$750 to \$999.9	55,000	94,847	106,923	114,030	125,000	184,800	9	8
\$500 to \$749.9	78,000	*	96,223	104,608	*	155,000	6	6
\$250 to \$499.9	74,970	79,288	94,503	96,263	102,158	166,345	16	14
\$100 to \$249.9	54,703	72,222	87,095	85,190	95,716	120,903	26	21
\$10 to \$99.9	58,000	*	74,000	78,211	*	98,727	7	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	54,703	83,640	94,847	103,086	113,000	204,000	109	69

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Donor Services/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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	39,634	*	66,020	67,259	*	143,000	30	6
\$1,000 to \$1,999.9	40,794	50,000	56,000	56,826	61,483	81,476	43	10
\$750 to \$999.9	29,900	45,419	51,492	52,722	65,462	76,813	15	9
\$500 to \$749.9	18,314	51,500	62,257	62,676	72,357	94,045	26	12
\$250 to \$499.9	35,000	46,350	56,417	57,949	67,575	91,875	47	24
\$100 to \$249.9	25,385	46,000	50,007	55,199	63,000	140,000	63	51
\$50 to \$99.9	31,980	48,502	62,000	63,340	68,881	152,982	17	14
\$25 to \$49.9	31,500	46,250	53,103	60,005	69,401	104,057	20	14
\$10 to \$24.9	20,800	50,923	62,402	68,326	90,000	115,000	13	9
Less than \$10	*	*	47,880	52,486	*	*	4	4
All¹	18,314	47,500	55,412	59,201	67,500	152,982	278	153

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	129,039	200,000	217,000	243,078	291,599	440,000	15	10
\$2,000 to \$4,999.9	26,667	127,555	187,000	190,699	222,094	346,466	26	20
\$1,000 to \$1,999.9	70,000	100,000	126,790	138,029	176,420	227,300	21	15
\$750 to \$999.9	73,200	105,000	123,000	142,857	159,106	355,000	25	18
\$500 to \$749.9	70,000	91,946	124,375	126,856	142,265	212,000	24	23
\$250 to \$499.9	52,500	84,108	97,652	108,759	129,000	233,928	57	56
\$100 to \$249.9	41,428	74,592	83,200	92,705	104,000	211,000	89	87
\$50 to \$99.9	35,570	56,000	65,879	74,217	85,000	148,380	34	33
\$25 to \$49.9	37,262	57,500	69,071	77,700	94,850	140,000	24	23
\$10 to \$24.9	43,000	61,267	84,100	87,384	123,000	134,892	15	13
Less than \$10	35,360	69,578	87,500	89,036	110,136	142,500	8	7
All¹	26,667	75,881	99,828	115,326	134,500	440,000	338	305

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	45,792	81,235	102,000	112,496	133,500	220,000	19	8
\$2,000 to \$4,999.9	50,910	69,238	84,666	92,429	100,400	170,000	44	16
\$1,000 to \$1,999.9	45,900	55,682	60,000	68,880	83,455	120,000	29	15
\$750 to \$999.9	41,899	55,000	63,474	76,882	96,160	160,000	34	16
\$500 to \$749.9	43,250	61,000	68,800	70,936	80,000	120,603	27	19
\$250 to \$499.9	40,170	48,125	58,013	63,493	73,940	113,326	40	29
\$100 to \$249.9	21,450	45,760	53,581	57,157	63,000	132,000	69	57
\$50 to \$99.9	36,790	46,054	56,860	55,594	62,500	77,180	21	20
\$25 to \$49.9	28,080	38,000	58,240	53,601	64,050	78,000	13	11
\$10 to \$24.9	41,600	55,000	63,240	62,492	70,890	87,000	13	11
Less than \$10	30,000	48,632	58,350	56,609	61,484	81,600	7	7
All¹	21,450	51,750	62,932	70,530	80,558	220,000	316	209

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	300,500	301,493	*	*	3	3
\$2,000 to \$4,999.9	120,643	*	143,500	155,562	*	196,921	5	5
\$1,000 to \$1,999.9	110,000	*	140,000	154,120	*	210,000	7	5
\$750 to \$999.9	75,000	130,152	134,034	134,584	140,691	217,000	9	8
\$500 to \$749.9	95,750	*	125,000	129,040	*	160,320	5	5
\$250 to \$499.9	59,395	90,683	125,000	124,751	160,000	203,589	15	14
\$100 to \$249.9	93,000	95,153	120,000	125,933	154,580	175,000	8	8
\$50 to \$99.9	*	*	120,000	144,000	*	*	3	3
\$10 to \$49.9	70,973	*	102,470	93,786	*	110,000	6	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2
All¹	57,000	100,000	128,585	139,416	164,430	392,190	63	58

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	120,000	143,835	*	*	11	3
\$2,000 to \$4,999.9	62,000	*	92,456	106,949	*	210,000	13	6
\$1,000 to \$1,999.9	*	*	71,050	74,294	*	*	8	4
\$750 to \$999.9	59,275	*	78,000	84,440	*	111,460	11	5
\$500 to \$749.9	*	*	62,865	66,785	*	*	4	4
\$250 to \$499.9	41,861	46,586	58,500	59,639	67,897	80,000	15	10
\$100 to \$249.9	50,000	59,933	63,856	64,762	68,036	92,900	18	9
\$25 to \$99.9	*	*	55,500	48,876	*	*	3	3
\$10 to \$24.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2
All¹	23,962	61,734	72,100	83,876	92,456	276,280	85	46

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	153,344	214,463	296,640	289,210	333,119	421,200	7	7
\$2,000 to \$4,999.9	138,200	190,000	215,000	219,821	258,000	300,000	15	15
\$1,000 to \$1,999.9	106,121	126,395	145,625	157,164	188,300	240,000	12	12
\$750 to \$999.9	88,970	119,599	153,830	167,327	227,010	255,000	9	9
\$500 to \$749.9	66,240	*	111,800	111,002	*	150,780	6	6
\$250 to \$499.9	66,350	*	105,957	113,305	*	163,000	6	6
\$100 to \$249.9	76,725	*	100,844	115,842	*	177,154	5	5
\$10 to \$99.9	70,053	90,397	94,000	104,620	126,055	161,532	7	7
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	66,240	107,836	152,062	168,751	216,700	421,200	68	68

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	51,500	89,713	111,168	124,460	169,537	222,525	39	8
\$2,000 to \$4,999.9	58,425	90,000	102,185	111,044	125,000	235,000	46	17
\$1,000 to \$1,999.9	50,000	68,125	85,043	106,048	130,500	223,000	20	11
\$750 to \$999.9	45,625	71,149	87,412	90,540	99,000	197,777	22	14
\$500 to \$749.9	48,204	67,243	77,500	81,843	99,347	109,033	19	14
\$250 to \$499.9	62,000	72,846	77,865	82,910	94,541	110,775	8	8
\$100 to \$249.9	41,600	60,000	75,000	76,592	89,107	140,600	23	17
\$10 to \$99.9	39,900	55,000	64,500	63,872	72,802	89,700	14	7
Less than \$10	*	*	71,000	73,018	*	*	3	3
All¹	39,900	71,000	89,707	98,804	111,650	235,000	194	99

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	63,948	120,000	129,934	125,628	141,980	169,744	9	7
\$2,000 to \$4,999.9	69,960	78,000	90,500	122,506	130,000	280,000	14	11
\$1,000 to \$1,999.9	43,860	60,010	92,348	91,234	117,000	160,000	18	15
\$750 to \$999.9	58,588	61,450	83,291	82,320	100,121	125,000	11	10
\$500 to \$749.9	45,000	56,566	66,225	79,628	91,541	161,400	12	12
\$250 to \$499.9	37,000	55,072	68,975	76,868	96,000	163,800	36	36
\$100 to \$249.9	31,200	52,500	63,340	66,628	75,000	135,000	59	59
\$50 to \$99.9	28,418	47,030	57,500	59,946	70,505	143,784	43	42
\$25 to \$49.9	35,000	46,340	54,080	57,420	62,649	139,000	22	22
\$10 to \$24.9	30,560	40,468	47,498	50,079	54,537	95,000	16	16
Less than \$10	*	*	83,610	72,770	*	*	4	4
All¹	28,418	51,750	64,375	73,691	85,867	280,000	244	234

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Librarian

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	59,160	*	90,850	98,195	*	188,000	8	5
\$500 to \$999.9	*	*	*	*	*	*	2	2
\$100 to \$499.9	55,995	*	68,515	72,531	*	108,199	7	5
Less than \$100	*	*	*	*	*	*	0	0
All¹	55,995	65,000	74,999	85,634	98,000	188,000	17	12

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Grants Manager/Administrator

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	77,848	109,078	127,345	136,560	152,064	250,000	28	9
\$2,000 to \$4,999.9	52,188	81,192	89,250	108,651	110,210	291,000	30	16
\$1,000 to \$1,999.9	50,685	75,716	96,002	101,618	109,303	257,523	24	16
\$750 to \$999.9	51,500	58,943	79,781	91,193	106,007	218,000	30	21
\$500 to \$749.9	62,000	70,600	78,190	87,842	100,186	139,000	28	26
\$250 to \$499.9	41,200	65,000	82,237	88,020	104,809	202,628	83	76
\$100 to \$249.9	40,000	60,000	76,200	76,703	86,600	130,000	91	78
\$50 to \$99.9	39,500	56,180	68,900	70,451	82,400	124,370	46	43
\$25 to \$49.9	37,500	48,400	68,000	66,542	82,814	105,774	23	22
\$10 to \$24.9	48,750	55,154	69,104	69,707	80,000	110,000	23	20
\$5 to \$9.9	*	*	56,867	57,956	*	*	3	3
Less than \$5	30,000	*	68,876	66,488	*	95,245	5	5
All¹	30,000	63,000	80,000	86,676	100,000	291,000	414	335

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	65,908	78,000	89,366	100,576	114,638	182,000	32	8
\$2,000 to \$4,999.9	46,575	57,547	70,050	69,223	79,005	96,900	26	11
\$1,000 to \$1,999.9	43,000	55,645	62,711	69,262	76,500	112,000	18	13
\$750 to \$999.9	45,489	50,000	60,000	63,577	72,500	110,000	13	10
\$500 to \$749.9	46,400	48,000	52,499	54,823	60,320	72,000	11	9
\$250 to \$499.9	40,680	56,425	65,208	69,779	76,781	120,000	24	21
\$100 to \$249.9	30,040	45,000	51,800	53,698	60,394	80,000	17	17
\$50 to \$99.9	32,032	35,076	37,930	45,249	44,476	95,000	8	8
\$10 to \$49.9	30,000	*	57,300	50,204	*	59,785	7	5
Less than \$10	*	*	51,000	48,426	*	*	3	3
All¹	30,000	52,000	65,000	70,068	80,000	182,000	159	105

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	133,256	173,593	355,300	327,156	415,827	520,000	7	7
\$2,000 to \$4,999.9	118,049	160,000	195,584	201,511	239,545	280,000	15	14
\$1,000 to \$1,999.9	95,680	143,936	205,000	190,089	210,000	305,086	9	9
\$750 to \$999.9	52,788	96,813	136,750	157,235	218,045	301,876	8	8
\$500 to \$749.9	93,600	*	107,030	112,570	*	141,550	6	6
\$250 to \$499.9	69,000	92,300	105,000	117,570	154,500	170,520	9	9
\$100 to \$249.9	75,000	80,644	110,000	110,979	119,025	199,516	11	11
\$10 to \$99.9	49,345	*	106,457	114,283	*	250,908	10	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	49,345	99,553	142,025	163,811	205,975	520,000	76	71

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	62,554	141,437	165,600	171,439	208,000	290,721	23	9
\$2,000 to \$4,999.9	54,100	85,181	102,105	103,181	111,015	172,600	22	15
\$1,000 to \$1,999.9	45,026	62,289	81,673	83,422	100,000	160,000	18	12
\$750 to \$999.9	48,000	65,000	76,823	83,740	97,335	148,904	11	10
\$500 to \$749.9	58,000	*	75,604	75,138	*	96,621	6	6
\$250 to \$499.9	53,911	66,242	87,544	90,199	116,903	125,000	10	10
\$100 to \$249.9	*	*	60,684	71,557	*	*	5	4
\$25 to \$99.9	*	*	65,950	63,898	*	*	16	4
\$5 to \$24.9	*	*	89,000	103,000	*	*	3	3
Less than \$5	*	*	*	*	*	*	0	0
All¹	31,678	66,242	88,505	102,437	125,000	290,721	114	73

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	62,000	81,705	99,987	102,381	115,000	171,660	53	10
\$2,000 to \$4,999.9	18,168	66,675	74,617	84,657	96,000	258,000	62	19
\$1,000 to \$1,999.9	55,000	66,358	80,222	81,459	94,500	113,300	34	17
\$750 to \$999.9	53,000	60,620	70,050	77,279	82,400	168,000	38	17
\$500 to \$749.9	50,000	65,205	72,320	77,222	85,150	111,300	25	22
\$250 to \$499.9	41,000	57,673	66,647	68,587	78,300	120,886	59	54
\$100 to \$249.9	28,000	53,550	60,417	63,980	75,000	111,763	90	73
\$50 to \$99.9	35,600	50,095	57,668	56,337	65,416	75,000	20	19
\$25 to \$49.9	27,500	37,482	58,983	55,997	63,526	104,009	17	15
\$10 to \$24.9	54,080	*	68,452	67,508	*	77,000	6	6
Less than \$10	55,000	*	69,000	76,922	*	109,616	5	5
All¹	18,168	60,000	71,000	75,758	86,000	258,000	409	257

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	34,946	63,000	68,158	72,119	82,341	130,680	78	10
\$2,000 to \$4,999.9	45,000	51,787	62,693	63,032	69,544	110,000	58	11
\$1,000 to \$1,999.9	31,200	46,630	55,000	54,966	62,100	80,000	37	12
\$750 to \$999.9	36,067	46,800	53,491	54,250	60,056	78,000	22	16
\$500 to \$749.9	40,165	45,760	51,788	52,939	57,550	80,000	25	16
\$250 to \$499.9	33,000	46,916	56,238	57,372	65,000	105,330	57	38
\$100 to \$249.9	31,200	42,140	48,750	51,327	58,596	97,000	106	85
\$50 to \$99.9	30,000	36,550	42,887	45,519	49,750	84,240	36	35
\$25 to \$49.9	15,000	33,092	38,000	39,871	48,500	65,000	27	22
\$10 to \$24.9	20,474	34,320	46,500	48,160	58,000	110,000	13	12
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2
All¹	15,000	45,000	54,075	56,328	65,000	130,680	461	259

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Receptionist

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	40,009	63,132	68,702	66,709	75,860	78,280	8	7
\$2,000 to \$4,999.9	43,600	52,015	54,999	57,622	65,000	82,500	13	10
\$1,000 to \$1,999.9	37,142	38,709	45,645	47,252	52,143	65,000	10	9
\$750 to \$999.9	41,500	42,000	48,307	48,079	52,862	56,538	9	9
\$500 to \$749.9	36,728	40,644	46,218	45,249	48,951	51,671	9	9
\$250 to \$499.9	33,000	40,891	47,125	47,360	51,500	66,972	18	17
\$100 to \$249.9	35,984	41,600	44,990	43,808	45,760	50,000	15	14
\$25 to \$99.9	*	*	44,520	41,606	*	*	3	3
Less than \$25	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0
All¹	27,254	42,334	47,000	49,761	54,789	82,500	85	78

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.



Council on
Foundations

CHAPTER 6

Salary Tables: Community Foundations

Compensation Summary

Compensation Summary by Position (Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	36,000	100,786	153,541	179,319	213,159	908,520	353	351
Associate Director/Executive Vice President	52,667	96,199	141,292	159,227	182,500	384,635	48	43
Vice President (Administration)	64,200	109,825	134,000	140,238	169,125	270,000	58	51
General Counsel	67,132	98,220	194,459	179,865	230,000	325,000	15	14
Chief Financial Officer/Treasurer	37,440	94,758	130,320	140,438	171,384	355,390	183	182
Controller	34,017	77,365	93,000	99,527	115,760	206,000	135	129
Chief Investment Officer	79,000	117,782	139,460	188,966	257,500	357,434	12	10
Director of Impact Investing	75,000	90,000	92,112	99,867	119,449	130,050	9	9
Assistant Treasurer	56,160	77,496	100,000	97,380	113,700	142,848	13	7
Accountant	20,885	60,000	68,250	71,374	81,500	146,000	207	124
Accounting Clerk	31,907	46,000	51,091	52,116	56,400	104,234	121	73
Vice President (Programs)	56,272	98,359	125,500	135,983	153,550	310,000	144	115
Program Director	27,800	68,853	90,000	97,631	115,541	275,000	256	144
Senior Program Officer	35,177	72,000	82,219	86,409	93,530	233,000	125	75
Program Officer	20,885	55,069	65,033	67,519	75,763	202,796	343	156
Program Associate	16,800	43,750	50,000	52,483	60,000	100,000	226	107
Program Assistant	24,235	36,200	43,340	46,617	52,130	80,009	78	46
Vice President or Chief Development/Advancement Officer	42,081	96,752	123,949	131,932	155,810	345,850	144	132
Director of Donor Services/ Donor Services Officer	38,750	70,000	84,450	90,284	103,052	229,000	249	129
Director of Gift Planning/Gift Planning Officer	54,703	83,993	94,924	104,741	116,500	204,000	96	58
Donor Service/Development/ Advancement Assistant	18,314	47,473	54,915	57,629	66,313	140,000	236	131
Director of Communications	35,360	67,320	82,590	89,548	105,369	227,300	174	161
Communications Associate	21,450	46,000	54,170	57,358	65,000	125,000	158	112
Research Director	57,000	82,792	110,000	105,321	127,897	153,000	16	14
Research Associate	43,830	60,000	72,100	69,326	78,280	86,063	19	12
Chief Technology Officer	66,350	107,836	141,600	142,531	175,800	229,223	24	24
Technology Professional	39,900	64,174	80,000	83,399	96,660	160,000	87	45
Office Manager	28,418	45,000	53,565	55,470	63,948	125,000	98	96
Librarian	*	*	*	*	*	*	1	1
Grants Manager/Administrator	37,500	52,188	62,463	64,266	72,828	104,922	125	94
Grants Management Assistant	30,000	44,000	51,650	51,730	60,021	78,900	50	38
Director of Human Resources	49,345	87,000	106,948	114,820	142,500	239,545	26	26
Human Resources Professional	45,026	60,000	75,000	74,936	88,074	110,000	31	24
Executive Assistant	27,500	54,000	60,100	62,770	70,410	118,820	135	95
Administrative Assistant	15,000	39,553	45,082	46,043	52,000	105,000	196	133
Receptionist	27,254	41,600	45,472	46,754	49,959	82,500	43	40

*Insufficient data.

Position Summaries

Chief Executive Officer (CEO)/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).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	370,622	486,628	542,173	570,426	613,330	908,520	8	8
\$1,000 to \$1,999.9	300,000	360,998	423,667	453,267	516,480	725,000	10	9
\$750 to \$999.9	150,000	286,698	375,000	358,939	414,198	510,000	13	13
\$500 to \$749.9	247,426	280,000	300,000	299,987	323,850	359,775	9	9
\$250 to \$499.9	133,250	200,000	234,037	235,405	262,862	358,000	36	35
\$100 to \$249.9	88,837	170,418	195,000	196,055	217,000	340,000	83	83
\$50 to \$99.9	83,000	115,200	134,000	140,917	165,000	237,000	73	73
\$25 to \$49.9	67,500	90,000	102,500	108,946	125,000	187,250	58	58
\$10 to \$24.9	36,000	69,018	80,000	84,019	90,000	179,547	49	49
\$5 to \$9.9	*	*	81,883	87,816	*	*	4	4
Less than \$5	45,000	77,250	89,000	101,619	130,000	190,937	10	10

*Insufficient data.

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 one or more major programs and/or administrative activities 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	149,785	*	298,024	280,524	*	353,611	8	5
\$500 to \$999.9	108,737	168,000	221,910	230,740	307,500	384,635	7	7
\$250 to \$499.9	*	*	125,250	128,064	*	*	4	4
\$100 to \$249.9	80,000	105,453	141,113	130,452	149,350	175,000	17	16
\$25 to \$99.9	52,667	*	87,240	92,824	*	155,000	6	6
\$10 to \$24.9	*	*	70,039	74,008	*	*	5	4
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.)

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	145,000	172,430	185,000	192,469	209,670	270,000	13	8
\$750 to \$999.9	*	*	160,392	159,843	*	*	5	4
\$500 to \$749.9	*	*	142,500	162,003	*	*	3	3
\$250 to \$499.9	113,000	127,500	134,181	144,263	151,500	214,744	8	8
\$100 to \$249.9	97,500	104,226	114,241	120,811	129,000	180,000	18	17
\$25 to \$99.9	64,200	80,000	90,000	92,527	105,520	120,000	11	11
\$10 to \$24.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	90,000	190,980	224,605	219,271	254,000	325,000	8	7
\$250 to \$999.9	88,234	*	170,775	155,692	*	202,950	5	5
\$50 to \$249.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	2	2
Less than \$25	*	*	*	*	*	*	0	0
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Chief Financial Officer/Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	200,000	224,278	301,307	275,493	313,888	325,000	8	8
\$1,000 to \$1,999.9	200,000	223,999	231,604	250,809	265,000	355,390	9	9
\$750 to \$999.9	143,508	187,245	195,983	204,986	206,950	334,000	12	12
\$500 to \$749.9	130,000	164,947	178,645	180,256	192,000	255,443	10	9
\$250 to \$499.9	84,000	130,750	145,600	147,175	164,698	200,000	33	33
\$100 to \$249.9	79,000	101,933	121,325	126,613	144,282	213,834	62	62
\$50 to \$99.9	60,000	74,530	90,765	92,889	105,314	154,098	28	28
\$25 to \$49.9	43,480	60,000	75,104	76,605	90,000	113,000	13	13
\$10 to \$24.9	39,569	*	73,500	90,414	*	141,000	5	5
Less than \$10	*	*	72,100	73,645	*	*	3	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	120,000	146,364	158,620	156,292	174,240	179,000	10	8
\$1,000 to \$1,999.9	125,000	138,000	140,350	147,400	153,000	193,038	10	8
\$750 to \$999.9	89,739	114,800	127,879	133,375	145,000	206,000	14	12
\$500 to \$749.9	75,000	84,300	97,000	95,392	103,169	119,200	8	8
\$250 to \$499.9	70,000	81,061	97,205	94,722	107,120	126,500	23	23
\$100 to \$249.9	56,650	81,723	90,428	88,295	97,000	115,000	29	29
\$50 to \$99.9	60,000	70,250	79,320	79,352	83,750	115,760	24	24
\$25 to \$49.9	55,000	67,232	69,800	74,030	85,000	98,800	10	10
\$10 to \$24.9	34,017	48,100	54,075	54,982	59,565	82,467	7	7
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Chief Investment Officer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	79,000	*	139,460	181,756	*	353,678	8	6
\$250 to \$999.9	*	*	183,432	203,387	*	*	4	4
Less than \$250	*	*	*	*	*	*	0	0

*Insufficient data.

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 the 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	2	2
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$100 to \$499.9	*	*	90,000	98,350	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$5 to \$49.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Assistant Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	113,001	111,847	*	*	6	3
\$1,000 to \$1,999.9	*	*	92,500	86,643	*	*	6	3
\$250 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Accountant

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	54,011	64,340	76,748	77,787	87,132	146,000	40	8
\$1,000 to \$1,999.9	44,000	70,999	82,749	84,640	94,000	137,592	39	9
\$750 to \$999.9	51,250	66,085	75,600	76,644	87,609	100,000	19	11
\$500 to \$749.9	55,000	73,000	78,393	79,201	89,311	100,264	13	7
\$250 to \$499.9	45,000	58,000	63,991	65,217	70,000	95,370	30	27
\$100 to \$249.9	42,500	55,946	62,298	62,571	69,432	81,950	44	41
\$50 to \$99.9	35,600	49,480	55,301	55,325	60,997	74,498	12	11
\$10 to \$49.9	36,750	50,000	54,705	54,534	59,280	70,000	7	7
Less than \$10	*	*	35,360	40,282	*	*	3	3

*Insufficient data.

Accounting Clerk

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	49,700	49,455	*	*	21	4
\$1,000 to \$1,999.9	43,050	52,000	58,575	61,380	66,462	104,234	17	7
\$750 to \$999.9	41,600	47,600	50,000	51,448	54,620	64,700	22	11
\$500 to \$749.9	40,000	*	52,000	52,260	*	67,551	9	6
\$250 to \$499.9	42,015	46,000	50,000	52,634	54,244	70,304	17	11
\$100 to \$249.9	31,907	46,509	51,324	50,981	55,175	70,000	25	24
\$50 to \$99.9	*	*	48,905	48,580	*	*	4	4
\$25 to \$49.9	33,400	*	40,170	42,482	*	56,160	5	5
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Vice President (Programs)

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	82,400	141,000	210,000	199,548	278,588	286,430	15	7
\$1,000 to \$1,999.9	128,125	165,000	175,000	183,059	194,000	285,012	13	9
\$750 to \$999.9	100,000	147,665	157,527	188,077	238,000	310,000	16	8
\$500 to \$749.9	122,000	129,375	133,900	140,042	150,000	181,773	11	7
\$250 to \$499.9	93,600	106,435	120,978	126,545	137,774	222,119	28	26
\$100 to \$249.9	67,486	89,100	108,524	110,499	120,000	215,000	36	34
\$50 to \$99.9	65,000	74,556	82,750	90,662	99,000	154,099	17	16
\$10 to \$49.9	56,272	61,606	76,500	74,549	80,952	102,000	8	8
Less than \$10	*	*	*	*	*	*	0	0
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	72,506	133,639	147,161	145,711	160,000	220,000	22	8
\$1,000 to \$1,999.9	80,000	103,867	118,513	135,627	163,200	275,000	42	10
\$750 to \$999.9	62,000	90,000	111,076	112,999	138,408	176,000	27	8
\$500 to \$749.9	55,000	*	95,000	90,088	*	113,088	11	5
\$250 to \$499.9	52,562	77,000	85,020	88,145	95,443	150,000	26	17
\$100 to \$249.9	34,114	65,000	84,265	82,423	94,500	150,000	58	41
\$50 to \$99.9	48,110	57,861	70,000	75,162	89,167	132,323	39	27
\$25 to \$49.9	37,630	50,000	66,914	67,529	75,000	150,000	22	19
\$10 to \$24.9	30,666	*	48,000	48,866	*	75,000	5	5
Less than \$10	*	*	84,166	79,033	*	*	4	4

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	113,561	110,741	*	*	9	4
\$1,000 to \$1,999.9	72,000	82,800	89,600	94,860	99,000	173,138	30	9
\$500 to \$999.9	46,800	73,451	90,020	102,412	119,830	233,000	12	9
\$250 to \$499.9	70,884	74,690	80,874	83,789	89,672	120,000	24	16
\$100 to \$249.9	55,000	67,426	78,000	78,440	84,115	137,469	29	18
\$50 to \$99.9	50,000	57,020	67,600	64,650	70,297	81,600	9	9
\$25 to \$49.9	*	*	69,940	75,010	*	*	6	4
\$10 to \$24.9	46,350	*	62,936	68,679	*	100,000	6	6
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	55,069	75,000	91,689	90,141	98,689	124,800	34	7
\$1,000 to \$1,999.9	55,385	70,452	80,000	86,716	96,157	202,796	33	9
\$750 to \$999.9	45,000	60,918	71,691	72,187	80,232	104,629	36	11
\$500 to \$749.9	50,450	61,532	71,428	70,598	80,784	88,251	16	8
\$250 to \$499.9	47,960	59,022	65,190	65,398	71,418	91,469	56	24
\$100 to \$249.9	46,800	56,160	61,820	64,245	69,000	101,000	79	43
\$50 to \$99.9	31,824	47,442	51,225	54,835	62,830	85,000	50	25
\$25 to \$49.9	24,596	41,270	55,000	52,766	63,400	75,763	23	19
\$10 to \$24.9	32,000	38,639	45,600	48,479	55,000	75,000	11	7
Less than \$10	*	*	65,000	55,611	*	*	5	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	42,640	*	64,805	66,264	*	99,578	19	5
\$1,000 to \$1,999.9	34,093	47,729	53,000	53,010	56,650	77,250	29	8
\$750 to \$999.9	39,924	45,000	51,145	54,176	60,917	100,000	27	9
\$500 to \$749.9	49,688	*	65,085	65,887	*	84,000	12	6
\$250 to \$499.9	42,000	44,000	48,000	50,077	55,059	62,900	21	13
\$100 to \$249.9	34,570	43,500	47,400	49,891	54,080	78,000	57	40
\$50 to \$99.9	29,848	40,201	43,790	48,308	55,076	78,094	44	12
\$25 to \$49.9	38,083	*	44,200	44,017	*	49,920	6	6
\$10 to \$24.9	16,800	*	38,791	39,482	*	60,000	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	5	2

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	42,433	*	66,000	65,950	*	80,009	15	5
\$1,000 to \$1,999.9	*	*	49,313	49,971	*	*	6	3
\$750 to \$999.9	*	*	43,750	47,375	*	*	4	4
\$500 to \$749.9	43,000	*	48,500	49,721	*	61,838	6	5
\$250 to \$499.9	35,802	*	45,549	44,038	*	49,287	7	5
\$100 to \$249.9	34,496	37,136	42,432	42,928	48,755	54,368	17	12
\$50 to \$99.9	24,235	*	35,511	35,676	*	42,640	12	5
\$10 to \$49.9	28,400	28,400	31,376	35,732	42,000	62,000	11	7
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	170,000	186,141	250,000	235,582	270,123	305,590	7	7
\$1,000 to \$1,999.9	132,950	176,360	184,557	195,511	201,888	345,850	12	10
\$750 to \$999.9	96,000	144,264	163,098	170,280	173,701	270,000	9	7
\$500 to \$749.9	98,000	136,000	144,900	143,157	151,354	192,000	9	8
\$250 to \$499.9	94,400	106,500	122,534	131,122	160,000	197,512	33	30
\$100 to \$249.9	42,081	96,000	116,699	114,881	132,275	190,000	49	45
\$50 to \$99.9	70,800	82,602	85,000	92,481	94,992	135,000	13	13
\$10 to \$49.9	55,000	78,000	82,987	83,952	94,137	101,275	11	11
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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 services activities. S/he coordinates 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	65,488	96,370	118,873	122,117	138,739	229,000	34	7
\$1,000 to \$1,999.9	50,000	76,982	90,677	101,192	114,282	220,084	50	10
\$750 to \$999.9	56,730	79,268	98,492	102,846	116,987	185,000	20	12
\$500 to \$749.9	68,000	75,107	80,028	89,897	110,000	120,000	15	7
\$250 to \$499.9	43,000	70,000	79,074	81,260	87,021	139,650	46	26
\$100 to \$249.9	38,750	65,000	72,500	74,964	82,000	126,000	59	43
\$50 to \$99.9	45,450	48,000	70,000	70,270	93,000	103,000	11	11
\$25 to \$49.9	42,785	46,417	55,401	62,342	80,206	100,000	12	11
\$10 to \$24.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he 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. S/he plans, develops, and implements 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	75,338	99,579	125,000	128,222	153,849	204,000	26	7
\$1,000 to \$1,999.9	66,250	*	93,112	104,057	*	180,936	17	6
\$750 to \$999.9	55,000	94,847	106,923	114,030	125,000	184,800	9	8
\$500 to \$749.9	78,000	*	92,446	103,089	*	155,000	5	5
\$250 to \$499.9	74,970	79,133	92,704	90,390	98,468	118,000	13	11
\$100 to \$249.9	54,703	77,910	90,000	87,489	97,850	120,903	23	18
\$50 to \$99.9	*	*	*	*	*	*	2	2
\$5 to \$49.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Donor Services/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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	39,634	*	62,000	64,647	*	98,304	29	5
\$1,000 to \$1,999.9	40,794	50,000	55,000	56,453	61,276	81,476	41	9
\$750 to \$999.9	29,900	45,419	51,492	52,722	65,462	76,813	15	9
\$500 to \$749.9	18,314	51,500	62,514	63,588	77,000	94,045	23	10
\$250 to \$499.9	35,000	47,970	57,200	59,647	69,762	91,875	39	23
\$100 to \$249.9	25,385	45,900	50,005	55,120	62,077	140,000	60	48
\$50 to \$99.9	31,980	45,000	51,000	56,523	68,881	90,000	13	11
\$25 to \$49.9	31,500	44,429	48,006	47,974	51,605	61,070	9	9
\$10 to \$24.9	20,800	*	50,923	47,567	*	66,000	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	105,000	116,699	140,020	148,169	181,203	222,094	10	8
\$1,000 to \$1,999.9	70,000	95,704	113,381	126,331	136,234	227,300	16	10
\$750 to \$999.9	73,200	100,000	108,501	107,616	120,000	138,375	15	11
\$500 to \$749.9	70,000	86,500	115,360	110,642	139,000	140,400	11	10
\$250 to \$499.9	52,500	78,000	87,343	89,877	100,000	173,644	30	30
\$100 to \$249.9	41,428	67,954	76,165	80,113	84,000	165,000	49	49
\$50 to \$99.9	35,570	50,000	56,925	58,043	68,141	82,500	19	19
\$25 to \$49.9	37,262	52,982	60,000	61,384	68,141	87,550	15	15
\$10 to \$24.9	43,000	*	66,134	71,196	*	123,000	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	3	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	45,792	66,759	70,000	77,564	91,911	125,000	15	7
\$1,000 to \$1,999.9	45,900	54,340	56,625	64,925	68,250	105,650	22	9
\$750 to \$999.9	41,899	48,986	57,500	57,382	62,807	76,875	16	9
\$500 to \$749.9	43,250	48,666	62,021	59,544	68,250	75,107	12	8
\$250 to \$499.9	40,170	45,675	49,250	54,578	61,350	90,000	24	18
\$100 to \$249.9	21,450	44,200	50,210	51,592	58,152	78,000	44	37
\$50 to \$99.9	36,790	43,260	49,065	52,320	62,500	70,000	14	13
\$25 to \$49.9	28,080	35,000	38,000	44,488	58,240	65,000	7	7
\$10 to \$24.9	*	*	55,000	50,920	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	110,000	*	122,822	123,043	*	140,000	6	5
\$750 to \$999.9	*	*	110,688	112,344	*	*	4	3
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	83,323	80,125	*	*	4	4
\$50 to \$99.9	*	*	*	*	*	*	2	2
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	73,532	70,829	*	*	10	4
\$500 to \$999.9	*	*	77,780	74,499	*	*	5	4
\$100 to \$499.9	*	*	59,250	59,099	*	*	4	4
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	138,200	153,883	190,000	185,214	213,260	229,223	8	8
\$1,000 to \$1,999.9	106,121	119,171	138,174	144,632	158,925	218,400	8	8
\$500 to \$999.9	78,393	*	109,550	111,302	*	160,000	5	5
\$100 to \$499.9	*	*	76,725	75,158	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	51,500	80,000	96,020	98,929	118,200	160,000	35	7
\$1,000 to \$1,999.9	50,000	58,350	75,000	78,847	85,086	130,000	13	8
\$750 to \$999.9	45,625	*	82,671	77,111	*	99,000	10	6
\$500 to \$749.9	60,030	*	75,527	79,043	*	96,660	7	5
\$250 to \$499.9	62,000	*	77,730	73,532	*	81,384	5	5
\$100 to \$249.9	41,600	60,000	65,517	65,880	76,858	80,080	14	11
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	69,960	72,146	*	*	3	3
\$1,000 to \$1,999.9	43,860	*	60,010	65,585	*	103,438	7	5
\$500 to \$999.9	45,000	58,588	65,500	73,775	81,028	125,000	7	7
\$250 to \$499.9	37,000	47,228	53,600	56,937	58,000	105,000	13	13
\$100 to \$249.9	31,200	46,500	53,088	55,362	64,625	94,000	24	24
\$50 to \$99.9	28,418	38,480	47,987	49,639	57,586	80,000	22	22
\$25 to \$49.9	35,000	39,720	51,731	49,080	55,432	64,500	12	12
\$10 to \$24.9	30,560	37,440	45,760	46,130	55,000	62,000	9	9
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Librarian

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
Less than \$1,000	*	*	*	*	*	*	0	0

*Insufficient data.

Grants Manager/Administrator

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	52,188	81,000	85,000	82,413	93,165	99,269	13	5
\$1,000 to \$1,999.9	50,685	65,000	89,450	80,341	92,000	104,922	13	8
\$750 to \$999.9	51,500	54,558	62,244	63,097	65,000	102,890	15	11
\$500 to \$749.9	*	*	67,275	67,780	*	*	3	3
\$250 to \$499.9	45,261	52,659	62,169	61,446	69,000	75,000	25	23
\$100 to \$249.9	40,000	50,000	55,000	58,513	70,000	84,902	23	13
\$50 to \$99.9	39,500	49,244	56,338	59,350	70,854	82,400	19	17
\$25 to \$49.9	37,500	42,242	49,266	49,564	52,998	70,000	8	8
\$5 to \$24.9	52,000	*	55,297	60,268	*	86,939	6	6
Less than \$5	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	43,000	52,223	61,318	60,982	69,888	78,900	17	9
\$750 to \$999.9	*	*	50,750	54,213	*	*	6	4
\$500 to \$749.9	*	*	52,000	50,780	*	*	5	4
\$100 to \$499.9	30,040	44,000	48,801	48,516	55,000	60,394	13	12
\$50 to \$99.9	32,032	*	37,380	36,721	*	40,352	5	5
\$10 to \$49.9	*	*	32,760	40,680	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	118,049	*	142,628	157,340	*	239,545	6	6
\$1,000 to \$1,999.9	*	*	143,218	148,029	*	*	4	4
\$500 to \$999.9	52,788	*	94,368	92,730	*	119,000	5	5
\$250 to \$499.9	*	*	91,150	92,028	*	*	4	4
\$100 to \$249.9	75,000	*	87,000	99,400	*	150,000	5	5
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	54,100	62,554	92,695	87,080	108,200	110,000	10	7
\$1,000 to \$1,999.9	45,026	*	62,289	67,218	*	106,000	9	6
\$500 to \$999.9	48,000	66,500	75,554	72,751	80,912	88,074	8	7
\$250 to \$499.9	*	*	66,242	72,647	*	*	3	3
\$100 to \$249.9	*	*	*	*	*	*	0	0
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	55,440	64,500	70,564	76,548	82,897	118,820	21	7
\$1,000 to \$1,999.9	55,000	64,500	76,298	77,053	90,160	102,165	16	9
\$750 to \$999.9	54,632	60,000	63,309	66,998	70,000	90,000	18	7
\$500 to \$749.9	50,000	65,103	68,143	68,945	74,839	85,390	8	8
\$250 to \$499.9	41,000	48,668	58,000	57,494	65,000	76,077	23	22
\$100 to \$249.9	28,000	48,500	54,540	55,811	60,167	85,000	32	27
\$50 to \$99.9	35,600	38,636	50,142	48,464	57,780	59,000	8	8
\$10 to \$49.9	27,500	*	36,137	40,512	*	56,817	8	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	49,512	53,082	*	*	17	4
\$1,000 to \$1,999.9	31,200	44,996	53,250	54,132	61,824	80,000	28	7
\$750 to \$999.9	36,067	45,000	50,000	49,438	55,202	58,812	13	8
\$500 to \$749.9	40,165	*	45,880	47,637	*	55,000	12	5
\$250 to \$499.9	33,000	40,000	46,000	46,472	52,000	59,817	22	18
\$100 to \$249.9	31,200	40,000	45,163	46,542	53,900	66,500	55	46
\$50 to \$99.9	30,000	34,502	41,200	40,894	45,000	62,920	25	24
\$25 to \$49.9	15,000	24,000	36,153	33,958	41,600	49,958	19	16
\$10 to \$24.9	*	*	22,945	25,171	*	*	4	4
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Receptionist

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	40,009	*	60,000	58,518	*	82,500	6	5
\$1,000 to \$1,999.9	37,142	*	43,864	43,895	*	52,143	6	5
\$750 to \$999.9	41,500	42,000	48,307	48,079	52,862	56,538	9	9
\$500 to \$749.9	36,728	*	48,599	45,942	*	49,959	5	5
\$250 to \$499.9	36,713	*	44,500	43,409	*	49,173	5	5
\$100 to \$249.9	39,000	42,334	44,990	44,475	46,000	50,000	11	10
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.



Council on
Foundations

CHAPTER 6

Salary Tables: Corporate Grantmakers

Compensation Summary

Compensation Summary by Position (Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	100,000	*	142,500	227,100	*	451,000	6	6
Associate Director/Executive Vice President	*	*	*	*	*	*	2	2
Vice President (Administration)	*	*	*	*	*	*	2	2
General Counsel	*	*	*	*	*	*	0	0
Chief Financial Officer/Treasurer	*	*	*	*	*	*	0	0
Controller	*	*	*	*	*	*	0	0
Chief Investment Officer	*	*	*	*	*	*	0	0
Director of Impact Investing	*	*	*	*	*	*	0	0
Assistant Treasurer	*	*	*	*	*	*	0	0
Accountant	*	*	*	*	*	*	0	0
Accounting Clerk	*	*	*	*	*	*	0	0
Vice President (Programs)	*	*	*	*	*	*	2	2
Program Director	70,000	*	125,091	130,436	*	180,000	9	6
Senior Program Officer	*	*	118,000	129,306	*	*	6	4
Program Officer	54,000	*	87,890	91,689	*	120,000	12	5
Program Associate	*	*	*	*	*	*	2	1
Program Assistant	*	*	*	*	*	*	3	2
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	0	0
Director of Donor Services/Donor Services Officer	*	*	*	*	*	*	1	1
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	0	0
Donor Service/Development/Advancement Assistant	*	*	*	*	*	*	0	0
Director of Communications	*	*	123,000	112,830	*	*	3	3
Communications Associate	*	*	*	*	*	*	1	1
Research Director	*	*	*	*	*	*	2	2
Research Associate	*	*	*	*	*	*	0	0
Chief Technology Officer	*	*	*	*	*	*	0	0
Technology Professional	*	*	*	*	*	*	1	1
Office Manager	*	*	*	*	*	*	3	2
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	48,300	80,400	87,494	88,973	105,500	116,697	8	7
Grants Management Assistant	*	*	51,400	58,145	*	*	6	4
Director of Human Resources	*	*	*	*	*	*	0	0
Human Resources Professional	*	*	*	*	*	*	0	0
Executive Assistant	*	*	70,505	68,168	*	*	3	3
Administrative Assistant	*	*	*	*	*	*	0	0
Receptionist	*	*	*	*	*	*	0	0

*Insufficient data.

Position Summaries

Chief Executive Officer (CEO)/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).

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$6 or More	*	*	396,600	329,200	*	*	3	3
\$1 to \$5.9	*	*	130,000	125,000	*	*	3	3
Less than \$1	*	*	*	*	*	*	0	0

*Insufficient data.

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 one or more major programs and/or administrative activities 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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	1	1
\$6 to \$11.9	*	*	*	*	*	*	0	0
\$1 to \$5.9	*	*	*	*	*	*	1	1
Less than \$1	*	*	*	*	*	*	0	0

*Insufficient data.

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.)

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	1	1
\$6 to \$11.9	*	*	*	*	*	*	1	1
Less than \$6	*	*	*	*	*	*	0	0

*Insufficient data.

Vice President (Programs)

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	2	2
Less than \$12	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	125,091	141,937	*	*	7	4
\$6 to \$11.9	*	*	*	*	*	*	2	2
Less than \$6	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	4	2
\$6 to \$11.9	*	*	*	*	*	*	1	1
\$1 to \$5.9	*	*	*	*	*	*	1	1
Less than \$1	*	*	*	*	*	*	0	0

*Insufficient data.

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.).

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	7	2
\$6 to \$11.9	*	*	*	*	*	*	4	2
\$1 to \$5.9	*	*	*	*	*	*	1	1
Less than \$1	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	2	1
Less than \$12	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	1	1
\$6 to \$11.9	*	*	*	*	*	*	2	1
Less than \$6	*	*	*	*	*	*	0	0

*Insufficient data.

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 services activities. S/he coordinates 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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$6 or More	*	*	*	*	*	*	0	0
\$1 to \$5.9	*	*	*	*	*	*	1	1
Less than \$1	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	2	2
\$6 to \$11.9	*	*	*	*	*	*	1	1
Less than \$6	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	1	1
Less than \$12	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	1	1
\$6 to \$11.9	*	*	*	*	*	*	1	1
Less than \$6	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	1	1
Less than \$12	*	*	*	*	*	*	0	0

*Insufficient data.

Office Manager

This position oversees the operation and maintenance of facilities, office services, and related functions. She 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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	2	1
\$6 to \$11.9	*	*	*	*	*	*	1	1
Less than \$6	*	*	*	*	*	*	0	0

*Insufficient data.

Grants Manager/Administrator

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

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	87,250	89,875	*	*	4	3
\$6 to \$11.9	*	*	*	*	*	*	1	1
\$1 to \$5.9	*	*	104,000	89,666	*	*	3	3
Less than \$1	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	4	2
\$6 to \$11.9	*	*	*	*	*	*	0	0
\$1 to \$5.9	*	*	*	*	*	*	2	2
Less than \$1	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Grants Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$12 or More	*	*	*	*	*	*	1	1
\$6 to \$11.9	*	*	*	*	*	*	0	0
\$1 to \$5.9	*	*	*	*	*	*	2	2
Less than \$1	*	*	*	*	*	*	0	0

*Insufficient data.



Council on
Foundations

CHAPTER 6

Salary Tables: Private Foundations

Compensation Summary

Compensation Summary by Position (Base Salaries as of February 1, 2022)

Position	Type	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	Private	26,866	170,000	235,000	287,259	338,000	1,106,886	421	416
	Independent	68,640	178,000	249,000	309,534	356,092	1,106,886	257	254
	Family	26,866	152,931	217,500	252,353	316,642	800,000	164	162
Associate Director/ Executive Vice President	Private	57,915	158,000	219,113	245,269	275,000	850,000	87	74
	Independent	69,230	167,673	231,036	259,628	360,000	850,000	55	48
	Family	57,915	135,265	190,000	220,589	270,642	545,000	32	26
Vice President (Administration)	Private	35,680	150,000	187,004	219,272	291,758	448,754	51	49
	Independent	90,000	160,159	222,038	243,759	309,000	448,754	32	30
	Family	35,680	135,000	168,226	178,030	200,600	413,800	19	19
General Counsel	Private	66,288	242,000	335,000	336,488	460,000	564,000	25	19
	Independent	122,400	231,000	329,725	335,693	442,500	564,000	20	14
	Family	66,288	*	360,000	339,667	*	506,824	5	5
Chief Financial Officer/ Treasurer	Private	70,000	171,500	225,000	246,538	292,000	541,000	129	128
	Independent	70,000	195,535	232,875	255,703	295,000	541,000	93	92
	Family	83,135	144,500	205,500	222,862	261,750	486,497	36	36
Controller	Private	65,500	110,000	134,304	144,383	174,732	282,000	104	102
	Independent	73,182	110,000	129,016	143,836	181,000	282,000	66	64
	Family	65,500	114,300	141,000	145,331	159,035	280,000	38	38
Chief Investment Officer	Private	66,288	311,755	528,040	551,410	835,000	1,151,000	31	30
	Independent	80,000	328,507	603,563	577,607	816,140	1,151,000	24	23
	Family	66,288	152,874	350,000	461,588	867,203	1,009,714	7	7
Director of Impact Investing	Private	97,900	181,886	300,000	304,795	415,000	844,071	45	20
	Independent	97,900	194,943	301,179	318,220	416,100	844,071	40	15
	Family	130,000	*	200,000	197,396	*	256,095	5	5
Assistant Treasurer	Private	63,708	94,000	117,750	132,819	150,000	270,344	18	16
	Independent	63,708	109,500	121,368	140,730	171,748	270,344	15	13
	Family	*	*	94,000	93,262	*	*	3	3
Accountant	Private	47,965	79,004	89,050	97,498	108,808	199,547	112	69
	Independent	47,965	80,000	95,056	101,243	114,397	199,547	89	52
	Family	60,000	70,284	85,000	83,007	91,000	103,500	23	17
Accounting Clerk	Private	36,691	59,808	74,617	93,934	87,763	907,300	38	27
	Independent	36,691	57,905	67,395	106,684	88,000	907,300	24	18
	Family	36,941	68,500	77,000	72,076	83,609	88,000	14	9
Vice President (Programs)	Private	64,000	168,328	230,534	250,686	313,004	580,000	125	93
	Independent	64,000	171,000	249,500	263,326	322,472	580,000	99	69
	Family	93,000	150,000	179,450	202,555	250,000	415,000	26	24
Program Director	Private	36,000	141,009	185,245	194,590	242,400	545,000	329	132
	Independent	36,000	134,550	183,104	194,510	246,505	545,000	216	83
	Family	61,600	145,000	185,245	194,744	235,000	425,006	113	49

Compensation Summary by Position (Continued)

Position	Type	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
Senior Program Officer	Private	65,000	123,738	150,000	149,837	175,041	405,000	326	141
	Independent	65,000	127,787	155,000	154,622	178,300	405,000	241	96
	Family	70,000	116,000	131,700	136,271	150,000	263,700	85	45
Program Officer	Private	21,500	93,950	118,725	124,085	147,600	329,084	581	208
	Independent	42,449	93,000	122,959	125,874	147,500	329,084	370	129
	Family	21,500	94,500	111,100	120,948	150,000	215,000	211	79
Program Associate	Private	34,986	66,950	77,000	77,675	86,000	165,000	317	111
	Independent	34,986	65,423	75,000	77,613	86,350	165,000	228	75
	Family	35,000	70,000	80,000	77,834	85,200	123,000	89	36
Program Assistant	Private	28,000	55,000	65,205	66,511	76,500	101,000	205	67
	Independent	40,000	55,000	64,456	65,501	73,164	101,000	164	51
	Family	28,000	54,359	77,006	70,553	83,012	95,000	41	16
Vice President or Chief Development/ Advancement Officer	Private	90,000	166,500	189,300	201,575	220,000	371,000	8	8
	Independent	90,000	183,000	195,000	208,943	240,000	371,000	7	7
	Family	*	*	*	*	*	*	1	1
Director of Donor Services/Donor Services Officer	Private	*	*	96,500	92,750	*	*	4	4
	Independent	*	*	*	*	*	*	1	1
	Family	*	*	105,000	101,000	*	*	3	3
Director of Gift Planning/Gift Planning Officer	Private	*	*	*	*	*	*	1	1
	Independent	*	*	*	*	*	*	1	1
	Family	*	*	*	*	*	*	0	0
Donor Service/ Development/ Advancement Assistant	Private	47,927	*	65,000	85,309	*	143,000	3	3
	Independent	*	*	*	*	*	*	2	2
	Family	*	*	*	*	*	*	1	1
Director of Communications	Private	26,667	96,000	131,969	157,547	206,261	440,000	103	91
	Independent	26,667	96,000	130,868	157,349	206,261	440,000	78	67
	Family	63,500	100,000	135,900	158,167	200,850	355,000	25	24
Communications Associate	Private	30,000	68,588	84,100	92,734	105,500	220,000	100	54
	Independent	30,000	68,500	84,200	93,160	105,000	220,000	77	40
	Family	51,000	71,808	81,235	91,307	106,000	160,000	23	14
Research Director	Private	90,683	125,000	160,000	168,139	203,589	392,190	27	26
	Independent	90,683	128,585	160,000	172,995	196,921	392,190	21	20
	Family	100,000	*	142,660	151,142	*	217,000	6	6
Research Associate	Private	23,962	64,480	87,929	103,061	120,000	276,280	39	21
	Independent	23,962	66,780	92,900	107,713	120,000	276,280	35	18
	Family	*	*	61,867	62,358	*	*	4	3
Chief Technology Officer	Private	79,488	136,350	214,463	208,171	270,000	421,200	27	27
	Independent	79,488	136,350	237,915	222,700	275,000	421,200	18	18
	Family	94,000	145,000	147,557	179,113	214,463	300,000	9	9
Technology Professional	Private	48,204	88,785	107,933	121,449	148,013	235,000	84	43
	Independent	48,204	88,525	107,289	120,371	169,525	235,000	67	33
	Family	68,975	89,700	117,571	125,697	131,000	223,000	17	10

Compensation Summary by Position (Continued)

Position	Type	Salary						No. in Position	No. of Grantmakers
		Minimum	25th %	Median	Mean	75th %	Maximum		
Office Manager	Private	38,000	64,365	76,566	89,302	102,027	280,000	108	101
	Independent	41,200	65,550	76,066	90,007	101,422	280,000	84	78
	Family	38,000	59,897	83,205	86,834	108,600	160,000	24	23
Librarian	Private	69,961	*	95,850	103,622	*	188,000	8	5
	Independent	69,961	*	95,850	103,622	*	188,000	8	5
	Family	*	*	*	*	*	*	0	0
Grants Manager/ Administrator	Private	30,000	74,867	90,000	100,198	112,440	291,000	232	192
	Independent	41,200	74,160	90,000	101,228	111,394	291,000	141	115
	Family	30,000	76,760	90,000	98,602	113,000	257,523	91	77
Grants Management Assistant	Private	42,636	65,104	75,950	82,098	93,531	182,000	92	53
	Independent	47,200	65,000	78,500	84,846	96,900	182,000	70	35
	Family	42,636	65,208	70,794	73,356	80,000	109,005	22	18
Director of Human Resources	Private	80,644	148,025	203,500	220,008	277,500	520,000	32	31
	Independent	80,644	141,550	202,000	214,435	275,000	520,000	23	23
	Family	105,000	190,000	205,000	234,249	305,086	415,827	9	8
Human Resources Professional	Private	55,000	90,000	123,500	130,498	160,000	290,721	56	37
	Independent	55,000	93,974	126,632	134,926	165,600	290,721	38	26
	Family	66,000	85,000	102,000	121,151	160,000	208,000	18	11
Executive Assistant	Private	18,168	70,000	82,000	86,146	98,800	258,000	207	119
	Independent	18,168	70,035	85,000	88,383	100,357	258,000	143	81
	Family	37,578	66,721	77,000	81,147	90,226	168,000	64	38
Administrative Assistant	Private	33,462	55,000	64,769	65,691	71,564	130,680	198	88
	Independent	33,462	55,000	64,769	66,054	71,564	130,680	152	56
	Family	39,962	56,238	64,500	64,492	74,002	90,125	46	32
Receptionist	Private	33,000	45,101	52,258	54,606	64,217	78,280	32	28
	Independent	33,000	44,882	50,250	53,376	65,000	78,280	26	23
	Family	44,520	*	61,804	59,935	*	75,000	6	5

*Insufficient data.

Position Summaries

Chief Executive Officer (CEO)/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).

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	735,000	785,856	906,664	919,744	1,065,515	1,106,886	8	8
\$2,000 to \$4,999.9	629,856	677,000	712,250	749,136	798,531	1,008,000	12	12
\$1,000 to \$1,999.9	377,000	558,495	615,000	638,663	750,000	890,574	9	9
\$750 to \$999.9	45,750	355,595	460,000	492,224	675,000	772,729	9	8
\$500 to \$749.9	176,500	296,640	395,483	389,100	450,000	656,675	26	24
\$250 to \$499.9	128,750	245,000	301,155	325,585	378,500	641,480	71	69
\$100 to \$249.9	26,866	214,000	274,025	278,961	326,500	825,000	116	116
\$50 to \$99.9	30,000	141,000	189,795	183,397	223,421	329,579	83	83
\$25 to \$49.9	76,385	120,513	149,250	163,824	190,060	480,000	48	48
\$10 to \$24.9	100,250	125,000	140,000	147,493	154,659	315,703	29	29
\$5 to \$9.9	70,000	*	114,725	137,425	*	286,598	6	6
Less than \$5	*	*	137,679	157,630	*	*	4	4

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	735,000	718,333	*	*	3	3
\$1,000 to \$1,999.9	377,000	*	597,500	591,483	*	800,000	6	6
\$750 to \$999.9	45,750	*	407,798	420,773	*	675,000	6	5
\$500 to \$749.9	250,000	*	346,423	338,141	*	426,000	6	6
\$250 to \$499.9	128,750	243,600	281,040	298,307	350,000	465,000	31	30
\$100 to \$249.9	26,866	191,140	232,749	246,642	301,522	523,000	38	38
\$50 to \$99.9	30,000	148,500	193,250	176,161	207,700	275,780	26	26
\$25 to \$49.9	108,000	137,500	171,800	183,195	205,000	480,000	23	23
\$10 to \$24.9	100,250	120,000	140,000	148,501	164,317	315,703	19	19
\$5 to \$9.9	*	*	111,000	116,500	*	*	3	3
Less than \$5	*	*	156,000	181,304	*	*	3	3

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	821,711	*	983,000	978,826	*	1,106,886	6	6
\$2,000 to \$4,999.9	629,856	684,000	724,500	756,330	824,000	1,008,000	11	11
\$1,000 to \$1,999.9	*	*	750,000	733,023	*	*	3	3
\$750 to \$999.9	*	*	707,651	635,127	*	*	3	3
\$500 to \$749.9	176,500	321,570	400,975	404,388	486,095	656,675	20	18
\$250 to \$499.9	141,945	252,130	330,000	346,726	395,734	641,480	40	39
\$100 to \$249.9	120,000	223,820	283,095	294,706	331,200	825,000	78	78
\$50 to \$99.9	68,640	141,000	182,986	186,699	225,000	329,579	57	57
\$25 to \$49.9	76,385	117,000	143,072	146,002	168,300	249,000	25	25
\$10 to \$24.9	122,259	135,740	140,403	145,578	144,000	222,473	10	10
Less than \$10	*	*	102,529	140,414	*	*	4	4

*Insufficient data.

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 one or more major programs and/or administrative activities 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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	509,671	586,687	*	*	4	3
\$2,000 to \$4,999.9	*	*	452,750	407,979	*	*	4	3
\$1,000 to \$1,999.9	*	*	443,221	433,325	*	*	3	3
\$750 to \$999.9	180,000	*	379,369	344,873	*	515,000	10	6
\$500 to \$749.9	*	*	242,450	263,102	*	*	4	4
\$250 to \$499.9	134,037	168,950	192,750	215,031	256,965	360,000	12	12
\$100 to \$249.9	68,250	136,000	201,571	197,029	250,000	362,500	29	23
\$50 to \$99.9	99,615	142,500	168,822	175,394	209,638	261,620	8	8
\$25 to \$49.9	69,230	*	114,950	154,457	*	273,000	7	6
\$10 to \$24.9	57,915	*	137,619	130,010	*	180,000	6	6
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	2	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$500 to \$999.9	221,000	*	270,000	312,180	*	490,000	5	5
\$250 to \$499.9	149,000	*	190,000	203,005	*	275,000	6	6
\$100 to \$249.9	68,250	*	148,265	156,648	*	253,708	10	5
\$25 to \$99.9	*	*	210,642	199,821	*	*	4	4
\$10 to \$24.9	*	*	137,619	128,288	*	*	4	4
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	509,671	586,687	*	*	4	3
\$1,000 to \$4,999.9	*	*	409,111	382,723	*	*	4	4
\$500 to \$999.9	180,000	*	378,168	326,693	*	515,000	9	5
\$250 to \$499.9	134,037	*	215,250	227,056	*	360,000	6	6
\$100 to \$249.9	110,000	182,019	231,036	218,283	253,124	362,500	19	18
\$50 to \$99.9	99,615	135,000	169,970	179,022	234,676	261,620	7	7
\$10 to \$49.9	69,230	*	114,950	116,470	*	158,909	6	5
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.)

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	353,900	356,084	*	*	3	3
\$2,000 to \$4,999.9	157,000	287,387	318,500	332,191	420,000	448,754	8	7
\$1,000 to \$1,999.9	*	*	355,000	335,958	*	*	3	3
\$500 to \$999.9	175,696	186,105	195,643	222,890	271,090	301,750	8	7
\$250 to \$499.9	104,000	128,956	162,022	198,782	290,605	375,000	10	10
\$100 to \$249.9	90,000	113,639	150,000	143,184	162,318	205,000	9	9
\$25 to \$99.9	75,000	100,000	135,000	136,889	168,226	200,600	7	7
\$10 to \$24.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	2	2

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	2	2
\$500 to \$999.9	*	*	191,122	217,273	*	*	3	3
\$250 to \$499.9	*	*	162,022	163,511	*	*	4	4
\$100 to \$249.9	*	*	136,700	128,900	*	*	3	3
\$25 to \$99.9	75,000	*	135,000	135,765	*	200,600	5	5
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	353,900	356,084	*	*	3	3
\$1,000 to \$4,999.9	157,000	283,015	309,000	321,845	400,000	448,754	9	8
\$500 to \$999.9	*	*	200,164	226,260	*	*	5	4
\$250 to \$499.9	104,000	*	209,781	222,297	*	375,000	6	6
\$100 to \$249.9	90,000	*	160,159	150,326	*	205,000	6	6
\$50 to \$99.9	*	*	*	*	*	*	2	2
\$10 to \$49.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	289,330	*	444,201	429,677	*	564,000	10	6
\$1,000 to \$4,999.9	175,000	242,000	306,081	314,225	347,000	474,043	9	7
\$500 to \$999.9	*	*	272,225	274,681	*	*	4	4
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	2	2
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	474,043	424,016	*	*	3	3
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	289,330	*	425,000	421,105	*	564,000	9	5
\$1,000 to \$4,999.9	175,000	*	306,081	294,685	*	460,000	7	5
\$500 to \$999.9	*	*	220,000	246,241	*	*	3	3
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Chief Financial Officer/Treasurer

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

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	289,550	413,942	423,218	439,546	505,749	541,000	8	8
\$2,000 to \$4,999.9	253,000	353,731	382,876	391,954	460,000	480,000	11	11
\$1,000 to \$1,999.9	175,000	*	322,733	332,315	*	460,347	5	5
\$750 to \$999.9	200,000	*	305,000	304,107	*	423,873	5	5
\$500 to \$749.9	202,686	210,000	248,750	245,937	269,596	337,650	15	14
\$250 to \$499.9	102,600	172,400	219,600	214,009	232,974	431,607	29	29
\$100 to \$249.9	70,000	160,346	210,000	215,922	244,000	512,000	41	41
\$50 to \$99.9	72,461	122,000	150,875	147,009	161,000	227,817	10	10
\$25 to \$49.9	83,135	*	114,768	115,042	*	142,000	5	5
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	415,628	425,166	*	*	3	3
\$1,000 to \$1,999.9	*	*	322,733	319,360	*	*	3	3
\$500 to \$999.9	206,000	*	258,396	261,211	*	330,660	5	5
\$250 to \$499.9	102,600	165,021	196,800	186,055	224,698	232,974	9	9
\$100 to \$249.9	125,328	144,000	168,000	199,162	262,500	350,000	10	10
\$50 to \$99.9	*	*	161,000	165,354	*	*	3	3
\$25 to \$49.9	*	*	114,768	107,071	*	*	3	3
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	289,550	*	423,218	435,707	*	541,000	6	6
\$1,000 to \$4,999.9	253,000	351,866	393,833	386,802	437,000	480,000	12	12
\$750 to \$999.9	*	*	305,000	309,624	*	*	3	3
\$500 to \$749.9	202,686	212,500	244,375	247,889	274,048	337,650	12	11
\$250 to \$499.9	108,935	186,416	223,982	226,588	261,382	431,607	20	20
\$100 to \$249.9	70,000	169,950	215,000	221,328	244,000	512,000	31	31
\$25 to \$99.9	72,461	112,000	142,000	136,448	156,750	227,817	9	9
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	195,180	*	242,804	236,743	*	275,704	7	6
\$2,000 to \$4,999.9	174,000	180,000	188,000	203,883	235,900	282,000	11	11
\$1,000 to \$1,999.9	155,000	*	166,743	174,342	*	210,000	6	6
\$750 to \$999.9	125,000	137,000	174,103	188,312	252,250	280,000	7	7
\$500 to \$749.9	90,500	111,240	114,300	132,206	141,800	225,000	13	12
\$250 to \$499.9	77,813	102,000	125,500	128,308	144,000	205,000	18	18
\$100 to \$249.9	75,000	97,613	114,350	116,417	134,539	159,035	28	28
\$50 to \$99.9	73,182	94,667	103,660	103,891	118,500	134,608	9	9
\$10 to \$49.9	*	*	101,792	102,771	*	*	4	4
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	155,000	157,565	173,486	189,247	242,804	245,876	7	7
\$500 to \$999.9	114,300	125,000	150,000	183,364	252,250	280,000	7	7
\$250 to \$499.9	85,000	115,717	124,000	131,239	144,000	205,000	9	9
\$100 to \$249.9	75,000	100,000	140,000	125,103	156,000	159,035	9	9
\$10 to \$99.9	65,500	*	83,584	97,917	*	142,000	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	217,636	233,704	*	*	5	4
\$1,000 to \$4,999.9	174,000	180,500	194,000	204,393	222,950	282,000	12	12
\$500 to \$999.9	90,500	111,240	136,500	134,870	142,120	199,832	13	12
\$250 to \$499.9	77,813	95,000	127,000	125,377	137,000	184,000	9	9
\$100 to \$249.9	77,454	96,425	110,700	112,302	128,240	150,588	19	19
\$50 to \$99.9	73,182	98,284	106,830	107,065	119,250	134,608	8	8
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

Chief Investment Officer

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

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	566,500	810,833	883,602	877,010	954,857	1,151,000	8	8
\$1,000 to \$4,999.9	215,000	407,820	584,333	586,442	750,000	895,482	14	13
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$749.9	*	*	317,013	285,671	*	*	3	3
\$100 to \$249.9	66,288	*	152,874	186,083	*	311,755	5	5
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	697,622	688,739	*	*	4	4
\$250 to \$1,999.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	152,874	158,721	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	566,500	*	867,500	856,528	*	1,151,000	6	6
\$1,000 to \$4,999.9	215,000	411,410	682,813	611,012	773,640	895,482	12	11
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$749.9	142,500	*	311,755	262,254	*	340,000	5	5
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

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, 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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	120,000	*	305,000	344,362	*	844,071	19	6
\$1,000 to \$4,999.9	97,900	230,000	300,000	308,754	415,000	485,000	21	9
\$500 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	167,850	153,021	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	2	2
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	230,000	228,698	*	*	3	3
\$500 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	0	0
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	120,000	*	313,125	349,266	*	844,071	18	5
\$1,000 to \$4,999.9	97,900	232,548	300,000	318,622	415,000	485,000	19	7
\$250 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	2	2
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

Assistant Treasurer

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

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	104,185	*	193,910	187,719	*	270,344	6	5
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	109,500	96,236	*	*	3	3
\$100 to \$499.9	91,000	*	122,309	121,270	*	150,000	6	5
\$25 to \$99.9	*	*	81,600	82,700	*	*	3	3
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$50 to \$999.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	2	2
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	216,071	204,425	*	*	5	4
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	109,500	96,236	*	*	3	3
\$100 to \$499.9	91,000	*	122,309	121,270	*	150,000	6	5
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

Accountant

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

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	77,376	87,633	100,997	116,275	138,291	199,547	32	8
\$2,000 to \$4,999.9	75,242	86,439	95,260	99,166	109,497	131,000	24	12
\$1,000 to \$1,999.9	*	*	84,218	90,125	*	*	4	4
\$750 to \$999.9	73,000	*	102,902	96,282	*	114,211	8	5
\$500 to \$749.9	70,000	75,190	84,200	88,569	91,750	120,750	10	8
\$250 to \$499.9	51,500	60,425	78,936	82,016	99,000	154,500	18	16
\$100 to \$249.9	47,965	70,000	78,507	83,738	95,056	144,250	15	15
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	89,000	90,107	*	*	9	3
\$1,000 to \$1,999.9	*	*	83,435	77,369	*	*	3	3
\$500 to \$999.9	*	*	88,000	89,847	*	*	3	3
\$250 to \$499.9	*	*	65,500	65,261	*	*	3	3
\$100 to \$249.9	*	*	80,777	82,638	*	*	4	4
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	77,376	*	108,675	118,900	*	199,547	29	6
\$1,000 to \$4,999.9	75,242	86,613	105,000	103,690	120,987	131,000	19	12
\$750 to \$999.9	*	*	102,902	98,119	*	*	6	3
\$500 to \$749.9	70,000	75,190	80,800	88,632	91,750	120,750	9	7
\$250 to \$499.9	51,500	60,425	83,000	85,367	99,753	154,500	15	13
\$100 to \$249.9	47,965	70,000	78,507	84,139	95,056	144,250	11	11
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Accounting Clerk

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

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	56,176	*	88,000	159,442	*	907,300	11	6
\$1,000 to \$4,999.9	49,780	69,162	77,000	73,967	78,280	97,500	14	8
\$500 to \$999.9	*	*	63,456	68,728	*	*	4	4
\$250 to \$499.9	*	*	44,600	48,078	*	*	3	3
\$100 to \$249.9	36,941	*	59,808	64,850	*	88,000	5	5
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	77,000	75,503	*	*	8	3
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	66,050	64,260	*	*	4	4
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	56,176	*	88,000	168,063	*	907,300	10	5
\$2,000 to \$4,999.9	49,780	*	76,000	72,108	*	97,500	7	6
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$100 to \$499.9	*	*	55,817	52,861	*	*	4	4
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Vice President (Programs)

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	427,693	*	485,740	488,949	*	580,000	8	6
\$2,000 to \$4,999.9	262,600	312,000	323,574	349,593	386,151	492,302	23	11
\$1,000 to \$1,999.9	240,750	*	321,284	327,343	*	415,000	8	5
\$750 to \$999.9	150,379	*	228,021	242,550	*	346,500	12	5
\$500 to \$749.9	130,000	171,000	208,354	209,956	250,000	291,360	13	13
\$250 to \$499.9	93,000	140,000	176,750	192,400	242,639	343,504	28	23
\$100 to \$249.9	110,000	141,882	171,553	182,540	213,700	350,000	26	23
\$25 to \$99.9	*	*	159,212	159,871	*	*	4	4
\$5 to \$24.9	*	*	99,000	117,333	*	*	3	3
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	2	2
\$750 to \$999.9	*	*	267,000	254,626	*	*	3	3
\$500 to \$749.9	130,000	*	208,354	215,103	*	291,360	5	5
\$250 to \$499.9	93,000	*	170,000	167,674	*	232,974	7	6
\$100 to \$249.9	110,000	*	172,105	167,929	*	259,500	7	6
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	427,693	*	485,740	488,949	*	580,000	8	6
\$2,000 to \$4,999.9	262,600	312,000	323,574	349,593	386,151	492,302	23	11
\$1,000 to \$1,999.9	*	*	295,500	298,324	*	*	6	3
\$500 to \$999.9	143,000	190,550	225,508	223,566	265,000	303,884	17	10
\$250 to \$499.9	95,000	140,000	180,000	200,642	250,000	343,504	21	17
\$100 to \$249.9	110,614	141,882	171,000	187,923	225,000	350,000	19	17
\$50 to \$99.9	*	*	168,424	163,161	*	*	3	3
\$25 to \$49.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	187,553	233,000	280,000	291,271	323,885	545,000	54	8
\$2,000 to \$4,999.9	59,017	189,925	235,000	228,564	257,499	400,500	69	14
\$1,000 to \$1,999.9	126,883	176,840	205,983	204,198	218,000	275,000	30	7
\$750 to \$999.9	117,650	*	233,350	238,126	*	410,000	20	5
\$500 to \$749.9	64,672	135,000	168,418	161,648	184,594	265,000	24	12
\$250 to \$499.9	58,500	111,201	155,000	149,972	180,000	253,422	43	29
\$100 to \$249.9	85,000	126,000	146,140	146,025	160,000	235,000	53	34
\$50 to \$99.9	36,000	70,000	96,000	105,199	124,000	217,300	25	15
\$10 to \$49.9	58,938	*	83,000	89,477	*	140,000	9	6
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	260,000	259,891	*	*	25	4
\$1,000 to \$1,999.9	*	*	214,722	226,085	*	*	14	4
\$750 to \$999.9	*	*	196,000	234,481	*	*	13	3
\$500 to \$749.9	*	*	171,903	176,810	*	*	7	3
\$250 to \$499.9	80,000	145,000	169,744	164,301	186,300	250,000	21	14
\$100 to \$249.9	85,000	143,254	156,125	162,213	186,788	235,000	20	12
\$50 to \$99.9	61,600	*	95,320	109,278	*	210,930	10	6
\$5 to \$49.9	*	*	83,200	90,100	*	*	3	3
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	200,000	*	273,454	286,084	*	545,000	44	6
\$2,000 to \$4,999.9	59,017	189,925	236,000	229,900	255,912	400,500	54	12
\$1,000 to \$1,999.9	*	*	183,680	185,046	*	*	16	3
\$500 to \$999.9	64,672	128,300	170,000	181,507	241,000	313,566	24	11
\$250 to \$499.9	58,500	103,802	135,000	136,295	164,350	253,422	22	15
\$100 to \$249.9	90,106	111,434	141,750	136,215	157,350	172,000	33	22
\$50 to \$99.9	36,000	66,000	99,899	102,480	118,004	217,300	15	9
\$25 to \$49.9	*	*	82,595	87,013	*	*	7	4
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	141,800	*	173,724	183,438	*	405,000	66	6
\$2,000 to \$4,999.9	73,205	131,127	151,005	150,942	175,041	232,000	74	11
\$1,000 to \$1,999.9	*	*	155,000	156,250	*	*	4	3
\$750 to \$999.9	*	*	195,036	191,486	*	*	15	4
\$500 to \$749.9	99,075	120,759	138,572	148,256	171,650	219,000	28	15
\$250 to \$499.9	89,250	123,600	133,247	138,379	159,000	209,801	47	32
\$100 to \$249.9	81,000	108,600	125,000	126,856	140,000	196,214	66	48
\$50 to \$99.9	65,000	102,177	119,075	117,789	129,272	185,000	12	11
\$10 to \$49.9	91,414	96,336	112,668	123,323	140,041	182,016	11	9
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	3	2

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	111,936	*	135,064	140,933	*	205,000	24	5
\$500 to \$999.9	108,000	121,500	151,200	153,993	180,000	263,700	15	7
\$250 to \$499.9	102,000	123,600	131,700	134,007	144,313	180,000	21	13
\$100 to \$249.9	89,250	112,531	132,500	125,359	138,432	169,522	13	11
\$10 to \$99.9	91,414	112,668	121,698	130,151	140,041	182,016	9	7
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	3	2

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	141,800	*	173,724	183,438	*	405,000	66	6
\$2,000 to \$4,999.9	73,205	143,000	158,500	155,783	175,041	232,000	54	9
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	11	2
\$500 to \$749.9	99,075	121,500	141,143	155,142	200,000	219,000	17	10
\$250 to \$499.9	89,250	123,738	137,140	141,911	170,000	209,801	26	19
\$100 to \$249.9	81,000	108,600	125,000	127,223	140,000	196,214	53	37
\$50 to \$99.9	65,000	103,776	121,245	119,354	130,000	185,000	11	10
\$10 to \$49.9	*	*	96,336	95,256	*	*	3	3
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.).

Private Foundations *Insufficient data.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	102,730	140,000	154,950	164,061	179,451	329,084	130	8
\$2,000 to \$4,999.9	75,000	117,402	137,683	135,866	154,710	195,000	97	13
\$1,000 to \$1,999.9	98,800	107,987	127,191	128,307	138,000	181,469	27	7
\$750 to \$999.9	59,920	92,952	116,875	126,416	157,000	215,000	40	10
\$500 to \$749.9	53,000	89,375	100,437	109,612	131,850	186,700	41	18
\$250 to \$499.9	48,048	90,000	100,000	107,408	124,000	192,835	86	43
\$100 to \$249.9	53,390	84,936	96,959	100,489	111,700	208,000	96	63
\$50 to \$99.9	21,500	71,988	84,861	83,681	93,284	175,000	40	32
\$25 to \$49.9	42,449	82,450	99,173	102,879	135,000	154,875	16	10
\$10 to \$24.9	*	*	*	*	*	*	5	2
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	3	2

Family Foundations *Insufficient data.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	151,049	143,115	*	*	56	4
\$1,000 to \$1,999.9	115,000	*	131,661	138,941	*	173,981	16	5
\$750 to \$999.9	59,920	108,150	135,000	135,665	177,000	215,000	29	7
\$500 to \$749.9	*	*	126,000	127,345	*	*	8	4
\$250 to \$499.9	48,048	94,700	108,500	106,887	124,000	133,836	34	17
\$100 to \$249.9	72,120	96,010	103,390	109,551	112,500	208,000	28	18
\$50 to \$99.9	21,500	71,875	82,847	78,525	90,000	100,000	18	12
\$25 to \$49.9	55,000	89,100	102,000	108,601	135,000	154,875	14	8
\$10 to \$24.9	*	*	*	*	*	*	5	2
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	3	2

Independent Foundations *Insufficient data.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	102,730	*	150,000	165,400	*	329,084	91	6
\$1,000 to \$4,999.9	75,000	118,000	139,826	139,366	158,000	195,000	91	13
\$750 to \$999.9	*	*	95,790	102,032	*	*	11	3
\$500 to \$749.9	53,000	89,375	94,000	105,313	120,438	186,700	33	14
\$250 to \$499.9	60,000	83,500	97,263	107,749	125,899	192,835	52	26
\$100 to \$249.9	53,390	83,251	90,705	96,758	110,417	160,083	68	45
\$50 to \$99.9	45,000	72,100	90,000	87,900	96,408	175,000	22	20
\$25 to \$49.9	*	*	*	*	*	*	2	2
Less than \$25	*	*	*	*	*	*	0	0

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	62,700	*	82,257	89,586	*	165,000	66	6
\$2,000 to \$4,999.9	49,375	74,307	78,798	81,626	86,000	121,000	65	11
\$1,000 to \$1,999.9	55,000	*	81,503	80,076	*	115,700	22	6
\$750 to \$999.9	60,050	65,335	72,826	74,779	81,250	120,000	40	7
\$500 to \$749.9	40,560	41,600	65,000	65,392	79,000	151,463	42	15
\$250 to \$499.9	47,000	64,000	75,000	75,461	85,000	115,000	23	21
\$100 to \$249.9	42,619	63,522	70,000	73,447	79,950	123,022	42	30
\$50 to \$99.9	40,000	51,950	62,500	63,088	69,650	96,500	8	8
\$10 to \$49.9	34,986	*	71,648	68,160	*	87,550	8	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	79,389	79,280	*	*	21	3
\$1,000 to \$1,999.9	*	*	81,005	78,519	*	*	19	4
\$750 to \$999.9	*	*	81,950	83,996	*	*	14	4
\$500 to \$749.9	*	*	85,000	89,600	*	*	5	3
\$250 to \$499.9	58,000	71,469	81,200	80,249	83,750	111,150	8	7
\$100 to \$249.9	47,500	54,500	66,500	72,090	91,716	103,000	12	7
\$50 to \$99.9	*	*	47,250	52,183	*	*	3	3
\$25 to \$49.9	*	*	81,650	74,650	*	*	6	4
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	70,905	*	85,732	91,251	*	165,000	57	5
\$1,000 to \$4,999.9	49,375	74,026	79,491	82,536	87,910	121,000	56	11
\$750 to \$999.9	*	*	67,000	69,816	*	*	26	3
\$500 to \$749.9	40,560	41,600	51,250	62,121	75,000	151,463	37	12
\$250 to \$499.9	47,000	58,957	72,105	72,908	86,500	115,000	15	14
\$100 to \$249.9	42,619	63,700	70,000	73,990	78,000	123,022	30	23
\$50 to \$99.9	56,650	*	65,000	69,630	*	96,500	5	5
\$10 to \$49.9	*	*	*	*	*	*	2	2
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	52,641	*	74,090	72,392	*	91,435	85	6
\$1,000 to \$4,999.9	47,000	60,244	64,297	65,890	70,387	101,000	37	10
\$750 to \$999.9	42,400	*	58,897	67,650	*	94,243	17	6
\$500 to \$749.9	49,638	61,315	63,373	67,485	70,863	95,000	16	9
\$250 to \$499.9	40,000	49,000	56,000	56,227	62,940	78,719	20	14
\$100 to \$249.9	46,000	50,000	63,342	62,529	71,800	90,000	19	14
\$50 to \$99.9	28,000	*	45,000	45,769	*	64,000	7	5
\$10 to \$49.9	*	*	45,000	45,180	*	*	4	3
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	20	2
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$999.9	42,400	*	70,100	67,572	*	95,000	7	5
\$100 to \$499.9	*	*	71,800	72,027	*	*	6	4
\$10 to \$99.9	28,000	*	45,000	43,923	*	63,086	8	5
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	52,641	*	70,980	69,267	*	91,435	66	5
\$1,000 to \$4,999.9	47,000	61,372	64,649	66,210	70,574	101,000	36	9
\$750 to \$999.9	*	*	58,897	69,095	*	*	15	4
\$500 to \$749.9	54,600	*	62,130	65,490	*	87,400	11	6
\$250 to \$499.9	40,000	48,000	56,000	55,044	60,897	75,000	19	13
\$100 to \$249.9	46,000	50,000	56,023	59,615	65,000	90,000	14	11
\$25 to \$99.9	*	*	45,000	49,906	*	*	3	3
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	*	*	*	*	0	0
\$2,000 to \$4,999.9	*	*	*	*	*	*	1	1
\$500 to \$1,999.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	2	2
\$100 to \$249.9	*	*	195,000	192,667	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$50 or More	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	*	*	*	*	0	0
\$2,000 to \$4,999.9	*	*	*	*	*	*	1	1
\$500 to \$1,999.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	2	2
\$100 to \$249.9	*	*	195,000	192,667	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

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 services activities. S/he coordinates 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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$250 or More	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$250 or More	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5 or More	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he 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. S/he plans, develops, and implements 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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$500 or More	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
Less than \$250	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$500 or More	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
Less than \$250	*	*	*	*	*	*	0	0

*Insufficient data.

Donor Services/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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	*	*	*	*	0	0
\$2,000 to \$4,999.9	*	*	*	*	*	*	1	1
\$250 to \$1,999.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$250 or More	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	*	*	*	*	0	0
\$2,000 to \$4,999.9	*	*	*	*	*	*	1	1
\$100 to \$1,999.9	*	*	*	*	*	*	0	0
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	174,719	204,700	217,943	260,566	291,599	440,000	13	8
\$2,000 to \$4,999.9	26,667	165,000	200,850	212,090	284,820	346,466	17	13
\$1,000 to \$1,999.9	*	*	183,420	176,001	*	*	3	3
\$750 to \$999.9	*	*	227,010	219,211	*	*	7	4
\$500 to \$749.9	75,000	93,600	118,750	135,917	164,800	212,000	9	9
\$250 to \$499.9	62,000	92,081	115,000	123,990	147,724	233,928	19	19
\$100 to \$249.9	51,480	85,010	97,443	105,242	115,000	211,000	22	22
\$50 to \$99.9	54,106	76,000	96,000	101,351	131,955	148,380	10	10
\$10 to \$49.9	*	*	84,100	88,033	*	*	3	3
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	246,225	249,060	*	*	4	3
\$1,000 to \$1,999.9	*	*	183,420	176,001	*	*	3	3
\$500 to \$999.9	*	*	187,663	201,331	*	*	4	4
\$250 to \$499.9	*	*	123,900	114,756	*	*	4	4
\$100 to \$249.9	78,500	*	130,000	141,297	*	211,000	5	5
\$10 to \$99.9	70,000	*	85,000	91,820	*	120,000	5	5
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	174,719	*	217,000	250,634	*	440,000	11	6
\$2,000 to \$4,999.9	26,667	131,969	207,000	215,978	289,000	346,466	15	12
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$999.9	92,830	118,061	165,634	162,701	210,288	250,143	12	9
\$250 to \$499.9	62,000	92,081	115,000	126,453	150,000	233,928	15	15
\$100 to \$249.9	51,480	85,010	96,900	94,637	105,000	123,586	17	17
\$50 to \$99.9	54,106	65,000	92,000	101,216	141,071	148,380	7	7
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	62,000	*	103,500	121,932	*	220,000	16	6
\$2,000 to \$4,999.9	56,000	69,476	87,553	97,164	110,000	170,000	31	10
\$1,000 to \$1,999.9	*	*	90,480	94,160	*	*	3	3
\$750 to \$999.9	*	*	105,065	106,655	*	*	12	4
\$500 to \$749.9	68,800	70,820	77,389	78,665	87,050	90,000	8	7
\$250 to \$499.9	52,915	58,000	84,395	80,837	100,938	113,326	10	7
\$100 to \$249.9	38,542	58,000	62,540	69,451	82,337	132,000	15	12
\$25 to \$99.9	*	*	58,980	59,653	*	*	4	4
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	72,000	*	87,575	88,201	*	120,000	9	5
\$500 to \$999.9	*	*	106,000	115,770	*	*	7	3
\$100 to \$499.9	51,000	*	62,400	70,836	*	132,000	7	6
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	106,188	127,293	*	*	14	4
\$1,000 to \$4,999.9	56,000	69,000	87,553	98,873	136,225	170,000	27	10
\$500 to \$999.9	62,987	69,832	84,200	84,522	92,431	111,808	13	8
\$250 to \$499.9	57,500	*	92,500	86,932	*	113,326	8	5
\$100 to \$249.9	38,542	58,000	63,400	65,882	82,337	88,000	10	8
\$25 to \$99.9	*	*	58,980	59,653	*	*	4	4
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	300,500	301,493	*	*	3	3
\$1,000 to \$4,999.9	143,500	*	190,527	186,399	*	210,000	6	5
\$500 to \$999.9	95,750	*	132,500	143,012	*	217,000	6	6
\$250 to \$499.9	90,683	125,000	128,585	139,694	160,000	203,589	7	7
\$100 to \$249.9	*	*	152,500	145,000	*	*	4	4
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$100 to \$499.9	*	*	125,000	142,863	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	300,500	301,493	*	*	3	3
\$1,000 to \$4,999.9	143,500	*	190,527	186,399	*	210,000	6	5
\$500 to \$999.9	*	*	122,500	120,188	*	*	4	4
\$250 to \$499.9	90,683	*	128,585	129,854	*	160,000	5	5
\$100 to \$249.9	*	*	165,000	160,000	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	120,000	143,835	*	*	11	3
\$1,000 to \$4,999.9	62,000	*	108,772	116,036	*	210,000	11	6
\$250 to \$999.9	54,907	*	64,640	72,624	*	111,460	10	6
\$100 to \$249.9	58,302	*	64,740	68,436	*	92,900	6	5
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	2	1
\$750 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	*	*	*	*	1	1
Less than \$250	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	120,000	143,835	*	*	11	3
\$1,000 to \$4,999.9	80,600	*	111,000	127,711	*	210,000	9	5
\$750 to \$999.9	*	*	*	*	*	*	5	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	62,499	61,395	*	*	3	3
\$100 to \$249.9	58,302	*	64,740	68,436	*	92,900	6	5
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	214,463	*	296,640	307,601	*	421,200	5	5
\$2,000 to \$4,999.9	190,000	209,625	257,349	246,118	272,500	300,000	8	8
\$1,000 to \$1,999.9	*	*	147,557	162,969	*	*	3	3
\$750 to \$999.9	*	*	248,820	243,610	*	*	3	3
\$500 to \$749.9	*	*	123,600	123,533	*	*	3	3
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	100,844	108,444	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	209,732	216,755	*	*	4	4
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	310,820	330,886	*	*	4	4
\$1,000 to \$4,999.9	136,350	193,601	239,373	225,662	264,000	275,000	8	8
\$500 to \$999.9	*	*	175,305	174,858	*	*	4	4
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	2	2
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	63,301	103,830	143,546	141,651	176,830	222,525	26	7
\$2,000 to \$4,999.9	58,425	89,522	102,495	117,355	129,467	235,000	24	11
\$1,000 to \$1,999.9	*	*	132,967	156,563	*	*	7	3
\$750 to \$999.9	80,862	*	104,325	118,060	*	197,777	8	6
\$500 to \$749.9	48,204	66,435	83,013	83,476	105,936	109,033	12	9
\$250 to \$499.9	*	*	107,697	98,540	*	*	3	3
\$100 to \$249.9	*	*	79,279	91,593	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	123,750	144,880	*	*	10	4
\$750 to \$999.9	*	*	104,325	111,550	*	*	4	3
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	63,301	*	143,569	142,614	*	222,525	25	6
\$1,000 to \$4,999.9	58,425	89,044	98,195	117,329	133,933	235,000	22	11
\$750 to \$999.9	*	*	109,822	124,571	*	*	4	3
\$500 to \$749.9	48,204	66,435	83,013	83,476	105,936	109,033	12	9
\$100 to \$499.9	*	*	109,236	104,563	*	*	4	4
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Office Manager

This position oversees the operation and maintenance of facilities, office services, and related functions. She 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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	87,592	*	135,900	133,824	*	169,744	7	5
\$2,000 to \$4,999.9	75,000	83,802	103,936	130,216	134,500	280,000	12	9
\$1,000 to \$1,999.9	77,000	95,500	122,250	117,847	135,137	160,000	8	7
\$750 to \$999.9	60,638	*	87,146	82,091	*	100,791	6	5
\$500 to \$749.9	55,100	*	102,053	103,101	*	161,400	5	5
\$250 to \$499.9	54,000	65,100	76,000	83,676	102,000	134,000	19	19
\$100 to \$249.9	48,000	60,000	66,620	70,600	81,914	115,200	26	26
\$50 to \$99.9	41,200	66,000	71,000	73,137	74,720	143,784	15	15
\$10 to \$49.9	38,000	53,000	60,325	67,189	71,000	139,000	10	10
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	87,592	95,500	128,750	120,796	135,137	160,000	8	7
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	81,409	80,584	*	*	3	3
\$100 to \$249.9	*	*	70,500	77,175	*	*	4	4
\$10 to \$99.9	38,000	39,936	55,000	59,248	72,800	85,000	7	7
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	138,940	141,529	*	*	6	4
\$1,000 to \$4,999.9	75,000	78,000	91,000	125,123	126,987	280,000	13	10
\$750 to \$999.9	*	*	89,333	85,024	*	*	4	3
\$500 to \$749.9	55,100	*	102,053	103,101	*	161,400	5	5
\$250 to \$499.9	54,000	66,025	74,000	84,255	101,546	134,000	16	16
\$100 to \$249.9	48,000	60,000	66,620	69,405	81,914	91,500	22	22
\$50 to \$99.9	41,200	66,000	70,753	73,162	74,720	143,784	14	14
\$25 to \$49.9	*	*	66,475	82,487	*	*	4	4
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Librarian

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

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	*	*	*	*	5	2
\$2,000 to \$4,999.9	*	*	*	*	*	*	2	2
\$750 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
Less than \$500	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	*	*	*	*	5	2
\$2,000 to \$4,999.9	*	*	*	*	*	*	2	2
\$750 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
Less than \$500	*	*	*	*	*	*	0	0

*Insufficient data.

Grants Manager/Administrator

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

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	99,000	115,500	132,480	143,258	156,986	250,000	25	7
\$2,000 to \$4,999.9	62,500	88,000	92,000	128,716	130,000	291,000	17	11
\$1,000 to \$1,999.9	77,328	104,185	119,750	129,976	130,000	257,523	10	7
\$750 to \$999.9	58,943	95,000	110,000	128,821	160,000	218,000	11	7
\$500 to \$749.9	62,000	74,023	90,000	91,186	100,372	139,000	21	19
\$250 to \$499.9	41,200	81,159	94,200	100,027	111,574	202,628	52	48
\$100 to \$249.9	47,970	74,675	83,775	84,354	91,600	130,000	58	56
\$50 to \$99.9	46,143	68,800	71,552	79,107	91,035	124,370	23	23
\$25 to \$49.9	44,500	49,366	65,375	63,117	71,966	87,025	8	8
\$10 to \$24.9	*	*	66,911	67,618	*	*	4	3
Less than \$10	*	*	56,867	51,914	*	*	3	3

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	77,328	104,185	128,871	131,045	137,800	257,523	15	7
\$750 to \$999.9	*	*	110,000	126,442	*	*	7	4
\$500 to \$749.9	72,000	83,215	93,250	99,895	117,617	139,000	8	8
\$250 to \$499.9	57,000	78,733	90,950	94,342	111,148	140,569	27	25
\$100 to \$249.9	56,650	75,880	84,500	88,135	104,723	130,000	20	20
\$50 to \$99.9	66,250	*	71,552	83,319	*	124,370	5	5
\$10 to \$49.9	56,650	*	71,931	71,061	*	87,025	7	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	99,000	*	125,819	146,739	*	250,000	19	6
\$1,000 to \$4,999.9	62,500	88,000	101,105	128,648	130,000	291,000	18	12
\$750 to \$999.9	*	*	127,500	132,986	*	*	4	3
\$500 to \$749.9	62,000	71,250	76,100	85,827	100,000	115,600	13	11
\$250 to \$499.9	41,200	82,000	96,494	106,166	116,133	202,628	25	23
\$100 to \$249.9	47,970	74,160	83,115	82,365	90,000	120,000	38	36
\$50 to \$99.9	46,143	68,800	75,446	77,937	91,035	105,000	18	18
\$10 to \$49.9	44,500	*	50,989	55,596	*	72,000	5	5
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	68,900	79,000	92,000	101,694	115,000	182,000	31	7
\$2,000 to \$4,999.9	49,761	66,641	71,084	73,259	80,000	96,900	20	9
\$1,000 to \$1,999.9	53,560	*	67,500	76,275	*	112,000	6	5
\$750 to \$999.9	60,000	*	73,898	79,580	*	110,000	5	5
\$500 to \$749.9	*	*	60,320	59,630	*	*	5	4
\$250 to \$499.9	50,000	62,418	68,411	76,394	88,000	120,000	17	15
\$100 to \$249.9	42,636	*	64,688	62,427	*	80,000	6	6
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	75,000	84,485	*	*	6	3
\$1,000 to \$1,999.9	*	*	75,000	78,975	*	*	3	3
\$500 to \$999.9	*	*	73,199	71,100	*	*	4	4
\$250 to \$499.9	57,850	*	65,208	64,961	*	71,588	6	5
\$100 to \$249.9	*	*	73,202	65,279	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	71,000	*	92,000	103,541	*	182,000	27	5
\$1,000 to \$4,999.9	49,761	64,044	70,532	73,139	80,000	112,000	21	10
\$500 to \$999.9	47,200	*	61,225	68,608	*	110,000	6	5
\$250 to \$499.9	50,000	62,418	73,562	82,631	108,496	120,000	11	10
\$100 to \$249.9	*	*	64,375	59,575	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	173,593	*	372,000	359,473	*	520,000	6	6
\$2,000 to \$4,999.9	160,000	193,000	211,000	221,188	270,300	280,000	10	9
\$1,000 to \$1,999.9	*	*	215,975	235,509	*	*	4	4
\$750 to \$999.9	*	*	220,000	225,459	*	*	3	3
\$500 to \$749.9	*	*	119,983	119,481	*	*	4	4
\$100 to \$499.9	80,644	*	105,000	115,038	*	170,520	5	5
Less than \$100	*	*	*	*	*	*	0	0
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	190,000	*	255,043	277,369	*	415,827	6	5
\$100 to \$999.9	*	*	119,025	148,008	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	346,058	346,427	*	*	4	4
\$1,000 to \$4,999.9	160,000	202,000	222,500	226,083	270,300	280,000	10	10
\$500 to \$999.9	96,408	*	135,675	155,717	*	301,876	6	6
\$100 to \$499.9	*	*	100,000	117,055	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	108,800	144,000	167,800	176,389	208,000	290,721	22	8
\$2,000 to \$4,999.9	75,000	90,000	104,000	112,441	135,000	172,600	13	9
\$1,000 to \$1,999.9	73,000	*	100,858	107,699	*	160,000	6	5
\$750 to \$999.9	*	*	97,335	106,113	*	*	3	3
\$500 to \$749.9	*	*	76,550	76,930	*	*	4	4
\$250 to \$499.9	*	*	109,973	107,084	*	*	4	4
\$100 to \$249.9	*	*	55,100	58,700	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	151,773	145,219	*	*	9	3
\$1,000 to \$1,999.9	*	*	100,000	108,896	*	*	5	4
\$100 to \$999.9	*	*	77,000	80,112	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	108,800	*	170,300	178,036	*	290,721	16	6
\$1,000 to \$4,999.9	81,176	90,000	111,015	117,132	139,868	172,600	11	9
\$500 to \$999.9	58,000	*	76,100	90,345	*	148,904	5	5
\$100 to \$499.9	55,000	*	93,216	89,739	*	125,000	6	6
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	62,000	81,189	99,779	102,653	115,294	171,660	50	8
\$2,000 to \$4,999.9	18,168	72,000	88,056	88,670	97,400	258,000	42	13
\$1,000 to \$1,999.9	62,400	*	86,883	86,412	*	113,300	12	6
\$750 to \$999.9	53,000	*	85,000	100,817	*	168,000	11	6
\$500 to \$749.9	60,000	71,000	80,700	81,819	91,389	111,300	14	11
\$250 to \$499.9	50,000	65,813	73,951	77,427	88,700	120,886	27	25
\$100 to \$249.9	30,000	66,005	72,000	72,705	83,000	100,356	35	34
\$50 to \$99.9	37,578	56,687	61,550	60,372	67,000	75,000	9	9
\$10 to \$49.9	46,800	*	73,193	72,745	*	104,009	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	84,123	84,240	*	*	20	4
\$1,000 to \$1,999.9	*	*	89,133	87,258	*	*	8	3
\$500 to \$999.9	53,000	*	82,400	93,847	*	168,000	8	5
\$250 to \$499.9	65,813	72,000	77,175	77,581	82,500	95,961	11	9
\$100 to \$249.9	51,060	61,769	73,500	70,642	79,770	84,000	8	8
\$50 to \$99.9	*	*	70,000	60,859	*	*	3	3
\$10 to \$49.9	62,276	*	76,385	77,934	*	104,009	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	69,000	*	100,659	104,675	*	171,660	42	6
\$2,000 to \$4,999.9	18,168	72,500	91,500	92,522	99,000	258,000	30	11
\$1,000 to \$1,999.9	*	*	83,863	84,720	*	*	4	3
\$500 to \$999.9	60,000	72,320	85,000	88,452	103,950	120,862	17	12
\$250 to \$499.9	50,000	61,739	71,976	77,320	88,736	120,886	16	16
\$100 to \$249.9	30,000	66,005	72,000	73,317	85,000	100,356	27	26
\$25 to \$99.9	46,800	52,950	57,336	58,224	65,245	67,000	7	7
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	39,670	65,000	68,424	73,822	82,800	130,680	73	8
\$1,000 to \$4,999.9	48,064	56,485	63,404	65,126	70,081	110,000	48	9
\$750 to \$999.9	45,000	*	57,286	58,312	*	78,000	6	5
\$500 to \$749.9	44,000	49,002	59,840	58,225	63,818	80,000	12	10
\$250 to \$499.9	46,916	52,000	57,119	60,345	69,500	76,000	14	13
\$100 to \$249.9	33,462	46,821	58,183	57,543	66,188	97,000	31	29
\$50 to \$99.9	39,660	45,780	51,517	57,262	62,500	84,240	10	10
\$10 to \$49.9	*	*	63,528	60,496	*	*	4	4
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	68,016	72,342	*	*	15	3
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	61,150	60,974	*	*	5	4
\$500 to \$749.9	*	*	64,818	64,910	*	*	4	4
\$250 to \$499.9	49,612	*	56,238	58,788	*	75,000	5	5
\$100 to \$249.9	39,962	51,525	62,500	59,481	68,800	77,003	10	9
\$50 to \$99.9	*	*	52,890	58,689	*	*	4	4
\$10 to \$49.9	*	*	65,000	64,495	*	*	3	3
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	39,670	*	69,385	74,669	*	130,680	62	6
\$1,000 to \$4,999.9	48,064	55,085	63,120	63,646	69,368	110,000	44	8
\$500 to \$999.9	44,000	47,250	53,000	53,784	62,130	65,000	9	7
\$250 to \$499.9	46,916	52,000	61,000	61,210	69,500	76,000	9	8
\$100 to \$249.9	33,462	46,821	57,500	56,620	63,300	97,000	21	20
\$50 to \$99.9	39,660	*	51,517	56,311	*	84,000	6	6
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Receptionist

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

Private Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	62,829	*	71,028	70,524	*	78,280	7	6
\$1,000 to \$4,999.9	44,882	52,015	57,395	56,377	61,793	67,128	10	8
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	2	2
\$250 to \$499.9	33,000	43,946	47,125	47,827	50,250	66,972	8	7
\$100 to \$249.9	*	*	41,600	40,968	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Family Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	63,132	65,511	*	*	4	3
\$100 to \$999.9	*	*	*	*	*	*	0	0
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0

*Insufficient data.

Independent Foundations

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	73,874	73,101	*	*	4	4
\$1,000 to \$4,999.9	44,882	52,015	54,789	55,888	61,793	67,128	9	7
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	2	2
\$250 to \$499.9	33,000	43,946	47,125	47,827	50,250	66,972	8	7
\$100 to \$249.9	*	*	41,600	40,968	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.



Council on
Foundations

CHAPTER 6

Salary Tables: Operating Foundations

Compensation Summary

Compensation Summary by Position
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	58,500	225,000	345,000	335,827	472,500	636,400	19	19
Associate Director/Executive Vice President	85,000	125,000	178,500	207,957	267,622	403,805	7	7
Vice President (Administration)	104,895	*	188,550	177,858	*	211,150	6	5
General Counsel	*	*	224,100	223,078	*	*	3	3
Chief Financial Officer/Treasurer	117,200	196,796	231,850	232,955	271,700	346,450	9	9
Controller	100,461	*	120,000	118,453	*	134,700	5	5
Chief Investment Officer	*	*	*	*	*	*	1	1
Director of Impact Investing	*	*	*	*	*	*	1	1
Assistant Treasurer	*	*	*	*	*	*	0	0
Accountant	68,000	*	91,422	91,539	*	113,300	11	6
Accounting Clerk	*	*	*	*	*	*	1	1
Vice President (Programs)	140,000	*	211,665	216,885	*	283,500	8	5
Program Director	81,809	113,168	153,101	152,400	205,536	230,000	18	10
Senior Program Officer	91,702	122,282	135,470	134,924	147,490	175,000	20	11
Program Officer	74,000	96,640	107,625	108,003	116,614	185,000	37	14
Program Associate	50,000	62,332	71,928	73,879	85,067	109,700	18	10
Program Assistant	52,000	57,348	64,167	68,842	79,617	92,874	16	7
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	2	2
Director of Donor Services/Donor Services Officer	*	*	*	*	*	*	0	0
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	0	0
Donor Service/Development/Advancement Assistant	*	*	*	*	*	*	0	0
Director of Communications	88,298	110,136	142,940	145,336	165,955	222,800	12	10
Communications Associate	47,133	62,514	74,000	71,456	80,087	96,160	16	11
Research Director	*	*	182,422	185,089	*	*	5	4
Research Associate	*	*	57,296	63,514	*	*	7	4
Chief Technology Officer	*	*	158,415	159,287	*	*	4	4
Technology Professional	*	*	71,149	83,379	*	*	5	3
Office Manager	47,156	67,041	88,159	100,182	134,657	163,800	9	9
Librarian	*	*	69,750	73,855	*	*	6	4
Grants Manager/Administrator	61,200	71,924	88,781	86,519	94,263	125,000	12	9
Grants Management Assistant	*	*	*	*	*	*	1	1
Director of Human Resources	98,689	*	110,900	127,987	*	216,090	5	5
Human Resources Professional	*	*	94,888	93,026	*	*	4	4
Executive Assistant	59,280	*	73,512	71,751	*	82,631	12	6
Administrative Assistant	50,000	55,736	65,000	66,914	75,845	105,330	21	7
Receptionist	*	*	*	*	*	*	1	1

*Insufficient data

Position Summaries

Chief Executive Officer (CEO)/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).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	524,009	461,803	*	*	3	3
\$100 to \$249.9	178,740	225,000	345,000	308,377	397,052	403,650	7	7
\$10 to \$99.9	124,000	*	226,351	252,870	*	437,000	5	5
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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 one or more major programs and/or administrative activities 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	171,750	174,817	*	*	4	4
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.)

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$500 or More	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$25 to \$99.9	*	*	*	*	*	*	0	0
Less than \$25	*	*	166,000	161,724	*	*	4	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$10 to \$249.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

Chief Financial Officer/Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	271,700	250,665	*	*	3	3
\$100 to \$249.9	*	*	174,105	212,585	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$500 or More	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	120,000	122,268	*	*	3	3
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

Chief Investment Officer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$500 or More	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
Less than \$250	*	*	*	*	*	*	0	0

*Insufficient data.

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, 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$250 or More	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Accountant

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	5	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	80,000	90,210	*	*	5	3
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Accounting Clerk

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
Less than \$750	*	*	*	*	*	*	0	0

*Insufficient data.

Vice President (Programs)

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	5	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	205,664	209,721	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	4	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	124,558	140,423	*	*	8	4
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	0	0
Less than \$25	*	*	168,429	178,686	*	*	5	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	3	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	4	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	131,027	139,314	*	*	5	3
\$100 to \$249.9	*	*	115,000	116,644	*	*	3	3
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	123,000	121,417	*	*	5	3
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	6	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	100,403	98,187	*	*	12	3
\$100 to \$249.9	*	*	118,307	122,731	*	*	10	3
\$10 to \$99.9	*	*	100,820	96,440	*	*	6	4
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	2	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	3	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	65,000	65,667	*	*	6	3
\$100 to \$249.9	*	*	86,100	84,641	*	*	7	4
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$100 to \$999.9	*	*	55,000	56,703	*	*	7	3
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$5 to \$24.9	*	*	79,617	80,270	*	*	8	3
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$25 or More	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$250 to \$999.9	*	*	187,553	171,977	*	*	4	3
\$5 to \$249.9	88,298	*	143,380	136,717	*	168,000	5	5
Less than \$5	*	*	*	*	*	*	2	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	5	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	50,000	*	73,250	70,187	*	85,000	8	6
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	2	1
\$100 to \$249.9	*	*	*	*	*	*	0	0
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$5 to \$49.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	5	2
\$5 to \$249.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	4	2
\$250 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	55,143	*	134,657	113,870	*	163,800	5	5
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

Librarian

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	74,500	76,641	*	*	5	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Grants Manager/Administrator

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	2	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	63,659	78,379	*	*	4	3
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$49.9	*	*	93,280	97,351	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$500 or More	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
Less than \$250	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$250 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	110,900	108,196	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$250 to \$999.9	*	*	100,776	94,367	*	*	3	3
\$25 to \$249.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	7	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	80,100	76,926	*	*	5	4
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	3	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	65,576	69,767	*	*	16	4
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Receptionist

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$500 or More	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
Less than \$250	*	*	*	*	*	*	0	0

*Insufficient data.



Council on
Foundations

CHAPTER 6

Salary Tables: Public Foundations

Compensation Summary

Compensation Summary by Position
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	65,000	162,682	224,013	245,204	297,043	710,440	96	94
Associate Director/Executive Vice President	78,000	110,891	150,183	153,772	186,000	270,000	23	18
Vice President (Administration)	73,000	100,000	132,553	144,298	175,000	300,000	22	20
General Counsel	*	*	237,782	252,720	*	*	4	4
Chief Financial Officer/ Treasurer	86,000	115,000	166,038	171,927	185,800	430,301	42	41
Controller	52,000	94,072	107,070	117,212	142,636	257,500	36	35
Chief Investment Officer	*	*	194,407	282,610	*	*	4	4
Director of Impact Investing	*	*	*	*	*	*	1	1
Assistant Treasurer	*	*	*	*	*	*	1	1
Accountant	40,000	65,000	76,437	79,488	91,886	141,135	42	24
Accounting Clerk	31,346	45,656	54,995	55,520	60,060	95,108	29	14
Vice President (Programs)	89,839	140,000	165,000	181,162	208,245	382,454	57	38
Program Director	51,000	95,000	115,000	125,494	148,400	254,400	143	48
Senior Program Officer	57,250	88,400	113,000	114,700	133,437	217,159	69	39
Program Officer	21,529	72,400	90,100	90,405	103,000	211,712	167	53
Program Associate	32,134	55,000	65,000	65,387	74,489	90,000	98	34
Program Assistant	35,000	39,902	54,500	52,869	61,000	99,000	43	21
Vice President or Chief Development/Advancement Officer	76,963	98,140	150,000	147,616	181,338	280,000	36	23
Director of Donor Services/ Donor Services Officer	56,000	75,000	89,095	93,983	108,518	215,598	32	25
Director of Gift Planning/Gift Planning Officer	56,000	61,000	90,790	90,366	107,070	166,345	12	10
Donor Service/Development/ Advancement Assistant	38,000	48,880	62,000	66,707	73,000	152,982	39	19
Director of Communications	59,429	85,000	105,000	110,762	130,000	222,523	49	43
Communications Associate	43,260	58,350	62,000	66,865	76,000	120,603	42	32
Research Director	70,973	94,650	104,700	108,858	130,152	144,160	15	14
Research Associate	41,861	56,750	63,856	67,414	73,977	104,954	20	9
Chief Technology Officer	66,240	90,397	126,055	138,197	159,500	333,119	13	13
Technology Professional	50,000	57,300	68,000	71,869	89,107	98,133	18	8
Office Manager	33,862	50,752	58,032	68,907	94,696	115,000	29	28
Librarian	*	*	*	*	*	*	2	2
Grants Manager/Administrator	46,956	65,000	75,000	79,253	92,332	128,784	45	40
Grants Management Assistant	34,791	51,000	55,942	59,382	62,954	95,000	16	13
Director of Human Resources	52,272	99,847	127,064	137,242	160,000	250,908	13	9
Human Resources Professional	31,678	53,911	71,000	72,816	83,636	160,000	23	8
Executive Assistant	45,240	56,742	63,526	69,412	80,134	111,763	55	37
Administrative Assistant	38,000	45,281	52,812	55,014	62,350	110,000	46	31
Receptionist	33,472	39,000	45,390	45,898	51,671	58,350	9	9

*Insufficient data.

Position Summaries

Chief Executive Officer (CEO)/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).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	486,357	461,497	*	*	4	4
\$500 to \$999.9	202,580	230,000	325,000	338,934	407,000	592,755	7	7
\$250 to \$499.9	267,508	280,000	303,491	366,868	361,427	710,440	9	9
\$100 to \$249.9	123,280	230,120	268,173	271,850	294,086	568,055	19	19
\$50 to \$99.9	119,801	145,314	176,665	210,944	257,525	472,183	12	11
\$25 to \$49.9	133,670	177,247	201,755	211,922	249,800	326,757	12	11
\$10 to \$24.9	84,804	137,812	164,248	185,244	197,500	368,500	18	18
\$5 to \$9.9	116,600	*	191,000	182,103	*	250,000	5	5
Less than \$5	65,000	107,415	127,980	153,480	202,878	321,360	10	10

*Insufficient data.

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 one or more major programs and/or administrative activities 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$500 to \$999.9	*	*	178,500	185,111	*	*	3	3
\$100 to \$499.9	*	*	161,742	178,348	*	*	6	4
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$49.9	95,000	*	150,489	148,677	*	197,500	8	6
Less than \$10	*	*	85,228	107,846	*	*	5	4

*Insufficient data.

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.)

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$250 to \$999.9	*	*	184,800	214,660	*	*	3	3
\$100 to \$249.9	*	*	120,472	115,794	*	*	4	4
\$50 to \$99.9	*	*	139,215	160,108	*	*	4	3
\$25 to \$49.9	*	*	118,338	127,344	*	*	4	3
\$10 to \$24.9	86,600	*	117,000	120,520	*	175,000	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$500 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$25 to \$249.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Chief Financial Officer/Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$500 to \$999.9	172,000	*	223,583	234,170	*	310,200	5	5
\$250 to \$499.9	158,000	*	167,951	170,784	*	185,800	6	6
\$100 to \$249.9	86,000	100,000	149,847	156,937	200,000	290,000	11	11
\$25 to \$99.9	95,769	109,500	160,896	158,404	179,813	269,203	10	9
\$10 to \$24.9	*	*	117,500	126,338	*	*	4	4
Less than \$10	*	*	133,700	135,389	*	*	4	4

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	143,000	*	166,676	179,513	*	257,500	5	5
\$500 to \$999.9	94,059	*	109,140	118,814	*	173,600	5	5
\$250 to \$499.9	*	*	116,140	121,095	*	*	4	4
\$100 to \$249.9	63,994	*	115,548	118,239	*	169,230	6	6
\$25 to \$99.9	65,000	*	93,599	91,293	*	113,012	6	6
\$10 to \$24.9	76,491	*	100,989	99,525	*	115,681	6	6
Less than \$10	*	*	97,500	97,318	*	*	4	3

*Insufficient data.

Chief Investment Officer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	*	*	*	*	1	1
Less than \$250	*	*	*	*	*	*	0	0

*Insufficient data.

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 the 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
Less than \$1,000	*	*	*	*	*	*	0	0

*Insufficient data.

Assistant Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
Less than \$1,000	*	*	*	*	*	*	0	0

*Insufficient data.

Accountant

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	101,348	94,448	*	*	6	3
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	74,575	76,372	*	*	4	3
\$250 to \$499.9	*	*	79,413	70,822	*	*	4	3
\$100 to \$249.9	50,000	*	72,800	72,835	*	114,480	9	5
\$50 to \$99.9	*	*	79,977	87,649	*	*	10	3
\$25 to \$49.9	*	*	60,000	64,086	*	*	5	3
\$5 to \$24.9	*	*	88,443	82,649	*	*	4	4
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

Accounting Clerk

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	2	2
\$250 to \$499.9	*	*	58,011	54,320	*	*	3	3
\$100 to \$249.9	*	*	53,764	53,649	*	*	4	3
\$10 to \$99.9	*	*	50,365	49,895	*	*	15	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	4	2

*Insufficient data.

Vice President (Programs)

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	284,335	295,421	*	*	9	3
\$500 to \$999.9	*	*	171,750	200,688	*	*	6	4
\$250 to \$499.9	140,000	*	167,475	173,313	*	208,772	6	5
\$100 to \$249.9	103,002	120,054	153,176	144,919	167,780	180,897	10	8
\$50 to \$99.9	*	*	116,000	148,172	*	*	3	3
\$25 to \$49.9	*	*	183,855	180,083	*	*	9	4
\$10 to \$24.9	89,839	*	125,000	137,105	*	240,000	8	6
Less than \$10	92,000	*	133,500	135,360	*	173,160	6	5

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	157,250	146,445	*	*	10	4
\$500 to \$999.9	*	*	119,200	129,250	*	*	8	3
\$250 to \$499.9	*	*	115,000	133,249	*	*	11	4
\$100 to \$249.9	75,000	93,768	121,900	131,790	153,700	254,400	55	9
\$50 to \$99.9	*	*	82,486	83,152	*	*	3	3
\$25 to \$49.9	79,037	*	114,040	126,397	*	233,607	24	6
\$10 to \$24.9	72,000	80,300	94,880	99,258	100,000	194,000	18	9
\$5 to \$9.9	*	*	102,750	103,750	*	*	6	3
Less than \$5	51,000	95,311	129,271	130,114	167,873	205,000	8	7

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	130,000	133,177	*	*	3	3
\$500 to \$999.9	*	*	115,728	117,904	*	*	3	3
\$250 to \$499.9	*	*	128,856	126,207	*	*	6	3
\$100 to \$249.9	75,795	100,000	112,000	122,972	145,800	217,159	23	10
\$50 to \$99.9	*	*	92,590	91,255	*	*	4	3
\$25 to \$49.9	60,000	*	115,875	104,463	*	144,832	9	6
\$10 to \$24.9	57,250	*	85,350	89,910	*	147,880	11	6
Less than \$10	75,000	*	115,622	128,127	*	200,000	10	5

*Insufficient data.

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.).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	105,393	96,255	*	*	18	4
\$500 to \$999.9	67,184	*	101,888	97,832	*	144,130	21	6
\$250 to \$499.9	71,976	*	91,000	92,324	*	123,000	16	5
\$100 to \$249.9	52,200	72,600	90,000	96,593	106,000	211,712	38	12
\$50 to \$99.9	58,721	*	70,200	79,011	*	108,000	14	6
\$25 to \$49.9	21,529	66,700	85,934	79,410	92,128	113,000	29	7
\$10 to \$24.9	52,000	63,000	80,711	78,830	85,000	119,221	13	7
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	45,000	*	100,880	96,053	*	140,000	18	6

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	6	2
\$500 to \$999.9	*	*	62,558	61,330	*	*	4	3
\$250 to \$499.9	*	*	61,217	58,661	*	*	8	4
\$100 to \$249.9	46,000	61,402	68,250	67,444	76,000	85,253	30	7
\$50 to \$99.9	*	*	54,375	57,194	*	*	5	3
\$25 to \$49.9	*	*	62,750	64,349	*	*	20	3
\$5 to \$24.9	44,500	*	54,850	58,994	*	74,489	11	6
Less than \$5	49,500	*	80,300	73,098	*	88,894	14	6

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	4	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	3	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$749.9	35,818	*	39,902	51,009	*	99,000	9	5
\$100 to \$249.9	37,440	*	56,784	56,070	*	75,000	13	5
\$10 to \$99.9	35,000	36,125	43,120	45,995	55,125	62,351	12	8
\$5 to \$9.9	*	*	*	*	*	*	2	1
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$750 or More	*	*	*	*	*	*	0	0
\$250 to \$749.9	76,963	*	100,812	127,857	*	246,505	16	6
\$100 to \$249.9	*	*	213,697	206,871	*	*	6	4
\$25 to \$99.9	*	*	161,250	158,192	*	*	4	4
\$5 to \$24.9	86,000	*	151,410	139,298	*	200,000	7	6
Less than \$5	*	*	120,000	139,800	*	*	3	3

*Insufficient data.

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 services activities. S/he coordinates 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$749.9	*	*	110,095	103,742	*	*	6	4
\$100 to \$249.9	*	*	107,036	126,432	*	*	3	3
\$25 to \$99.9	62,000	*	86,512	88,457	*	115,000	11	6
\$5 to \$24.9	68,500	*	84,000	86,390	*	110,000	5	5
Less than \$5	56,000	*	81,275	84,737	*	129,870	6	6

*Insufficient data.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he 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. S/he plans, develops, and implements 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$749.9	*	*	112,200	126,828	*	*	3	3
\$100 to \$249.9	*	*	58,000	67,567	*	*	3	3
\$10 to \$99.9	*	*	74,000	77,521	*	*	5	3
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

Donor Services/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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	2	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$749.9	38,251	*	52,223	52,835	*	67,575	13	5
\$25 to \$99.9	45,000	54,600	65,401	74,665	96,000	152,982	14	7
\$10 to \$24.9	*	*	81,500	81,300	*	*	8	4
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	2	2
\$500 to \$999.9	100,000	*	139,370	144,636	*	187,621	6	6
\$250 to \$499.9	105,000	*	120,494	123,668	*	145,000	5	5
\$100 to \$249.9	59,429	80,850	102,900	102,022	112,406	152,934	13	11
\$50 to \$99.9	*	*	70,305	81,413	*	*	5	4
\$25 to \$49.9	82,500	*	111,486	109,149	*	140,000	7	6
\$10 to \$24.9	60,500	*	90,173	99,936	*	134,892	8	6
Less than \$10	*	*	100,000	98,333	*	*	3	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	71,628	71,670	*	*	4	3
\$500 to \$999.9	58,800	*	66,875	79,139	*	120,603	8	5
\$100 to \$499.9	43,260	*	57,875	61,495	*	80,974	8	6
\$50 to \$99.9	*	*	59,925	63,008	*	*	4	4
\$25 to \$49.9	*	*	64,050	65,950	*	*	5	3
\$10 to \$24.9	45,000	60,000	63,500	65,737	75,000	87,000	9	7
Less than \$10	*	*	56,675	55,796	*	*	4	4

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$999.9	*	*	140,691	138,324	*	*	3	3
\$100 to \$499.9	76,690	*	97,923	104,731	*	144,160	6	6
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$49.9	*	*	104,000	92,355	*	*	5	4
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$100 to \$499.9	*	*	63,856	63,971	*	*	14	4
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$749.9	66,240	*	129,514	117,020	*	159,500	5	5
\$100 to \$249.9	*	*	*	*	*	*	0	0
\$10 to \$99.9	70,053	*	95,150	106,390	*	161,532	6	6
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$250 or More	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	5	2
\$25 to \$99.9	*	*	61,250	62,260	*	*	10	3
Less than \$25	*	*	78,000	82,378	*	*	3	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	94,696	80,116	*	*	3	3
\$500 to \$999.9	*	*	60,128	67,386	*	*	4	4
\$100 to \$499.9	50,752	54,500	74,246	79,330	105,698	115,000	8	8
\$50 to \$99.9	47,030	*	57,890	64,761	*	110,000	6	5
\$10 to \$49.9	45,685	*	50,125	56,892	*	95,000	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2

*Insufficient data.

Librarian

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$500 or More	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.

Grants Manager/Administrator

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$500 to \$999.9	70,000	*	80,526	89,341	*	128,784	6	6
\$250 to \$499.9	*	*	104,000	105,300	*	*	3	3
\$100 to \$249.9	50,000	60,474	75,000	75,589	84,000	112,074	9	8
\$50 to \$99.9	*	*	62,950	73,410	*	*	4	3
\$25 to \$49.9	71,300	*	87,573	87,206	*	104,000	6	5
\$10 to \$24.9	48,750	52,875	69,552	69,742	76,898	110,000	12	10
Less than \$10	*	*	67,601	67,774	*	*	3	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$750 to \$999.9	*	*	*	*	*	*	2	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$100 to \$499.9	*	*	54,357	58,122	*	*	4	4
\$25 to \$99.9	*	*	57,300	59,878	*	*	5	3
\$10 to \$24.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	2	2
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$500 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	160,000	171,339	*	*	3	3
\$10 to \$99.9	52,272	*	113,066	121,498	*	250,908	9	5
Less than \$10	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	3	1
\$500 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	*	*	71,642	79,549	*	*	4	3
\$5 to \$99.9	*	*	65,950	69,133	*	*	16	4
Less than \$5	*	*	*	*	*	*	0	0

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	85,802	88,804	*	*	8	3
\$500 to \$999.9	60,320	*	64,168	75,763	*	106,940	5	5
\$250 to \$499.9	56,822	*	68,435	68,640	*	80,340	6	5
\$100 to \$249.9	45,240	55,099	56,088	60,232	61,697	111,763	21	10
\$25 to \$99.9	58,000	60,000	63,526	66,058	70,035	83,000	9	8
\$10 to \$24.9	*	*	67,980	65,861	*	*	3	3
Less than \$10	*	*	95,000	86,539	*	*	3	3

*Insufficient data.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	52,938	56,441	*	*	4	4
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	38,251	*	57,584	55,797	*	82,500	7	5
\$100 to \$249.9	42,140	45,281	54,594	55,174	63,600	75,000	18	8
\$25 to \$99.9	*	*	50,288	49,909	*	*	6	4
\$10 to \$24.9	38,000	46,250	50,171	57,371	59,063	110,000	8	7
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1

*Insufficient data.

Receptionist

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	2	2
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	2	2
\$100 to \$499.9	33,472	*	49,990	47,808	*	58,350	5	5
Less than \$100	*	*	*	*	*	*	0	0

*Insufficient data.



Council on
Foundations

CHAPTER 6

Salary Tables: Midwest Region

Compensation Summary

Compensation Summary by Position (Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	30,000	102,360	164,528	203,669	249,300	913,000	288	286
Associate Director/Executive Vice President	52,667	110,000	151,412	190,921	241,832	541,000	38	34
Vice President (Administration)	64,200	100,294	138,510	164,882	185,205	448,754	39	36
General Counsel	90,000	187,500	219,209	242,432	283,500	474,043	13	12
Chief Financial Officer/Treasurer	39,569	105,000	142,037	165,306	210,000	541,000	111	109
Controller	34,017	79,904	95,030	109,411	136,048	274,000	76	74
Chief Investment Officer	142,500	153,814	381,520	452,149	797,279	895,482	10	10
Director of Impact Investing	75,000	92,112	121,760	159,440	208,000	365,290	10	10
Assistant Treasurer	*	*	110,949	101,639	*	*	6	3
Accountant	20,885	61,800	72,100	74,034	81,893	141,135	114	64
Accounting Clerk	31,346	42,640	48,320	49,774	54,080	79,189	63	37
Vice President (Programs)	56,272	108,160	141,882	170,051	211,150	520,000	91	75
Program Director	30,666	78,021	111,395	128,814	175,000	307,173	197	108
Senior Program Officer	35,177	89,343	123,600	123,540	152,500	263,700	143	75
Program Officer	20,885	64,500	87,556	90,173	109,600	200,568	360	149
Program Associate	16,800	47,250	60,000	60,242	73,856	113,444	133	70
Program Assistant	24,235	49,200	55,000	56,505	63,910	99,000	101	41
Vice President or Chief Development/Advancement Officer	55,835	94,992	112,430	126,936	152,000	305,590	57	52
Director of Donor Services/Donor Services Officer	38,750	62,000	75,107	81,472	92,500	182,000	95	54
Director of Gift Planning/Gift Planning Officer	58,000	74,970	92,446	95,567	104,390	184,800	39	23
Donor Service/Development/Advancement Assistant	18,314	43,100	50,000	54,477	61,651	152,982	86	50
Director of Communications	26,667	64,000	81,500	95,351	116,699	346,466	97	93
Communications Associate	28,080	45,900	54,500	58,326	65,000	120,603	94	70
Research Director	59,395	97,923	127,897	125,818	151,750	189,561	16	14
Research Associate	45,450	57,296	63,856	64,429	71,141	80,714	23	12
Chief Technology Officer	66,240	91,699	132,932	143,318	170,766	280,702	24	24
Technology Professional	41,600	65,314	79,640	81,584	91,997	160,000	80	37
Office Manager	28,418	48,362	58,188	63,149	71,000	161,400	74	73
Librarian	59,923	*	69,238	74,626	*	102,575	6	6
Grants Manager/Administrator	40,000	54,605	70,000	74,478	89,079	140,569	108	92
Grants Management Assistant	30,000	45,000	51,400	56,057	62,418	96,900	37	28
Director of Human Resources	52,272	104,712	128,432	144,246	165,346	303,415	24	20
Human Resources Professional	31,678	60,900	80,000	82,472	100,209	153,375	31	15
Executive Assistant	18,168	56,450	65,796	68,009	78,989	120,886	124	78
Administrative Assistant	15,000	44,400	53,652	54,701	64,769	105,330	172	94
Receptionist	27,254	39,757	45,830	47,361	52,015	82,500	22	21

*Insufficient data.

Position Summaries

Chief Executive Officer (CEO)/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).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	370,622	554,346	670,000	684,586	892,500	913,000	9	9
\$1,000 to \$1,999.9	*	*	611,334	650,704	*	*	3	3
\$750 to \$999.9	275,000	*	400,779	409,012	*	567,512	6	6
\$500 to \$749.9	247,426	296,192	335,750	368,801	426,000	656,675	14	14
\$250 to \$499.9	133,250	208,000	263,000	276,811	329,458	524,009	29	28
\$100 to \$249.9	120,000	185,400	214,811	228,689	284,250	540,000	66	66
\$50 to \$99.9	30,000	109,000	134,550	147,145	174,456	472,183	65	64
\$25 to \$49.9	67,500	88,784	100,500	112,292	116,000	250,000	43	43
\$10 to \$24.9	36,000	69,000	85,500	99,783	115,000	364,000	42	42
\$5 to \$9.9	62,500	*	103,500	112,974	*	215,000	5	5
Less than \$5	47,500	*	77,250	102,250	*	165,500	5	5
All¹	30,000	102,000	165,000	203,873	249,600	913,000	287	285

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 one or more major programs and/or administrative activities 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	422,003	420,801	*	*	4	4
\$500 to \$999.9	135,000	*	238,116	252,490	*	403,805	6	6
\$250 to \$499.9	*	*	134,037	171,270	*	*	3	3
\$100 to \$249.9	100,000	110,000	141,113	169,996	231,036	362,500	11	9
\$25 to \$99.9	*	*	152,500	133,817	*	*	6	4
\$10 to \$24.9	57,915	*	85,000	102,477	*	158,909	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	52,667	110,000	158,000	192,601	241,832	541,000	37	33

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.)

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	145,000	*	269,723	275,354	*	448,754	7	6
\$500 to \$999.9	138,510	*	172,799	207,506	*	301,750	6	6
\$250 to \$499.9	*	*	128,956	127,985	*	*	3	3
\$100 to \$249.9	94,149	100,292	112,320	118,072	127,500	158,000	9	9
\$50 to \$99.9	64,200	95,000	102,907	129,780	159,113	260,000	8	7
\$10 to \$49.9	82,750	*	108,500	128,842	*	200,600	6	5
Less than \$10	*	*	*	*	*	*	0	0
All¹	64,200	100,294	138,510	164,882	185,205	448,754	39	36

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	90,000	190,980	232,605	272,587	384,741	474,043	8	7
\$1,000 to \$1,999.9	*	*	*	*	*	*	2	2
\$500 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0
All¹	90,000	187,500	219,209	242,432	283,500	474,043	13	12

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Financial Officer/Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	211,707	301,307	338,966	365,029	443,490	541,000	8	8
\$1,000 to \$1,999.9	*	*	275,000	301,166	*	*	3	3
\$750 to \$999.9	143,508	*	231,850	226,682	*	330,660	5	5
\$500 to \$749.9	130,000	171,384	210,000	210,925	250,000	278,500	11	10
\$250 to \$499.9	106,500	130,500	149,387	162,070	185,000	283,500	18	18
\$100 to \$249.9	91,312	109,814	129,916	144,679	167,970	292,000	36	36
\$50 to \$99.9	60,000	74,900	92,238	109,922	156,750	269,203	19	18
\$25 to \$49.9	43,480	55,323	75,104	78,492	104,498	113,000	9	9
\$10 to \$24.9	*	*	*	*	*	*	1	1
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	39,569	105,000	142,037	165,306	210,000	541,000	111	109

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	146,364	162,692	176,538	191,968	206,000	274,000	9	8
\$1,000 to \$1,999.9	125,000	*	140,650	156,398	*	210,000	6	5
\$750 to \$999.9	109,140	*	132,360	129,860	*	150,000	5	5
\$500 to \$749.9	75,000	93,830	111,020	110,886	130,133	142,120	8	8
\$250 to \$499.9	81,061	85,000	92,103	101,216	112,105	137,000	10	10
\$100 to \$249.9	70,485	81,862	90,644	101,767	119,115	169,230	12	12
\$50 to \$99.9	60,000	70,000	78,115	76,641	80,181	101,900	14	14
\$25 to \$49.9	55,000	*	65,000	69,636	*	96,198	5	5
\$10 to \$24.9	34,017	*	69,559	67,702	*	96,978	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	34,017	79,904	95,030	109,411	136,048	274,000	76	74

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Investment Officer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	215,000	*	681,890	639,550	*	895,482	6	6
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$749.9	*	*	153,344	171,047	*	*	4	4
Less than \$100	*	*	*	*	*	*	0	0
All¹	142,500	153,814	381,520	452,149	797,279	895,482	10	10

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 the 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	119,449	*	208,000	212,783	*	365,290	5	5
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$749.9	*	*	92,112	117,666	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$5 to \$49.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	75,000	92,112	121,760	159,440	208,000	365,290	10	10

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Assistant Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	5	2
\$50 to \$1,999.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0
All¹	*	*	110,949	101,639	*	*	6	3

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accountant

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	54,011	65,000	77,496	79,798	90,000	128,393	45	10
\$750 to \$999.9	*	*	81,463	78,258	*	*	6	4
\$500 to \$749.9	70,000	*	77,159	80,101	*	100,264	7	5
\$250 to \$499.9	45,000	54,080	65,500	69,952	88,000	105,550	11	11
\$100 to \$249.9	47,958	59,010	64,272	64,699	72,800	79,560	25	21
\$50 to \$99.9	50,000	*	77,391	84,170	*	141,135	12	6
\$25 to \$49.9	*	*	54,500	56,300	*	*	5	4
Less than \$25	*	*	54,705	46,730	*	*	3	3
All¹	20,885	61,800	72,100	74,034	81,893	141,135	114	64

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accounting Clerk

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	41,198	*	51,091	53,092	*	79,189	17	6
\$750 to \$999.9	*	*	52,188	54,553	*	*	4	4
\$500 to \$749.9	40,000	*	54,995	52,363	*	65,627	5	5
\$250 to \$499.9	42,015	43,934	48,101	50,958	52,718	70,040	10	7
\$100 to \$249.9	31,907	43,153	47,522	45,891	50,176	53,518	8	8
\$25 to \$99.9	31,346	*	44,246	46,151	*	62,727	18	6
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	31,346	42,640	48,320	49,774	54,080	79,189	63	37

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Vice President (Programs)

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	198,080	219,606	286,430	334,651	432,418	520,000	9	7
\$1,000 to \$1,999.9	*	*	240,750	253,963	*	*	7	3
\$750 to \$999.9	127,183	*	211,150	198,837	*	346,500	10	5
\$500 to \$749.9	132,770	134,585	158,586	176,091	219,807	250,000	8	7
\$250 to \$499.9	93,000	113,300	137,000	148,968	169,950	283,500	23	21
\$100 to \$249.9	75,921	103,002	111,037	118,134	138,505	180,897	22	20
\$50 to \$99.9	70,000	73,681	76,440	104,466	110,125	231,515	7	7
\$5 to \$49.9	56,272	*	102,000	106,297	*	165,000	5	5
Less than \$5	*	*	*	*	*	*	0	0
All¹	56,272	108,160	141,882	170,051	211,150	520,000	91	75

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	59,017	163,854	225,000	203,632	244,453	307,173	36	10
\$1,000 to \$1,999.9	*	*	171,000	164,752	*	*	19	3
\$750 to \$999.9	68,340	*	122,425	128,087	*	198,700	12	5
\$500 to \$749.9	86,015	*	166,017	157,034	*	194,449	12	6
\$250 to \$499.9	52,562	83,124	111,943	124,895	172,372	233,398	28	15
\$100 to \$249.9	62,000	80,953	95,000	109,044	140,569	200,000	35	26
\$50 to \$99.9	48,110	51,500	66,434	66,468	76,296	99,899	24	18
\$25 to \$49.9	39,260	58,938	70,500	71,035	75,100	150,000	13	12
\$10 to \$24.9	30,666	52,000	80,300	83,226	97,602	194,000	13	8
Less than \$10	*	*	102,826	99,938	*	*	4	4
All¹	30,666	77,496	111,395	128,553	175,000	307,173	196	107

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	72,500	127,795	158,173	153,233	176,501	214,163	46	8
\$750 to \$999.9	*	*	140,319	159,820	*	*	7	3
\$500 to \$749.9	99,075	118,614	131,326	132,012	146,072	165,000	8	7
\$250 to \$499.9	71,500	82,929	123,600	115,090	136,050	174,000	22	13
\$100 to \$249.9	57,000	80,867	102,875	104,675	121,919	196,214	36	24
\$50 to \$99.9	62,086	*	70,297	80,820	*	121,245	5	5
\$25 to \$49.9	35,177	54,880	80,675	81,260	110,000	128,260	10	8
\$5 to \$24.9	46,350	*	75,000	72,137	*	96,336	5	5
Less than \$5	*	*	*	*	*	*	0	0
All¹	35,177	85,000	123,600	123,030	152,500	263,700	139	73

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	55,069	99,219	130,019	124,259	142,771	200,568	85	10
\$1,000 to \$1,999.9	*	*	82,400	87,972	*	*	15	3
\$750 to \$999.9	49,999	*	103,888	98,646	*	138,535	18	6
\$500 to \$749.9	67,184	81,676	91,800	104,634	120,438	176,125	31	10
\$250 to \$499.9	47,960	72,949	90,901	88,002	104,000	123,000	53	20
\$100 to \$249.9	50,000	62,050	71,656	75,886	88,420	120,000	77	42
\$50 to \$99.9	21,500	47,769	51,975	58,519	66,950	97,219	38	28
\$25 to \$49.9	24,596	41,435	55,000	61,842	78,732	108,900	24	17
\$10 to \$24.9	32,000	50,000	55,000	59,914	75,000	92,000	10	9
Less than \$10	*	*	65,033	61,611	*	*	5	3
All¹	20,885	63,518	86,266	89,953	109,200	200,568	356	148

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	42,640	67,953	75,142	72,473	78,903	113,444	28	7
\$750 to \$999.9	41,900	*	57,274	57,765	*	70,203	6	5
\$500 to \$749.9	51,001	67,000	77,000	73,660	81,200	89,375	18	8
\$250 to \$499.9	42,100	43,508	52,350	57,732	70,003	85,067	16	10
\$100 to \$249.9	34,570	44,119	50,542	53,683	62,500	98,864	36	20
\$50 to \$99.9	29,848	42,000	43,088	47,598	52,767	78,094	10	7
\$25 to \$49.9	38,083	*	47,200	46,964	*	55,000	6	5
\$10 to \$24.9	16,800	*	39,330	44,985	*	63,000	7	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	4	1
All¹	16,800	46,865	60,000	60,040	73,856	113,444	131	69

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	42,433	54,615	58,718	62,277	69,725	87,900	51	8
\$750 to \$999.9	*	*	52,000	51,372	*	*	6	3
\$500 to \$749.9	43,930	*	62,130	59,641	*	71,625	12	6
\$250 to \$499.9	35,802	*	45,549	53,602	*	99,000	7	5
\$100 to \$249.9	34,496	38,900	49,200	49,282	54,368	70,910	17	12
\$50 to \$99.9	*	*	30,120	30,219	*	*	4	3
\$25 to \$49.9	*	*	36,200	37,037	*	*	3	3
Less than \$25	*	*	*	*	*	*	0	0
All¹	24,235	48,978	54,808	56,450	63,999	99,000	100	40

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	186,141	*	226,888	234,272	*	305,590	6	6
\$500 to \$999.9	96,000	*	152,527	148,111	*	175,099	6	5
\$250 to \$499.9	94,400	97,503	104,000	118,069	126,795	168,000	13	11
\$100 to \$249.9	55,835	94,665	116,625	115,661	137,039	183,000	20	18
\$50 to \$99.9	77,545	*	83,161	84,663	*	94,992	6	6
\$10 to \$49.9	75,000	*	80,000	96,955	*	150,000	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	55,835	94,992	112,430	126,936	152,000	305,590	57	52

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 services activities. S/he coordinates 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	50,000	*	111,978	115,147	*	182,000	21	6
\$500 to \$999.9	56,730	*	78,393	82,101	*	113,850	12	5
\$250 to \$499.9	55,500	65,000	73,000	73,013	80,953	103,052	17	10
\$100 to \$249.9	38,750	60,000	65,000	67,089	72,527	107,036	25	17
\$50 to \$99.9	45,450	47,277	70,000	69,442	85,000	115,000	7	7
\$25 to \$49.9	43,500	55,401	73,500	71,250	84,450	110,000	12	8
\$10 to \$24.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0
All¹	38,750	62,000	75,107	81,472	92,500	182,000	95	54

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he 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. S/he plans, develops, and implements 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	100,528	109,216	*	*	14	4
\$500 to \$999.9	*	*	106,100	122,362	*	*	4	4
\$250 to \$499.9	*	*	80,620	84,002	*	*	6	4
\$100 to \$249.9	58,000	*	81,111	85,456	*	120,903	8	6
\$10 to \$99.9	*	*	71,935	76,246	*	*	6	4
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	58,000	74,970	92,446	95,567	104,390	184,800	39	23

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Donor Services/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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	48,000	50,807	*	*	17	4
\$750 to \$999.9	*	*	46,407	43,804	*	*	4	3
\$500 to \$749.9	*	*	64,153	64,931	*	*	12	4
\$250 to \$499.9	35,000	43,775	48,628	52,881	60,953	80,059	14	9
\$100 to \$249.9	25,385	42,000	50,000	52,050	54,912	83,808	22	19
\$50 to \$99.9	*	*	47,223	69,852	*	*	4	3
\$10 to \$49.9	20,800	45,000	49,800	54,689	66,000	96,000	12	7
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	18,314	43,100	50,000	54,477	61,651	152,982	86	50

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	26,667	114,890	129,039	161,043	204,700	346,466	13	11
\$750 to \$999.9	*	*	118,958	113,954	*	*	5	4
\$500 to \$749.9	75,000	83,250	107,680	115,832	141,086	187,621	8	8
\$250 to \$499.9	54,590	68,458	86,869	96,597	129,000	150,000	17	17
\$100 to \$249.9	51,480	67,486	77,231	83,314	99,350	143,380	26	26
\$50 to \$99.9	35,570	48,625	55,516	54,569	58,687	70,672	12	12
\$25 to \$49.9	44,930	52,982	62,037	71,985	82,500	125,000	10	9
\$10 to \$24.9	*	*	76,690	81,595	*	*	4	4
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	26,667	64,000	81,500	95,351	116,699	346,466	97	93

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	62,877	63,506	*	*	7	4
\$1,000 to \$1,999.9	*	*	56,350	62,460	*	*	8	3
\$750 to \$999.9	41,899	*	54,825	59,282	*	96,160	8	5
\$500 to \$749.9	45,000	62,000	72,778	75,612	82,000	120,603	13	8
\$250 to \$499.9	40,170	45,000	49,225	55,080	63,656	80,974	14	11
\$100 to \$249.9	38,973	43,260	49,955	51,123	54,000	85,000	22	17
\$50 to \$99.9	36,790	47,132	58,344	56,033	62,500	77,180	11	11
\$25 to \$49.9	28,080	36,000	51,096	47,504	58,700	65,000	7	7
\$10 to \$24.9	*	*	55,000	58,333	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	28,080	45,900	54,500	58,326	65,000	120,603	94	70

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	143,500	149,100	*	*	3	3
\$500 to \$999.9	*	*	130,793	121,104	*	*	5	4
\$100 to \$499.9	59,395	*	130,000	131,204	*	189,561	6	5
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	2	2
Less than \$25	*	*	*	*	*	*	0	0
All¹	59,395	97,923	127,897	125,818	151,750	189,561	16	14

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$500 to \$999.9	*	*	71,141	71,528	*	*	3	3
\$100 to \$499.9	45,450	*	63,856	63,213	*	80,000	17	6
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0
All¹	45,450	57,296	63,856	64,429	71,141	80,714	23	12

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	153,344	180,000	215,000	226,509	275,000	280,702	7	7
\$1,000 to \$1,999.9	*	*	136,350	129,157	*	*	3	3
\$500 to \$999.9	66,240	*	106,285	107,895	*	147,000	6	6
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$25 to \$99.9	*	*	93,500	104,646	*	*	4	4
\$10 to \$24.9	*	*	*	*	*	*	1	1
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	66,240	91,699	132,932	143,318	170,766	280,702	24	24

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	51,000	75,000	90,399	90,883	103,000	160,000	38	10
\$750 to \$999.9	*	*	63,362	70,082	*	*	6	4
\$500 to \$749.9	65,627	*	76,500	80,865	*	109,033	7	5
\$250 to \$499.9	*	*	77,730	75,886	*	*	3	3
\$100 to \$249.9	41,600	58,074	75,929	75,994	91,997	120,500	14	9
\$25 to \$99.9	*	*	64,000	65,445	*	*	9	3
\$10 to \$24.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	41,600	65,000	79,279	81,539	91,997	160,000	79	36

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	69,960	89,936	*	*	3	3
\$1,000 to \$1,999.9	*	*	73,100	68,198	*	*	3	3
\$750 to \$999.9	*	*	62,223	63,571	*	*	3	3
\$500 to \$749.9	*	*	71,631	90,673	*	*	4	4
\$250 to \$499.9	41,543	51,186	57,387	73,759	108,193	115,000	8	8
\$100 to \$249.9	51,150	53,530	67,521	66,674	75,000	86,733	15	15
\$50 to \$99.9	28,418	39,840	50,377	51,450	60,940	80,000	20	19
\$25 to \$49.9	35,360	46,340	58,056	63,361	70,300	139,000	10	10
\$10 to \$24.9	30,560	36,504	43,380	49,050	53,537	95,000	8	8
Less than \$10	*	*	*	*	*	*	0	0
All¹	28,418	48,362	58,188	63,149	71,000	161,400	74	73

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Librarian

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	2	2
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$100 to \$749.9	*	*	68,515	77,199	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0
All¹	59,923	*	69,238	74,626	*	102,575	6	6

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Grants Manager/Administrator

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	62,500	65,000	89,450	91,357	115,500	130,000	11	9
\$750 to \$999.9	*	*	72,800	72,022	*	*	3	3
\$500 to \$749.9	69,064	72,344	76,100	90,024	100,372	139,000	9	9
\$250 to \$499.9	45,261	60,100	74,612	81,055	93,839	140,569	18	17
\$100 to \$249.9	40,000	52,000	71,774	72,398	84,902	113,000	34	24
\$50 to \$99.9	45,456	50,000	63,575	65,185	70,000	120,785	14	13
\$25 to \$49.9	41,057	44,500	48,400	50,118	50,996	68,000	7	7
\$5 to \$24.9	48,750	*	55,297	56,560	*	75,000	8	6
Less than \$5	*	*	*	*	*	*	0	0
All¹	40,000	54,605	69,532	73,727	87,697	140,569	104	88

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	78,000	76,326	*	*	9	3
\$500 to \$999.9	45,489	*	53,750	53,245	*	62,130	8	6
\$250 to \$499.9	50,000	*	62,418	64,139	*	*	3	3
\$100 to \$249.9	*	*	48,801	47,900	*	53,713	5	5
\$25 to \$99.9	30,000	*	33,776	34,736	*	40,352	6	6
\$10 to \$24.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	30,000	45,000	53,560	55,985	62,418	96,900	33	25

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	125,000	143,936	176,191	192,339	220,000	303,415	9	9
\$500 to \$999.9	*	*	119,983	120,193	*	*	4	4
\$100 to \$499.9	*	*	101,600	108,175	*	*	4	4
\$50 to \$99.9	*	*	*	*	*	*	5	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
\$5 to \$24.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	52,272	104,712	128,432	144,246	165,346	303,415	24	20

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	62,554	87,591	105,258	107,871	130,270	153,375	12	8
\$750 to \$999.9	*	*	63,126	66,400	*	*	3	3
\$500 to \$749.9	*	*	76,100	82,609	*	*	3	3
\$100 to \$499.9	*	*	*	*	*	*	0	0
\$50 to \$99.9	*	*	*	*	*	*	13	1
Less than \$50	*	*	*	*	*	*	0	0
All¹	31,678	60,900	80,000	82,472	100,209	153,375	31	15

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	18,168	67,109	77,426	79,119	90,814	110,334	40	11
\$750 to \$999.9	53,000	59,740	61,058	65,583	72,863	81,941	11	7
\$500 to \$749.9	62,424	66,285	71,000	75,282	74,972	103,950	9	8
\$250 to \$499.9	42,958	52,380	59,539	65,731	77,738	120,886	16	15
\$100 to \$249.9	30,000	52,353	56,088	59,363	69,500	84,000	31	21
\$50 to \$99.9	38,131	*	57,336	54,012	*	72,093	7	6
\$10 to \$49.9	27,500	*	58,748	57,472	*	83,000	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2
All¹	18,168	56,250	65,796	68,062	79,000	120,886	122	76

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	34,946	*	64,869	64,046	*	90,971	42	6
\$1,000 to \$1,999.9	*	*	59,433	59,268	*	*	12	4
\$750 to \$999.9	*	*	51,327	52,522	*	*	6	4
\$500 to \$749.9	40,165	44,921	53,062	54,116	62,130	80,000	14	7
\$250 to \$499.9	38,513	49,612	64,131	64,260	77,915	105,330	22	10
\$100 to \$249.9	33,462	42,441	47,808	50,573	55,723	97,000	46	34
\$50 to \$99.9	30,368	39,361	42,374	44,421	45,890	84,240	16	15
\$25 to \$49.9	15,000	28,692	36,070	34,851	43,000	49,958	10	10
\$10 to \$24.9	*	*	28,405	33,821	*	*	4	4
Less than \$10	*	*	*	*	*	*	0	0
All¹	15,000	44,400	53,652	54,701	64,769	105,330	172	94

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Receptionist

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	37,142	43,600	47,650	52,327	54,999	82,500	9	8
\$500 to \$999.9	36,728	*	44,558	45,085	*	56,538	5	5
\$250 to \$499.9	*	*	49,173	46,307	*	*	3	3
\$100 to \$249.9	*	*	41,600	42,120	*	*	3	3
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0
All¹	27,254	39,757	45,830	47,361	52,015	82,500	22	21

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.



Council on
Foundations

CHAPTER 6

Salary Tables: Northeast Region

Compensation Summary

Compensation Summary by Position (Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	57,603	167,000	236,300	292,938	350,000	1,106,886	215	212
Associate Director/Executive Vice President	68,250	129,839	168,337	212,348	224,941	850,000	48	38
Vice President (Administration)	74,528	133,000	180,000	197,703	220,000	440,000	41	35
General Counsel	150,183	291,181	343,450	349,929	425,107	564,000	14	10
Chief Financial Officer/Treasurer	72,461	130,320	190,962	222,397	290,947	525,000	85	85
Controller	63,994	96,425	115,717	130,867	156,000	282,000	71	69
Chief Investment Officer	79,000	270,000	640,625	566,336	786,665	1,151,000	15	13
Director of Impact Investing	97,900	165,000	300,000	310,093	417,200	844,071	27	8
Assistant Treasurer	91,000	109,500	120,000	148,547	216,071	270,344	11	9
Accountant	35,360	66,952	85,000	92,251	104,000	199,547	88	53
Accounting Clerk	42,000	51,324	59,105	63,412	71,200	104,234	42	27
Vice President (Programs)	78,256	140,000	194,000	225,445	303,884	580,000	91	69
Program Director	27,800	100,518	150,800	169,705	220,000	545,000	201	84
Senior Program Officer	53,475	100,578	132,796	139,122	174,107	405,000	169	80
Program Officer	21,529	78,000	103,626	113,185	144,130	329,084	274	108
Program Associate	34,680	55,591	73,250	73,723	86,945	165,000	200	65
Program Assistant	31,376	57,500	68,000	66,189	75,000	101,000	105	38
Vice President or Chief Development/Advancement Officer	42,081	93,419	128,854	138,348	171,225	345,850	52	37
Director of Donor Services/Donor Services Officer	47,572	72,904	90,045	96,813	107,273	229,000	70	31
Director of Gift Planning/Gift Planning Officer	66,250	85,490	97,850	111,904	124,500	204,000	21	14
Donor Service/Development/Advancement Assistant	36,774	50,000	58,776	59,911	67,000	115,000	59	28
Director of Communications	35,360	86,999	116,587	136,087	169,765	440,000	96	78
Communications Associate	30,000	61,200	74,000	82,694	98,336	220,000	103	56
Research Director	57,000	100,000	117,500	132,314	144,130	300,500	22	20
Research Associate	23,962	62,499	77,000	84,814	101,673	210,000	29	15
Chief Technology Officer	79,066	126,055	161,250	186,341	205,000	421,200	18	18
Technology Professional	56,589	81,955	107,697	121,688	169,525	235,000	53	24
Office Manager	33,636	58,000	78,030	89,469	116,872	280,000	67	62
Librarian	*	*	93,700	99,207	*	*	9	4
Grants Manager/Administrator	30,000	74,552	92,166	101,577	114,150	291,000	140	103
Grants Management Assistant	30,040	60,394	75,503	80,972	95,061	182,000	58	31
Director of Human Resources	97,300	119,025	170,520	203,265	225,000	520,000	19	19
Human Resources Professional	45,026	72,100	106,000	118,366	160,000	290,721	39	27
Executive Assistant	28,000	68,160	83,596	89,275	106,940	258,000	109	59
Administrative Assistant	32,448	51,480	62,850	63,346	71,028	130,000	114	57
Receptionist	39,000	45,320	52,862	56,460	66,375	76,720	19	19

*Insufficient data.

Position Summaries

Chief Executive Officer (CEO)/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).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	472,713	*	821,711	840,862	*	1,106,886	5	5
\$2,000 to \$4,999.9	*	*	866,260	866,255	*	*	4	4
\$1,000 to \$1,999.9	357,178	516,480	615,000	605,284	726,900	800,000	9	9
\$750 to \$999.9	*	*	370,614	415,989	*	*	4	4
\$500 to \$749.9	260,000	*	436,000	436,541	*	592,755	5	5
\$250 to \$499.9	183,750	250,000	314,246	358,132	408,750	710,440	32	30
\$100 to \$249.9	122,400	202,393	247,598	285,385	345,000	825,000	62	62
\$50 to \$99.9	76,875	150,000	190,000	202,524	240,000	437,000	38	38
\$25 to \$49.9	80,000	125,695	160,654	160,717	195,410	326,757	24	23
\$10 to \$24.9	57,603	102,493	159,488	163,437	177,250	368,500	20	20
\$5 to \$9.9	*	*	164,459	159,354	*	*	4	4
Less than \$5	75,000	*	86,304	92,869	*	117,189	6	6
All¹	57,603	167,000	234,935	291,709	343,344	1,106,886	213	210

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 one or more major programs and/or administrative activities 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	477,405	456,206	*	*	5	4
\$500 to \$999.9	*	*	379,369	365,806	*	*	6	3
\$250 to \$499.9	*	*	151,084	157,560	*	*	6	4
\$100 to \$249.9	68,250	108,742	150,928	152,996	198,000	284,021	18	14
\$50 to \$99.9	99,615	*	169,970	176,696	*	261,620	5	5
\$10 to \$49.9	69,230	*	130,977	129,546	*	197,500	5	5
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	68,250	128,700	167,673	212,396	230,769	850,000	47	37

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.)

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	165,280	*	220,018	264,937	*	440,000	10	6
\$500 to \$999.9	144,200	*	202,582	213,778	*	285,000	6	5
\$250 to \$499.9	133,000	*	249,853	246,951	*	375,000	6	6
\$100 to \$249.9	109,825	119,935	132,850	147,443	176,500	211,150	8	8
\$50 to \$99.9	*	*	80,000	89,643	*	*	3	3
\$25 to \$49.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	166,000	151,750	*	*	4	3
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	115,000	142,198	*	*	3	3
All¹	74,528	133,000	180,000	197,703	220,000	440,000	41	35

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	175,000	335,000	400,000	390,546	460,000	564,000	11	7
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$500 to \$999.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$10 to \$249.9	*	*	*	*	*	*	0	0
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0
All¹	150,183	291,181	343,450	349,929	425,107	564,000	14	10

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Financial Officer/Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	415,628	*	425,000	443,473	*	525,000	5	5
\$2,000 to \$4,999.9	325,000	*	414,000	416,758	*	480,000	5	5
\$1,000 to \$1,999.9	226,300	*	308,867	319,959	*	460,347	6	6
\$500 to \$999.9	173,400	*	200,700	224,129	*	290,947	5	5
\$250 to \$499.9	102,600	146,000	189,683	204,798	231,783	431,607	16	16
\$100 to \$249.9	79,000	128,900	168,252	196,010	232,875	512,000	30	30
\$50 to \$99.9	72,461	84,948	123,333	140,117	190,958	250,000	8	8
\$25 to \$49.9	88,485	*	127,000	130,619	*	190,962	6	6
\$5 to \$24.9	*	*	120,250	125,125	*	*	4	4
Less than \$5	*	*	*	*	*	*	0	0
All¹	72,461	130,320	190,962	222,397	290,947	525,000	85	85

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	179,000	201,318	240,888	234,827	266,602	282,000	8	7
\$1,000 to \$1,999.9	146,394	155,000	160,000	167,926	190,000	193,038	7	7
\$500 to \$999.9	103,000	*	120,000	138,860	*	225,000	5	5
\$250 to \$499.9	77,813	94,084	113,892	113,862	134,430	173,581	14	14
\$100 to \$249.9	63,994	94,784	110,000	114,886	136,000	159,035	19	19
\$50 to \$99.9	73,182	75,712	94,667	93,903	110,000	120,000	9	9
\$25 to \$49.9	*	*	98,085	100,699	*	*	3	3
\$5 to \$24.9	80,000	*	107,731	103,174	*	125,000	6	5
Less than \$5	*	*	*	*	*	*	0	0
All¹	63,994	96,425	115,717	130,867	156,000	282,000	71	69

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Investment Officer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	619,030	*	867,203	864,780	*	1,151,000	5	5
\$1,000 to \$4,999.9	79,000	144,700	353,678	423,745	725,000	750,000	9	7
\$750 to \$999.9	*	*	*	*	*	*	1	1
Less than \$750	*	*	*	*	*	*	0	0
All¹	79,000	270,000	640,625	566,336	786,665	1,151,000	15	13

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 the 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	97,900	*	301,179	328,157	*	844,071	24	5
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$250 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	2	2
Less than \$100	*	*	*	*	*	*	0	0
All¹	97,900	165,000	300,000	310,093	417,200	844,071	27	8

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Assistant Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	104,185	*	168,036	178,044	*	270,344	6	5
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$749.9	*	*	110,000	113,150	*	*	5	4
Less than \$100	*	*	*	*	*	*	0	0
All¹	91,000	109,500	120,000	148,547	216,071	270,344	11	9

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accountant

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	136,226	135,548	*	*	18	4
\$2,000 to \$4,999.9	*	*	104,000	111,925	*	*	8	4
\$1,000 to \$1,999.9	44,000	*	83,435	84,533	*	137,592	15	6
\$750 to \$999.9	*	*	88,805	83,813	*	*	6	3
\$500 to \$749.9	*	*	84,000	82,260	*	*	6	4
\$250 to \$499.9	40,000	60,000	75,000	82,690	108,000	154,500	11	10
\$100 to \$249.9	50,000	58,487	66,500	68,394	74,000	103,000	16	15
\$10 to \$99.9	58,710	*	61,150	68,448	*	85,000	7	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	35,360	66,952	85,000	92,251	104,000	199,547	88	53

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accounting Clerk

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	60,101	*	87,882	81,178	*	97,500	8	5
\$1,000 to \$1,999.9	*	*	60,060	65,239	*	*	11	4
\$500 to \$999.9	*	*	54,357	56,224	*	*	8	4
\$250 to \$499.9	*	*	54,817	56,485	*	*	4	3
\$100 to \$249.9	42,000	50,000	53,000	56,675	58,188	87,500	10	10
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0
All¹	42,000	51,324	59,105	63,412	71,200	104,234	42	27

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Vice President (Programs)

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	405,074	413,091	*	*	8	4
\$2,000 to \$4,999.9	284,000	*	313,004	350,901	*	474,000	10	5
\$1,000 to \$1,999.9	175,610	*	285,012	281,949	*	415,000	7	6
\$500 to \$999.9	144,264	*	232,298	244,234	*	372,308	12	5
\$250 to \$499.9	100,000	136,000	200,000	203,938	262,500	343,504	15	13
\$100 to \$249.9	87,400	120,000	150,000	163,416	198,832	350,000	20	19
\$50 to \$99.9	78,256	*	123,530	121,765	*	168,424	6	6
\$25 to \$49.9	*	*	140,504	133,836	*	*	3	3
\$10 to \$24.9	89,839	*	125,000	138,140	*	240,000	6	5
\$5 to \$9.9	*	*	*	*	*	*	2	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	78,256	140,000	197,000	226,539	303,884	580,000	90	68

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	154,500	*	266,360	283,513	*	545,000	30	5
\$2,000 to \$4,999.9	*	*	281,800	291,308	*	*	13	4
\$1,000 to \$1,999.9	86,530	110,000	190,945	174,707	216,958	275,000	40	8
\$500 to \$999.9	90,000	*	103,591	142,778	*	235,000	10	5
\$250 to \$499.9	58,500	125,000	174,263	168,305	212,261	253,422	16	13
\$100 to \$249.9	34,114	90,000	105,972	114,429	147,900	231,000	36	23
\$50 to \$99.9	80,000	*	91,998	109,395	*	217,300	9	6
\$25 to \$49.9	37,630	95,043	108,235	119,524	140,000	233,607	28	8
\$10 to \$24.9	*	*	122,500	123,745	*	*	8	4
\$5 to \$9.9	*	*	102,750	110,883	*	*	6	3
Less than \$5	*	*	55,000	91,476	*	*	3	3
All¹	27,800	100,000	150,000	169,757	220,000	545,000	199	82

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	115,000	*	175,041	184,461	*	405,000	55	6
\$1,000 to \$1,999.9	77,004	*	95,056	102,646	*	173,138	19	5
\$750 to \$999.9	*	*	91,380	98,739	*	*	5	3
\$500 to \$749.9	*	*	180,000	172,420	*	*	5	4
\$250 to \$499.9	90,000	120,000	132,638	141,272	173,785	209,801	22	16
\$100 to \$249.9	55,000	81,000	115,850	112,452	132,948	183,195	36	26
\$50 to \$99.9	53,475	67,600	104,148	104,015	122,733	185,000	10	9
\$25 to \$49.9	*	*	116,000	114,831	*	*	7	4
\$10 to \$24.9	*	*	118,284	111,839	*	*	6	4
\$5 to \$9.9	*	*	*	*	*	*	2	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	53,475	100,339	132,898	139,248	174,554	405,000	168	79

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	100,786	*	155,000	165,253	*	329,084	56	5
\$2,000 to \$4,999.9	85,000	*	154,000	154,868	*	195,000	25	5
\$1,000 to \$1,999.9	70,452	82,640	124,915	116,445	137,157	173,981	26	8
\$750 to \$999.9	*	*	81,410	89,305	*	*	10	4
\$500 to \$749.9	70,355	*	110,932	119,667	*	186,700	14	5
\$250 to \$499.9	58,240	88,475	98,262	103,943	111,000	192,835	25	19
\$100 to \$249.9	46,800	66,300	89,805	88,830	103,624	185,000	50	32
\$50 to \$99.9	40,951	53,879	71,988	75,815	93,284	175,000	36	18
\$10 to \$49.9	21,529	69,548	84,250	79,176	89,055	113,000	28	9
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	81,500	76,110	*	*	4	3
All¹	21,529	78,000	103,626	113,185	144,130	329,084	274	108

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	62,700	80,000	87,500	93,744	101,000	165,000	62	7
\$1,000 to \$1,999.9	46,000	55,000	71,340	71,100	83,435	115,700	34	8
\$750 to \$999.9	*	*	64,000	64,998	*	*	5	3
\$500 to \$749.9	*	*	85,058	87,803	*	*	6	4
\$250 to \$499.9	70,000	*	74,250	76,184	*	86,500	6	6
\$100 to \$249.9	34,680	50,000	67,130	67,596	78,000	109,700	30	23
\$50 to \$99.9	35,524	*	43,875	50,710	*	96,500	32	6
\$10 to \$49.9	*	*	62,750	63,899	*	*	20	4
Less than \$10	*	*	52,000	55,500	*	*	5	4
All¹	34,680	55,591	73,250	73,723	86,945	165,000	200	65

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	73,164	73,794	*	*	36	4
\$1,000 to \$4,999.9	47,500	*	70,244	70,074	*	101,000	22	6
\$500 to \$999.9	46,488	*	58,897	69,209	*	95,000	9	5
\$250 to \$499.9	*	*	55,825	57,091	*	*	6	4
\$100 to \$249.9	43,000	*	59,696	57,561	*	64,000	7	6
\$25 to \$99.9	32,136	*	39,630	41,697	*	64,000	12	6
\$5 to \$24.9	31,376	53,500	78,500	67,914	80,233	92,874	13	7
Less than \$5	*	*	*	*	*	*	0	0
All¹	31,376	57,500	68,000	66,189	75,000	101,000	105	38

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	192,300	209,103	*	*	6	4
\$500 to \$999.9	*	*	157,849	173,506	*	*	4	3
\$250 to \$499.9	76,963	85,387	100,812	122,325	133,709	246,505	16	7
\$100 to \$249.9	42,081	92,700	122,400	116,705	130,914	190,000	15	13
\$25 to \$99.9	*	*	112,069	121,440	*	*	4	4
\$10 to \$24.9	*	*	160,000	155,017	*	*	5	4
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	42,081	93,419	128,854	138,348	171,225	345,850	52	37

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 services activities. S/he coordinates 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	98,716	115,206	*	*	30	4
\$500 to \$999.9	*	*	95,350	90,114	*	*	7	3
\$250 to \$499.9	*	*	78,000	85,216	*	*	7	4
\$100 to \$249.9	48,204	70,000	75,750	80,730	105,700	111,240	15	10
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	47,572	*	84,741	82,664	*	102,628	6	5
\$5 to \$24.9	*	*	84,000	87,500	*	*	3	3
Less than \$5	*	*	*	*	*	*	2	2
All¹	47,572	72,904	90,045	96,813	107,273	229,000	70	31

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he 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. S/he plans, develops, and implements 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	118,750	129,789	*	*	10	3
\$500 to \$999.9	*	*	108,139	112,186	*	*	4	4
\$100 to \$499.9	67,600	*	82,986	85,560	*	101,940	6	6
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0
All¹	66,250	85,490	97,850	111,904	124,500	204,000	21	14

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Donor Services/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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	57,888	59,168	*	*	18	3
\$500 to \$999.9	*	*	66,131	62,479	*	*	6	4
\$250 to \$499.9	*	*	44,455	50,041	*	*	10	3
\$100 to \$249.9	45,747	46,988	50,000	54,695	60,000	77,821	12	9
\$50 to \$99.9	*	*	65,000	56,885	*	*	3	3
\$10 to \$49.9	*	*	81,500	84,675	*	*	8	4
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	36,774	50,000	58,776	59,911	67,000	115,000	59	28

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	217,943	257,652	*	*	9	4
\$2,000 to \$4,999.9	125,000	*	195,000	234,143	*	335,000	7	5
\$1,000 to \$1,999.9	92,700	*	132,403	137,650	*	212,180	11	6
\$750 to \$999.9	*	*	129,330	135,269	*	*	5	3
\$500 to \$749.9	*	*	144,130	165,043	*	*	3	3
\$250 to \$499.9	82,000	107,550	119,487	144,077	201,572	233,928	12	11
\$100 to \$249.9	47,143	82,680	92,700	100,114	120,000	168,000	25	25
\$50 to \$99.9	51,843	56,000	76,000	70,513	82,500	85,000	7	7
\$25 to \$49.9	37,262	*	101,350	95,017	*	140,000	6	6
\$5 to \$24.9	*	*	93,733	100,703	*	*	6	4
Less than \$5	*	*	110,136	99,533	*	*	4	3
All¹	35,360	86,532	114,974	136,224	171,529	440,000	95	77

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	102,000	120,950	*	*	11	4
\$2,000 to \$4,999.9	*	*	97,800	110,412	*	*	19	4
\$1,000 to \$1,999.9	55,000	*	68,250	77,777	*	120,000	11	5
\$750 to \$999.9	*	*	77,814	81,591	*	*	8	3
\$500 to \$749.9	*	*	74,000	70,402	*	*	6	4
\$250 to \$499.9	44,290	60,700	72,500	74,342	90,000	113,326	13	7
\$100 to \$249.9	40,000	55,279	62,400	63,085	75,000	88,000	18	16
\$50 to \$99.9	*	*	51,717	52,984	*	*	4	3
\$10 to \$49.9	50,000	*	65,525	67,006	*	87,000	8	5
Less than \$10	*	*	54,916	55,358	*	*	4	4
All¹	30,000	61,200	73,400	82,650	98,336	220,000	102	55

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	140,000	174,458	*	*	5	4
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	73,645	*	125,000	105,784	*	128,585	5	5
\$100 to \$249.9	*	*	100,000	119,820	*	*	3	3
\$10 to \$99.9	57,000	*	104,350	116,946	*	255,000	6	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	57,000	100,000	117,500	132,314	144,130	300,500	22	20

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	43,830	*	82,663	101,056	*	210,000	14	5
\$500 to \$999.9	*	*	77,780	80,058	*	*	7	3
\$100 to \$499.9	41,861	*	61,250	59,795	*	77,000	6	5
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$5 to \$49.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	23,962	62,499	77,000	84,814	101,673	210,000	29	15

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	200,000	*	325,000	298,756	*	421,200	5	5
\$1,000 to \$1,999.9	116,899	*	147,557	152,500	*	205,000	5	5
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$100 to \$499.9	79,066	*	159,500	144,744	*	177,154	5	5
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	2	2
Less than \$25	*	*	*	*	*	*	0	0
All¹	79,066	126,055	161,250	186,341	205,000	421,200	18	18

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	75,000	98,000	143,522	140,593	174,525	235,000	27	7
\$1,000 to \$1,999.9	56,589	*	107,888	127,315	*	223,000	11	5
\$500 to \$999.9	*	*	87,773	84,155	*	*	4	3
\$100 to \$499.9	60,000	*	80,000	93,010	*	140,600	7	6
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$49.9	*	*	65,000	66,325	*	*	4	3
Less than \$10	*	*	*	*	*	*	0	0
All¹	56,589	81,955	107,697	121,688	169,525	235,000	53	24

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	78,000	*	121,811	153,669	*	280,000	9	6
\$1,000 to \$1,999.9	90,000	*	117,000	118,459	*	160,000	7	6
\$500 to \$999.9	49,167	*	59,613	69,832	*	130,000	6	6
\$250 to \$499.9	55,000	66,950	84,195	92,282	120,750	163,800	11	11
\$100 to \$249.9	33,636	52,500	63,630	74,185	91,000	135,000	19	19
\$50 to \$99.9	36,057	*	67,338	64,817	*	88,056	6	6
\$5 to \$49.9	39,936	*	59,000	59,209	*	88,159	6	6
Less than \$5	*	*	*	*	*	*	1	1
All¹	33,636	58,000	78,030	89,752	116,872	280,000	65	61

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Librarian

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	5	2
\$500 to \$1,999.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	3	1
Less than \$100	*	*	*	*	*	*	0	0
All¹	*	*	93,700	99,207	*	*	9	4

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Grants Manager/Administrator

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	82,400	*	132,480	138,707	*	250,000	23	5
\$2,000 to \$4,999.9	*	*	90,250	143,650	*	*	10	4
\$1,000 to \$1,999.9	65,374	90,500	105,395	117,161	127,580	257,523	14	8
\$750 to \$999.9	*	*	64,000	73,291	*	*	6	4
\$500 to \$749.9	*	*	116,500	114,571	*	*	4	4
\$250 to \$499.9	51,000	73,390	96,494	98,089	113,300	202,628	25	23
\$100 to \$249.9	43,075	72,902	81,442	82,298	89,673	120,000	24	23
\$50 to \$99.9	50,000	69,670	83,500	81,148	92,518	105,000	16	15
\$25 to \$49.9	43,427	56,870	75,150	73,327	87,573	104,000	8	7
\$10 to \$24.9	53,560	*	75,398	76,893	*	110,000	6	6
Less than \$10	*	*	65,000	63,415	*	*	3	3
All¹	30,000	74,103	92,332	101,648	115,000	291,000	139	102

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	65,908	*	86,049	99,989	*	182,000	24	5
\$2,000 to \$4,999.9	*	*	70,100	70,700	*	*	3	3
\$1,000 to \$1,999.9	53,000	*	75,500	77,778	*	112,000	8	6
\$500 to \$999.9	*	*	63,044	62,608	*	*	5	3
\$250 to \$499.9	51,100	*	60,000	77,487	*	108,496	7	6
\$100 to \$249.9	*	*	62,697	57,159	*	*	4	4
\$5 to \$99.9	*	*	55,000	51,192	*	*	5	3
Less than \$5	*	*	*	*	*	*	0	0
All¹	30,040	61,197	76,500	81,680	95,764	182,000	56	30

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	160,000	*	238,500	291,070	*	520,000	6	6
\$1,000 to \$1,999.9	*	*	217,500	236,272	*	*	4	4
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	98,689	110,000	119,025	131,891	160,000	170,520	7	7
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	2	2
Less than \$25	*	*	*	*	*	*	0	0
All¹	97,300	119,025	170,520	203,265	225,000	520,000	19	19

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	90,000	134,200	165,600	170,857	191,417	290,721	15	7
\$1,000 to \$1,999.9	45,026	51,650	85,000	86,105	106,000	160,000	11	7
\$500 to \$999.9	*	*	76,823	75,308	*	*	3	3
\$250 to \$499.9	53,911	*	103,043	90,611	*	119,200	5	5
\$100 to \$249.9	*	*	*	*	*	*	0	0
\$10 to \$99.9	*	*	80,000	91,823	*	*	4	4
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	0	0
All¹	45,026	72,100	106,000	118,366	160,000	290,721	39	27

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	62,000	*	106,434	105,499	*	150,342	36	5
\$2,000 to \$4,999.9	*	*	97,400	117,207	*	*	11	4
\$1,000 to \$1,999.9	62,400	65,000	83,766	82,850	95,882	113,300	17	7
\$500 to \$999.9	*	*	106,940	92,512	*	*	5	4
\$250 to \$499.9	41,000	70,299	78,450	77,785	85,886	110,937	12	11
\$100 to \$249.9	28,000	54,000	71,038	67,694	82,536	100,356	19	19
\$50 to \$99.9	*	*	53,044	49,103	*	*	3	3
\$10 to \$49.9	58,983	*	63,526	66,158	*	77,000	5	5
Less than \$10	*	*	*	*	*	*	0	0
All¹	28,000	68,080	83,681	89,407	107,153	258,000	108	58

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	67,688	73,033	*	*	44	4
\$1,000 to \$4,999.9	46,000	*	65,000	69,634	*	110,000	14	5
\$750 to \$999.9	*	*	53,560	50,791	*	*	3	3
\$500 to \$749.9	*	*	56,125	55,688	*	*	4	3
\$250 to \$499.9	33,000	43,261	55,663	55,883	68,500	76,000	14	11
\$100 to \$249.9	36,850	47,070	52,000	52,750	58,596	70,000	21	19
\$50 to \$99.9	32,448	35,100	50,000	53,006	62,500	84,000	7	7
\$10 to \$49.9	33,092	*	54,075	56,693	*	110,000	7	5
Less than \$10	*	*	*	*	*	*	0	0
All¹	32,448	51,480	62,850	63,346	71,028	130,000	114	57

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Receptionist

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	60,000	*	71,028	69,825	*	76,720	5	5
\$1,000 to \$1,999.9	*	*	60,779	59,307	*	*	3	3
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	52,893	54,314	*	*	4	4
\$100 to \$249.9	39,000	*	45,000	44,779	*	50,000	5	5
Less than \$100	*	*	*	*	*	*	0	0
All¹	39,000	45,320	52,862	56,460	66,375	76,720	19	19

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.



Council on
Foundations

CHAPTER 6

Salary Tables: South Region

Compensation Summary

Compensation Summary by Position

(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	26,866	143,000	202,650	229,882	281,040	773,062	242	239
Associate Director/Executive Vice President	70,000	116,225	180,000	198,632	250,000	545,000	52	43
Vice President (Administration)	73,000	110,000	141,000	156,695	184,800	400,000	33	33
General Counsel	66,288	98,220	194,273	181,177	230,000	325,380	13	13
Chief Financial Officer/Treasurer	70,000	115,000	161,842	169,640	206,343	365,000	96	95
Controller	50,000	82,110	100,000	113,913	140,700	252,250	79	76
Chief Investment Officer	66,288	122,230	235,375	234,882	330,878	498,623	16	15
Director of Impact Investing	75,000	*	130,025	143,040	*	232,548	6	6
Assistant Treasurer	56,160	83,250	118,434	118,285	157,500	171,748	8	8
Accountant	35,600	65,000	78,264	79,055	91,000	137,000	116	66
Accounting Clerk	36,941	47,250	51,750	54,999	61,285	88,000	54	30
Vice President (Programs)	65,000	116,000	156,351	175,312	225,000	386,175	95	64
Program Director	36,000	84,186	120,750	134,543	173,250	291,200	155	72
Senior Program Officer	46,800	91,500	123,219	121,645	143,838	233,000	126	65
Program Officer	36,500	65,901	84,689	90,047	107,150	202,796	239	100
Program Associate	32,134	52,552	65,000	65,064	74,750	151,463	167	69
Program Assistant	30,000	42,393	47,000	49,071	55,750	75,004	59	34
Vice President or Chief Development/Advancement Officer	54,000	101,833	129,375	131,578	162,159	270,000	50	47
Director of Donor Services/Donor Services Officer	43,000	73,417	86,475	89,311	99,002	185,000	60	45
Director of Gift Planning/Gift Planning Officer	55,000	87,250	94,924	101,813	121,500	166,345	24	20
Donor Service/Development/Advancement Assistant	38,000	50,000	58,700	59,562	68,802	104,057	77	43
Director of Communications	41,428	71,000	92,830	102,394	123,586	222,523	85	78
Communications Associate	38,500	53,500	62,470	65,001	75,000	110,000	64	43
Research Director	90,583	117,042	130,000	141,346	175,000	210,000	14	13
Research Associate	58,000	61,348	65,000	72,958	75,500	128,567	12	9
Chief Technology Officer	66,350	138,200	160,000	177,107	227,010	300,000	13	13
Technology Professional	39,900	64,174	92,000	90,112	106,871	184,965	26	20
Office Manager	31,200	48,500	57,586	65,177	74,720	140,000	59	57
Librarian	*	*	*	*	*	*	2	2
Grants Manager/Administrator	37,500	61,200	70,623	74,866	86,510	160,000	93	82
Grants Management Assistant	37,380	48,750	60,750	61,159	71,635	88,000	30	21
Director of Human Resources	52,788	91,800	136,750	141,453	191,500	226,000	12	11
Human Resources Professional	54,100	66,242	83,388	88,198	104,000	139,868	23	15
Executive Assistant	35,600	60,000	67,000	69,054	76,385	132,000	103	74
Administrative Assistant	23,400	44,000	50,000	51,962	59,817	90,125	103	70
Receptionist	33,000	41,500	44,941	44,793	48,307	58,350	30	28

*Insufficient data.

Position Summaries

Chief Executive Officer (CEO)/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).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	530,000	*	684,000	661,984	*	773,062	5	5
\$1,000 to \$1,999.9	300,000	334,086	380,834	413,054	504,248	566,100	8	7
\$750 to \$999.9	45,750	286,698	355,595	359,176	471,000	510,000	11	10
\$500 to \$749.9	176,500	270,000	322,900	357,830	459,000	550,000	12	11
\$250 to \$499.9	180,000	225,000	261,182	278,488	315,000	486,575	41	41
\$100 to \$249.9	26,866	178,740	210,000	220,918	275,000	340,000	59	59
\$50 to \$99.9	85,000	132,000	159,650	164,022	189,808	281,000	44	44
\$25 to \$49.9	85,000	111,000	137,500	148,132	180,000	250,000	35	35
\$10 to \$24.9	70,000	84,804	120,000	131,527	137,812	315,703	17	17
Less than \$10	70,000	116,600	190,937	187,493	268,555	321,360	7	7
All¹	26,866	146,300	203,000	231,219	281,190	773,062	239	236

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 one or more major programs and/or administrative activities 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	181,414	*	297,850	334,743	*	545,000	9	5
\$500 to \$999.9	108,737	180,000	221,910	231,768	267,622	384,635	9	8
\$250 to \$499.9	117,500	125,000	149,000	165,429	180,000	275,000	7	7
\$100 to \$249.9	80,000	175,000	210,000	201,945	250,000	253,708	13	12
\$50 to \$99.9	*	*	88,823	102,512	*	*	4	4
\$10 to \$49.9	70,000	*	109,975	109,868	*	180,000	8	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	1
All¹	70,000	116,225	180,000	198,632	250,000	545,000	52	43

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.)

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	291,758	324,924	*	*	3	3
\$1,000 to \$1,999.9	*	*	194,427	196,167	*	*	3	3
\$500 to \$999.9	*	*	159,098	161,550	*	*	4	4
\$250 to \$499.9	113,000	135,361	155,520	158,564	184,800	214,744	7	7
\$100 to \$249.9	73,000	*	97,500	109,539	*	146,795	5	5
\$50 to \$99.9	75,000	*	103,000	100,988	*	128,430	6	6
\$10 to \$49.9	*	*	120,000	114,425	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	73,000	107,000	140,700	156,760	185,902	400,000	32	32

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	242,000	265,793	*	*	3	3
\$750 to \$999.9	*	*	202,950	207,108	*	*	3	3
\$500 to \$749.9	*	*	170,775	205,575	*	*	3	3
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	2	2
Less than \$25	*	*	*	*	*	*	0	0
All¹	66,288	98,220	194,273	181,177	230,000	325,380	13	13

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Financial Officer/Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	351,866	317,183	*	*	4	4
\$1,000 to \$1,999.9	*	*	215,802	211,108	*	*	4	4
\$750 to \$999.9	181,589	197,041	206,600	231,608	264,999	334,000	8	8
\$500 to \$749.9	140,000	189,497	202,343	211,945	248,750	290,000	10	9
\$250 to \$499.9	84,000	144,620	162,500	170,125	196,800	262,788	27	27
\$100 to \$249.9	70,000	93,763	117,433	142,919	185,610	279,344	28	28
\$50 to \$99.9	72,268	72,500	97,534	99,986	122,000	145,000	7	7
\$25 to \$49.9	90,000	*	114,768	120,298	*	179,813	5	5
\$10 to \$24.9	*	*	110,000	101,167	*	*	3	3
Less than \$10	*	*	*	*	*	*	0	0
All¹	70,000	115,000	161,842	169,640	206,343	365,000	96	95

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	120,000	*	181,000	173,087	*	201,073	5	5
\$1,000 to \$1,999.9	139,256	*	148,000	151,041	*	166,676	6	5
\$750 to \$999.9	89,739	114,800	152,500	154,968	191,000	252,250	10	8
\$500 to \$749.9	75,000	96,000	103,000	115,936	141,800	183,750	7	7
\$250 to \$499.9	70,000	91,052	98,800	109,643	116,978	205,000	17	17
\$100 to \$249.9	56,650	82,110	95,113	96,028	110,000	133,078	17	17
\$50 to \$99.9	68,467	*	84,730	82,571	*	92,000	6	6
\$25 to \$49.9	65,500	*	68,185	68,103	*	70,000	5	5
\$10 to \$24.9	50,000	*	76,491	83,249	*	120,000	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	50,000	82,110	100,000	113,913	140,700	252,250	79	76

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Investment Officer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	122,595	*	350,000	301,475	*	498,623	7	6
\$500 to \$999.9	*	*	200,000	178,083	*	*	3	3
\$100 to \$499.9	66,288	*	257,000	206,706	*	311,755	5	5
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0
All¹	66,288	122,230	235,375	234,882	330,878	498,623	16	15

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 the 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	2	2
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	1	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	2	2
\$100 to \$249.9	*	*	*	*	*	*	0	0
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0
All¹	75,000	*	130,025	143,040	*	232,548	6	6

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Assistant Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	165,000	130,969	*	*	3	3
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	2	2
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0
All¹	56,160	83,250	118,434	118,285	157,500	171,748	8	8

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accountant

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	75,242	*	89,000	90,931	*	131,000	17	6
\$1,000 to \$1,999.9	53,495	*	83,500	88,092	*	137,000	25	6
\$750 to \$999.9	59,500	73,000	82,500	85,801	103,000	113,300	15	8
\$500 to \$749.9	55,000	*	85,120	88,686	*	120,750	8	5
\$250 to \$499.9	51,500	59,289	66,680	70,047	80,000	99,000	28	21
\$100 to \$249.9	42,500	52,100	65,306	66,383	72,839	108,368	12	11
\$50 to \$99.9	35,600	*	48,960	50,610	*	65,170	7	5
\$25 to \$49.9	*	*	*	*	*	*	0	0
\$5 to \$24.9	*	*	81,055	78,402	*	*	4	4
Less than \$5	*	*	*	*	*	*	0	0
All¹	35,600	65,000	78,264	79,055	91,000	137,000	116	66

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accounting Clerk

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	60,850	62,408	*	*	15	4
\$1,000 to \$1,999.9	*	*	57,956	56,998	*	*	5	3
\$500 to \$999.9	41,600	44,255	50,000	50,330	55,000	63,000	16	7
\$250 to \$499.9	40,000	*	49,330	50,171	*	61,903	8	6
\$100 to \$249.9	36,941	41,750	47,500	53,048	60,635	88,000	7	7
\$10 to \$99.9	*	*	56,000	56,943	*	*	3	3
Less than \$10	*	*	*	*	*	*	0	0
All¹	36,941	47,250	51,750	54,999	61,285	88,000	54	30

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Vice President (Programs)

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	299,893	270,960	*	*	14	4
\$1,000 to \$1,999.9	*	*	251,590	231,966	*	*	7	4
\$750 to \$999.9	100,000	*	206,000	207,432	*	310,000	11	6
\$500 to \$749.9	122,000	129,688	141,950	162,305	176,387	291,360	12	9
\$250 to \$499.9	97,718	118,624	139,445	145,750	170,000	222,119	17	15
\$100 to \$249.9	67,486	102,000	126,000	136,378	168,328	227,925	17	16
\$50 to \$99.9	65,000	*	86,500	87,468	*	116,000	7	6
\$10 to \$49.9	*	*	183,855	158,526	*	*	9	3
Less than \$10	*	*	*	*	*	*	0	0
All¹	65,000	116,000	154,207	175,338	225,000	386,175	94	63

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	94,000	*	211,006	210,910	*	291,200	38	6
\$1,000 to \$1,999.9	80,580	*	119,658	134,729	*	203,666	12	6
\$750 to \$999.9	62,000	*	143,070	134,633	*	205,536	15	6
\$500 to \$749.9	55,000	*	102,000	131,961	*	265,000	9	5
\$250 to \$499.9	65,025	85,349	104,401	111,121	124,467	187,564	24	15
\$100 to \$249.9	50,000	63,535	86,500	99,028	143,000	162,080	18	11
\$50 to \$99.9	36,000	61,600	83,790	82,727	96,000	149,467	22	11
\$10 to \$49.9	45,000	50,000	69,365	74,070	85,000	123,563	9	7
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	200,000	175,000	*	*	3	3
All¹	36,000	84,186	121,725	135,330	174,198	291,200	150	70

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	57,500	*	143,000	137,462	*	205,000	33	6
\$1,000 to \$1,999.9	*	*	154,530	127,102	*	*	5	4
\$750 to \$999.9	*	*	100,000	114,400	*	*	5	4
\$500 to \$749.9	*	*	151,200	156,245	*	*	11	4
\$250 to \$499.9	70,884	81,748	114,075	109,563	136,065	150,000	26	18
\$100 to \$249.9	65,000	102,995	120,000	115,604	130,000	138,432	24	15
\$50 to \$99.9	50,000	*	70,906	75,791	*	100,650	5	5
\$10 to \$49.9	57,250	74,755	89,675	90,601	104,093	140,041	12	7
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	5	2
All¹	46,800	91,500	123,219	121,645	143,838	233,000	126	65

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	137,066	135,967	*	*	40	4
\$1,000 to \$1,999.9	61,000	*	110,277	103,872	*	202,796	27	5
\$750 to \$999.9	45,000	75,129	85,666	87,059	98,000	128,709	28	10
\$500 to \$749.9	50,450	58,710	72,114	72,676	83,000	94,000	15	9
\$250 to \$499.9	49,500	60,420	69,052	73,287	85,000	115,000	49	23
\$100 to \$249.9	49,398	61,000	80,000	80,750	90,000	142,820	35	21
\$50 to \$99.9	47,250	61,898	73,250	73,098	83,722	100,000	11	9
\$25 to \$49.9	43,427	55,000	60,008	70,753	92,128	94,500	9	7
\$10 to \$24.9	36,500	*	61,500	65,333	*	96,640	14	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	85,000	89,167	*	*	6	4
All¹	36,500	65,779	83,661	90,081	107,242	202,796	234	98

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	51,500	*	75,934	76,629	*	112,718	39	5
\$1,000 to \$1,999.9	*	*	59,772	56,598	*	*	14	4
\$750 to \$999.9	42,230	61,500	65,000	65,299	69,578	100,000	37	7
\$500 to \$749.9	46,000	*	65,000	74,212	*	151,463	12	6
\$250 to \$499.9	32,134	51,500	58,000	59,309	63,024	90,000	29	19
\$100 to \$249.9	38,274	45,408	53,276	58,402	70,000	96,000	20	17
\$50 to \$99.9	40,000	*	53,828	51,811	*	65,000	9	5
\$10 to \$49.9	*	*	44,500	53,962	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	65,000	65,500	*	*	4	3
All¹	32,134	52,552	65,000	65,064	74,750	151,463	167	69

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	55,994	56,311	*	*	13	4
\$750 to \$999.9	43,000	*	47,000	50,410	*	67,500	8	5
\$500 to \$749.9	*	*	48,500	47,500	*	*	4	3
\$250 to \$499.9	35,818	38,480	41,465	47,242	49,287	75,004	14	9
\$100 to \$249.9	42,393	*	46,359	49,602	*	65,000	6	6
\$10 to \$99.9	30,000	*	43,000	43,824	*	63,086	12	6
Less than \$10	*	*	*	*	*	*	0	0
All¹	30,000	42,930	47,000	49,302	55,750	75,004	57	33

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	174,250	171,059	*	*	4	4
\$750 to \$999.9	*	*	167,695	189,232	*	*	3	3
\$500 to \$749.9	98,000	*	140,450	140,942	*	192,000	6	5
\$250 to \$499.9	103,000	110,000	135,000	140,066	163,482	197,512	15	13
\$100 to \$249.9	54,000	94,095	105,000	108,984	133,800	150,000	10	10
\$50 to \$99.9	70,800	*	85,000	95,029	*	135,000	5	5
\$10 to \$49.9	55,000	*	78,000	102,074	*	205,269	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2
All¹	54,000	101,833	129,375	131,578	162,159	270,000	50	47

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 services activities. S/he coordinates 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	88,799	89,505	*	*	6	4
\$750 to \$999.9	65,291	*	96,984	111,716	*	185,000	9	6
\$500 to \$749.9	*	*	110,000	103,333	*	*	3	3
\$250 to \$499.9	43,000	71,000	84,912	85,553	93,219	139,650	20	12
\$100 to \$249.9	56,661	72,970	74,775	78,058	86,250	95,000	12	10
\$50 to \$99.9	*	*	56,000	65,667	*	*	3	3
\$10 to \$49.9	*	*	92,450	83,818	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	102,500	102,500	*	*	4	4
All¹	43,000	73,417	86,475	89,311	99,002	185,000	60	45

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he 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. S/he plans, develops, and implements 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	119,299	114,133	*	*	6	3
\$500 to \$999.9	55,000	*	94,847	102,247	*	155,000	7	6
\$250 to \$499.9	79,133	79,443	94,739	104,111	118,000	166,345	7	7
\$100 to \$249.9	*	*	81,250	78,554	*	*	4	4
Less than \$100	*	*	*	*	*	*	0	0
All¹	55,000	87,250	94,924	101,813	121,500	166,345	24	20

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Donor Services/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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	40,794	*	60,923	60,012	*	80,580	20	5
\$500 to \$999.9	40,000	49,621	53,750	58,969	65,000	93,000	14	7
\$250 to \$499.9	45,000	55,000	59,740	62,635	70,905	88,000	19	10
\$100 to \$249.9	41,750	47,927	50,007	54,158	64,272	68,900	11	10
\$50 to \$99.9	*	*	50,775	57,055	*	*	5	4
\$10 to \$49.9	38,000	*	50,923	59,327	*	104,057	7	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	38,000	50,000	58,700	59,562	68,802	104,057	77	43

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	127,555	*	165,000	171,625	*	214,500	7	5
\$1,000 to \$1,999.9	70,000	*	119,593	126,276	*	222,523	6	5
\$750 to \$999.9	80,000	*	116,346	116,772	*	159,106	8	6
\$500 to \$749.9	70,000	90,165	124,375	114,590	138,621	140,400	8	7
\$250 to \$499.9	52,500	80,904	88,933	93,508	105,950	173,644	20	20
\$100 to \$249.9	41,428	68,660	79,420	86,622	98,450	165,000	16	16
\$50 to \$99.9	43,260	65,879	81,000	87,040	100,000	148,380	10	9
\$25 to \$49.9	*	*	64,071	67,673	*	*	4	4
\$10 to \$24.9	*	*	71,000	72,122	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	41,428	70,000	92,830	102,265	123,586	222,523	83	76

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	68,675	*	83,798	84,260	*	110,000	13	5
\$1,000 to \$1,999.9	51,000	*	58,425	64,210	*	85,000	7	5
\$750 to \$999.9	45,000	*	60,500	62,369	*	80,031	12	6
\$500 to \$749.9	*	*	63,500	60,515	*	*	4	4
\$250 to \$499.9	46,350	48,175	57,750	59,903	65,513	90,000	8	7
\$100 to \$249.9	38,500	43,400	51,151	56,603	62,540	82,337	13	10
\$50 to \$99.9	43,260	*	55,000	53,835	*	68,000	5	5
\$25 to \$49.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	2	1
Less than \$10	*	*	*	*	*	*	0	0
All¹	38,500	53,500	62,470	65,001	75,000	110,000	64	43

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	2	1
\$500 to \$999.9	*	*	136,500	130,976	*	*	4	4
\$100 to \$499.9	90,683	*	117,042	123,475	*	175,000	5	5
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0
All¹	90,583	117,042	140,000	143,112	175,000	210,000	13	12

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	78,728	87,006	*	*	4	3
\$750 to \$999.9	*	*	*	*	*	*	2	1
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	64,740	64,446	*	*	4	3
\$5 to \$99.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	58,000	61,348	65,000	72,958	75,500	128,567	12	9

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	138,200	146,250	222,048	213,314	256,698	300,000	7	7
\$750 to \$999.9	*	*	156,915	165,110	*	*	4	4
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	2	2
Less than \$250	*	*	*	*	*	*	0	0
All¹	66,350	138,200	160,000	177,107	227,010	300,000	13	13

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	50,000	69,049	120,750	106,137	125,000	184,965	9	7
\$750 to \$999.9	*	*	88,500	84,036	*	*	6	4
\$500 to \$749.9	50,000	*	99,347	86,302	*	107,865	7	5
\$250 to \$499.9	*	*	*	*	*	*	1	1
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$5 to \$49.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	39,900	64,174	92,000	90,112	106,871	184,965	26	20

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	108,494	109,148	*	*	4	4
\$1,000 to \$1,999.9	*	*	62,103	75,620	*	*	6	4
\$500 to \$999.9	45,000	*	83,291	84,069	*	125,000	5	5
\$250 to \$499.9	37,000	52,000	55,000	57,223	63,000	76,000	10	10
\$100 to \$249.9	31,200	42,500	56,000	55,565	66,470	91,500	11	11
\$50 to \$99.9	44,000	48,515	59,986	60,048	70,750	74,720	12	12
\$10 to \$49.9	35,000	37,720	49,750	50,841	55,892	85,000	8	8
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2
All¹	31,200	48,500	58,793	65,353	74,720	140,000	58	56

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Librarian

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	0	0
\$1,000 to \$1,999.9	*	*	*	*	*	*	*	1
\$500 to \$999.9	*	*	*	*	*	*	*	0
\$250 to \$499.9	*	*	*	*	*	*	*	1
Less than \$250	*	*	*	*	*	*	*	0
All¹	*	*	*	*	*	*	*	2

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Grants Manager/Administrator

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	88,500	87,114	*	*	4	3
\$1,000 to \$1,999.9	*	*	94,656	87,790	*	*	5	4
\$750 to \$999.9	51,500	56,650	64,000	79,251	93,026	160,000	13	9
\$500 to \$749.9	67,000	67,275	71,250	75,118	80,280	95,000	7	7
\$250 to \$499.9	41,200	57,410	68,322	76,613	94,400	155,000	25	23
\$100 to \$249.9	56,650	61,303	74,597	73,857	86,000	94,661	17	16
\$50 to \$99.9	39,500	44,720	60,000	56,109	65,500	68,800	7	7
\$25 to \$49.9	37,500	*	71,931	66,044	*	93,791	5	5
\$10 to \$24.9	56,650	*	65,911	68,702	*	93,280	6	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	37,500	60,474	70,231	74,650	87,000	160,000	90	80

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	70,000	68,494	*	*	11	3
\$1,000 to \$1,999.9	*	*	60,000	64,048	*	*	3	3
\$750 to \$999.9	*	*	50,000	57,549	*	*	3	3
\$500 to \$749.9	*	*	48,000	49,800	*	*	3	3
\$250 to \$499.9	40,680	*	61,500	60,196	*	88,000	7	6
\$100 to \$249.9	*	*	*	*	*	*	0	0
\$25 to \$99.9	*	*	48,600	48,588	*	*	3	3
Less than \$25	*	*	*	*	*	*	0	0
All¹	37,380	48,750	60,750	61,159	71,635	88,000	30	21

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	191,500	196,413	*	*	4	3
\$500 to \$999.9	52,788	*	119,000	127,196	*	216,090	5	5
\$250 to \$499.9	*	*	90,000	91,937	*	*	3	3
Less than \$250	*	*	*	*	*	*	0	0
All¹	52,788	91,800	136,750	141,453	191,500	226,000	12	11

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	54,100	*	106,100	104,542	*	139,868	10	5
\$1,000 to \$1,999.9	*	*	70,391	74,544	*	*	5	3
\$500 to \$999.9	*	*	76,000	78,955	*	*	5	4
\$100 to \$499.9	*	*	66,242	71,877	*	*	3	3
Less than \$100	*	*	*	*	*	*	0	0
All¹	54,100	66,242	83,388	88,198	104,000	139,868	23	15

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	56,375	*	72,000	75,650	*	132,000	17	5
\$1,000 to \$1,999.9	55,000	*	80,057	79,959	*	102,165	12	6
\$750 to \$999.9	*	*	69,700	70,198	*	*	11	4
\$500 to \$749.9	60,000	65,000	70,500	72,412	82,000	85,000	7	7
\$250 to \$499.9	46,500	58,000	64,945	63,596	67,000	80,134	22	19
\$100 to \$249.9	46,000	54,000	67,131	66,575	75,000	92,500	18	17
\$50 to \$99.9	35,600	58,000	61,550	60,483	67,000	75,000	9	9
\$10 to \$49.9	37,482	*	62,276	59,229	*	76,385	5	5
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	35,600	60,000	67,000	69,054	76,385	132,000	103	74

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	60,483	62,710	*	*	22	4
\$1,000 to \$1,999.9	*	*	51,897	53,427	*	*	12	4
\$750 to \$999.9	45,000	*	52,000	51,964	*	60,056	9	6
\$500 to \$749.9	44,000	*	47,000	47,592	*	51,788	6	5
\$250 to \$499.9	35,000	43,325	47,273	50,084	59,335	69,500	17	15
\$100 to \$249.9	35,855	40,793	49,513	51,191	59,092	70,000	16	15
\$50 to \$99.9	30,000	34,502	40,828	40,257	43,710	53,034	10	10
\$25 to \$49.9	38,000	*	45,178	47,747	*	62,056	5	5
\$10 to \$24.9	23,400	*	46,000	44,946	*	66,429	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	23,400	44,000	50,000	51,962	59,817	90,125	103	70

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Receptionist

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	37,983	*	44,882	45,120	*	54,789	8	6
\$500 to \$999.9	41,500	41,800	46,890	46,648	49,476	55,350	8	8
\$250 to \$499.9	33,000	36,713	46,900	43,978	47,250	58,350	9	9
\$100 to \$249.9	*	*	43,667	42,330	*	*	4	4
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0
All¹	33,000	41,500	44,941	44,793	48,307	58,350	30	28

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.



Council on
Foundations

CHAPTER 6

Salary Tables: West Region

Compensation Summary

Compensation Summary by Position (Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	45,000	140,000	218,025	255,742	315,000	1,078,030	149	148
Associate Director/Executive Vice President	75,000	155,000	221,000	225,380	271,283	490,000	29	29
Vice President (Administration)	35,680	120,000	150,000	159,940	180,000	444,630	26	23
General Counsel	195,000	*	319,230	340,623	*	506,824	7	5
Chief Financial Officer/Treasurer	37,440	126,000	171,750	188,856	236,250	486,497	70	70
Controller	59,565	94,500	113,375	123,294	142,000	280,000	54	52
Chief Investment Officer	133,000	317,013	415,000	570,532	900,000	1,009,714	7	7
Director of Impact Investing	100,000	181,886	375,000	316,156	415,000	460,000	13	7
Assistant Treasurer	*	*	85,000	90,222	*	*	7	4
Accountant	48,000	68,000	78,000	80,651	88,480	144,250	53	39
Accounting Clerk	36,691	53,113	58,089	92,296	77,830	907,300	30	21
Vice President (Programs)	64,000	130,000	160,000	182,045	232,350	485,740	58	44
Program Director	57,680	94,713	129,271	151,885	174,168	425,006	200	75
Senior Program Officer	64,841	99,691	132,127	134,551	163,875	232,000	108	50
Program Officer	45,000	82,583	102,730	114,770	136,000	240,270	263	78
Program Associate	39,924	50,621	67,000	66,888	79,725	123,022	160	58
Program Assistant	36,000	55,692	71,800	67,961	81,627	94,243	75	29
Vice President or Chief Development/Advancement Officer	90,000	114,400	157,500	169,517	200,000	371,000	30	28
Director of Donor Services/Donor Services Officer	52,000	78,750	95,371	101,537	123,806	215,598	59	28
Director of Gift Planning/Gift Planning Officer	54,703	90,000	99,579	108,632	125,597	179,798	25	12
Donor Service/Development/Advancement Assistant	37,136	49,686	59,821	65,824	78,418	143,000	55	31
Director of Communications	48,906	82,000	105,000	131,775	152,934	397,480	63	59
Communications Associate	21,450	55,000	66,759	75,991	85,972	197,840	55	40
Research Director	93,000	120,643	132,612	161,288	196,921	392,190	13	13
Research Associate	50,000	74,963	101,000	110,119	120,000	276,280	21	10
Chief Technology Officer	79,488	109,550	197,201	182,995	248,820	296,640	13	13
Technology Professional	48,204	78,448	96,830	109,277	133,042	210,280	36	19
Office Manager	44,250	55,000	71,900	78,984	94,696	159,740	46	43
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	48,946	70,200	82,000	90,971	99,269	235,910	81	65
Grants Management Assistant	38,050	52,361	65,208	72,110	84,250	143,490	40	29
Director of Human Resources	75,000	96,044	111,525	168,946	229,773	388,700	20	20
Human Resources Professional	55,000	80,000	97,335	117,921	160,000	214,170	21	16
Executive Assistant	45,000	60,333	74,000	79,653	91,023	171,660	73	48
Administrative Assistant	31,200	44,200	53,500	56,754	63,300	130,680	69	37
Receptionist	40,644	46,218	50,730	55,086	63,434	78,280	14	10

*Insufficient data.

Position Summaries

Chief Executive Officer (CEO)/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).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	735,000	762,277	*	*	3	3
\$1,000 to \$4,999.9	449,807	*	537,500	563,327	*	734,000	6	6
\$750 to \$999.9	202,580	*	659,620	523,970	*	707,651	5	5
\$500 to \$749.9	189,000	230,000	367,845	332,952	398,950	437,750	9	8
\$250 to \$499.9	128,750	240,857	315,000	316,037	358,000	521,960	17	17
\$100 to \$249.9	110,000	222,860	253,210	266,694	292,000	568,055	38	38
\$50 to \$99.9	95,000	134,000	192,970	181,815	211,430	275,780	22	22
\$25 to \$49.9	76,385	110,000	148,500	180,792	218,025	480,000	15	15
\$10 to \$24.9	78,750	120,000	135,740	136,206	153,000	245,000	21	21
\$5 to \$9.9	98,345	*	125,000	151,189	*	286,598	5	5
Less than \$5	45,000	94,500	119,679	123,400	155,480	202,878	8	8
All¹	45,000	140,000	218,025	255,742	315,000	1,078,030	149	148

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	2	2
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$999.9	178,500	*	255,000	309,478	*	490,000	5	5
\$250 to \$499.9	168,900	*	245,065	245,555	*	360,000	6	6
\$100 to \$249.9	101,000	148,300	163,000	181,731	216,922	296,400	8	8
\$25 to \$99.9	*	*	252,980	233,490	*	*	4	4
\$10 to \$24.9	*	*	108,000	97,964	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	75,000	155,000	221,000	225,380	271,283	490,000	29	29

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.)

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	247,000	273,908	*	*	4	3
\$750 to \$999.9	*	*	*	*	*	*	2	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	138,110	140,055	*	*	4	4
\$100 to \$249.9	100,000	110,000	127,500	134,769	150,000	205,000	10	9
\$10 to \$99.9	*	*	135,000	141,333	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	1	1
Less than \$5	*	*	*	*	*	*	1	1
All¹	35,680	120,000	150,000	160,234	180,000	444,630	25	22

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	4	2
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	2
\$500 to \$749.9	*	*	*	*	*	*	1	1
Less than \$500	*	*	*	*	*	*	0	0
All¹	195,000	*	319,230	340,623	*	506,824	7	5

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Financial Officer/Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	*	*	*	*	2	2
\$1,000 to \$4,999.9	223,999	*	259,000	280,823	*	382,876	6	6
\$750 to \$999.9	*	*	227,683	263,340	*	*	4	4
\$500 to \$749.9	172,000	*	236,964	249,963	*	337,650	6	6
\$250 to \$499.9	143,000	165,250	192,900	205,233	231,000	300,000	10	10
\$100 to \$249.9	84,240	126,000	168,535	172,887	213,834	290,000	23	23
\$50 to \$99.9	89,440	92,000	116,606	124,166	137,875	210,930	8	8
\$25 to \$49.9	*	*	95,743	104,694	*	*	4	4
\$10 to \$24.9	*	*	141,000	124,617	*	*	3	3
Less than \$10	*	*	93,250	97,774	*	*	4	4
All¹	37,440	126,000	171,750	188,856	236,250	486,497	70	70

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	139,342	149,310	166,310	173,571	187,590	242,804	8	7
\$750 to \$999.9	96,679	*	137,000	168,434	*	280,000	5	5
\$500 to \$749.9	90,500	*	112,450	118,176	*	173,600	7	6
\$250 to \$499.9	79,500	*	122,000	122,417	*	184,000	6	6
\$100 to \$249.9	70,200	85,250	99,179	101,742	110,350	150,588	16	16
\$50 to \$99.9	61,752	*	115,760	102,079	*	134,608	5	5
\$10 to \$49.9	59,565	*	96,650	97,478	*	142,000	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	59,565	94,500	113,375	123,294	142,000	280,000	54	52

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Chief Investment Officer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	889,500	800,929	*	*	4	4
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	*	*	*	*	1	1
Less than \$250	*	*	*	*	*	*	0	0
All¹	133,000	317,013	415,000	570,532	900,000	1,009,714	7	7

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 the 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	415,000	366,798	*	*	10	4
\$1,000 to \$1,999.9	*	*	*	*	*	*	1	1
\$250 to \$999.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
\$50 to \$99.9	*	*	*	*	*	*	1	1
Less than \$50	*	*	*	*	*	*	0	0
All¹	100,000	181,886	375,000	316,156	415,000	460,000	13	7

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Assistant Treasurer

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	*	*	*	*	1	1
\$1,000 to \$1,999.9	*	*	*	*	*	*	4	1
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	1	1
Less than \$100	*	*	*	*	*	*	0	0
All¹	*	*	85,000	90,222	*	*	7	4

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accountant

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	*	*	*	*	2	2
\$1,000 to \$4,999.9	66,000	*	84,870	84,864	*	123,000	15	6
\$750 to \$999.9	*	*	100,000	90,986	*	*	5	3
\$500 to \$749.9	*	*	77,500	76,173	*	*	6	4
\$250 to \$499.9	59,250	68,000	70,284	75,252	83,000	100,000	7	7
\$100 to \$249.9	48,000	61,160	72,002	76,522	79,600	144,250	16	15
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0
All¹	48,000	68,000	78,000	80,651	88,480	144,250	53	39

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Accounting Clerk

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	68,254	179,151	*	*	8	4
\$500 to \$999.9	*	*	54,727	60,891	*	*	5	4
\$100 to \$499.9	50,700	54,080	57,164	57,325	60,000	65,100	10	8
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$49.9	*	*	43,680	45,510	*	*	3	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	4	2
All¹	36,691	53,113	58,089	92,296	77,830	907,300	30	21

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Vice President (Programs)

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	147,438	*	262,600	293,715	*	485,740	9	5
\$1,000 to \$1,999.9	*	*	165,000	193,025	*	*	5	3
\$500 to \$999.9	143,000	150,000	179,855	194,244	254,564	267,000	10	7
\$250 to \$499.9	95,000	140,000	147,000	158,973	173,500	280,000	9	7
\$100 to \$249.9	89,000	120,054	140,350	156,653	175,000	259,500	14	11
\$50 to \$99.9	*	*	128,125	133,708	*	*	3	3
\$10 to \$49.9	64,000	*	78,574	105,683	*	160,000	5	5
Less than \$10	*	*	173,160	151,387	*	*	3	3
All¹	64,000	130,000	160,000	182,045	232,350	485,740	58	44

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	115,582	149,120	232,000	240,795	312,500	425,006	33	7
\$1,000 to \$1,999.9	*	*	119,925	125,481	*	*	7	3
\$750 to \$999.9	*	*	196,000	214,016	*	*	21	4
\$500 to \$749.9	*	*	98,864	112,536	*	*	15	4
\$250 to \$499.9	65,000	78,000	140,000	124,424	147,724	174,836	15	9
\$100 to \$249.9	60,000	93,374	121,720	129,955	154,550	254,400	82	26
\$50 to \$99.9	65,000	90,084	103,195	117,580	136,666	210,930	12	10
\$10 to \$49.9	66,560	*	85,000	85,432	*	105,656	8	6
Less than \$10	57,680	*	122,186	107,098	*	135,746	6	5
All¹	57,680	94,500	129,792	152,094	174,836	425,006	199	74

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	111,836	*	155,855	155,563	*	232,000	22	5
\$1,000 to \$1,999.9	*	*	84,975	98,339	*	*	9	3
\$750 to \$999.9	*	*	191,721	178,003	*	*	14	4
\$500 to \$749.9	*	*	113,900	122,521	*	*	7	3
\$250 to \$499.9	74,880	92,145	116,888	123,332	152,900	180,000	12	7
\$100 to \$249.9	67,000	90,500	120,650	129,380	152,499	217,159	25	14
\$50 to \$99.9	*	*	115,000	107,428	*	*	5	4
\$25 to \$49.9	*	*	151,857	144,286	*	*	4	3
\$10 to \$24.9	*	*	100,000	103,490	*	*	5	4
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	4	2
All¹	64,841	100,000	132,600	134,940	165,000	232,000	107	49

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.).

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	84,450	*	164,043	151,385	*	240,270	58	6
\$1,000 to \$1,999.9	*	*	87,500	85,818	*	*	8	3
\$750 to \$999.9	57,000	*	110,979	119,040	*	215,000	36	5
\$500 to \$749.9	53,000	*	83,750	82,194	*	110,000	8	6
\$250 to \$499.9	70,000	80,325	95,000	109,327	130,575	190,000	43	13
\$100 to \$249.9	50,250	83,002	103,693	106,708	126,000	211,712	61	26
\$50 to \$99.9	45,000	68,000	79,000	80,364	91,490	118,725	22	10
\$10 to \$49.9	69,000	*	119,221	116,885	*	154,875	11	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	13	2
All¹	45,000	83,726	103,000	115,251	136,000	240,270	260	76

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	58,245	*	77,848	76,527	*	99,578	25	5
\$1,000 to \$1,999.9	*	*	55,385	57,698	*	*	7	3
\$750 to \$999.9	*	*	77,000	70,613	*	*	23	4
\$500 to \$749.9	40,560	*	41,600	46,142	*	70,600	21	5
\$250 to \$499.9	46,500	*	67,100	78,536	*	115,000	7	6
\$100 to \$249.9	43,125	60,000	67,300	68,317	76,320	123,022	50	21
\$50 to \$99.9	50,000	*	58,460	58,537	*	69,300	6	5
\$25 to \$49.9	*	*	80,900	72,884	*	*	5	3
\$10 to \$24.9	*	*	58,623	59,889	*	*	6	3
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	80,600	75,138	*	*	10	3
All¹	39,924	50,621	67,000	66,888	79,725	123,022	160	58

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	38,760	*	80,340	78,115	*	91,299	29	5
\$500 to \$999.9	*	*	91,000	82,534	*	*	9	4
\$250 to \$499.9	48,000	*	56,000	58,202	*	78,719	9	6
\$100 to \$249.9	36,000	45,760	56,784	58,524	71,800	90,000	21	8
\$10 to \$99.9	42,000	*	42,848	48,022	*	62,351	7	6
Less than \$10	*	*	*	*	*	*	0	0
All¹	36,000	55,692	71,800	67,961	81,627	94,243	75	29

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	225,359	255,429	*	*	4	4
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	137,000	*	170,000	167,345	*	186,125	5	5
\$100 to \$249.9	96,000	126,000	155,000	176,519	200,000	280,000	13	11
\$10 to \$99.9	90,000	*	95,737	104,412	*	150,000	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	90,000	114,400	157,500	169,517	200,000	371,000	30	28

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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 services activities. S/he coordinates 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	92,391	103,306	*	*	28	4
\$500 to \$999.9	*	*	116,400	115,778	*	*	8	4
\$250 to \$499.9	*	*	*	*	*	*	4	2
\$100 to \$249.9	64,300	65,000	89,000	96,844	100,167	215,598	11	10
\$25 to \$99.9	*	*	101,871	101,624	*	*	3	3
\$10 to \$24.9	*	*	*	*	*	*	0	0
Less than \$10	*	*	73,775	82,355	*	*	4	4
All¹	52,000	78,750	94,283	101,340	123,806	215,598	58	27

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Director of Gift Planning/Gift Planning Officer

This position reports to the Vice President or Chief Development/Advancement Officer. S/he 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. S/he plans, develops, and implements 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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	118,603	121,761	*	*	14	4
\$750 to \$999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$250 to \$499.9	*	*	*	*	*	*	2	2
\$100 to \$249.9	54,703	*	90,000	89,518	*	108,000	9	6
Less than \$100	*	*	*	*	*	*	0	0
All¹	54,703	90,000	99,579	108,632	125,597	179,798	25	12

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Donor Services/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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	*	*	75,854	74,018	*	*	18	4
\$500 to \$999.9	*	*	49,686	53,116	*	*	5	3
\$250 to \$499.9	*	*	*	*	*	*	4	2
\$100 to \$249.9	37,136	47,500	56,086	60,018	64,895	140,000	18	13
\$50 to \$99.9	*	*	62,442	68,288	*	*	5	4
\$10 to \$49.9	41,600	*	56,160	61,575	*	100,000	5	5
Less than \$10	*	*	*	*	*	*	0	0
All¹	37,136	49,686	59,821	65,824	78,418	143,000	55	31

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	291,599	272,947	*	*	3	3
\$1,000 to \$4,999.9	93,150	*	203,523	193,249	*	256,000	6	6
\$750 to \$999.9	90,000	*	227,010	198,732	*	355,000	7	5
\$500 to \$749.9	91,062	*	140,325	141,209	*	208,575	5	5
\$250 to \$499.9	86,000	93,825	106,326	119,753	143,862	184,000	8	8
\$100 to \$249.9	66,500	74,900	88,783	99,807	110,000	211,000	22	20
\$50 to \$99.9	56,238	*	105,000	100,914	*	141,071	5	5
\$25 to \$49.9	*	*	73,580	76,040	*	*	4	4
\$10 to \$24.9	*	*	80,000	87,933	*	*	3	3
Less than \$10	*	*	*	*	*	*	0	0
All¹	48,906	82,000	105,000	131,775	152,934	397,480	63	59

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$5,000 or More	*	*	105,918	116,386	*	*	6	3
\$1,000 to \$4,999.9	52,466	*	75,919	73,061	*	91,911	10	6
\$500 to \$999.9	58,800	*	89,565	100,643	*	160,000	10	5
\$250 to \$499.9	*	*	58,000	64,583	*	*	5	4
\$100 to \$249.9	21,450	47,860	54,325	59,233	63,750	132,000	16	14
\$10 to \$99.9	41,600	*	60,740	60,022	*	70,890	6	6
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	2	2
All¹	21,450	55,000	66,759	75,991	85,972	197,840	55	40

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	164,767	210,592	*	*	4	4
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$999.9	*	*	130,152	147,634	*	*	3	3
\$100 to \$499.9	*	*	144,580	146,437	*	*	4	4
\$5 to \$99.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	93,000	124,191	138,386	166,563	200,255	392,190	12	12

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	117,000	133,389	*	*	13	4
\$1,000 to \$1,999.9	*	*	*	*	*	*	0	0
\$750 to \$999.9	*	*	*	*	*	*	2	1
\$500 to \$749.9	*	*	*	*	*	*	0	0
\$100 to \$499.9	50,000	*	55,751	61,523	*	92,900	6	5
Less than \$100	*	*	*	*	*	*	0	0
All¹	50,000	74,963	101,000	110,119	120,000	276,280	21	10

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	154,422	*	229,223	227,097	*	296,640	5	5
\$1,000 to \$1,999.9	*	*	*	*	*	*	2	2
\$750 to \$999.9	*	*	248,820	204,457	*	*	3	3
\$500 to \$749.9	*	*	*	*	*	*	1	1
\$250 to \$499.9	*	*	*	*	*	*	0	0
\$100 to \$249.9	*	*	*	*	*	*	2	2
Less than \$100	*	*	*	*	*	*	0	0
All¹	79,488	109,550	197,201	182,995	248,820	296,640	13	13

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	58,350	90,663	123,400	123,882	148,979	210,280	20	7
\$750 to \$999.9	*	*	97,000	116,938	*	*	7	4
\$500 to \$749.9	*	*	75,991	74,212	*	*	4	3
\$100 to \$499.9	60,000	*	62,000	68,184	*	80,080	5	5
Less than \$100	*	*	*	*	*	*	0	0
All¹	48,204	78,448	96,830	109,277	133,042	210,280	36	19

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	60,000	76,132	91,000	101,224	129,934	159,740	9	7
\$500 to \$999.9	*	*	95,374	93,663	*	*	5	4
\$250 to \$499.9	44,250	65,100	80,500	84,264	105,000	134,000	7	7
\$100 to \$249.9	45,000	53,000	61,500	65,013	67,500	108,100	14	14
\$50 to \$99.9	47,611	*	72,800	87,839	*	143,784	5	5
\$25 to \$49.9	*	*	54,080	55,387	*	*	3	3
\$10 to \$24.9	*	*	47,840	49,508	*	*	3	3
Less than \$10	*	*	*	*	*	*	0	0
All¹	44,250	55,000	71,900	78,984	94,696	159,740	46	43

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Grants Manager/Administrator

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	50,685	81,176	85,232	97,514	99,269	235,910	15	8
\$750 to \$999.9	52,718	*	120,000	131,216	*	218,000	8	5
\$500 to \$749.9	62,000	*	78,175	83,156	*	115,600	8	6
\$250 to \$499.9	70,000	77,396	86,000	98,606	110,000	189,000	15	13
\$100 to \$249.9	49,400	62,900	79,786	80,482	93,353	130,000	16	15
\$50 to \$99.9	48,946	56,180	70,854	70,778	74,000	124,370	9	8
\$25 to \$49.9	*	*	87,025	87,600	*	*	3	3
\$10 to \$24.9	*	*	83,470	83,521	*	*	4	4
Less than \$10	*	*	67,601	63,440	*	*	3	3
All¹	48,946	70,200	82,000	90,971	99,269	235,910	81	65

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	46,575	*	77,247	82,674	*	143,490	13	6
\$1,000 to \$1,999.9	*	*	62,421	64,725	*	*	5	3
\$500 to \$999.9	*	*	72,500	73,700	*	*	5	4
\$250 to \$499.9	55,000	*	68,000	74,072	*	120,000	7	6
\$100 to \$249.9	38,050	47,740	53,400	55,591	62,198	80,000	8	8
\$50 to \$99.9	*	*	*	*	*	*	1	1
\$25 to \$49.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0
All¹	38,050	52,361	65,208	72,110	84,250	143,490	40	29

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	95,680	130,275	217,565	226,920	317,650	388,700	8	8
\$500 to \$999.9	94,368	*	103,895	163,309	*	301,876	5	5
\$100 to \$499.9	75,000	*	93,500	107,860	*	199,516	6	6
\$25 to \$99.9	*	*	*	*	*	*	0	0
\$10 to \$24.9	*	*	*	*	*	*	1	1
Less than \$10	*	*	*	*	*	*	0	0
All¹	75,000	96,044	111,525	168,946	229,773	388,700	20	20

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	59,642	*	165,000	149,207	*	214,170	10	6
\$500 to \$999.9	*	*	97,335	101,413	*	*	3	3
\$250 to \$499.9	*	*	91,700	99,767	*	*	3	3
\$100 to \$249.9	*	*	57,892	72,946	*	*	4	3
\$50 to \$99.9	*	*	*	*	*	*	0	0
\$25 to \$49.9	*	*	*	*	*	*	1	1
Less than \$25	*	*	*	*	*	*	0	0
All¹	55,000	80,000	97,335	117,921	160,000	214,170	21	16

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	55,385	83,853	96,000	96,159	103,575	171,660	16	8
\$750 to \$999.9	54,632	*	82,400	89,193	*	168,000	14	5
\$500 to \$749.9	*	*	82,275	79,649	*	*	6	4
\$250 to \$499.9	47,250	70,000	72,000	73,603	85,000	100,000	9	9
\$100 to \$249.9	45,000	54,080	60,767	65,157	74,000	111,763	22	16
\$10 to \$99.9	54,080	*	60,000	68,803	*	104,009	5	5
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	45,000	60,333	74,000	79,653	91,023	171,660	73	48

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

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.

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$1,000 or More	38,025	*	53,500	63,137	*	130,680	27	6
\$500 to \$999.9	*	*	65,500	63,173	*	*	5	4
\$250 to \$499.9	*	*	*	*	*	*	4	2
\$100 to \$249.9	31,200	40,121	45,274	51,629	63,300	78,700	23	17
\$50 to \$99.9	*	*	60,000	51,438	*	*	3	3
\$10 to \$49.9	*	*	45,521	48,228	*	*	6	4
\$5 to \$9.9	*	*	*	*	*	*	0	0
Less than \$5	*	*	*	*	*	*	1	1
All¹	31,200	44,200	53,500	56,754	63,300	130,680	69	37

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.

Receptionist

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

Asset Group (in Millions)	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
\$2,000 or More	*	*	64,217	66,056	*	*	6	4
\$750 to \$1,999.9	*	*	*	*	*	*	0	0
\$500 to \$749.9	*	*	46,218	45,607	*	*	3	3
\$100 to \$499.9	*	*	48,360	47,610	*	*	5	3
Less than \$100	*	*	*	*	*	*	0	0
All¹	40,644	46,218	50,730	55,086	63,434	78,280	14	10

*Insufficient data.

¹Excludes corporate grantmakers, whose size we measure relative to their grantmaking.



Council on
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CHAPTER 6

Salary Tables: U.S. Census Division Summaries

Compensation Summary for Grantmakers in the East North Central Region, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	30,000	101,218	156,000	199,965	238,535	900,328	220	218
Associate Director/Executive Vice President	57,915	127,463	164,455	195,818	249,700	531,255	28	25
Vice President (Administration)	82,750	104,226	138,510	163,414	185,205	448,754	31	28
General Counsel	110,210	187,500	232,605	239,312	283,500	463,401	10	10
Chief Financial Officer/Treasurer	39,569	104,498	137,250	162,715	210,000	474,724	85	83
Controller	34,017	80,181	88,000	107,801	135,000	240,380	49	48
Chief Investment Officer	142,500	152,874	235,000	429,234	797,279	895,482	7	7
Director of Impact Investing	75,000	91,056	147,479	171,558	227,554	365,290	8	8
Assistant Treasurer	*	*	*	*	*	*	2	2
Accountant	20,885	63,500	77,400	77,391	90,000	141,135	73	44
Accounting Clerk	31,346	44,600	50,752	51,729	55,672	79,189	41	23
Vice President (Programs)	56,272	108,160	145,000	172,722	219,390	492,302	73	60
Program Director	30,666	79,625	126,867	131,479	175,500	307,173	152	80
Senior Program Officer	35,177	85,000	128,260	126,052	158,425	263,700	107	58
Program Officer	20,885	64,500	89,375	91,227	112,090	200,568	276	118
Program Associate	16,800	47,250	60,000	61,055	75,000	113,444	101	52
Program Assistant	24,235	46,949	54,615	53,865	60,000	99,000	76	30
Vice President or Chief Development/Advancement Officer	55,835	94,400	116,699	132,065	153,448	305,590	39	38
Director of Donor Services/Donor Services Officer	38,750	64,614	77,250	84,412	98,915	182,000	68	40
Director of Gift Planning/Gift Planning Officer	58,000	83,640	92,446	102,666	104,390	184,800	21	11
Donor Service/Development/Advancement Assistant	18,314	45,000	50,000	55,192	63,700	152,982	58	33
Director of Communications	26,667	58,500	79,019	94,089	116,699	346,466	67	65
Communications Associate	28,080	47,132	55,000	58,464	68,958	96,160	63	48
Research Director	59,395	95,846	125,000	124,826	160,000	189,561	15	13
Research Associate	45,450	54,907	63,549	62,860	71,141	80,714	14	10
Chief Technology Officer	78,393	94,000	139,758	155,704	211,520	280,702	18	18
Technology Professional	41,600	65,930	79,000	81,096	91,031	137,500	52	26
Office Manager	28,418	46,340	58,344	60,602	71,000	115,000	55	54
Librarian	59,923	*	69,961	75,848	*	102,575	5	5
Grants Manager/Administrator	40,000	54,558	67,500	74,045	90,000	140,569	86	72
Grants Management Assistant	30,000	40,352	51,400	56,071	78,000	96,900	23	18
Director of Human Resources	52,272	110,900	129,800	154,257	206,950	303,415	19	15
Human Resources Professional	31,678	60,558	80,000	81,239	96,621	153,375	27	12
Executive Assistant	18,168	57,077	69,186	67,714	78,013	110,334	76	55
Administrative Assistant	20,474	45,163	55,736	56,836	66,755	105,330	131	70
Receptionist	27,254	39,757	47,650	48,272	53,045	82,500	19	18

*Insufficient data.

Compensation Summary for Grantmakers in the West North Central Region, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	47,500	108,748	173,015	215,652	287,132	913,000	68	68
Associate Director/Executive Vice President	52,667	100,000	118,177	177,208	241,832	541,000	10	9
Vice President (Administration)	64,200	95,146	138,091	170,572	240,000	353,900	8	8
General Counsel	*	*	*	*	*	*	3	2
Chief Financial Officer/Treasurer	43,480	110,000	154,867	173,775	206,000	541,000	26	26
Controller	59,482	75,000	103,133	112,331	137,000	274,000	27	26
Chief Investment Officer	*	*	528,040	505,618	*	*	3	3
Director of Impact Investing	*	*	*	*	*	*	2	2
Assistant Treasurer	*	*	*	*	*	*	4	1
Accountant	48,729	61,800	65,000	68,057	72,800	113,600	41	20
Accounting Clerk	31,907	42,015	44,306	46,132	52,100	65,627	22	14
Vice President (Programs)	74,500	110,011	139,253	159,219	160,650	520,000	18	15
Program Director	38,662	72,506	96,303	119,814	165,198	266,400	45	28
Senior Program Officer	52,000	97,134	119,089	116,074	135,826	179,600	36	17
Program Officer	32,000	64,016	82,400	86,710	103,124	160,000	84	31
Program Associate	38,083	47,297	56,980	57,677	66,552	79,207	32	18
Program Assistant	34,193	54,359	64,615	64,533	79,500	87,900	25	11
Vice President or Chief Development/Advancement Officer	77,380	96,000	101,775	115,822	141,802	186,141	18	14
Director of Donor Services/Donor Services Officer	49,000	61,000	72,527	74,069	83,500	111,227	27	14
Director of Gift Planning/Gift Planning Officer	58,000	69,870	86,827	87,284	101,166	120,903	18	12
Donor Service/Development/Advancement Assistant	39,634	42,000	48,859	52,995	58,750	96,000	28	17
Director of Communications	52,785	68,400	82,757	98,168	125,000	204,700	30	28
Communications Associate	36,000	45,000	54,000	58,045	62,000	120,603	31	22
Research Director	*	*	*	*	*	*	1	1
Research Associate	*	*	*	*	*	*	9	2
Chief Technology Officer	66,240	*	100,163	106,160	*	153,344	6	6
Technology Professional	49,920	64,814	79,640	82,488	95,912	160,000	28	11
Office Manager	35,568	51,150	58,032	70,520	80,000	161,400	19	19
Librarian	*	*	*	*	*	*	1	1
Grants Manager/Administrator	44,500	68,253	73,672	76,169	87,975	115,500	22	20
Grants Management Assistant	34,278	46,437	52,357	56,033	62,130	85,600	14	10
Director of Human Resources	71,046	*	110,165	106,203	*	141,550	5	5
Human Resources Professional	*	*	92,450	90,789	*	*	4	3
Executive Assistant	38,400	56,041	62,818	68,475	79,700	120,886	48	23
Administrative Assistant	15,000	42,140	46,800	47,878	55,723	73,258	41	24
Receptionist	*	*	40,009	41,590	*	*	3	3

*Insufficient data.

Compensation Summary for Grantmakers in the New England Region, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	75,000	160,000	196,443	239,013	280,000	800,000	73	72
Associate Director/Executive Vice President	85,228	137,098	158,344	172,174	197,750	325,500	16	14
Vice President (Administration)	74,528	114,400	166,000	172,631	206,700	355,000	14	12
General Counsel	*	*	*	*	*	*	1	1
Chief Financial Officer/ Treasurer	79,000	122,534	150,000	163,490	197,600	355,390	26	26
Controller	73,903	93,000	108,336	116,798	146,394	193,038	22	22
Chief Investment Officer	*	*	*	*	*	*	2	2
Director of Impact Investing	*	*	*	*	*	*	1	1
Assistant Treasurer	*	*	*	*	*	*	0	0
Accountant	40,000	63,982	75,018	78,271	85,076	137,592	26	17
Accounting Clerk	42,000	50,204	54,047	57,591	59,318	104,234	20	10
Vice President (Programs)	78,256	123,000	144,264	167,153	177,675	415,000	29	26
Program Director	27,800	98,500	110,000	128,758	153,750	275,000	89	34
Senior Program Officer	67,426	85,030	99,000	104,203	118,000	169,522	54	29
Program Officer	21,529	67,795	82,500	85,795	97,850	160,000	79	35
Program Associate	37,086	52,000	60,000	59,872	65,000	90,000	51	21
Program Assistant	42,850	50,000	63,000	65,159	80,233	92,874	15	9
Vice President or Chief Development/Advancement Officer	76,963	91,355	127,895	135,439	161,549	345,850	28	17
Director of Donor Services/ Donor Services Officer	47,572	79,000	96,471	102,806	114,282	220,084	42	15
Director of Gift Planning/Gift Planning Officer	66,250	86,745	95,481	108,499	130,415	180,936	12	7
Donor Service/Development/ Advancement Assistant	38,251	47,525	56,000	56,971	65,780	81,476	36	13
Director of Communications	51,843	92,700	108,501	110,703	128,000	176,420	31	25
Communications Associate	30,000	56,650	63,654	65,417	72,800	120,000	31	23
Research Director	70,973	76,690	104,700	104,013	110,000	144,130	11	9
Research Associate	*	*	72,100	65,854	*	*	7	4
Chief Technology Officer	79,066	109,371	135,528	137,030	161,190	205,000	8	8
Technology Professional	56,589	65,000	82,543	104,431	110,000	223,000	18	9
Office Manager	33,862	52,085	63,340	72,453	84,000	160,000	21	19
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	50,989	73,482	84,500	84,961	93,000	130,000	38	34
Grants Management Assistant	47,262	53,000	58,650	59,950	65,000	75,005	14	9
Director of Human Resources	97,300	*	150,000	153,717	*	210,000	6	6
Human Resources Professional	45,026	56,956	73,912	73,897	87,000	106,000	12	8
Executive Assistant	46,140	58,983	65,000	67,073	71,038	106,940	26	20
Administrative Assistant	35,100	46,571	54,038	54,216	60,000	80,000	24	16
Receptionist	45,000	*	51,671	49,399	*	52,862	5	5

*Insufficient data.

Compensation Summary for Grantmakers in the South Atlantic Region, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	45,750	143,000	200,000	227,736	280,175	773,062	137	136
Associate Director/Executive Vice President	82,400	127,024	180,707	186,219	230,523	320,000	28	23
Vice President (Administration)	73,000	124,838	150,698	170,992	193,502	400,000	20	20
General Counsel	88,234	121,500	194,273	193,466	230,000	325,380	7	7
Chief Financial Officer/ Treasurer	72,500	116,433	158,591	166,519	200,000	353,731	56	56
Controller	50,000	82,110	100,000	109,641	121,790	252,250	43	43
Chief Investment Officer	*	*	122,595	217,426	*	*	3	3
Director of Impact Investing	*	*	130,025	141,900	*	*	4	4
Assistant Treasurer	*	*	*	*	*	*	2	2
Accountant	42,500	60,000	76,397	78,241	91,886	131,000	58	37
Accounting Clerk	36,941	46,509	50,002	52,327	56,400	70,782	23	14
Vice President (Programs)	65,000	127,000	169,164	182,672	226,463	386,175	64	38
Program Director	57,300	94,500	122,964	138,022	170,696	265,000	84	42
Senior Program Officer	57,250	86,619	122,100	120,707	143,110	219,000	80	36
Program Officer	47,250	68,160	85,245	94,030	119,340	193,083	142	55
Program Associate	34,986	55,059	67,000	66,170	75,000	112,718	99	36
Program Assistant	35,000	45,000	50,000	50,520	55,994	67,500	35	18
Vice President or Chief Development/Advancement Officer	78,000	110,250	135,500	138,248	162,821	205,269	28	26
Director of Donor Services/ Donor Services Officer	43,000	72,772	85,638	84,420	94,000	139,650	32	24
Director of Gift Planning/Gift Planning Officer	56,000	79,443	94,793	97,506	118,000	136,200	14	10
Donor Service/Development/ Advancement Assistant	38,000	50,888	60,952	62,443	70,800	104,057	48	28
Director of Communications	41,428	70,000	93,995	103,055	127,555	222,523	47	44
Communications Associate	38,542	54,006	65,408	65,187	75,510	94,500	36	26
Research Director	94,650	118,399	120,000	136,026	175,000	184,133	7	7
Research Associate	58,000	*	64,740	68,040	*	92,456	6	5
Chief Technology Officer	66,350	101,000	146,015	158,267	224,529	256,698	8	8
Technology Professional	60,000	64,174	77,147	88,996	101,730	184,965	11	11
Office Manager	35,000	48,631	56,000	65,011	79,060	140,000	30	30
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	37,500	60,474	69,000	73,298	86,105	160,000	65	57
Grants Management Assistant	40,680	48,750	60,000	60,227	70,532	80,182	15	9
Director of Human Resources	69,000	90,000	116,810	130,950	176,650	216,090	7	7
Human Resources Professional	54,100	68,000	93,974	91,298	108,200	139,868	13	8
Executive Assistant	46,500	60,000	68,934	68,167	76,097	95,000	60	43
Administrative Assistant	23,400	43,325	48,500	50,719	59,335	78,880	63	44
Receptionist	35,984	40,159	44,941	44,810	48,629	54,789	12	10

*Insufficient data.

Compensation Summary for Grantmakers in the West South Central Region, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	70,000	161,800	225,000	254,416	315,000	684,000	69	67
Associate Director/Executive Vice President	78,000	117,500	180,000	241,046	307,500	545,000	17	14
Vice President (Administration)	75,000	*	184,800	169,660	*	239,075	5	5
General Counsel	*	*	222,475	208,922	*	*	4	4
Chief Financial Officer/ Treasurer	85,000	140,000	196,796	191,020	231,604	365,000	29	28
Controller	68,467	96,000	139,256	130,754	163,615	206,000	27	24
Chief Investment Officer	66,288	134,220	245,000	238,910	311,755	498,623	13	12
Director of Impact Investing	*	*	*	*	*	*	1	1
Assistant Treasurer	56,160	*	118,434	117,046	*	171,748	6	6
Accountant	45,700	70,725	82,000	81,737	91,000	137,000	51	22
Accounting Clerk	40,000	50,000	58,006	59,103	68,500	88,000	26	13
Vice President (Programs)	67,486	110,000	171,000	190,166	278,203	383,000	19	16
Program Director	36,000	85,000	154,000	147,719	180,000	291,200	55	22
Senior Program Officer	46,800	108,014	130,000	129,925	150,000	233,000	35	19
Program Officer	45,000	73,140	85,425	89,432	98,904	202,796	69	31
Program Associate	32,134	52,000	61,962	65,282	75,000	151,463	56	24
Program Assistant	35,818	39,951	44,000	48,035	53,500	75,004	20	14
Vice President or Chief Development/Advancement Officer	54,000	98,000	135,000	141,122	179,114	270,000	14	13
Director of Donor Services/ Donor Services Officer	63,000	74,550	89,760	97,877	110,000	185,000	19	15
Director of Gift Planning/Gift Planning Officer	84,500	95,000	113,597	119,470	155,000	166,345	7	7
Donor Service/Development/ Advancement Assistant	40,794	49,326	52,250	56,482	61,567	84,357	20	9
Director of Communications	55,000	85,000	100,000	110,962	132,870	207,000	25	22
Communications Associate	43,250	53,500	62,400	67,905	76,875	110,000	23	13
Research Director	90,683	*	156,660	156,014	*	210,000	6	5
Research Associate	*	*	69,000	77,877	*	*	6	4
Chief Technology Officer	146,250	*	190,000	207,250	*	300,000	5	5
Technology Professional	50,000	90,000	99,347	98,341	120,750	132,967	13	7
Office Manager	31,200	47,030	63,598	66,811	72,000	130,000	22	20
Librarian	*	*	*	*	*	*	2	2
Grants Manager/Administrator	55,000	63,240	74,675	80,222	90,000	155,000	23	20
Grants Management Assistant	43,775	50,000	64,750	63,856	76,000	88,000	14	11
Director of Human Resources	*	*	191,500	182,000	*	*	4	3
Human Resources Professional	60,000	65,000	79,694	84,168	96,000	135,000	10	7
Executive Assistant	46,000	62,827	69,350	72,960	80,067	132,000	36	24
Administrative Assistant	31,200	48,300	54,378	57,454	63,860	90,125	30	16
Receptionist	33,000	40,891	45,736	45,057	50,000	58,350	14	14

*Insufficient data.

Compensation Summary for Grantmakers in the Mountain Region, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	45,000	132,500	200,000	218,621	280,000	656,717	55	54
Associate Director/Executive Vice President	75,000	149,350	171,000	190,206	245,000	375,000	9	9
Vice President (Administration)	35,680	102,000	129,616	130,188	168,798	205,000	8	8
General Counsel	*	*	*	*	*	*	1	1
Chief Financial Officer/Treasurer	37,440	108,350	155,195	165,802	210,930	382,876	30	30
Controller	61,752	88,000	100,000	105,252	115,760	180,000	19	18
Chief Investment Officer	*	*	317,013	288,338	*	*	3	3
Director of Impact Investing	*	*	*	*	*	*	2	2
Assistant Treasurer	*	*	*	*	*	*	5	2
Accountant	48,000	60,000	71,149	72,044	80,800	93,150	21	14
Accounting Clerk	43,680	54,000	56,827	57,446	60,000	77,830	9	8
Vice President (Programs)	95,000	128,125	156,000	168,879	195,800	265,000	18	13
Program Director	57,680	77,598	98,552	108,176	125,000	217,000	58	29
Senior Program Officer	64,841	89,730	113,025	116,434	150,811	176,839	36	15
Program Officer	45,000	73,000	82,292	84,084	95,000	126,135	66	31
Program Associate	40,000	41,600	46,500	51,450	60,000	87,431	45	18
Program Assistant	37,136	43,680	50,000	49,229	56,000	64,117	17	9
Vice President or Chief Development/Advancement Officer	90,000	106,000	165,000	155,044	200,000	200,000	10	10
Director of Donor Services/Donor Services Officer	52,000	70,000	78,750	85,669	95,371	159,545	29	15
Director of Gift Planning/Gift Planning Officer	72,450	*	91,250	94,245	*	135,000	8	6
Donor Service/Development/Advancement Assistant	37,136	47,500	51,605	60,174	65,000	140,000	21	12
Director of Communications	56,238	76,500	94,800	113,886	140,163	211,345	24	24
Communications Associate	43,160	48,000	52,466	58,445	67,832	95,000	17	15
Research Director	*	*	121,497	133,916	*	*	4	4
Research Associate	*	*	*	*	*	*	4	2
Chief Technology Officer	100,000	*	131,347	149,558	*	218,400	5	5
Technology Professional	48,204	62,000	77,750	84,346	106,600	133,933	10	7
Office Manager	44,250	55,000	64,000	70,749	78,316	134,000	16	16
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	50,685	70,000	76,760	80,532	86,900	124,370	27	24
Grants Management Assistant	38,050	55,000	62,421	63,485	69,888	95,000	13	11
Director of Human Resources	87,000	*	98,204	119,529	*	195,584	6	6
Human Resources Professional	55,000	58,000	81,176	81,925	91,700	125,000	7	7
Executive Assistant	47,250	61,600	70,000	70,563	80,348	98,528	20	17
Administrative Assistant	31,200	41,600	45,000	49,160	57,500	75,000	15	10
Receptionist	40,644	*	47,609	49,024	*	61,793	6	5

*Insufficient data.

Compensation Summary for Grantmakers in the Pacific Region, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/President	76,385	150,000	233,125	277,461	341,700	1,078,030	94	94
Associate Director/Executive Vice President	105,000	161,950	233,475	241,209	284,700	490,000	20	20
Vice President (Administration)	102,500	126,219	153,500	173,163	180,000	444,630	18	15
General Counsel	*	*	339,615	360,727	*	*	6	4
Chief Financial Officer/Treasurer	60,000	150,500	191,233	206,146	254,222	486,497	40	40
Controller	59,565	98,800	127,000	133,088	158,620	280,000	35	34
Chief Investment Officer	*	*	889,500	782,179	*	*	4	4
Director of Impact Investing	167,850	*	415,000	348,013	*	460,000	11	5
Assistant Treasurer	*	*	*	*	*	*	2	2
Accountant	54,080	72,144	78,419	86,300	100,000	144,250	32	25
Accounting Clerk	36,691	53,113	59,808	107,232	84,162	907,300	21	13
Vice President (Programs)	64,000	134,850	160,000	187,969	241,336	485,740	40	31
Program Director	65,000	111,076	145,000	169,738	220,000	425,006	142	46
Senior Program Officer	68,000	112,346	145,800	143,609	182,518	232,000	72	35
Program Officer	56,160	93,014	118,000	125,051	160,000	240,270	197	47
Program Associate	39,924	61,800	74,489	72,929	81,210	123,022	115	40
Program Assistant	36,000	61,838	78,272	73,452	83,500	94,243	58	20
Vice President or Chief Development/Advancement Officer	90,000	117,200	152,500	176,753	222,859	371,000	20	18
Director of Donor Services/Donor Services Officer	84,450	91,588	114,700	116,877	132,600	215,598	30	13
Director of Gift Planning/Gift Planning Officer	54,703	*	105,500	115,402	*	179,798	17	6
Donor Service/Development/Advancement Assistant	41,600	55,824	62,721	69,314	85,000	143,000	34	19
Director of Communications	48,906	83,200	110,000	142,783	181,203	397,480	39	35
Communications Associate	21,450	58,350	71,875	83,840	91,911	197,840	38	25
Research Director	93,000	127,738	132,612	173,454	203,589	392,190	9	9
Research Associate	50,000	74,963	101,000	114,566	120,000	276,280	17	8
Chief Technology Officer	79,488	131,986	239,022	203,893	256,500	296,640	8	8
Technology Professional	60,000	82,341	103,415	118,866	148,979	210,280	26	12
Office Manager	45,000	58,000	80,414	83,375	100,121	159,740	30	27
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	48,946	70,720	86,470	96,191	106,007	235,910	54	41
Grants Management Assistant	44,000	52,223	66,000	76,263	109,005	143,490	27	18
Director of Human Resources	75,000	99,847	158,783	190,124	280,000	388,700	14	14
Human Resources Professional	55,100	88,936	134,952	135,918	203,670	214,170	14	9
Executive Assistant	45,000	60,000	82,400	83,083	96,750	171,660	53	31
Administrative Assistant	31,395	46,800	55,885	58,863	65,000	130,680	54	27
Receptionist	44,200	*	63,132	59,633	*	78,280	8	5

*Insufficient data.



Council on
Foundations

CHAPTER 6

Salary Tables: Staff Demographics

Compensation Summary for All Grantmakers, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	26,866	135,000	200,000	240,803	293,550	1,106,886	895	886
Associate Director/Executive Vice President	52,667	125,000	175,000	205,465	253,124	850,000	167	144
Vice President (Administration)	35,680	113,639	152,595	171,695	200,164	448,754	139	127
General Counsel	66,288	175,000	246,000	272,134	347,000	564,000	47	40
Chief Financial Officer/ Treasurer	37,440	115,000	164,921	184,080	225,000	541,000	363	360
Controller	34,017	85,000	109,790	118,799	141,250	282,000	280	271
Chief Investment Officer	66,288	153,344	345,000	432,674	731,000	1,151,000	48	45
Director of Impact Investing	75,000	130,025	231,274	266,699	403,500	844,071	56	31
Assistant Treasurer	56,160	88,000	110,949	119,428	127,625	270,344	32	24
Accountant	20,885	64,025	77,388	80,752	91,365	199,547	372	223
Accounting Clerk	31,346	46,703	53,518	61,047	61,500	907,300	189	115
Vice President (Programs)	56,272	120,000	160,325	188,329	235,000	580,000	336	253
Program Director	27,800	90,000	127,339	146,856	187,564	545,000	755	340
Senior Program Officer	35,177	95,056	127,000	130,104	160,000	405,000	546	270
Program Officer	20,885	71,284	94,000	101,269	125,270	329,084	1,140	436
Program Associate	16,800	51,958	65,600	67,124	79,500	165,000	661	263
Program Assistant	24,235	47,375	59,000	60,269	71,625	101,000	345	143
Vice President or Chief Development/Advancement Officer	42,081	97,503	128,368	137,773	168,000	371,000	190	165
Director of Donor Services/ Donor Services Officer	38,750	70,747	85,000	90,812	105,000	229,000	286	159
Director of Gift Planning/Gift Planning Officer	54,703	83,640	94,847	103,086	113,000	204,000	109	69
Donor Service/Development/ Advancement Assistant	18,314	47,500	55,412	59,201	67,500	152,982	278	153
Director of Communications	26,667	76,000	100,000	115,304	132,870	440,000	341	308
Communications Associate	21,450	52,000	62,987	70,583	80,974	220,000	317	210
Research Director	57,000	100,000	127,738	138,455	160,320	392,190	65	60
Research Associate	23,962	61,734	72,100	83,876	92,456	276,280	85	46
Chief Technology Officer	66,240	107,836	152,062	168,751	216,700	421,200	68	68
Technology Professional	39,900	71,000	89,700	98,734	111,650	235,000	195	100
Office Manager	28,418	52,000	64,500	73,669	85,000	280,000	247	236
Librarian	55,995	65,000	74,999	85,634	98,000	188,000	17	12
Grants Manager/Administrator	30,000	63,000	80,242	86,719	100,000	291,000	422	342
Grants Management Assistant	30,000	51,800	64,375	69,634	79,005	182,000	165	109
Director of Human Resources	49,345	99,553	142,025	163,811	205,975	520,000	76	71
Human Resources Professional	31,678	66,242	88,505	102,437	125,000	290,721	114	73
Executive Assistant	18,168	60,000	70,815	75,703	85,884	258,000	412	260
Administrative Assistant	15,000	45,000	54,075	56,328	65,000	130,680	461	259
Receptionist	27,254	42,334	47,000	49,761	54,789	82,500	85	78

Compensation Summary for Full-Time Staff Identified as Female, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	26,866	123,700	185,449	215,955	257,700	1,106,886	541	540
Associate Director/Executive Vice President	52,667	117,238	169,000	201,458	245,130	850,000	117	103
Vice President (Administration)	35,680	112,320	150,000	166,692	200,000	448,754	109	101
General Counsel	66,288	155,909	222,050	258,012	336,190	564,000	32	28
Chief Financial Officer/ Treasurer	37,440	105,628	154,862	172,018	215,000	541,000	211	211
Controller	34,017	84,080	110,000	117,572	140,000	282,000	214	208
Chief Investment Officer	134,220	270,000	467,930	531,863	867,203	1,009,714	10	10
Director of Impact Investing	75,000	128,500	187,100	240,996	348,125	515,000	32	22
Assistant Treasurer	63,708	91,000	109,750	119,602	121,368	270,344	22	16
Accountant	20,885	64,056	77,526	80,940	91,190	199,547	272	183
Accounting Clerk	31,907	47,600	54,350	63,575	63,000	907,300	150	99
Vice President (Programs)	58,212	115,500	151,221	178,471	229,767	580,000	232	185
Program Director	27,800	86,105	120,792	142,199	180,000	545,000	530	291
Senior Program Officer	35,177	93,318	125,895	128,693	160,000	263,700	391	226
Program Officer	20,885	70,000	92,128	99,649	124,000	329,084	827	379
Program Associate	16,800	52,000	65,691	67,065	79,113	156,000	528	232
Program Assistant	24,235	48,300	58,808	60,325	71,625	101,000	286	124
Vice President or Chief Development/Advancement Officer	42,081	96,252	125,682	135,966	164,076	345,850	140	127
Director of Donor Services/ Donor Services Officer	42,785	70,747	85,113	90,526	105,000	220,084	222	135
Director of Gift Planning/Gift Planning Officer	54,703	79,567	94,924	101,643	112,776	183,500	80	56
Donor Service/Development/ Advancement Assistant	18,314	47,964	56,268	59,711	68,842	152,982	248	140
Director of Communications	26,667	75,000	99,656	112,331	130,000	440,000	267	249
Communications Associate	21,450	50,003	62,000	68,512	78,000	207,000	235	170
Research Director	57,000	100,000	125,000	130,178	153,000	217,000	46	46
Research Associate	23,962	62,000	70,000	83,135	86,063	276,280	63	38
Chief Technology Officer	66,240	93,000	145,000	163,254	215,000	300,000	21	21
Technology Professional	39,900	64,000	80,080	89,409	106,871	205,000	77	57
Office Manager	28,418	51,500	63,485	72,044	81,914	280,000	214	210
Librarian	55,995	60,507	74,500	85,600	102,466	188,000	13	10
Grants Manager/Administrator	30,000	63,000	79,000	85,756	99,000	291,000	353	292
Grants Management Assistant	30,000	51,480	66,495	70,695	81,500	182,000	131	88
Director of Human Resources	49,345	99,847	133,256	159,754	202,000	520,000	59	56
Human Resources Professional	45,026	70,391	90,000	102,273	126,480	266,855	87	64
Executive Assistant	18,168	59,870	70,815	75,570	86,271	258,000	372	238
Administrative Assistant	15,000	45,000	54,075	56,285	65,000	130,680	417	241
Receptionist	27,254	43,600	47,000	49,789	54,999	82,500	71	67

Compensation Summary for Full-Time Staff Identified as Male, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	36,000	164,440	222,473	279,532	334,062	1,078,030	333	331
Associate Director/Executive Vice President	80,000	134,037	200,000	220,304	284,021	490,000	47	45
Vice President (Administration)	75,000	116,161	158,000	190,985	220,036	444,630	23	22
General Counsel	122,400	216,475	282,615	299,112	382,450	474,043	12	12
Chief Financial Officer/ Treasurer	63,000	128,900	171,500	202,357	235,000	525,000	141	141
Controller	56,650	91,000	108,000	121,502	142,120	252,250	55	54
Chief Investment Officer	66,288	149,257	328,507	408,558	682,813	1,151,000	36	33
Director of Impact Investing	90,000	181,886	300,000	310,795	415,000	844,071	23	13
Assistant Treasurer	65,000	93,306	121,625	127,348	153,924	216,071	8	8
Accountant	35,360	62,000	75,508	79,648	90,265	171,972	78	64
Accounting Clerk	40,000	42,713	48,586	51,624	54,093	87,763	30	23
Vice President (Programs)	56,272	130,000	172,105	212,338	284,335	540,000	85	78
Program Director	36,000	97,372	150,000	164,086	207,530	515,000	196	112
Senior Program Officer	62,086	105,595	130,000	136,692	155,886	405,000	146	93
Program Officer	35,360	75,500	100,000	107,138	128,800	300,000	247	163
Program Associate	29,848	55,080	70,000	69,561	83,000	165,000	95	66
Program Assistant	28,400	45,000	58,774	59,110	72,000	99,000	50	40
Vice President or Chief Development/Advancement Officer	55,000	96,280	128,000	140,721	175,099	371,000	45	43
Director of Donor Services/ Donor Services Officer	48,000	73,000	85,000	95,093	113,940	229,000	50	42
Director of Gift Planning/Gift Planning Officer	56,000	88,700	95,213	108,927	125,000	204,000	27	24
Donor Service/Development/ Advancement Assistant	25,385	45,000	50,000	55,503	59,740	110,000	21	17
Director of Communications	52,500	79,825	113,000	131,334	173,644	355,000	63	60
Communications Associate	36,000	58,000	72,875	79,123	90,000	220,000	70	56
Research Director	59,395	95,750	135,076	159,483	205,040	392,190	18	17
Research Associate	45,450	59,275	77,780	87,236	108,772	209,000	21	16
Chief Technology Officer	70,053	119,599	153,344	168,979	214,463	421,200	45	45
Technology Professional	47,000	77,147	92,898	106,905	125,000	235,000	110	63
Office Manager	37,440	58,032	85,000	91,747	120,000	163,800	25	25
Librarian	*	*	89,988	85,744	*	*	4	4
Grants Manager/Administrator	43,075	65,000	86,022	94,311	106,445	257,523	55	53
Grants Management Assistant	35,360	55,000	61,000	67,649	77,000	149,000	26	24
Director of Human Resources	92,300	142,500	205,000	219,863	301,876	388,700	11	11
Human Resources Professional	48,000	83,345	100,209	128,089	160,000	290,721	17	16
Executive Assistant	28,000	67,600	81,891	81,883	107,366	122,250	18	16
Administrative Assistant	30,000	47,500	59,328	60,936	65,500	105,330	30	22
Receptionist	36,728	39,000	52,637	52,295	60,000	76,720	10	10

*Insufficient data

Compensation Summary for Full-Time Staff Identified as Nonbinary, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	*	*	*	*	*	*	1	1
Associate Director/Executive Vice President	*	*	*	*	*	*	0	0
Vice President (Administration)	*	*	*	*	*	*	1	1
General Counsel	*	*	*	*	*	*	0	0
Chief Financial Officer/ Treasurer	*	*	*	*	*	*	0	0
Controller	*	*	*	*	*	*	0	0
Chief Investment Officer	*	*	*	*	*	*	0	0
Director of Impact Investing	*	*	*	*	*	*	0	0
Assistant Treasurer	*	*	*	*	*	*	0	0
Accountant	*	*	*	*	*	*	1	1
Accounting Clerk	*	*	*	*	*	*	0	0
Vice President (Programs)	*	*	*	*	*	*	0	0
Program Director	*	*	*	*	*	*	2	2
Senior Program Officer	*	*	*	*	*	*	0	0
Program Officer	55,000	61,000	85,000	83,241	94,500	130,575	7	7
Program Associate	44,200	*	62,200	58,693	*	70,000	10	6
Program Assistant	*	*	*	*	*	*	2	2
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	0	0
Director of Donor Services/ Donor Services Officer	*	*	*	*	*	*	0	0
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	0	0
Donor Service/Development/ Advancement Assistant	*	*	*	*	*	*	2	2
Director of Communications	*	*	*	*	*	*	1	1
Communications Associate	*	*	61,000	59,975	*	*	4	4
Research Director	*	*	*	*	*	*	0	0
Research Associate	*	*	*	*	*	*	0	0
Chief Technology Officer	*	*	*	*	*	*	0	0
Technology Professional	*	*	*	*	*	*	0	0
Office Manager	*	*	*	*	*	*	1	1
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	*	*	*	*	*	*	2	2
Grants Management Assistant	*	*	*	*	*	*	2	2
Director of Human Resources	*	*	*	*	*	*	0	0
Human Resources Professional	*	*	*	*	*	*	0	0
Executive Assistant	*	*	69,500	88,217	*	*	4	4
Administrative Assistant	*	*	46,500	48,565	*	*	3	3
Receptionist	*	*	*	*	*	*	1	1

*Insufficient data

Compensation Summary for Full-Time Staff Identified as White, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	26,866	130,000	190,209	227,476	279,050	1,078,030	736	732
Associate Director/Executive Vice President	52,667	117,500	169,970	206,956	253,708	850,000	133	117
Vice President (Administration)	35,680	114,400	151,298	173,604	205,000	448,754	98	91
General Counsel	66,288	160,479	244,000	263,904	341,000	506,824	32	25
Chief Financial Officer/ Treasurer	37,440	111,394	156,750	181,065	222,144	541,000	287	285
Controller	34,017	82,055	102,179	114,693	136,750	282,000	208	204
Chief Investment Officer	66,288	148,787	325,878	440,254	768,333	1,151,000	40	38
Director of Impact Investing	75,000	122,198	202,100	235,205	313,125	515,000	32	20
Assistant Treasurer	72,500	94,000	113,001	128,090	150,000	270,344	18	14
Accountant	20,885	63,000	77,159	78,988	89,200	171,972	225	152
Accounting Clerk	31,907	47,008	53,074	54,918	60,560	97,500	98	79
Vice President (Programs)	56,272	110,000	144,500	176,786	219,390	580,000	198	175
Program Director	27,800	82,595	117,827	140,443	176,840	545,000	414	252
Senior Program Officer	35,177	92,000	121,698	126,800	157,066	263,700	321	200
Program Officer	20,885	66,474	90,000	98,698	118,118	329,084	576	311
Program Associate	16,800	49,667	62,950	64,992	77,924	165,000	292	173
Program Assistant	24,235	46,800	60,000	60,290	71,500	101,000	173	90
Vice President or Chief Development/Advancement Officer	42,081	95,000	127,000	135,332	167,695	371,000	161	141
Director of Donor Services/ Donor Services Officer	43,500	72,100	86,275	91,873	105,000	229,000	217	132
Director of Gift Planning/Gift Planning Officer	54,703	85,063	95,465	104,572	113,597	204,000	90	59
Donor Service/Development/ Advancement Assistant	18,314	48,500	58,510	59,703	68,881	152,982	201	120
Director of Communications	26,667	74,438	98,600	113,868	132,494	397,480	264	245
Communications Associate	21,450	51,000	62,500	69,906	81,418	207,000	216	158
Research Director	57,000	96,920	129,369	140,618	162,375	392,190	44	43
Research Associate	23,962	61,734	72,100	79,137	86,063	200,000	53	35
Chief Technology Officer	66,350	105,061	146,625	166,568	216,700	421,200	44	44
Technology Professional	41,600	66,996	88,263	94,494	106,871	235,000	126	71
Office Manager	28,418	50,752	62,825	72,470	82,531	280,000	174	172
Librarian	59,160	65,000	74,999	86,785	102,466	188,000	15	11
Grants Manager/Administrator	30,000	61,821	77,500	84,734	96,494	260,000	293	260
Grants Management Assistant	30,000	50,000	62,420	69,086	80,000	182,000	90	70
Director of Human Resources	52,788	106,948	146,968	169,255	205,975	520,000	44	43
Human Resources Professional	48,000	72,641	90,000	108,216	138,219	290,721	52	41
Executive Assistant	18,168	58,360	70,000	74,169	83,000	258,000	250	179
Administrative Assistant	15,000	43,710	52,000	54,862	64,400	130,000	259	172
Receptionist	27,254	44,500	46,559	49,468	51,500	82,500	38	35

Compensation Summary for Full-Time Staff Identified as Black, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	116,600	217,966	299,350	357,089	412,743	1,106,886	56	56
Associate Director/Executive Vice President	68,250	165,000	190,000	199,296	210,000	477,405	9	8
Vice President (Administration)	92,700	108,500	141,750	163,241	192,603	440,000	16	15
General Counsel	192,816	*	283,500	274,098	*	360,000	5	5
Chief Financial Officer/ Treasurer	115,134	161,000	202,000	204,382	269,596	283,500	10	10
Controller	73,250	86,000	118,000	125,226	142,000	275,704	13	13
Chief Investment Officer	*	*	*	*	*	*	0	0
Director of Impact Investing	90,000	92,112	170,887	272,994	405,000	844,071	7	7
Assistant Treasurer	*	*	110,008	102,961	*	*	5	4
Accountant	42,500	60,250	75,518	82,649	100,200	171,768	40	36
Accounting Clerk	40,000	44,047	48,000	52,760	54,700	104,234	26	21
Vice President (Programs)	65,000	150,000	194,000	211,924	262,600	540,000	53	45
Program Director	55,000	98,870	140,000	156,904	205,536	515,000	107	70
Senior Program Officer	57,500	119,573	142,965	141,934	174,000	207,000	65	46
Program Officer	21,500	70,340	90,145	96,874	119,340	300,000	198	130
Program Associate	35,524	55,059	72,000	70,899	82,500	156,000	95	57
Program Assistant	34,903	51,000	59,848	62,130	71,900	99,000	60	40
Vice President or Chief Development/Advancement Officer	*	*	125,638	137,819	*	*	4	4
Director of Donor Services/ Donor Services Officer	43,000	73,500	82,959	90,267	104,767	182,000	16	14
Director of Gift Planning/Gift Planning Officer	55,000	74,000	85,490	92,670	100,000	164,360	11	8
Donor Service/Development/ Advancement Assistant	25,385	45,454	54,250	59,863	66,226	115,000	24	19
Director of Communications	51,480	80,000	92,790	106,253	129,000	217,000	22	22
Communications Associate	43,710	58,025	72,500	70,052	80,000	98,336	25	23
Research Director	72,100	100,000	113,521	118,056	125,000	182,422	10	10
Research Associate	*	*	72,518	104,759	*	*	4	4
Chief Technology Officer	78,393	*	143,165	159,216	*	270,000	5	5
Technology Professional	45,625	74,300	99,000	101,794	120,500	205,000	11	10
Office Manager	36,057	48,816	63,700	66,857	75,566	134,657	20	19
Librarian	*	*	*	*	*	*	2	2
Grants Manager/Administrator	48,750	68,322	86,105	94,191	99,089	291,000	45	35
Grants Management Assistant	50,000	57,300	66,000	72,143	78,000	149,000	17	15
Director of Human Resources	116,810	170,520	176,191	222,164	301,876	355,300	9	9
Human Resources Professional	47,293	62,554	88,074	105,009	151,773	208,000	19	18
Executive Assistant	35,600	64,455	74,972	80,796	91,080	168,000	61	51
Administrative Assistant	30,000	46,661	54,535	55,819	63,000	110,000	72	54
Receptionist	33,472	42,334	49,149	50,429	55,350	71,028	22	22

*Insufficient data

Compensation Summary for Full-Time Staff Identified as Hispanic, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	100,000	153,000	226,351	228,948	267,508	707,651	23	23
Associate Director/Executive Vice President	101,000	*	200,000	197,172	*	298,198	5	5
Vice President (Administration)	75,000	*	145,650	153,357	*	214,744	6	6
General Counsel	*	*	*	*	*	*	2	2
Chief Financial Officer/ Treasurer	106,500	108,350	177,832	185,292	250,000	307,003	15	15
Controller	70,000	83,500	105,989	109,201	130,850	176,538	12	11
Chief Investment Officer	*	*	*	*	*	*	1	1
Director of Impact Investing	*	*	311,500	302,000	*	*	4	3
Assistant Treasurer	*	*	*	*	*	*	1	1
Accountant	35,600	60,425	75,978	82,475	97,436	170,600	27	21
Accounting Clerk	40,000	46,703	53,113	56,437	63,000	84,162	13	11
Vice President (Programs)	75,300	128,125	150,000	177,803	235,000	313,004	17	17
Program Director	51,908	86,015	114,920	143,091	189,925	366,810	53	45
Senior Program Officer	60,000	111,875	142,800	145,665	170,000	405,000	43	34
Program Officer	47,442	76,500	94,556	101,474	123,000	187,000	123	89
Program Associate	35,000	53,000	64,554	68,264	79,000	130,000	77	60
Program Assistant	35,500	45,000	55,000	57,744	70,100	91,500	35	27
Vice President or Chief Development/Advancement Officer	54,000	*	105,000	107,000	*	160,000	5	5
Director of Donor Services/ Donor Services Officer	60,000	69,498	81,840	86,847	110,000	118,993	11	11
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	2	2
Donor Service/Development/ Advancement Assistant	41,600	47,684	51,000	57,201	58,900	91,875	17	15
Director of Communications	60,000	92,391	112,703	150,863	200,631	440,000	16	16
Communications Associate	45,900	55,000	63,091	73,014	83,455	160,000	14	12
Research Director	*	*	*	*	*	*	1	1
Research Associate	*	*	80,325	138,010	*	*	5	4
Chief Technology Officer	100,844	*	200,000	202,571	*	325,000	5	5
Technology Professional	39,900	78,000	90,000	95,668	125,000	137,500	9	8
Office Manager	45,000	63,750	78,900	82,214	89,296	159,740	24	24
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	50,685	66,301	75,626	87,005	98,520	235,910	28	26
Grants Management Assistant	34,278	49,350	69,794	68,905	87,000	120,000	18	17
Director of Human Resources	*	*	225,000	183,848	*	*	3	3
Human Resources Professional	45,026	65,000	97,335	109,159	126,480	266,855	11	11
Executive Assistant	55,640	66,950	80,600	83,687	94,500	146,305	35	26
Administrative Assistant	36,153	54,998	64,000	63,336	70,018	110,000	52	37
Receptionist	33,000	39,000	52,228	52,491	63,434	76,720	11	11

*Insufficient data

Compensation Summary for Full-Time Staff Identified as Asian, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	164,440	215,000	253,084	333,681	380,000	800,000	14	14
Associate Director/Executive Vice President	182,019	*	271,283	283,679	*	478,341	5	5
Vice President (Administration)	100,000	*	150,000	166,484	*	309,000	5	5
General Counsel	*	*	192,868	264,986	*	*	4	4
Chief Financial Officer/ Treasurer	91,000	167,154	206,906	211,134	255,443	425,000	18	18
Controller	94,500	118,500	136,000	145,017	174,000	242,804	19	19
Chief Investment Officer	*	*	*	*	*	*	1	1
Director of Impact Investing	200,000	*	435,000	357,857	*	485,000	7	5
Assistant Treasurer	*	*	121,625	149,179	*	*	4	4
Accountant	52,000	70,284	85,063	91,803	99,005	199,547	33	28
Accounting Clerk	41,600	51,454	79,580	126,680	90,463	907,300	16	11
Vice President (Programs)	97,000	173,160	182,376	229,545	280,000	485,740	14	13
Program Director	80,000	126,850	170,000	200,026	260,075	500,000	37	31
Senior Program Officer	75,000	111,428	141,060	137,235	163,500	218,545	44	32
Program Officer	53,390	100,000	118,000	125,858	153,503	315,000	53	40
Program Associate	42,730	60,101	73,227	72,457	82,400	107,724	45	35
Program Assistant	35,000	58,808	71,176	67,127	77,249	91,000	20	14
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	2	2
Director of Donor Services/ Donor Services Officer	61,380	*	85,000	91,938	*	133,250	6	5
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	1	1
Donor Service/Development/ Advancement Assistant	*	*	81,645	91,573	*	*	4	4
Director of Communications	84,100	*	115,360	106,005	*	125,000	5	5
Communications Associate	52,332	62,000	66,949	78,382	75,000	155,100	13	13
Research Director	120,643	*	140,000	163,434	*	217,000	5	5
Research Associate	45,450	63,856	87,929	95,479	117,000	210,000	11	7
Chief Technology Officer	*	*	163,000	150,500	*	*	3	3
Technology Professional	71,000	80,862	115,415	125,268	172,016	222,525	23	14
Office Manager	56,784	*	65,000	85,674	*	160,000	5	5
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	54,558	85,069	100,000	110,591	124,370	218,000	19	18
Grants Management Assistant	46,400	57,500	68,104	71,044	80,500	109,005	16	13
Director of Human Resources	*	*	127,064	138,584	*	*	3	3
Human Resources Professional	103,043	*	131,391	146,602	*	214,170	6	6
Executive Assistant	46,800	55,099	65,000	69,304	79,346	100,356	13	11
Administrative Assistant	38,480	46,240	53,862	59,207	67,000	116,400	21	17
Receptionist	*	*	*	*	*	*	1	1

*Insufficient data

Compensation Summary for Full-Time Staff Identified as Middle Eastern or North African, by Positions

(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	*	*	*	*	*	*	2	2
Associate Director/Executive Vice President	*	*	*	*	*	*	0	0
Vice President (Administration)	*	*	*	*	*	*	1	1
General Counsel	*	*	*	*	*	*	0	0
Chief Financial Officer/ Treasurer	*	*	*	*	*	*	1	1
Controller	*	*	*	*	*	*	0	0
Chief Investment Officer	*	*	*	*	*	*	0	0
Director of Impact Investing	*	*	*	*	*	*	1	1
Assistant Treasurer	*	*	*	*	*	*	0	0
Accountant	*	*	68,000	70,670	*	*	3	3
Accounting Clerk	*	*	*	*	*	*	0	0
Vice President (Programs)	*	*	175,588	163,839	*	*	4	4
Program Director	*	*	132,500	137,259	*	*	4	4
Senior Program Officer	*	*	127,660	120,252	*	*	4	3
Program Officer	52,685	71,741	120,000	110,372	135,000	172,300	7	7
Program Associate	55,000	*	65,000	70,189	*	87,500	8	6
Program Assistant	*	*	*	*	*	*	0	0
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	1	1
Director of Donor Services/ Donor Services Officer	*	*	*	*	*	*	1	1
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	0	0
Donor Service/Development/ Advancement Assistant	*	*	*	*	*	*	0	0
Director of Communications	*	*	*	*	*	*	0	0
Communications Associate	*	*	*	*	*	*	2	2
Research Director	*	*	*	*	*	*	0	0
Research Associate	*	*	*	*	*	*	3	2
Chief Technology Officer	*	*	*	*	*	*	0	0
Technology Professional	*	*	114,300	139,100	*	*	3	3
Office Manager	*	*	*	*	*	*	0	0
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	*	*	*	*	*	*	1	1
Grants Management Assistant	*	*	*	*	*	*	0	0
Director of Human Resources	*	*	*	*	*	*	0	0
Human Resources Professional	*	*	*	*	*	*	0	0
Executive Assistant	*	*	*	*	*	*	1	1
Administrative Assistant	*	*	*	*	*	*	1	1
Receptionist	*	*	*	*	*	*	0	0

*Insufficient data

Compensation Summary for Full-Time Staff Identified as American Indian/AK Native, by Positions

(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	132,500	*	216,500	224,782	*	337,000	6	6
Associate Director/Executive Vice President	*	*	*	*	*	*	2	2
Vice President (Administration)	*	*	*	*	*	*	0	0
General Counsel	*	*	*	*	*	*	0	0
Chief Financial Officer/ Treasurer	*	*	201,398	201,199	*	*	4	4
Controller	*	*	*	*	*	*	1	1
Chief Investment Officer	*	*	*	*	*	*	1	1
Director of Impact Investing	*	*	*	*	*	*	1	1
Assistant Treasurer	*	*	*	*	*	*	0	0
Accountant	*	*	*	*	*	*	0	0
Accounting Clerk	*	*	*	*	*	*	1	1
Vice President (Programs)	*	*	120,000	116,685	*	*	3	3
Program Director	75,000	90,000	121,302	116,853	145,000	147,216	8	8
Senior Program Officer	*	*	118,593	115,497	*	*	4	4
Program Officer	66,277	74,000	98,262	103,279	129,800	151,541	15	12
Program Associate	50,000	*	78,225	71,356	*	95,500	7	5
Program Assistant	42,850	*	55,000	52,876	*	62,351	5	5
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	0	0
Director of Donor Services/ Donor Services Officer	*	*	*	*	*	*	1	1
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	0	0
Donor Service/Development/ Advancement Assistant	*	*	*	*	*	*	0	0
Director of Communications	*	*	*	*	*	*	2	2
Communications Associate	*	*	*	*	*	*	2	2
Research Director	*	*	*	*	*	*	0	0
Research Associate	*	*	*	*	*	*	0	0
Chief Technology Officer	*	*	*	*	*	*	1	1
Technology Professional	*	*	*	*	*	*	0	0
Office Manager	*	*	*	*	*	*	0	0
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	*	*	*	*	*	*	1	1
Grants Management Assistant	*	*	*	*	*	*	2	2
Director of Human Resources	*	*	*	*	*	*	0	0
Human Resources Professional	*	*	*	*	*	*	0	0
Executive Assistant	*	*	*	*	*	*	1	1
Administrative Assistant	*	*	*	*	*	*	1	1
Receptionist	*	*	*	*	*	*	0	0

*Insufficient data

Compensation Summary for Full-Time Staff Identified as Pacific Islander/Hawaiian, by Positions

(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	*	*	329,458	490,486	*	*	3	3
Associate Director/Executive Vice President	*	*	*	*	*	*	0	0
Vice President (Administration)	*	*	165,000	151,213	*	*	3	3
General Counsel	*	*	*	*	*	*	0	0
Chief Financial Officer/ Treasurer	*	*	*	*	*	*	1	1
Controller	*	*	*	*	*	*	2	2
Chief Investment Officer	*	*	*	*	*	*	0	0
Director of Impact Investing	*	*	*	*	*	*	0	0
Assistant Treasurer	*	*	*	*	*	*	0	0
Accountant	*	*	*	*	*	*	1	1
Accounting Clerk	*	*	*	*	*	*	0	0
Vice President (Programs)	*	*	*	*	*	*	1	1
Program Director	*	*	*	*	*	*	0	0
Senior Program Officer	*	*	99,000	99,325	*	*	3	3
Program Officer	41,000	82,583	102,678	102,505	123,000	177,000	10	10
Program Associate	*	*	*	*	*	*	1	1
Program Assistant	*	*	*	*	*	*	2	2
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	0	0
Director of Donor Services/ Donor Services Officer	*	*	*	*	*	*	1	1
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	0	0
Donor Service/Development/ Advancement Assistant	*	*	41,600	41,125	*	*	3	3
Director of Communications	*	*	*	*	*	*	1	1
Communications Associate	*	*	47,972	67,546	*	*	5	4
Research Director	*	*	*	*	*	*	2	2
Research Associate	*	*	*	*	*	*	0	0
Chief Technology Officer	*	*	*	*	*	*	0	0
Technology Professional	*	*	*	*	*	*	2	2
Office Manager	*	*	*	*	*	*	0	0
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	*	*	*	*	*	*	0	0
Grants Management Assistant	*	*	*	*	*	*	0	0
Director of Human Resources	*	*	*	*	*	*	0	0
Human Resources Professional	*	*	*	*	*	*	1	1
Executive Assistant	*	*	*	*	*	*	2	2
Administrative Assistant	*	*	74,500	78,670	*	*	4	4
Receptionist	*	*	*	*	*	*	0	0

*Insufficient data

Compensation Summary for Full-Time Staff Identified as Bi- or Multi-Racial, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	77,250	123,206	155,000	225,479	254,064	750,000	10	10
Associate Director/Executive Vice President	*	*	*	*	*	*	3	2
Vice President (Administration)	*	*	*	*	*	*	2	2
General Counsel	*	*	*	*	*	*	0	0
Chief Financial Officer/ Treasurer	*	*	105,628	112,416	*	*	3	3
Controller	*	*	*	*	*	*	1	1
Chief Investment Officer	*	*	*	*	*	*	0	0
Director of Impact Investing	*	*	*	*	*	*	2	2
Assistant Treasurer	*	*	*	*	*	*	1	1
Accountant	*	*	*	*	*	*	2	2
Accounting Clerk	42,640	46,000	60,000	62,364	77,000	103,330	7	7
Vice President (Programs)	103,002	106,750	145,500	170,188	221,000	312,000	8	8
Program Director	55,000	115,000	141,676	169,246	233,700	330,000	20	16
Senior Program Officer	62,000	85,500	128,170	126,908	155,005	237,277	16	15
Program Officer	42,449	75,257	100,000	102,128	127,000	195,000	30	28
Program Associate	35,998	53,520	67,150	69,675	83,419	123,022	28	20
Program Assistant	41,400	47,069	56,713	59,211	70,184	81,822	12	8
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	2	2
Director of Donor Services/ Donor Services Officer	*	*	97,290	103,318	*	*	3	3
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	1	1
Donor Service/Development/ Advancement Assistant	47,500	*	57,000	57,423	*	78,418	7	5
Director of Communications	61,267	*	89,000	114,021	*	235,000	5	5
Communications Associate	30,000	54,340	68,000	89,759	142,450	197,840	9	8
Research Director	*	*	*	*	*	*	0	0
Research Associate	*	*	60,250	60,652	*	*	4	4
Chief Technology Officer	*	*	154,126	162,613	*	*	4	4
Technology Professional	*	*	75,527	77,655	*	*	3	3
Office Manager	*	*	90,000	95,333	*	*	3	3
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	39,500	42,840	60,000	71,473	90,500	130,000	11	8
Grants Management Assistant	*	*	96,466	109,322	*	*	3	3
Director of Human Resources	*	*	102,424	126,587	*	*	4	4
Human Resources Professional	*	*	55,000	54,881	*	*	3	3
Executive Assistant	62,400	72,300	94,800	87,323	96,750	104,009	7	7
Administrative Assistant	43,000	52,000	61,559	62,166	74,002	89,713	14	13
Receptionist	*	*	45,800	48,098	*	*	4	4

*Insufficient data

Compensation Summary for Full-Time Staff Identified as Other Race/Ethnicity, by Positions
(Base Salaries as of February 1, 2022)

Position	Salary						No. in Position	No. of Grantmakers
	Minimum	25th %	Median	Mean	75th %	Maximum		
Chief Executive Officer/ President	*	*	*	*	*	*	2	2
Associate Director/Executive Vice President	*	*	*	*	*	*	2	2
Vice President (Administration)	*	*	*	*	*	*	0	0
General Counsel	*	*	*	*	*	*	0	0
Chief Financial Officer/ Treasurer	*	*	*	*	*	*	2	2
Controller	*	*	*	*	*	*	1	1
Chief Investment Officer	*	*	*	*	*	*	1	1
Director of Impact Investing	*	*	*	*	*	*	0	0
Assistant Treasurer	*	*	*	*	*	*	0	0
Accountant	*	*	64,000	55,903	*	*	3	3
Accounting Clerk	*	*	*	*	*	*	2	2
Vice President (Programs)	*	*	161,298	155,852	*	*	3	3
Program Director	62,340	*	130,000	149,108	*	260,000	11	6
Senior Program Officer	*	*	*	*	*	*	2	2
Program Officer	52,000	67,600	76,000	80,344	90,000	135,000	13	8
Program Associate	*	*	63,000	62,700	*	*	7	4
Program Assistant	*	*	*	*	*	*	6	2
Vice President or Chief Development/Advancement Officer	*	*	*	*	*	*	2	2
Director of Donor Services/ Donor Services Officer	*	*	70,683	66,975	*	*	4	3
Director of Gift Planning/Gift Planning Officer	*	*	*	*	*	*	1	1
Donor Service/Development/ Advancement Assistant	*	*	49,621	44,090	*	*	3	3
Director of Communications	*	*	*	*	*	*	2	2
Communications Associate	35,000	*	77,025	93,175	*	220,000	6	5
Research Director	*	*	*	*	*	*	0	0
Research Associate	*	*	*	*	*	*	1	1
Chief Technology Officer	*	*	*	*	*	*	0	0
Technology Professional	*	*	*	*	*	*	2	2
Office Manager	*	*	53,600	57,040	*	*	3	3
Librarian	*	*	*	*	*	*	0	0
Grants Manager/Administrator	*	*	*	*	*	*	2	2
Grants Management Assistant	*	*	*	*	*	*	1	1
Director of Human Resources	*	*	*	*	*	*	1	1
Human Resources Professional	*	*	91,700	94,534	*	*	3	3
Executive Assistant	29,926	*	82,631	78,226	*	149,771	7	5
Administrative Assistant	*	*	*	*	*	*	3	1
Receptionist	*	*	*	*	*	*	0	0

*Insufficient data

