

Beacon Hill Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jeffrey Huegli, Executive Director / CEO** (\$24,270) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jeffrey Huegli — reported title "PRESIDENT & CEO & TRUSTEE", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E12).

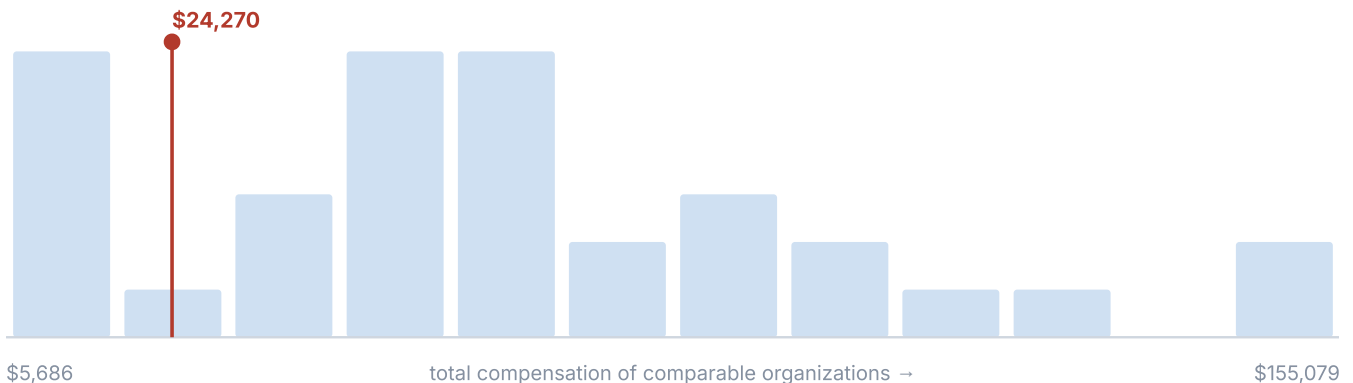
BUDGET Total revenue between \$221,223 and \$495,277 — 0.67x to 1.50x the subject's \$330,185 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography

→ **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,313

\$34,403

\$55,695

\$81,638

\$106,319

\$24,270



■ 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 MI 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
Margaux's Miracle Foundation Inc	FL	\$339,435	Executive Director	\$63,312	\$57,623	2024
The Chandler Project Inc	AR	\$320,872	President	\$70,500	\$79,043	2023
Saint Alphonsus Medical Center-nampa	ID	\$317,603	Development Officer	\$15,885	\$16,855	2023
Imperial Valley Wellness Foundation	CA	\$314,537	Executive Director	\$128,140	\$104,437	2025
Erie Cancer And Wellness Foundation	PA	\$352,673	Executive Dir.	\$5,885	\$5,686	2024
Anderson Hospital Foundation	IL	\$303,645	Director	\$54,685	\$52,086	2024
The Transcend Foundation Inc	MI	\$361,083	Secretary	\$125,875	\$129,593	2023
Center For Healthy Development	VA	\$298,921	Ceo/president/treasurer	\$92,232	\$86,279	2024
The Julie Fund Inc	MA	\$293,973	Executive Di	\$60,000	\$52,237	2024
Westfields Hospital Foundation Inc	MN	\$293,816	Director & President	\$64,799	\$63,865	2023
Giving Is A Family Tradition	MO	\$292,945	Executive Di	\$42,000	\$43,098	2024
Unspoken Treasure Society Inc	FL	\$285,484	President	\$82,214	\$74,827	2024
The Yaya Foundation For 4h Leukodystrophy	MN	\$284,117	Executive Director	\$150,000	\$143,598	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kansas Dental Charitable Foundation	KS	\$376,412	Executive Director	\$7,099	\$7,650	2023
Augustana Care Foundation	MN	\$376,914	President/ceo	\$108,350	\$106,789	2023
Pink Warrior Advocates	TX	\$379,157	Director Of Programs	\$48,000	\$47,893	2023
Wheel To Walk Foundation	OR	\$276,972	Vp	\$59,000	\$53,083	2024
Richmond Community Services	NY	\$276,866	President/ceo	\$63,618	\$55,695	2024
Chris Norton Foundation	IA	\$260,949	Executive Director	\$14,400	\$15,276	2024
Elevator Constructors Local 5 Charitable	PA	\$400,476	Trustee	\$96,558	\$96,045	2023
Indian River County Medical Society	FL	\$259,400	Executive Di	\$64,958	\$59,121	2024
Operation Enduring Support Inc	TX	\$404,507	Executive Director	\$63,500	\$61,540	2024
Hillcrest Health Foundation	TX	\$250,580	Dir/interim Pres/ceo (Thru 1/5)	\$35,499	\$34,403	2024
Montana Consortium For Urban Indian	MT	\$425,000	Executive Director	\$9,600	\$10,322	2023
Hospice Help Foundation	NH	\$230,554	Executive Di	\$63,748	\$57,028	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	33 organizations. Compensation range \$5,686–\$155,079; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$330,185); for reference, expenses \$367,925 and assets \$6,437,241.
ROLE MATCH	Jeffrey Huegli, reported title " <i>PRESIDENT & CEO & TRUSTEE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	88 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 (Jeffrey Huegli) 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 33 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,270 is reasonable (approximately the 21st 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.