

# Anoka Hennepin Credit Union

Executive Director / CEO

EIN 812373578

MN · NTEE T30

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jeff Claussen, Executive Director / CEO** (\$39,821) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jeff Claussen — reported title “TREASURER”, 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).

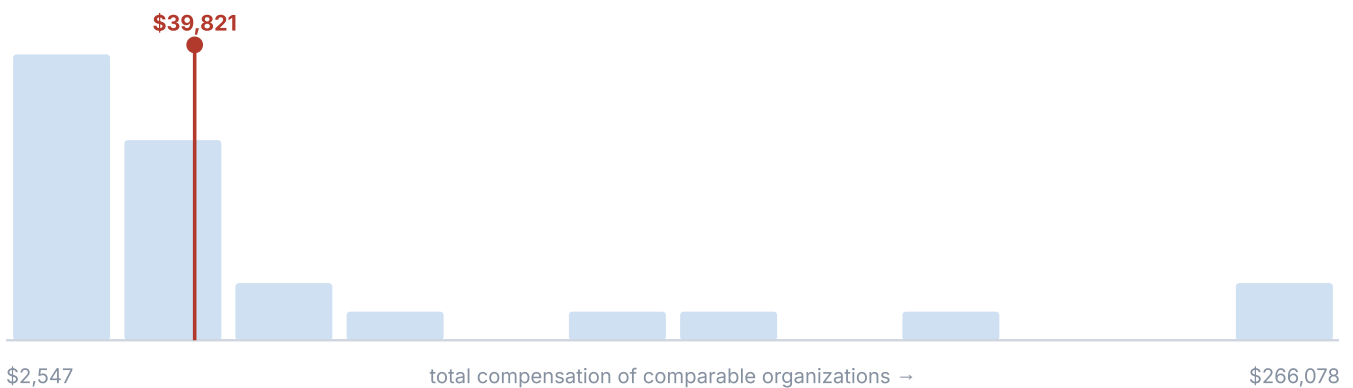
**BUDGET** Total revenue between \$22,160 and \$49,614 — 0.67x to 1.50x the subject's \$33,076 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,317	\$20,949	\$26,572	\$52,229	\$174,272	\$39,821
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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="#">Wagner Descendant's Foundation</a>	IL	\$33,620	Secretary	\$121,518	<b>\$120,904</b>	2023
<a href="#">Tena &amp; Fred Oates Foundation</a>	SC	\$31,843	Secretary	\$245,029	<b>\$251,278</b>	2024
<a href="#">Tesomas Alumni Camping Trust</a>	WI	\$31,588	Scout Executive/secretary	\$41,309	<b>\$42,408</b>	2024
<a href="#">Zlotoff Family Support Foundation</a>	MI	\$34,634	Treasurer	\$26,189	<b>\$26,572</b>	2024
<a href="#">Unc Health Rockingham</a>	NC	\$36,401	Director	\$47,207	<b>\$49,364</b>	2023
<a href="#">Hope Church Endowment Fund</a>	MI	\$36,762	Director	\$50,000	<b>\$52,229</b>	2023
<a href="#">Griffith Centers For Children</a>	CO	\$29,137	President/ceo	\$144,760	<b>\$136,447</b>	2024
<a href="#">The Opaline Fund</a>	CA	\$28,311	Treasurer/asst. Sec./direc	\$50,736	<b>\$43,065</b>	2024
<a href="#">Gershenson Family Support Foundation</a>	MI	\$37,876	Secretary/treasurer	\$26,189	<b>\$26,572</b>	2024
<a href="#">Local 2222 Ibew Benevolent Fund Tr</a>	MA	\$38,181	President Trustee/ Retired 12/2023- Deceased	\$8,510	<b>\$7,739</b>	2023
<a href="#">Shaevsky Family Foundation</a>	MI	\$38,406	Treasurer	\$26,189	<b>\$26,572</b>	2024
<a href="#">Foundation Property Inc</a>	PA	\$38,813	President/ceo	\$23,750	<b>\$23,969</b>	2023
<a href="#">Btcf Resources Inc</a>	MA	\$39,006	Interim President/ceo, Eff. 9/2024	\$38,088	<b>\$33,644</b>	2024
<a href="#">North Hudson Community Action</a>	NJ	\$39,288	Director	\$3,399	<b>\$2,906</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Foundation Inc</a>						
<a href="#">Boston Charitable Trust Fund</a>	MA	\$39,359	Cfo, Collector-treasurer	\$27,099	<b>\$23,938</b>	2024
<a href="#">Hudson Headwaters Health Foundation Inc</a>	NY	\$40,105	Ceo Of Hhhn & Ex Officio	\$86,967	<b>\$77,249</b>	2024
<a href="#">Norman And Judith Jo Kreiss Family Fdn</a>	CA	\$25,866	Treasurer	\$3,000	<b>\$2,547</b>	2024
<a href="#">Ncf Corporation</a>	FL	\$25,000	Former Director/president	\$42,642	<b>\$40,541</b>	2023
<a href="#">Make A Difference Endowment Inc</a>	AL	\$24,472	President/ Executive Direc	\$182,459	<b>\$199,489</b>	2023
<a href="#">Perlman Family Foundation Inc</a>	NJ	\$41,826	Secretary And Treasurer	\$11,500	<b>\$10,391</b>	2023
<a href="#">Albi Fund Institute And Lab</a>	CA	\$24,309	President & Ceo (As Of 12/1/2024)	\$25,798	<b>\$21,898</b>	2024
<a href="#">Ccarc Foundation Inc</a>	CT	\$43,262	Ceo	\$22,077	<b>\$20,949</b>	2023
<a href="#">John O Anthony</a>	TX	\$44,310	Trustee	\$5,304	<b>\$5,369</b>	2023
<a href="#">Civie And Earl Pertnoy Family</a>	FL	\$45,067	Board Member	\$279,869	<b>\$266,078</b>	2023
<a href="#">Downtown South Bend Inc Foundation</a>	IN	\$49,393	Exec Directo	\$13,631	<b>\$14,130</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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	25 organizations. Compensation range \$2,547–\$266,078; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$33,076); for reference, expenses \$19,955 and assets \$49,091.
ROLE MATCH	Jeff Claussen, reported title "TREASURER", 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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	76 <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 (Jeff Claussen) 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 10, 2026, comparing compensation against 25 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,821 is reasonable (approximately the 56<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.