



# 2021 FOUNDATION EXECUTIVE COMPENSATION REPORT

Conducted by: **TOTAL COMPENSATION SOLUTIONS, LLC**

Total Compensation Solutions is pleased to announce the availability of the 2021 Foundation Executive Compensation Report. This report covers 28 executive and director-level positions found in a sample of 704 foundations. The report includes compensation data on over 2,400 employees collected from the latest 990 forms. For many organizations, this report has the potential to be a primary data source on executive compensation for foundations in the United States and it includes the following information:

## COMPENSATION DATA PROVIDED (WHEN AVAILABLE)

- Annual Base Salary (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Annual Bonus Paid (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Total Cash Compensation (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Total Remuneration (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Retirement, Non-taxable Benefits & Other Income (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)
- Six Revenue Cuts
- Six Assets Cuts
- Five Regional Cuts
- Three Cost-of-Labor Cuts (High/Medium/Low)
- Seven Major Metro Area Cuts (for eight select job titles)

## JOB TITLES INCLUDED

Chief Executive Officer / Executive Director  
 Chief Operating Officer / Deputy Executive Director  
 Top Legal Officer / General Counsel  
 Top Research Officer  
 Top Human Resources Executive  
 Top Administrative Executive  
 Top Facilities Executive  
 Top Government Affairs Executive  
 Chief Financial Officer  
 Controller  
 Treasurer  
 VP of Finance and Administration  
 Chief Investment Officer  
 Top Development Executive  
 Top Grant Administration Executive  
 Grant Proposal Manager  
 Fundraising Director  
 Top Planned Giving Executive  
 Major Gifts Manager  
 Top Information Technology Executive  
 Top Marketing Executive  
 Top Public Relations Executive  
 Top Program Executive  
 Program Director  
 Program Associate  
 Director of Community Relations  
 Director of Corporate Relations

Chief Advancement Officer

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## REPORT SUBSCRIBER ORDER FORM

The 2021 Foundation Executive Compensation Report is currently available. Please complete the required information and return this form via fax, mail or email: [tbailey@total-comp.com](mailto:tbailey@total-comp.com)  
Fax 914-730-7303

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Foundations <input type="checkbox"/>	\$495	Send Bill <input type="checkbox"/> Purchase Order # _____
Consulting Firms (Single Office) <input type="checkbox"/>	\$795	Check Enclosed <input type="checkbox"/>
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### INDIVIDUAL TO RECEIVE SURVEY REPORT:

**NAME:** \_\_\_\_\_

**TITLE:** \_\_\_\_\_

**ORGANIZATION:** \_\_\_\_\_

**ADDRESS:** \_\_\_\_\_  
\_\_\_\_\_

**CITY/STATE/ZIP:** \_\_\_\_\_

**TELEPHONE:** \_\_\_\_\_

**FAX NUMBER:** \_\_\_\_\_

**e-Mail** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**Please complete and return this form to:**

Total Compensation Solutions, LLC

Attn: Tom Bailey

200 Business Park Drive

Armonk, NY 10504

Phone (914) 730 - 7300

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[www.Total-comp.com](http://www.Total-comp.com)