



2025 / 2026 FOUNDATION EXECUTIVE COMPENSATION REPORT

Conducted by: TOTAL COMPENSATION SOLUTIONS, LLC

Total Compensation Solutions is pleased to announce the availability of the 2025 / 2026 Foundation Executive Compensation Report. This report covers 23 executive and director-level positions found in a sample of 635 foundations. The report includes compensation data for 2,533 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., 25th, 50th, 75th)
- Annual Bonus Paid (Avg., 25th, 50th, 75th)
- Total Cash Compensation (Avg., 25th, 50th, 75th)
- Total Remuneration (Avg., 25th, 50th, 75th)
- Retirement, Non-taxable Benefits & Other Income (Avg., 25th, 50th, 75th)
- Six Revenue Cuts
- Six Assets Cuts
- Five Regional Cuts
- Three Cost-of-Labor Cuts (High/Medium/Low)
- Seven Major Metro Area Cuts (for 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
Chief Financial Officer
Controller
VP of Finance and Administration
Chief Investment Officer
Top Development Executive
Top Grant Administration Executive
VP, Philanthropy (NEW)
Top Planned Giving Executive
Top Information Technology Executive
Top Marketing Executive
Chief Impact Officer (NEW)
Top Public Relations Executive
Top Program Executive
Program Director
Program Associate
Chief Advancement Officer

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REPORT SUBSCRIBER ORDER FORM

The 2025 / 2026 Foundation Executive Compensation Report is currently available. Please complete the required information and return this form by email or mail: tbailey@total-comp.com

EMPLOYMENT	SURVEY FEE	INVOICING PROCEDURE
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"/>
Consulting Firms (Multiple Locations) <input type="checkbox"/>	\$2,000	ACH <input type="checkbox"/>
**Note: Refunds will not be granted on PDF purchases.		Credit Card: Visa, Master Card <input type="checkbox"/> or American Express <u>(If paying with Credit Card, there will be a 3.5% Surcharge added to the price of the survey)</u> – (TCS will send a link).

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

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Armonk, NY 10504

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