

# Friends Of Linden Hill Inc

Executive Director / CEO

EIN 260234572

MN · NTEE A80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julia Mueller, Executive Director / CEO** (\$71,521) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Julia Mueller — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

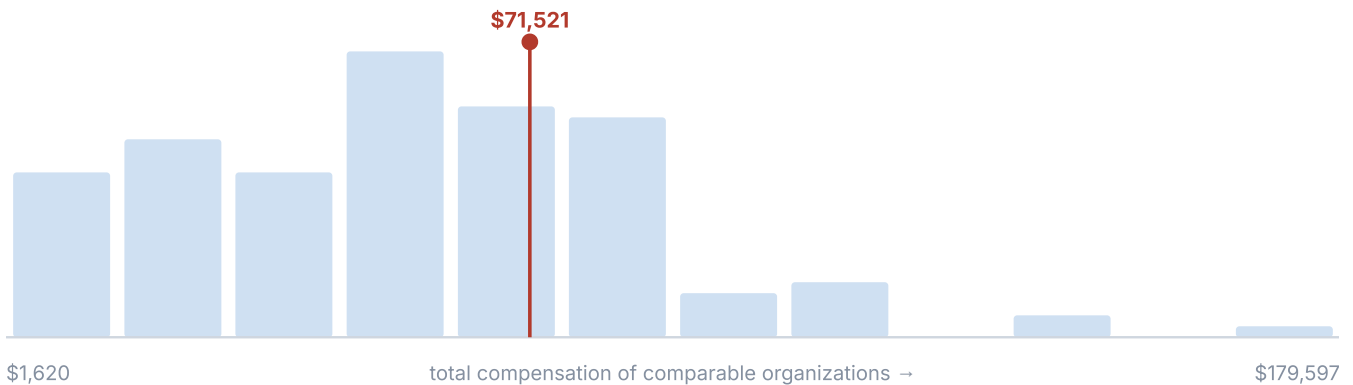
**SECTOR** Organizations sharing the subject's NTEE classification (A80).

**BUDGET** Total revenue between \$219,225 and \$490,803 — 0.67x to 1.50x the subject's \$327,202 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

**127** organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,793	\$30,797	\$55,033	\$75,660	\$86,792	\$71,521
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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 MN 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="#">Cyprus American Archaeological Research</a>	VA	\$325,875	Executive Director	\$66,417	<b>\$66,817</b>	2023
<a href="#">Schmahl Science Workshops Inc</a>	CA	\$325,715	Executive Director	\$18,201	<b>\$15,906</b>	2024
<a href="#">Veterans Breakfast Club</a>	PA	\$329,512	Executive Di	\$98,385	<b>\$102,226</b>	2023
<a href="#">John Hope Franklin Center For</a>	OK	\$323,443	Executive Director	\$21,374	<b>\$24,522</b>	2023
<a href="#">Pennsylvania Heritage Foundation</a>	PA	\$331,028	Executive Di	\$27,415	<b>\$27,668</b>	2024
<a href="#">Clackamas Heritage Partners</a>	OR	\$323,041	Executive Director	\$41,667	<b>\$40,317</b>	2023
<a href="#">Colorado Music Hall Of Fame</a>	CO	\$331,686	Executive Di	\$150,800	<b>\$146,338</b>	2024
<a href="#">Bessemer Historical Society Inc</a>	CO	\$332,515	Executive Director	\$86,409	<b>\$83,853</b>	2024
<a href="#">Eldridge Park Carousel Preservation</a>	NY	\$332,587	General Manager/director	\$43,952	<b>\$40,194</b>	2024
<a href="#">Preservation Pennsylvania</a>	PA	\$321,267	Executive Di	\$84,000	<b>\$84,775</b>	2024
<a href="#">David Labkovski Project</a>	CA	\$333,503	Executive Director	\$117,075	<b>\$102,311</b>	2024
<a href="#">Loudoun Laurels</a>	VA	\$319,215	Executive Di	\$59,000	<b>\$57,652</b>	2024
<a href="#">Honor Flight New England Inc</a>	NH	\$318,561	Executive Director	\$61,963	<b>\$57,903</b>	2024
<a href="#">Srs Heritage Foundation Inc</a>	SC	\$337,123	Comptroller	\$4,302	<b>\$4,542</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">100th Bomb Group Foundation Inc</a>	MI	\$337,821	Executive Vp, Director	\$5,000	<b>\$5,378</b>	2023
<a href="#">Yellowstone Historic Center Inc</a>	MT	\$314,151	Executive Director	\$75,000	<b>\$84,235</b>	2023
<a href="#">Connector Inc</a>	IA	\$313,491	Director Of Organizational	\$9,499	<b>\$10,526</b>	2024
<a href="#">Historic Downtown Liberty Inc</a>	MO	\$313,195	Executive Di	\$75,474	<b>\$80,900</b>	2024
<a href="#">Bandera Natural History And Art Museum</a>	TX	\$341,572	Director Of Operations	\$16,600	<b>\$17,301</b>	2023
<a href="#">Women's Club Foundation Inc</a>	MD	\$341,970	Executive Director	\$18,105	<b>\$17,130</b>	2024
<a href="#">Centre County Historical Society</a>	PA	\$342,593	Executive Director	\$39,833	<b>\$40,201</b>	2024
<a href="#">Greater Ashmont Main Street Inc</a>	MA	\$310,482	Executive Director	\$58,991	<b>\$52,265</b>	2025
<a href="#">Main Street Charles City</a>	IA	\$344,035	Executive Di	\$24,577	<b>\$26,531</b>	2025
<a href="#">Buffalo Heritage Carousel Inc</a>	NY	\$310,356	Executive Director	\$1,771	<b>\$1,620</b>	2024
<a href="#">Wegner Arboretum Society</a>	SD	\$309,451	Executive Dir.	\$60,005	<b>\$67,020</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2024 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 MN 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	127 organizations. Compensation range \$1,620–\$179,597; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$327,202); for reference, expenses \$331,607 and assets \$233,370.
ROLE MATCH	Julia Mueller, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	75 <sup>th</sup>
All sources (D + E + F), adjusted	69 <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 (Julia Mueller) 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 127 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,521 is reasonable (approximately the 72<sup>nd</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.