

# NEWS

## Association for Healthcare Philanthropy

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### **Health Care Development Offices: Who Does What and For How Much? Association for Healthcare Philanthropy 2000 Total Compensation Report offers glimpse of salaries and benefit trends**

**WASHINGTON, D.C.**, (May 16, 2001) – Who is doing what and for how much in development offices in hospitals and health care institutions in the United States? According to the latest survey by the Association for Healthcare Philanthropy, the typical development professional is:

a Foundation Executive, 51 years old, with 10 years of experience in fundraising, earning \$88,000 and working in a community based or multiple hospital system. The AHP 2000 Total Compensation Report summarizes the cash salary, bonuses and benefits reported by active AHP members within the United States. The report also identifies the current and emerging trends in cash compensation, bonus arrangements, core employee benefits as well as non-qualified benefits/perquisites.

Among the topics the survey covers for FY 2000:

**Gender:** The participants were split almost equally (54% were female, 46% were male)

**Annual Operating Budget of the Organization/Hospital:** The range was between \$2 Billion and \$200,000 with overall median operating budget of \$156 Million

**Annual Operating Budget of Foundation:** The range was between \$550 Million and \$150,000 with overall median of \$6 Million.

**Full-time Employees of Foundation:** The number of full-time employees on the Development Staff varied by type of organization. The range was between 121 and 1 with overall median of 15 full-time employees.

**Cash Compensation:** The survey covers the Foundation Executive, Chief Development Officer, Senior Development Officer, Development Officer, Director of Public Affairs, and Director of Planned Giving. The median cash salary ranged from \$72,000 to \$88,000.

**Types & Average Variable Pay:** The trend is increasing with 24.7% reporting variable pay in 1997 to 37.6% in 2000. The annual cash bonus payments represented the largest category of variable pay with 84.7%.

Cash Bonuses: The high was \$75,000, the low \$400, and the median \$8,358.

Retirement & Savings Plans: 95% receive some form of retirement benefit. The most prevalent plans were defined benefit and 403(b) savings plans. The average contribution by the employer was 6.0%. In addition, over 50% of the respondents participated in an employer savings plan.

AHP compiled these results from all active Association for Healthcare Philanthropy members in the United States. As of the December 1, 2000 deadline, over 405 members (20% of the total US membership) had supplied survey data and 399 members supplied information on their respective cash compensation for the year (fiscal/calendar) ending 2000.

Association for Healthcare Philanthropy (AHP), established in 1967, is a not-for-profit organization whose 3,600 members manage philanthropic programs in 1,900 of North America's not-for-profit health care providers. AHP's audience includes fundraising professionals, development staff, public relations professionals, trustees, marketing professionals, administrators, and executives interested in health care fundraising. To learn more, visit the AHP Web site at [www.ahp.org](http://www.ahp.org).



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