

Hedin-hartnagel Memorial Fund

Executive Director / CEO

EIN 416159209
 MN · NTEE B82Z
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Erin Augustin, Executive Director / CEO** (\$9,996) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

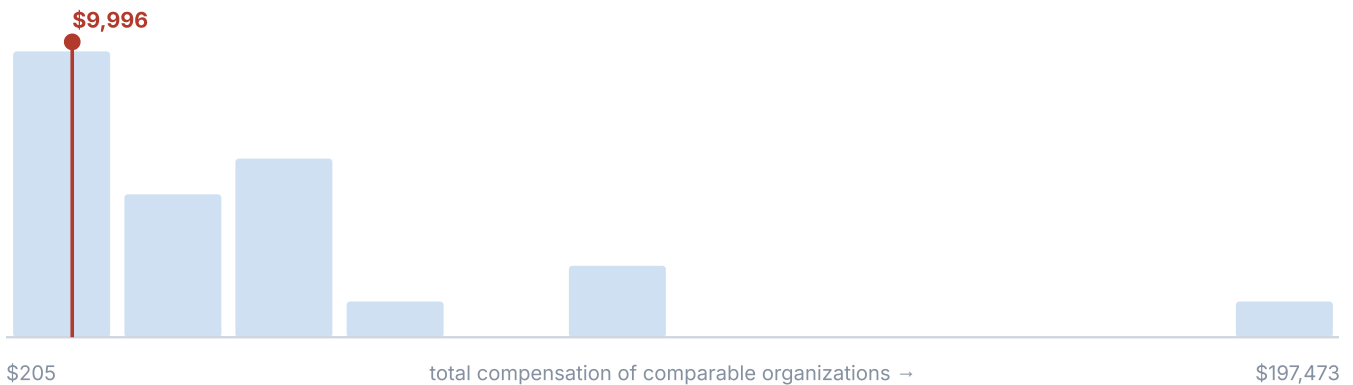
SECTOR Organizations sharing the subject's NTEE classification (B82Z).

BUDGET Total revenue between \$21,577 and \$48,307 — 0.67x to 1.50x the subject's \$32,205 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,269	\$13,942	\$21,339	\$44,368	\$82,499	\$9,996
---------	----------	----------	----------	----------	---------



■ 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
Advertising Education Foundation Of	TX	\$33,851	Secretary	\$5,500	\$5,269	2025
Lansing Kansas Scholarship Fund Inc	KS	\$34,342	Treasurer	\$5,000	\$5,310	2024
Casper College Education Trust	WY	\$28,887	Executive Director	\$43,990	\$46,304	2024
Blue Rose Compass Inc	NJ	\$36,444	Executive Director	\$225,000	\$197,473	2024
Plumbers & Pipefitters Local 104 Scholarship Fund	MA	\$27,060	President	\$90,715	\$82,499	2023
American Chiropractic Foundation	VA	\$26,437	Executive Vice President	\$17,826	\$17,419	2023
Kathryn Long Scholarship Fund	WI	\$38,095	Co-trustee	\$3,818	\$3,819	2025
Vicki Romero Foundation	AZ	\$39,354	President	\$19,350	\$18,293	2024
Mcfarlane-cure Charitable Trust	WI	\$23,904	Trustee	\$200	\$205	2024
Local 417 Scholarship Fund	NY	\$22,978	Trustee	\$108,364	\$93,774	2025
Achieving Academic Success	CO	\$22,822	Executive Director	\$17,050	\$16,071	2024
The John Tramontano Jr Educational	PA	\$42,298	President/tr	\$14,222	\$13,942	2024
Wisconsin State Telecommunications	WI	\$43,175	Treasurer, S	\$20,190	\$21,339	2023
California Association Of Winegrape	CA	\$43,379	Executive Di	\$18,609	\$15,796	2024
Pine Cone Foundation	CA	\$45,312	President/cfo	\$50,000	\$42,441	2024
Printing Industry Assoc Of Ga	GA	\$45,988	Ex-officio	\$6,933	\$7,055	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Clean Slate E3 Inc	PA	\$46,304	President	\$45,261	\$44,368	2024
Cahp Foundation Trust	CA	\$46,539	Trustee	\$41,152	\$34,930	2024
Ibewing Local 8 Scholarship Fund	OH	\$46,880	Trustee	\$55,355	\$59,335	2023
Illinois Retail Merchants Association	IL	\$47,132	Treasurer	\$43,138	\$41,688	2024
Annie J Maccoll Charitable Trust	FL	\$47,878	Trustee	\$22,519	\$21,409	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 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 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	21 organizations. Compensation range \$205–\$197,473; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$32,205); for reference, expenses \$15,948 and assets \$1,080,934. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Erin Augustin, reported title " <i>EXECUTIVE SECRETARY</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	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	24 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	24 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 (Erin Augustin) 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 13, 2026, comparing compensation against 21 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,996 is reasonable (approximately the 24th 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 13, 2026.