

# Utah Foundation

Executive Director / CEO

EIN 870199245

UT · NTEE W99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shawn Teigen, Executive Director / CEO** (\$162,747) 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 **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Shawn Teigen — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (W99).

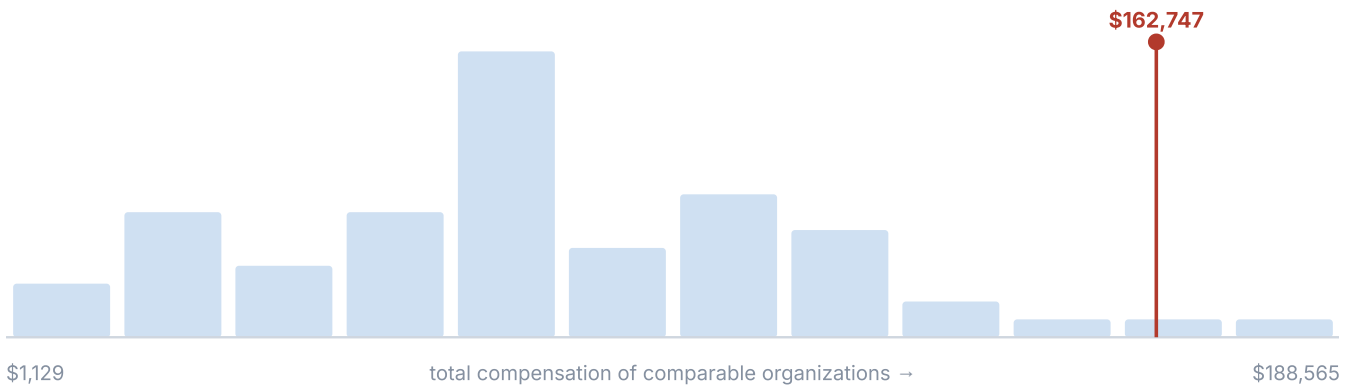
**BUDGET** Total revenue between \$317,136 and \$710,007 — 0.67x to 1.50x the subject's \$473,338 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (W99), 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



\$21,889	\$52,560	\$74,630	\$99,057	\$119,918	\$162,747
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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 UT 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="#">Migrants Foundation Inc</a>	FL	\$474,218	Executive Director	\$85,008	<b>\$78,027</b>	2024
<a href="#">Samaritan's Hand Inc</a>	WI	\$470,813	Executive Director	\$72,100	<b>\$75,745</b>	2023
<a href="#">Corporation For New Jersey Local Media</a>	NJ	\$480,160	Executive Director	\$25,000	<b>\$22,453</b>	2023
<a href="#">Fort Lawn Community Center Inc</a>	SC	\$481,698	Exec Director	\$72,000	<b>\$73,391</b>	2024
<a href="#">Brazilian Resource Center Inc</a>	MA	\$484,505	President	\$85,000	<b>\$74,630</b>	2024
<a href="#">Kansas Association Of Community</a>	KS	\$485,510	Executive Di	\$57,790	<b>\$59,428</b>	2025
<a href="#">The Salvation Army Albuquerque Residences Inc</a>	CA	\$453,092	President	\$32,694	<b>\$28,399</b>	2023
<a href="#">Moral Compass Federation Inc</a>	VA	\$445,112	Ceo, Vice President	\$80,659	<b>\$76,093</b>	2024
<a href="#">Us Marshals Survivors Benefit Fund</a>	MT	\$502,453	Executive Dir.	\$55,200	<b>\$59,854</b>	2023
<a href="#">Rjok Foundation</a>	OK	\$429,260	President	\$91,700	<b>\$98,658</b>	2024
<a href="#">Options For Women Mankato</a>	MN	\$519,724	Former Executive Director	\$70,375	<b>\$69,951</b>	2023
<a href="#">Prospect Business Association</a>	MO	\$522,442	Executive Director	\$110,833	<b>\$118,085</b>	2023
<a href="#">Arena Fire Board</a>	WI	\$423,367	Fire Chief	\$2,500	<b>\$2,551</b>	2024
<a href="#">Care Lab</a>	DC	\$422,364	Executive Director	\$135,832	<b>\$119,902</b>	2023
<a href="#">Sead Project</a>	MN	\$526,122	Co-director	\$75,000	<b>\$72,409</b>	2024
<a href="#">Designed Healthy Living Inc</a>	VA	\$530,387	President/ceo	\$123,950	<b>\$116,934</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">In The Weeds</a>	CO	\$415,629	Executive Dir.	\$64,434	<b>\$60,367</b>	2024
<a href="#">Northwest Hub</a>	OR	\$409,241	Executive Di	\$55,502	<b>\$50,360</b>	2024
<a href="#">Noe Valley Association</a>	CA	\$405,291	Exec/secr	\$42,000	<b>\$35,435</b>	2024
<a href="#">Radian Placematters Inc</a>	CO	\$543,160	Executive Di	\$135,143	<b>\$130,353</b>	2023
<a href="#">New York Appleseed Inc</a>	NY	\$543,962	Executive Dir.	\$135,823	<b>\$119,918</b>	2024
<a href="#">Raising Multicultural Kids</a>	MA	\$402,135	Ex. Director	\$86,800	<b>\$74,247</b>	2025
<a href="#">Allegheny Force Football Club</a>	PA	\$400,190	Director Of Coaching	\$52,395	<b>\$52,560</b>	2023
<a href="#">Dress For Success Denver</a>	CO	\$399,056	Executive Director	\$77,598	<b>\$74,848</b>	2023
<a href="#">Cdfi Friendly Tulsa Inc</a>	OK	\$548,081	Executive Director	\$120,191	<b>\$129,311</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	61 organizations. Compensation range \$1,129–\$188,565; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$473,338); for reference, expenses \$560,567 and assets \$460,876.
ROLE MATCH	Shawn Teigen, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	93 <sup>rd</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 (Shawn Teigen) 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 (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$162,747 is reasonable (approximately the 97<sup>th</sup> 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.