

Hastings College Foundation

Executive Director / CEO

EIN 510247972
 NE · NTEE B11
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Karloff, Executive Director / CEO** (\$14,228) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Michael Karloff — reported title “INTERIM EXEC DIRECTOR (END 1/2023)”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

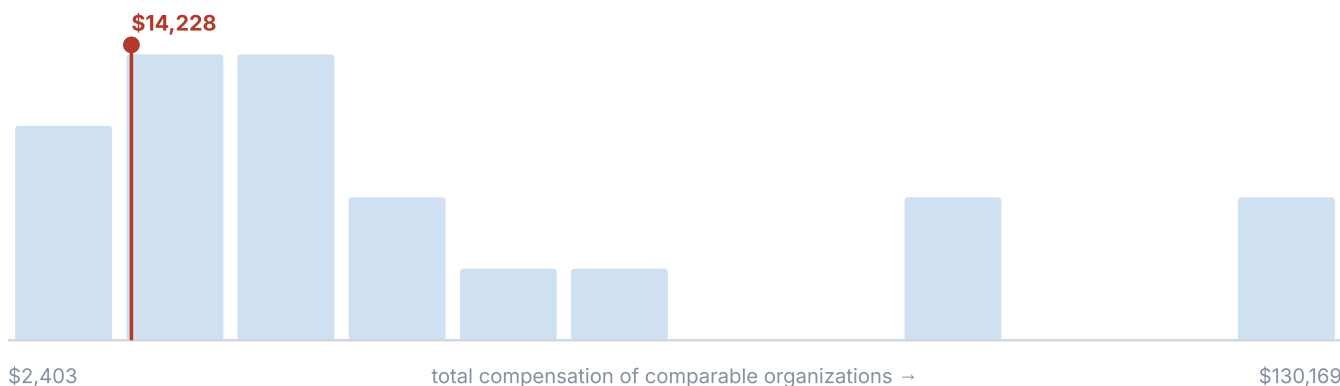
SECTOR Organizations sharing the subject's NTEE classification (B11).

BUDGET Total revenue between \$25,808 and \$57,780 — 0.67x to 1.50x the subject's \$38,520 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,335	\$18,063	\$28,792	\$54,036	\$98,944	\$14,228
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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 NE 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
Coachella Valley Unified School District	CA	\$39,498	President	\$21,198	\$17,019	2023
Green Town Properties Inc	NC	\$39,550	President	\$91,458	\$87,862	2023
Alleghany Highlands Regional Library Foundation	VA	\$39,981	Secretary	\$22,953	\$19,498	2025
West Dallas Community School Foundation	TX	\$36,355	Executive Director	\$30,958	\$28,792	2023
Ahu Ili	HI	\$36,344	President	\$38,289	\$30,957	2024
Kipp St Louis Facilities Fund	MO	\$40,853	Chairman	\$51,519	\$50,733	2023
Marian Middle School Supporting Organiza	MO	\$34,193	President	\$19,976	\$19,107	2024
Jakc Foundation	KS	\$43,884	Chief Executive Officer	\$14,942	\$14,578	2024
Go Topeka Etlc Support Corporation	KS	\$45,915	President	\$34,884	\$35,039	2023
Slover Library Foundation	VA	\$28,481	Chairman & President	\$145,000	\$130,169	2023
The Freidenrich Support Foundation	CA	\$26,259	Director/secretary/treasurer	\$31,436	\$24,514	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Kinkaid Investments Foundation	TX	\$25,940	Cfo	\$42,194	\$39,242	2023
The Drost Family Foundation	NY	\$52,606	Trustee	\$2,860	\$2,403	2023
Barat Education Foundation	IL	\$52,959	Treasurer	\$3,000	\$2,595	2025
The Ivy Foundation	VA	\$54,330	Executive Director	\$104,004	\$93,366	2023
Junior Achievement Of Eastern Iowa	IA	\$54,804	Authorized Agent	\$8,616	\$8,520	2024
Wilson Area Partners In Education Founda	PA	\$57,003	Executive Director	\$29,446	\$27,302	2023
Charles Henry Leach li Fund For Duquesne University	PA	\$57,036	Pres/director	\$134,644	\$121,257	2024
Berea College Leverage Lender Inc	KY	\$57,546	President/as President Of Berea College/director	\$57,401	\$57,338	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 19 organizations. Compensation range \$2,403–\$130,169; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$38,520); for reference, expenses \$0 and assets \$1,279,917.
Revenue and expenses diverge this year — revenue may misrepresent operating size;

weigh the expense-based view.

ROLE MATCH	Michael Karloff, reported title " <i>INTERIM EXEC DIRECTOR (END 1/2023)</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	15 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	32 nd

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 (Michael Karloff) 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 19 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,228 is reasonable (approximately the 16th 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.