

Huhlein Memorial Trust

Executive Director / CEO

EIN 386646183

MI · NTEE T90Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Dr George Stege Iii, Executive Director / CEO** (\$4,401) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

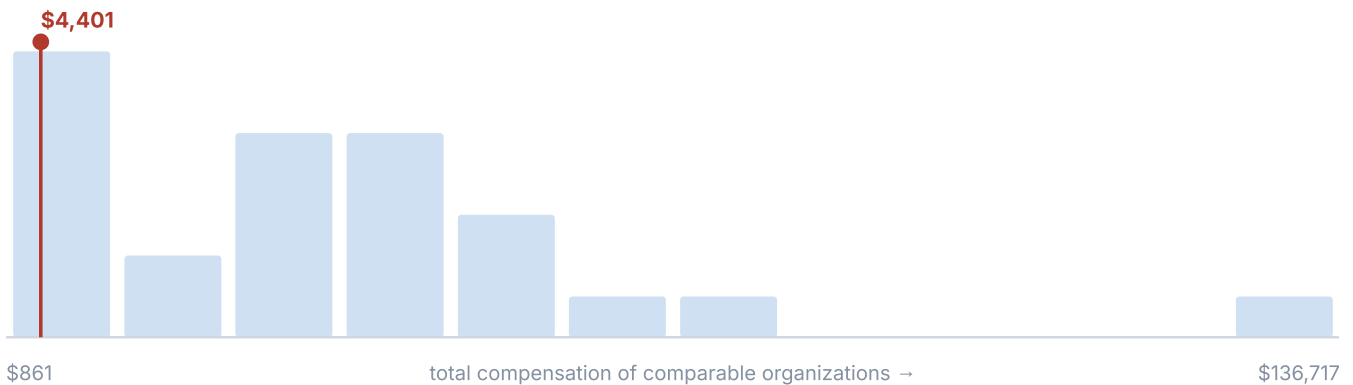
Benchmarked executive: Dr George Stege Iii — reported title "CO-TRUSTEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T90Z).
BUDGET	Total revenue between \$6,537 and \$14,637 — 0.67x to 1.50x the subject's \$9,758 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,520	\$6,563	\$30,254	\$45,772	\$58,697	\$4,401
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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 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
Community Foundation Real Estate	NC	\$9,804	Vp & Secretary	\$29,355	\$30,254	2023
Scholnick Family Foundation	OH	\$10,098	Treasurer	\$40,331	\$42,608	2023
Allen A Bailey Endowment	NC	\$9,405	Exec Dir - N	\$1,688	\$1,740	2023
Otis Wilson Charitable Association	IL	\$9,311	President	\$4,767	\$4,675	2023
Howe Family Foundation	KS	\$9,293	President, Ceo, & Secretary	\$6,270	\$6,563	2024
Community Vision Inc	DC	\$9,218	President	\$21,263	\$18,077	2024
Goodman Supporting Foundation	IL	\$10,653	Vice President & Treasurer	\$143,538	\$136,717	2024
The Judith And Michael Berman Foundation	MN	\$10,747	Director	\$38,377	\$37,825	2023
De Nosotros Foundation Inc	MA	\$8,745	President	\$5,610	\$5,029	2023
Wings Over Memphis Inc	TN	\$8,684	President	\$4,155	\$4,357	2023
Dan River Non-profit Network	VA	\$8,575	Executive Director	\$62,965	\$60,641	2023
Model Transitions Foundation	CA	\$8,273	President/ceo (Started 11/14/22)	\$3,439	\$2,962	2023
The Howard Fund	TN	\$8,089	President - Comm. Fndn. Gr. Chatt.	\$32,548	\$33,146	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kay Andrews Educational Foundation	FL	\$7,340	Officer	\$55,000	\$53,649	2022
Joel H & Lorraine Shapiro Family	MI	\$12,426	Treasurer	\$26,189	\$26,189	2024
Afc Public Foundation	AZ	\$7,056	President	\$924	\$861	2024
Ccf Real Estate Holdings 2	CA	\$7,022	President	\$66,677	\$55,781	2024
Faulkner University Foundation	AL	\$6,900	President	\$48,780	\$52,565	2023
Linda And G Arnold Kaufman	MD	\$6,819	President & Public Dir. Until 07/24	\$30,197	\$27,352	2024
The Molly Lawson Foundation Inc	AZ	\$6,768	Secretary & Treasurer (Thru 12/23) (Non-voting)	\$29,610	\$27,589	2024
Linder Pine Supporting Org	GA	\$12,936	Trustee	\$43,022	\$43,148	2023
Prairie Minerals Foundation	IL	\$13,570	Asst. Treasurer & Asst. Secretary	\$48,056	\$45,772	2024
Cns Healthcare Foundation	MI	\$13,950	Director	\$43,682	\$43,682	2024
For The Children Foundation	MO	\$14,284	Executive Director	\$71,553	\$75,592	2023
Ycc Foundation	UT	\$14,482	Executive Di	\$14,654	\$14,960	2023

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	25 organizations. Compensation range \$861–\$136,717; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$9,758); for reference, expenses \$20,065 and assets \$196,869. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dr George Stege Iii, reported title " <i>CO-TRUSTEE</i> ", 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	20 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	4 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 (Dr George Stege Iii) 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 25 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$4,401 is reasonable (approximately the 16th 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.