

Edina Education Fund

Executive Director / CEO

EIN 411991929

MN · NTEE B99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kathryn Rendleman, Executive Director / CEO** (\$60,008) against **every comparable organization** that fit the selection criteria — **424** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

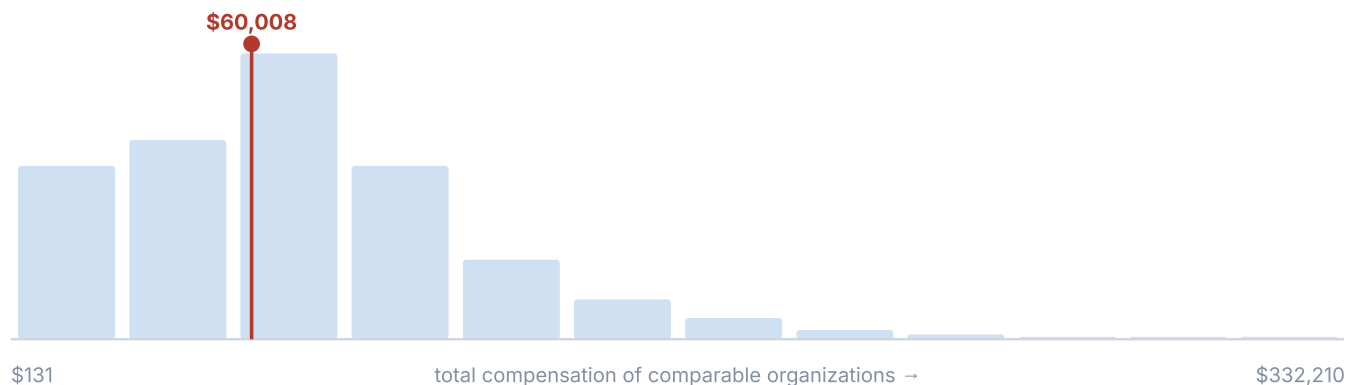
Benchmarked executive: Kathryn Rendleman — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$300,304 and \$672,324 — 0.67x to 1.50x the subject's \$448,216 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

424 organizations qualified on sector, size, and geography → **424** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,880	\$41,144	\$68,529	\$95,533	\$130,346	\$60,008
----------	----------	----------	----------	-----------	----------



● 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
Derry Preschool Inc	PA	\$450,059	Treasurer	\$55,000	\$55,508	2025
Romanza St Augustine Inc	FL	\$446,105	President	\$4,000	\$4,019	2023
Business History Conference	DE	\$451,653	Secretary	\$20,000	\$20,343	2024
Uncw Research Foundation	NC	\$444,105	President	\$54,419	\$56,906	2025
Catch The Next Inc	TX	\$443,997	Ceo	\$100,223	\$107,221	2023
Empire 8	NY	\$453,359	Commissioner	\$181,158	\$170,052	2024
Mychild'scancer Inc	NJ	\$454,068	President / Secretary / Executive Director	\$26,000	\$24,827	2023
Mala'ai	HI	\$442,003	Former Executive Director	\$73,360	\$68,229	2024
The Landing Place Inc	IN	\$441,860	Director	\$62,500	\$68,468	2024
Botanical Bus	CA	\$455,172	Exec Direc/ Board Pres	\$74,880	\$69,152	2023
Partners In Change Inc	GA	\$455,719	Ceo, Vice Board Chair	\$5,000	\$5,377	2023
East Side Institute For Group And Short	NY	\$440,618	Executive Director	\$90,000	\$86,978	2023
Spirit Of Youth	AK	\$457,289	Executive Dir.	\$88,833	\$88,224	2024
Vermont Energy Education Program Inc	VT	\$457,395	Executive Director	\$74,504	\$77,900	2024
Cobalt Community Research	MI	\$438,520	President/ce	\$140,000	\$150,111	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Duxbury Student Union Association	MA	\$438,132	Executive Director	\$94,389	\$90,714	2023
Science And Entrepreneurship Exchange	IL	\$458,706	Secretary	\$73,655	\$77,443	2023
Global Education Center	TN	\$458,936	Executive Director	\$44,400	\$47,232	2025
Pupusas For Education	NC	\$437,399	Executive Dir.	\$2,760	\$2,962	2024
Communities In Schools	NC	\$459,583	Executive Dir.	\$58,102	\$64,207	2023
Heritage Museum Of Asian Art	IL	\$459,798	Treasurer	\$62,500	\$63,830	2024
Usa Homestays Inc	IN	\$436,143	President	\$88,000	\$99,250	2023
Upper Valley Trails Alliance	VT	\$460,319	Executive Di	\$79,508	\$83,133	2024
Arbutus Folk School	WA	\$460,522	Executive Di	\$51,093	\$47,519	2024
Daniel Academy Atlanta	GA	\$435,866	Ceodirector	\$22,100	\$23,084	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 2025 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 **424** organizations. Compensation range \$131–\$332,210; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$448,216); for reference, expenses \$507,814 and assets \$200,617.

ROLE MATCH	Kathryn Rendleman, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	43rd
Total compensation (D + F), as reported (no adjustments)	44th
Reportable pay only (column D), adjusted	44th
All sources (D + E + F), adjusted	38th

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 (Kathryn Rendleman) 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 424 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,008 is reasonable (approximately the 43rd 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.