

# Bruce J Anderson Foundation

Executive Director / CEO

EIN 042710013  
 MA · NTEE T60Z  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Kate Guedj, Executive Director / CEO** (\$65,842) against **every comparable organization** that fit the selection criteria — **119** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kate Guedj — reported title “Treasurer & Trustee”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (T60Z).

**BUDGET** Total revenue between \$28,931 and \$64,771 — 0.67x to 1.50x the subject's \$43,181 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

**119** organizations qualified on sector, size, and geography → **119** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,057	\$10,677	\$25,493	\$46,525	\$91,219	\$65,842
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## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Lezah Stenger Foundation</a>	MO	\$43,227	Director	\$35,676	<b>\$40,843</b>	2024
<a href="#">Ccarc Foundation Inc</a>	CT	\$43,262	Ceo	\$22,077	<b>\$23,035</b>	2023
<a href="#">Vip Foundation Inc</a>	AZ	\$43,352	Executive Dir.	\$12,700	<b>\$13,592</b>	2023
<a href="#">Max M And Marjorie S Fisher Support</a>	MI	\$42,961	Assistant Secretary	\$26,189	<b>\$29,219</b>	2024
<a href="#">Nathalie &amp; Theodore Jones Charitable</a>	MA	\$42,944	Trustee	\$8,363	<b>\$8,363</b>	2023
<a href="#">Lake View Memorial Hospital Foundation</a>	MN	\$43,543	St. Luke's Co-president/ce0	\$79,070	<b>\$86,945</b>	2023
<a href="#">Fischmann Berman Family Foundation</a>	PA	\$42,737	Secretary/treasurer	\$10,675	<b>\$11,507</b>	2024
<a href="#">Nathalie &amp; Theodore Jones Charitable</a>	MA	\$42,445	Trustee	\$9,197	<b>\$8,933</b>	2024
<a href="#">Strattec Foundation Inc</a>	WI	\$42,304	Secretary (End 8/24)	\$61,114	<b>\$68,989</b>	2024
<a href="#">John O Anthony</a>	TX	\$44,310	Trustee	\$5,304	<b>\$5,904</b>	2023
<a href="#">Perlman Family Foundation Inc</a>	NJ	\$41,826	Secretary And Treasurer	\$11,500	<b>\$11,426</b>	2023
<a href="#">Irish Peace Foundation Inc</a>	DC	\$44,791	President/director	\$10,200	<b>\$9,675</b>	2024
<a href="#">Civie And Earl Pertnoy Family</a>	FL	\$45,067	Board Member	\$279,869	<b>\$292,578</b>	2023
<a href="#">Louis And Frances Swinken Supporting</a>	KS	\$41,221	Cfo	\$18,771	<b>\$21,919</b>	2024
<a href="#">Tekamah Community Foundation</a>	NE	\$41,138	Sec-tres	\$1,800	<b>\$2,154</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Borror Family Foundation</a>	OH	\$41,018	Asst Secretary	\$105,945	<b>\$124,872</b>	2023
<a href="#">Penn-liberty Holding Company</a>	PA	\$40,510	President/director	\$220,083	<b>\$244,236</b>	2023
<a href="#">Vogt Family Affiliated Fund Of The Okc</a>	OK	\$46,138	Secretary	\$25,864	<b>\$31,693</b>	2023
<a href="#">Hudson Headwaters Health Foundation Inc</a>	NY	\$40,105	Ceo Of Hhhn & Ex Officio	\$86,967	<b>\$84,943</b>	2024
<a href="#">University Of Northern Iowa Research</a>	IA	\$40,068	President	\$49,744	<b>\$60,611</b>	2023
<a href="#">Carson Tahoe Hospital Medical Staff Fund Inc</a>	NV	\$39,892	President	\$16,000	<b>\$17,335</b>	2024
<a href="#">Nathalie &amp; Theodore Jones Charitable</a>	MA	\$46,636	Trustee	\$9,296	<b>\$9,029</b>	2024
<a href="#">Swergold Family Foundation For Children</a>	NY	\$46,695	Director/secretary	\$77,284	<b>\$75,486</b>	2024
<a href="#">Boston Charitable Trust Fund</a>	MA	\$39,359	Cfo, Collector-treasurer	\$27,099	<b>\$26,322</b>	2024
<a href="#">Hughes Memorial Trust</a>	IA	\$39,308	President	\$9,028	<b>\$11,000</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **119** organizations. Compensation range \$570–\$300,548; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$43,181); for reference, expenses \$334,945 and assets \$5,686,596. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Kate Guedj, reported title " <i>Treasurer &amp; Trustee</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	75 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	87 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Kate Guedj) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 119 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$65,842 is reasonable (approximately the 83<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.