

Oakleaf Endowment Trust For

Executive Director / CEO

EIN 416469031

MN · NTEE T11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anne E Stavney, Executive Director / CEO** (\$115,676) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Anne E Stavney — reported title “CHAIR”, 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 (T11).
BUDGET	Total revenue between \$292,613 and \$655,104 — 0.67x to 1.50x the subject's \$436,736 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,775	\$17,450	\$34,786	\$58,537	\$100,717	\$115,676
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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
Gray Family Foundation	OR	\$435,106	Asst Treasurer/asst Secretary	\$85,232	\$80,103	2024
The Israel & Sylvia Goldberg Family	AL	\$434,176	Secretary	\$8,500	\$9,293	2024
Casa Esperanza Endowment Foundation	NM	\$445,205	Executive Di	\$53,041	\$57,735	2024
River Valley Charter School Foundation	MA	\$446,702	Committee Member	\$15,327	\$13,580	2025
Powerquest Worldwide Ltd	NC	\$426,209	President	\$85,000	\$91,510	2023
Peggy & John Garson Family Foundation	OH	\$425,359	Treasurer Thru 10/6/2022	\$40,331	\$44,507	2023
Dane County Multi-agency Center Inc	WI	\$450,061	Co-president	\$33,572	\$35,483	2024
Make-a-wish Foundation Guam	GU	\$416,583	President Ceo	\$72,931	\$72,931	2024
Fwrn Support Corporation	IN	\$458,024	Ceo	\$40,226	\$42,931	2024
Colorado Springs Child Nursery Ctr Foundation	CO	\$461,370	Trustee	\$27,807	\$26,984	2024
Roy Maas' Youth Alternatives Foundation	TX	\$405,649	Chief Executive Officer	\$8,822	\$9,195	2023
Pearlstone Family Fund Inc	MD	\$400,400	President & Public Dir. Until 07/24	\$30,197	\$28,571	2024
The Hoffer Family Foundation	AZ	\$400,217	President	\$11,071	\$10,775	2024
Lindengrove Foundation Inc	WI	\$474,792	Ceo	\$31,737	\$34,534	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Presidents Athletic Conference	PA	\$482,308	Pac Commissioner	\$178,137	\$185,092	2023
Toulouse Commercial Inc	LA	\$388,480	Secretary	\$11,380	\$12,682	2024
Texas Fallen Officer Foundation	TX	\$387,292	President	\$50,805	\$51,432	2024
The Henry Mize Charitable	MS	\$487,553	Director	\$300	\$348	2023
Youth Emergency Services Foundation	WY	\$491,033	Executive Di	\$94,424	\$102,327	2024
United Way Of Lincoln And Lancaster	NE	\$379,956	Executive Director	\$19,636	\$20,823	2025
Fraternal Order Of Police Lodge 5	PA	\$496,981	President	\$22,702	\$22,912	2024
Community Foundations National Standards	DC	\$503,266	Executive Director	\$18,720	\$17,116	2023
Alliance Initiatives Fund Inc	IN	\$367,694	President & Ceo Cfa	\$13,510	\$14,844	2023
Pipkin Charitable Foundation	CA	\$366,135	Board Member	\$34,044	\$30,630	2023
California Foundation For Commerce	CA	\$365,791	President	\$78,818	\$68,878	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.

■ Sample, role match & sensitivity

PEER COUNT **61** organizations. Compensation range \$348–\$513,289; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$436,736); for reference, expenses \$180,237 and assets \$3,401,034. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Anne E Stavney, reported title " <i>CHAIR</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	49 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	93 rd
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Anne E Stavney) 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 61 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$115,676 is reasonable (approximately the 93rd 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.