

Grand Itasca Foundation

Executive Director / CEO

EIN **411560554**
 MN · NTEE E221
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Brianne Wagner, Executive Director / CEO** (\$41,339) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Brianne Wagner — reported title “Foundation Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E221).
BUDGET	Total revenue between \$182,655 and \$408,930 — 0.67x to 1.50x the subject's \$272,620 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E22), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,956	\$28,570	\$59,619	\$104,498	\$138,130	\$41,339
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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
Educational Foundation Of The Texas Hotel & Lodging Asso	TX	\$276,183	Executive Director	\$118,444	\$119,906	2024
Community Howard Regional	IN	\$279,133	Foundation Director	\$41,880	\$46,016	2023
Gesundheit Institute	IL	\$281,238	Executive Director	\$64,500	\$68,779	2022
Healthalliance Foundation Inc	NY	\$263,181	Ceo (Effective July 2023) Ex Officio	\$80,777	\$76,052	2023
Cmc Missoula Inc	MT	\$262,282	Board Chair	\$5,000	\$5,455	2024
Indiana Healthcare Properties	PA	\$257,120	President/ceo & Chairman	\$42,593	\$44,256	2023
Mercy Health Foundation Fort Scott	KS	\$288,960	President	\$84,648	\$95,282	2023
Island Health & Wellness Foundation	ME	\$255,940	Executive Di	\$33,121	\$34,556	2023
The Medical Center Auxiliary Inc	GA	\$290,180	Director	\$155,492	\$158,226	2024
Kimball Hospital Foundation	NE	\$298,679	Executive Director	\$5,709	\$6,214	2024
Carrie Tingley Hospital Foundation	NM	\$304,234	Executive Di	\$116,064	\$126,335	2024
Auxiliary Of Monongalia General Hospital	WV	\$232,855	Pres/ceo, Mon Health Systems	\$36,373	\$41,033	2023
Herkimer County Health Network Inc	NY	\$318,618	Executive Director	\$89,565	\$81,907	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greene Foundation	OH	\$321,533	Ceo	\$190,042	\$203,705	2024
Medical And Dental Staff Of Holy Cross	MD	\$219,857	President	\$50,000	\$47,308	2024
Burgess Foundation	IA	\$219,525	President/ceo - Bhc Thru 6/2023	\$21,165	\$24,146	2023
Ventura County Medical Resource	CA	\$327,846	Ceo	\$144,088	\$125,917	2024
Upmc Pinnacle Lancaster	PA	\$216,898	President & Coo	\$124,650	\$129,517	2023
Scott & White Foundation Brenham	TX	\$330,072	President/ceo	\$19,113	\$19,921	2023
Health Development Corporation	IN	\$215,119	President	\$27,580	\$29,435	2024
Massena Hospital Foundation Inc	NY	\$333,126	Executive Director	\$66,376	\$60,701	2024
Sarah Bush Lincoln Health	IL	\$198,253	Dir Voluntee	\$24,638	\$24,513	2024
Scheurer Hospital Foundation	MI	\$356,268	Md/ceo Sh	\$19,625	\$19,971	2025
Share Foundation Of Community Hospitals	OH	\$184,367	Director/regional Market President	\$75,084	\$80,482	2024
Ssm Audrain Health Care Inc	MO	\$362,355	Director, President/ceo Of Ssm Health	\$3,002,313	\$3,313,221	2023

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.

■ Sample, role match & sensitivity

PEER COUNT	28 organizations. Compensation range \$5,455–\$3,313,221; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$272,620); for reference, expenses \$347,207 and assets \$1,433,236.
ROLE MATCH	Brianne Wagner, reported title " <i>Foundation Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 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	36 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	46 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 (Brianne Wagner) 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 10, 2026, comparing compensation against 28 similarly situated organizations (Same NTEE sector (E22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,339 is reasonable (approximately the 36th 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 10, 2026.