

Sdsu Foundation Health Veba Plan For

Executive Director / CEO

EIN 330712822

CA · NTEE Y43

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michele G Goetz, Executive Director / CEO** (\$75,573) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Michele G Goetz — reported title “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 (Y43).
BUDGET	Total revenue between \$102,245 and \$228,907 — 0.67x to 1.50x the subject's \$152,605 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

143 organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$648	\$2,458	\$12,347	\$32,290	\$60,539	\$75,573
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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 CA 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
Masonic Charities Of Maryland Inc	MD	\$152,882	Grand Secretary	\$9,099	\$9,851	2023
American Legion	AZ	\$152,104	Bartender	\$7,830	\$8,721	2023
Gaines Trace Water District	MS	\$150,924	President	\$396	\$484	2025
South Kamas Irrigation Company	UT	\$154,509	Secretary	\$10,630	\$12,238	2024
Acton Cemetery Inc	TX	\$155,556	Secretary/tr	\$12,000	\$13,901	2023
Chestnut Hill Cemetery Assn	NY	\$149,264	Caretaker	\$23,637	\$24,026	2024
Milton-freewater Oregon Lodge 2146 Benevolent Protective Order Of Elks	OR	\$148,972	Secretary	\$13,500	\$13,739	2025
Free And Accepted Masons Of Ca Maya 793	CA	\$156,398	Secretary	\$10,790	\$10,790	2023
Mississippi Workers Compensation	MS	\$156,980	Executive Director	\$88,812	\$111,264	2024
Sheet Metal Workers Union Local 29	KS	\$147,989	Chairman	\$53,991	\$65,611	2024
Broad Run Baptist Cemetery Association	WV	\$147,810	Vice Chairman	\$5,200	\$6,333	2024
Benv & Protective Order Of Elks 310	ID	\$157,838	Secretary	\$9,500	\$11,075	2025
New Escalante Irrigation Company	UT	\$147,158	President	\$500	\$593	2023
2828 Corbett Inc	OR	\$159,000	President & Ceo	\$51,115	\$53,395	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boston Public School Teachers Retirement	MA	\$145,473	Secretary	\$22,439	\$22,681	2024
Shelby Owls Club Nest 2553 Inc	OH	\$145,274	Secretary/tr	\$29,120	\$34,694	2024
Ifpa Retiree Veba Trust	IL	\$145,198	Trustee	\$86,672	\$95,847	2024
Oakwood Cemetery Association	WI	\$160,126	President	\$300	\$352	2024
Fraternal Order Of Eagles	AK	\$144,953	Secretary	\$3,450	\$3,615	2025
St Joseph Volunteer Fire Department	MN	\$160,570	President	\$300	\$333	2024
Salisbury Township Volunteer Fireman's	PA	\$160,691	President	\$550	\$635	2023
Benevolent & Protective Order Of	AL	\$161,081	Treasurer	\$5,200	\$6,157	2025
Cutchogue Cemetery Association	NY	\$143,463	Superintendent	\$15,607	\$15,863	2024
Fraternal Order Of Eagles 1502	WI	\$161,760	Secretary	\$1,836	\$2,156	2024
Oxford Cemetery Association	PA	\$162,842	Secretary	\$24,730	\$28,560	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **143** organizations. Compensation range \$90–\$301,498; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$152,605); for reference, expenses \$360,880 and assets \$14,439,936. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Michele G Goetz, reported title "TRUSTEE", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Michele G Goetz) 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 143 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,573 is reasonable (approximately the 94th 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.