

The Ku Endowment Charitable Gift Fund

This analysis benchmarks the total compensation of **Dale W Seuferling, Executive Director / CEO** (\$673,249) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Dale W Seuferling — reported title “PRESIDENT (ENDING AUG 2022)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T11).

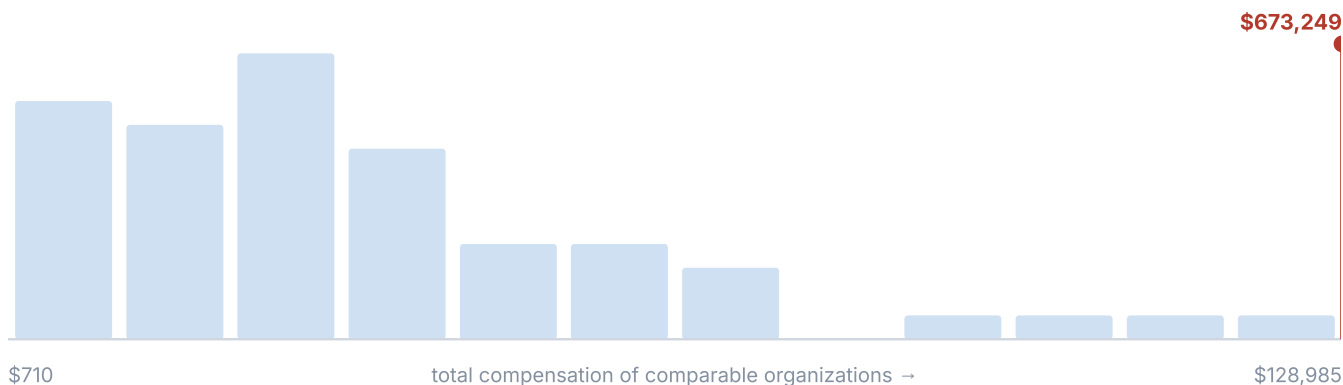
BUDGET Total revenue between \$144,727 and \$324,016 — 0.67x to 1.50x the subject's \$216,011 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography

→ **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,506	\$18,754	\$28,717	\$50,644	\$69,385	\$673,249
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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 KS 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
216 Somerset Company	PA	\$216,909	Member (Thru 3/11/23)	\$32,967	\$30,431	2023
Simi Valley Hospital Foundation	CA	\$218,133	Executive Dir.	\$57,720	\$46,135	2023
Rocket Boosters	MN	\$221,768	Director	\$6,000	\$5,488	2023
Chortek Weisman Family Foundation	CA	\$209,916	Vice President	\$67,184	\$53,699	2023
Albertina Kerr Centers Foundation	OR	\$224,363	Ceo (Beginning 7/2022)	\$4,251	\$3,654	2023
Richman Family Foundation Inc	MD	\$225,830	President & Public Director	\$44,135	\$38,194	2023
Commonwealth Corporation Foundation	MA	\$206,047	President/ceo (04/23)	\$25,988	\$21,617	2023
Northcrest Foundation	IA	\$228,134	Ceo	\$12,284	\$12,450	2023
Mccaw Family Foundation Inc	IN	\$203,841	Director	\$65,459	\$62,064	2024
William & Barbara Fitzgerald Family Fdn	NE	\$202,231	Director	\$19,567	\$18,922	2024
Cape Cod Tech Foundation Inc	MA	\$230,754	Clerk/execut	\$27,000	\$21,251	2025
Avon Education Foundation	IN	\$231,119	Executive Dir.	\$55,000	\$52,147	2024
San Diego Harbor Police Foundation Inc	CA	\$200,123	Ceo	\$116,274	\$90,270	2024
Simon Family Foundation	VA	\$199,160	Secretary	\$5,470	\$4,748	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Parc Endowment Fund li	FL	\$198,642	Trustee/parc President & Ceo	\$12,085	\$10,207	2024
The Reis Bisor Foundation	TX	\$193,196	Treasurer	\$29,957	\$26,943	2024
Shuchman Lesser Foundation Co Silicon Valley Community Foundation	CA	\$190,741	Secretary	\$34,612	\$27,665	2023
Stand Together Foundation Inc	WI	\$242,619	Director/senior Vp - Community Impact	\$4,819	\$4,525	2024
Rural Oklahoma Community Foundation	OK	\$188,073	Trustee	\$36,220	\$36,917	2023
Community Foundation Realty Inc	LA	\$186,777	President/director	\$75,968	\$75,209	2024
Healthy Brighton Title Holding	IL	\$247,279	President	\$9,452	\$8,355	2024
Bgccf Nmtc Inc	FL	\$184,000	President/ceo (Thru 08/2023)	\$37,813	\$31,937	2024
Peter And Julie Stott Foundation	OR	\$251,400	Assistant Treasurer	\$75,412	\$64,824	2023
Community Resources Capital Foundation	NY	\$177,326	Ceo	\$81,138	\$65,919	2024
Pathstone Foundation	NY	\$176,396	Cfo Of Pathstone Corp	\$15,863	\$12,888	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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.

● Sample, role match & sensitivity

PEER COUNT	54 organizations. Compensation range \$710–\$128,985; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$216,011); for reference, expenses \$505,984 and assets \$6,338,236. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dale W Seuferling, reported title " <i>PRESIDENT (ENDING AUG 2022)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	42 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 th

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 (Dale W Seuferling) 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 54 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$673,249 is reasonable (approximately the 100th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

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.