

Endowments and Foundations

Your Balancing Act

Managing nonprofit assets requires the fine-tuned calibration of risk against desired returns, liquidity in light of spending needs, and fund perpetuation in the face of inflation. And all this, as you grapple with changing market forces and your own limited resources to get the job done.

For Those Counting On You, Count On Us

You're asked to balance today's needs against tomorrow's promises on behalf of others you've pledged to serve—students, people in need, local communities, and places of learning, healing, art, and inspiration. With so many beneficiaries counting on you, you can count on us.

Since 1993, Highland Consulting Associates, Inc. has taken up the cause of our endowment and foundation clients as a co-fiduciary. We've aligned ourselves to serve you, while you and your nonprofit serve a greater good.

Your On-Staff, Off-Site Resource

We can partner with you in a fully outsourced investment management relationship (OCIO), or we can advise you in a more traditional consulting relationship—or virtually any arrangement in between.

Consider us an extension of your team. Highland can serve as an on-staff, off-site resource that lessens day-to-day stress and eases your longer-term concerns over your fiduciary duties, and the investment management policies and practices that will help your nonprofit keep its promises today and into the future.

Investor Advocates®

From day one, Highland has been hired for what we know and not what we sell. We describe that founding principle as “investor advocacy.”

As Investor Advocates®, Highland ownership, operational and compensation structures align with our clients' best interests. We are not money managers and have no formal or informal ties to investment products or other service providers of any kind.

At Highland, our allegiance is to our clients.



One of the Largest Investment Consultants Worldwide¹



\$21.9 B in Assets Under Advisement²



Advising 167 Clients³



100% Employee Owned to Serve You with an Owner's Attention



Co-Fiduciaries Since 1993



Fee-Only, Independent and Unbiased Advice Aligned with Your Mission



A society grows great when its people plant trees under whose shade they will never sit.

Backstop Your Fiduciary Obligations

As your co-fiduciary, we don't shy away from portfolio complexities. We can guide, educate, and inform you and your investment committee so that you comply with the highest fiduciary standards. With quarterly in-person meetings and understandable reports, you can have confidence that your committee has what they need to fulfill their primary duty.

Broaden the Universe of Investment Choices

Our credentialed, in-house research team has long-standing relationships with investment managers you may not have considered before, including access to alternative managers. We can help open doors to construct a one-of-a-kind portfolio at carefully negotiated fees to suit your investment and spending policies.

Support for Your Values

Highland is an employee-owned firm. We value diversity and diverse thinking on our teams and we are committed to owner-associate growth to better serve you. Highland will work with you to screen for investments that reflect your organization's objectives.

In Mission with Organizations You Know

From hospitals and universities and their endowments, to community and private foundations, Highland offers impartial advice and client-first service to advance your goals. Our service and expertise has resulted in 98% client retention year-to-year.³ We invite you to hear more from our clients themselves. Let us put you in touch with organizations you'll recognize—organizations benefiting from Highland's promise to be Client First. Every Opportunity. Every Interaction.

¹ - Highland Consulting Associates, Inc. is the 36th largest investment consultant ranked by worldwide institutional assets under advisement as of 6/30/2025 in a special report issued by *Pensions & Investments* in December 2025 published by Crain Communications, Inc. There was no cost for inclusion in the rankings. The ranking is based solely on reported institutional assets under advisement and does not evaluate investment performance, quality of advice, or client satisfaction.

² - As of 12/31/2025

³ - The average annual client retention rate beginning 1/1/2010 excluding any client relationship terminated due to dissolution, merger, or acquisition.

Highland Consulting Associates, Inc. is a registered investment adviser. Information presented is for educational purposes only and does not intend to make an offer of solicitation for the sale or purchase of specific securities, investments, or investment strategies. Investments involve risk and unless otherwise stated, are not guaranteed. Be sure to first consult with a qualified financial adviser and/or tax professional before implementing any strategy discussed herein. Past performance is not indicative of future performance.

Cultivate Your Donors' Trust

Doing everything right means hiring the right investment advisor—one reflecting your prudent management of assets entrusted to your care. Highland has staked our reputation on providing analytically sophisticated and impartial advice to our nonprofit clients. This stewardship includes our commitment to negotiate preferred fee structures with alternative pools and capacity-constrained asset managers.

Lessen Your Administrative Pressures

Be about the heart of your mission, and let us help with implementation details that keep you from it. As a fully delegated partner, we can activate your investment strategies efficiently and cost-effectively. Your on-staff, off-site team is a phone call or email away.