

Friends Of Finland And Community

Executive Director / CEO

EIN 830494175

MN · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Honor Schauland, Executive Director / CEO** (\$38,628) against **every comparable organization** that fit the selection criteria — **320** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Honor Schauland — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S20).

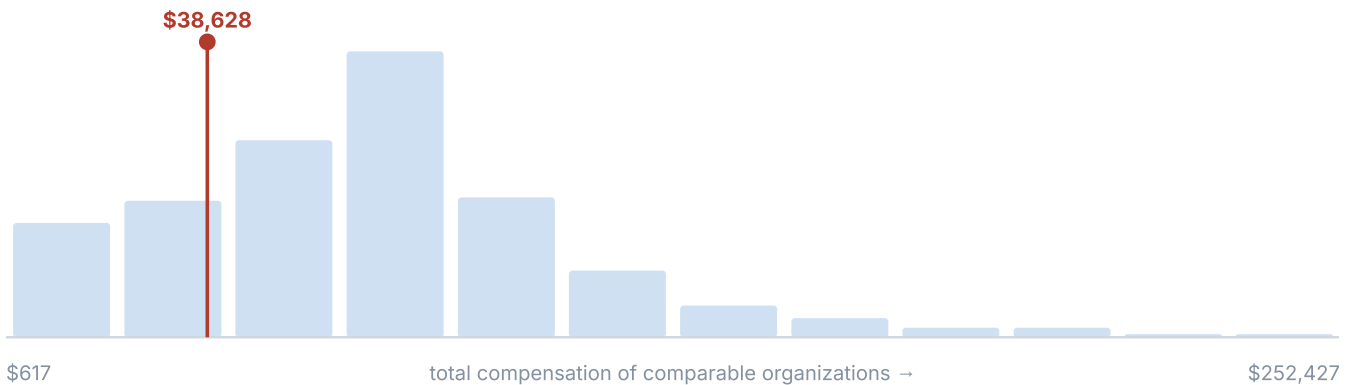
BUDGET Total revenue between \$265,484 and \$594,367 — 0.67x to 1.50x the subject's \$396,245 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

320 organizations qualified on sector, size, and geography

→ **320** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,231	\$43,760	\$67,801	\$87,402	\$118,334	\$38,628
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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
Renewall Inc	WV	\$396,012	Executive Dir.	\$42,700	\$48,171	2023
The Tatanka Funds Incorporated	SD	\$396,706	Executive Director (Thru July 24)	\$69,954	\$78,133	2024
Westtown Community Development Corp	OH	\$398,892	Executive Di	\$84,078	\$90,123	2024
Watershed Human And Community Development Agency Inc	AR	\$399,384	Treasurer	\$30,034	\$35,175	2023
Southern Palmetto Foundation	SC	\$392,774	President And Ceo	\$79,281	\$83,704	2024
Seedleaf Inc	KY	\$392,362	Executive Director	\$65,000	\$70,674	2024
Stuart Main Street Assoc Inc	FL	\$401,086	Executive Director	\$66,090	\$62,833	2024
Centro Nueva Creacion	PA	\$391,102	Director	\$45,040	\$46,798	2023
Carpenters For Hope Charitable	MA	\$390,948	President	\$131,734	\$123,341	2023
Whitestone Community Association	AK	\$402,005	Secretary	\$13,824	\$13,375	2024
The Montgomery Institute	MS	\$402,323	President	\$52,000	\$58,612	2024
Holy Ghost Association Inc	MA	\$402,345	Asst Treasurer	\$18,221	\$17,060	2023
San Antonio Fighting Back Inc	TX	\$389,892	President/di	\$17,344	\$18,076	2023
Ripley County Caring Community	MO	\$403,145	Executive Di	\$50,715	\$54,361	2024
Hamilton Partnership For Paterson Inc	NJ	\$403,168	Former Exec Dir	\$72,000	\$65,058	2024
West Brighton Community	NY	\$388,047	Executive Di	\$80,000	\$73,160	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vancouvers Downtown Association	WA	\$387,829	Executive Director	\$90,000	\$83,955	2023
Engage Winona	MN	\$404,673	Executive Director	\$68,000	\$68,000	2024
Bison Boosters Club Of Milnor Nd	ND	\$387,613	President	\$540	\$617	2023
Vp Community Impact Foundation	MO	\$387,402	Director	\$139,313	\$153,740	2023
Anacostia Trails Heritage Area Inc	MD	\$405,305	Executive Director	\$84,612	\$77,992	2025
Flatland Productions Inc	TX	\$386,794	Vp/secretary	\$112,800	\$117,566	2023
Streets Are For Everyone	CA	\$406,388	Executive Dir.	\$27,375	\$23,923	2024
Renew Moline Inc	IL	\$385,922	Executive Director	\$132,242	\$131,573	2024
One Wake	NC	\$407,238	Executive Director	\$109,791	\$114,808	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 320 organizations. Compensation range \$617–\$252,427; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$396,245); for reference, expenses \$476,088 and assets \$278,819.

ROLE MATCH Honor Schauland, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 11 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	19 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 (Honor Schauland) 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 320 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,628 is reasonable (approximately the 23rd 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.