

Dan and Margaret Maddox Fund Compensation Policy

The Dan and Margaret Maddox Fund is committed to compensating employees fairly while being good stewards of the Maddox Fund's resources.

The Operating & Nominating Committee will make annual recommendations to the Board of Directors regarding the compensation of the Executive Director. The Executive Director will make recommendations to the Board of Directors regarding other employee compensation.

The Maddox Fund will consider salary data from the Philanthropy Southeast, the Council on Foundations and local nonprofit sector surveys when establishing salary ranges and compensation. The Fund will also consider its commitment to equity, including salary equity, as compensation is established.

The Maddox Fund will publish salary ranges on all job announcements.

Approved: August 24, 2009

Updated January 1, 2010: Text changed to update organization name and related text

Updated November 8, 2021: Text changed to update organization name and committee names; added commitment to salary equity; included additional salary surveys; moved Compensation Policy into the updated Employee Handbook.

Compensation Practice Update

In 2019 The Maddox Fund began talking about compensation equity (see below articles regarding reimagining compensation). The decision was made that pay differential between the highest-paid staff member could not be more than 2x the lowest-paid staff member. Since that time, we have worked to narrow the differential more by applying annual salary adjustments equally rather than as a percent of salary.

In addition to referencing foundation salary surveys, Maddox added two additional salary references: 1) Area nonprofit salary survey (recognizing the ongoing pay differential between foundation and nonprofit partner salaries) and ALICE data (Asset Limited Income Constrained Employed).

2022 Salaries:

Foundation Assets: \$56M

Executive Director: \$149,000

Program Officer: \$79,000

Articles:

[Reimagining Compensation: It's Time to Stop Building on Inequalities Part 1](#)

[Reimagining Compensation: Its Time To Stop Building on Inequities Part 2](#)