

## **Questions & Answers regarding Dave Toycen's salary and World Vision's use of funds**

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### **How much does Dave Toycen, president of World Vision Canada, earn?**

Mr. Toycen's salary is \$184,000 per year. This is in line with salaries earned by executives within the charitable sector and is a matter of public record. In fact, Canadian news media has already publicized this information and has positioned it as a positive for the organization. (Toronto Star)

Mr. Toycen does not live in a \$700,000-\$800,000 home and none of his housing costs are paid for by World Vision. Mr. Toycen has lived in the same bungalow in a small suburb outside of Toronto for more than 20 years.

As a Christian and a strong steward of donor funds, Mr. Toycen demonstrates his personal integrity. He travels economy class and does not use the most cutting edge technology.

### **Why does Dave Toycen make so much money?**

Dave Toycen, World Vision Canada's president and CEO, is responsible for a \$400 million organization with more than 500 employees across the country. As per our Board's compensation policy, Dave and all of our top executives earn substantially less than executives who run comparable organizations.

World Vision's compensation policies are overseen by our Board's Executive Committee and are regularly assessed by an independent external consultant. We disclose executive compensation as required to the Canada Revenue Agency.

### **I heard that only \$0.52 of every dollar is being used for development work, is that true?**

At World Vision Canada 81.2 per cent of our revenue is used for programs that combat poverty and help children and communities in need. The remaining 20 per cent is invested in:

- Fundraising (12.7%)
- Administration, including audits and record-keeping (6.1%)

### **How much do top executives at World Vision make?**

World Vision Canada's compensation structure and financial statements are available at the link indicated below. Those interested to find out more are encouraged to visit:

<http://www.worldvision.ca/aboutus/Pages/Executive-Compensation.aspx>