

# Oak Hills Memorial Foundation Inc

Executive Director / CEO

EIN 411733850

MN · NTEE T30

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Candas Schouvieller, Executive Director / CEO** (\$31,555) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

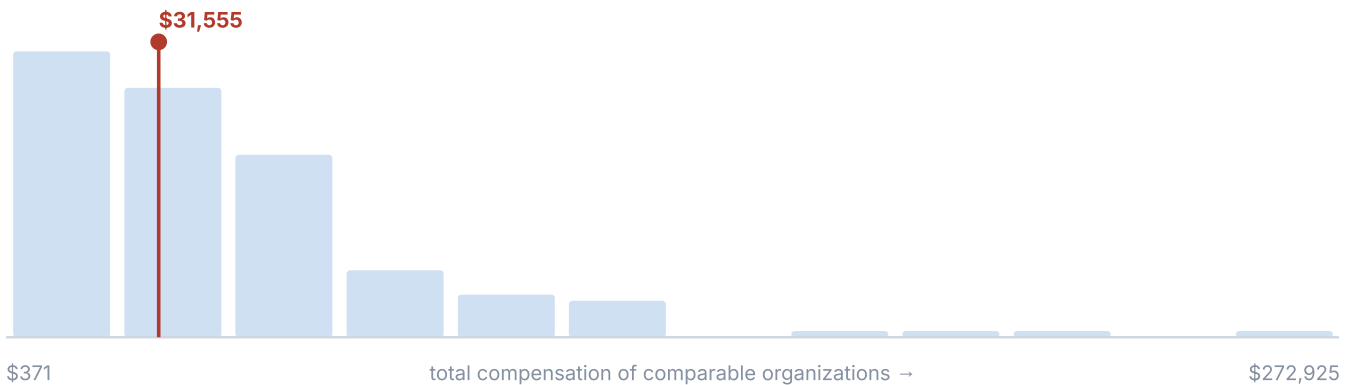
**Benchmarked executive:** Candas Schouvieller — reported title “ADMINISTRATOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$110,976 and \$248,454 — 0.67x to 1.50x the subject's \$165,636 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**146** organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,591	\$16,787	\$36,901	\$59,915	\$96,420	<b>\$31,555</b>
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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="#">Rotary Club Of The Villages Foundation Inc</a>	FL	\$166,275	Treasurer	\$1,200	<b>\$1,111</b>	2025
<a href="#">Berkeley College Foundation</a>	NJ	\$164,413	Executive Director	\$43,966	<b>\$38,703</b>	2025
<a href="#">The Above And Beyond Foundation</a>	IL	\$164,349	Treasurer	\$1,590	<b>\$1,582</b>	2024
<a href="#">Sertoma International Nashville</a>	TN	\$167,054	Executive Director	\$25,000	<b>\$25,910</b>	2025
<a href="#">Oberry Center Foundation Inc</a>	NC	\$167,433	Executive Director	\$55,635	<b>\$58,177</b>	2024
<a href="#">Royal Promise</a>	MN	\$163,641	President	\$3,000	<b>\$3,000</b>	2024
<a href="#">Women In Charge</a>	MO	\$163,296	Co-executive Director	\$9,756	<b>\$10,457</b>	2024
<a href="#">Wallance County Foundation</a>	KS	\$168,299	Chairperson	\$5,088	<b>\$5,563</b>	2024
<a href="#">Canoeing For Kids</a>	SC	\$162,581	Exexecutive Dir	\$31,500	<b>\$33,258</b>	2024
<a href="#">Torch Foundation</a>	CA	\$162,480	President & Ceo	\$151,000	<b>\$135,855</b>	2023
<a href="#">Roswell Sertoma Club Inc</a>	NM	\$160,632	Secretary	\$5,008	<b>\$5,451</b>	2024
<a href="#">David &amp; Ruth Moskowitz Family Charitable</a>	OH	\$160,207	Trustee	\$54,292	<b>\$59,915</b>	2023
<a href="#">The Mascarenas Foundation</a>	TX	\$160,200	Vice President	\$25,500	<b>\$25,815</b>	2024
<a href="#">The Professional Peace Officers Star And</a>	CA	\$171,548	President	\$2,490	<b>\$2,176</b>	2024
<a href="#">Nwa Challenge For Hope Inc</a>	AR	\$158,642	Executive Director	\$28,000	<b>\$32,793</b>	2023
<a href="#">Curing Retinal Blindness</a>	OH	\$158,539	Ceo	\$49,332	<b>\$54,440</b>	2023
<a href="#">Texas Christian Foundation</a>	TX	\$173,694	Relationship Manager	\$103,507	<b>\$104,785</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Steps Together A Nj Non Profit</a>	NJ	\$175,905	Executive Director	\$15,400	<b>\$14,326</b>	2023
<a href="#">The Murdock Fund</a>	MA	\$175,959	Treasurer	\$1,500	<b>\$1,364</b>	2024
<a href="#">Deron Cherry Charitable Foundation</a>	MO	\$176,208	Executive Dir.	\$30,000	<b>\$32,157</b>	2024
<a href="#">Chase Brexton Realty Inc</a>	MD	\$155,000	Vice President	\$82,902	<b>\$78,438</b>	2024
<a href="#">Hope's In Nfp</a>	IL	\$154,887	Director	\$56,249	<b>\$55,965</b>	2024
<a href="#">Rogers Public Library Foundation</a>	AR	\$178,304	Executive Director	\$44,000	<b>\$50,053</b>	2024
<a href="#">Jewish Foundation For Group Homes</a>	MD	\$152,614	Makom's Ceo	\$49,503	<b>\$46,837</b>	2024
<a href="#">Friends Of Mend Inc</a>	NJ	\$152,157	Treasurer	\$18,012	<b>\$16,275</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	<b>146</b> organizations. Compensation range \$371–\$272,925; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$165,636); for reference, expenses \$180,703 and assets \$1,361,725.
ROLE MATCH	Candas Schouvieller, reported title <i>"ADMINISTRATOR"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	44 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	77 <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 (Candas Schouvieller) 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 146 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,555 is reasonable (approximately the 44<sup>th</sup> 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.