

# Namic Mutual Insurance Foundation

Executive Director / CEO

EIN 822815065  
 IN · NTEE B82  
 FY ending 2024-04-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Sarah Schnettler, Executive Director / CEO** (\$41,231) against **every comparable organization** that fit the selection criteria — **115** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Sarah Schnettler — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$88,037 and \$197,098 — 0.67x to 1.50x the subject's \$131,399 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

**115** organizations qualified on sector, size, and geography → **115** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,065	\$12,373	\$33,212	\$57,765	\$85,109	\$41,231
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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 IN 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="#">Entrepreneurs Scholarship Program</a>	TX	\$132,075	Director	\$375	<b>\$366</b>	2023
<a href="#">Alpha Educational Foundation-ddl Inc</a>	FL	\$130,244	Executive Director	\$23,600	<b>\$21,023</b>	2024
<a href="#">South Dakota Retailers Association</a>	SD	\$129,954	Executive Di	\$20,203	<b>\$21,143</b>	2024
<a href="#">William Paul Hatfield Scholarship Trust</a>	MO	\$129,818	Trustee	\$48,615	<b>\$48,827</b>	2024
<a href="#">Oregon Turfgrass Foundation</a>	OR	\$129,438	Executive Director	\$12,991	<b>\$11,440</b>	2024
<a href="#">St Ursula Academy Scholarship Granting</a>	OH	\$134,005	President	\$16,697	<b>\$16,770</b>	2024
<a href="#">Police Benevolent Associaton</a>	FL	\$134,541	President	\$11,611	<b>\$10,649</b>	2023
<a href="#">Baptist Medical Dental Fellowship</a>	AL	\$134,845	Executive Dir.	\$54,000	<b>\$56,954</b>	2023
<a href="#">Stanley Scholarship Funds Inc</a>	ND	\$127,935	President	\$2,900	<b>\$3,018</b>	2024
<a href="#">Mahoning Valley College Access</a>	OH	\$127,712	Executive Director	\$64,708	<b>\$64,990</b>	2024
<a href="#">Misa Foundation</a>	VA	\$127,195	President	\$63,240	<b>\$57,902</b>	2024
<a href="#">St Louis Association Of Credit</a>	IL	\$126,306	President	\$24,402	<b>\$22,162</b>	2025
<a href="#">Laborers' Local 300 Scholarship Fund</a>	CA	\$136,560	Chairman/trustee	\$163,840	<b>\$134,157</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Monster Education Foundation Nfp</a>	IL	\$136,651	Executive Director-President	\$7,200	<b>\$6,712</b>	2024
<a href="#">Yuda Bands</a>	UT	\$136,783	Secretary	\$28,500	<b>\$27,660</b>	2024
<a href="#">Centennial Education Foundation</a>	PA	\$137,344	Executive Director	\$16,154	<b>\$15,276</b>	2024
<a href="#">Oregon Education Assoc Foundation</a>	OR	\$138,017	Oea President	\$33,341	<b>\$29,360</b>	2024
<a href="#">Massachusetts Soldiers Legacy Fund</a>	MA	\$124,561	Director	\$105,146	<b>\$89,598</b>	2024
<a href="#">Educational Foundation Of The</a>	AL	\$121,978	Ceo	\$151,303	<b>\$151,006</b>	2025
<a href="#">Educate Lanka Foundation Inc</a>	MD	\$141,292	Executive Director	\$126,000	<b>\$111,704</b>	2024
<a href="#">Olentangy Education Foundation</a>	OH	\$141,530	Executive Di	\$41,730	<b>\$41,912</b>	2024
<a href="#">Hardrock Hundred Endurance Run</a>	CO	\$143,862	Event Director, Ex Officio	\$3,000	<b>\$2,728</b>	2024
<a href="#">The Weinreb-berenda-carter Foundation Inc</a>	NY	\$144,674	Secy-treas./director	\$23,000	<b>\$19,708</b>	2024
<a href="#">Pennsylvania Pharmacists</a>	PA	\$145,417	Secretary/tr	\$12,566	<b>\$12,234</b>	2023
<a href="#">The Grandville Education Foundation</a>	MI	\$145,647	Exec Directo	\$15,250	<b>\$14,542</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	115 organizations. Compensation range \$366–\$315,377; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$131,399); for reference, expenses \$166,272 and assets \$462,163.
ROLE MATCH	Sarah Schnettler, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	88 <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 (Sarah Schnettler) 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 115 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,231 is reasonable (approximately the 59<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 9, 2026.