

# Center For Anthroposophical Endeavors

Executive Director / CEO

EIN 911512844

WA · NTEE O40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Frank Dauenhauer, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 51<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Frank Dauenhauer — 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 (O40).

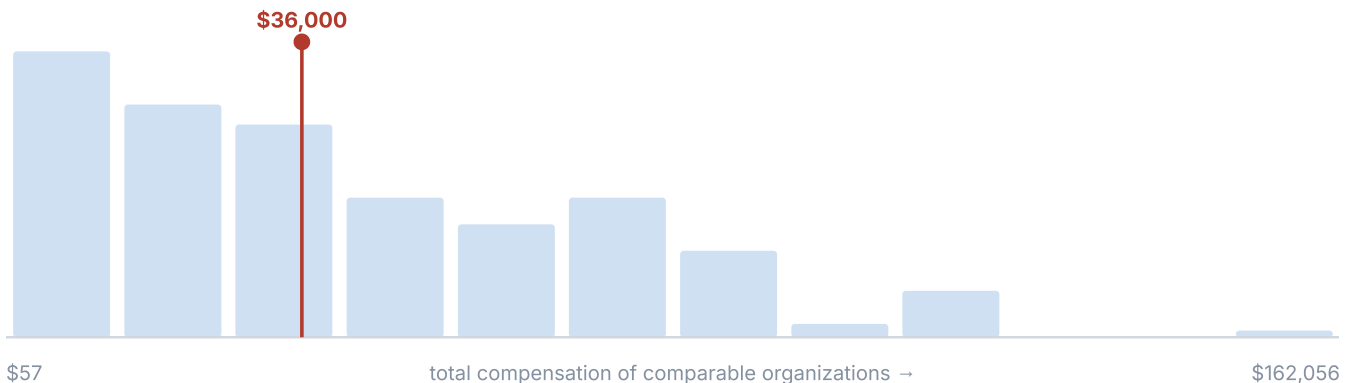
**BUDGET** Total revenue between \$81,209 and \$181,812 — 0.67x to 1.50x the subject's \$121,208 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

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

→ **192** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,801

\$17,061

\$35,215

\$63,519

\$83,668

**\$36,000**



## ● 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 WA 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="#">Arizona Kids Think Too</a>	AZ	\$122,515	Executive Dir.	\$83,016	<b>\$89,174</b>	2024
<a href="#">New Heights Christian School</a>	AR	\$122,889	Treasurer	\$50,000	<b>\$61,156</b>	2025
<a href="#">U-turn Ministries Of Goshen Inc</a>	IN	\$123,233	Executive Director	\$16,800	<b>\$19,788</b>	2024
<a href="#">Sunago Inc</a>	AZ	\$123,313	Secretary/ Manager	\$30,000	<b>\$32,226</b>	2024
<a href="#">Living Hope Ministries</a>	MN	\$123,632	Exec Dir/pre	\$30,325	<b>\$34,457</b>	2023
<a href="#">Michigan State University</a>	MI	\$118,569	Executive Treasurer	\$599	<b>\$691</b>	2024
<a href="#">Livelikeyohnny Foundation</a>	TX	\$124,072	Executive Director	\$28,654	<b>\$32,015</b>	2024
<a href="#">Harbor Hoops Ltd</a>	NY	\$124,275	President	\$20,000	<b>\$20,186</b>	2024
<a href="#">Kool Boiz Foundation</a>	OH	\$118,075	President	\$41,760	<b>\$49,402</b>	2024
<a href="#">Fairbanks Tennis Association</a>	AK	\$124,543	Vice President, Treasurer	\$2,150	<b>\$2,364</b>	2023
<a href="#">Girls On The Run Of Northeast Tn Inc</a>	TN	\$117,344	Executive Director	\$27,500	<b>\$32,286</b>	2024
<a href="#">Nw Youth Power Early Learning</a>	GA	\$116,990	Employee	\$37,800	<b>\$42,452</b>	2024
<a href="#">The Third Story Inc</a>	CO	\$125,746	President	\$70,391	<b>\$77,616</b>	2023
<a href="#">Boys &amp; Girls Club Foundation</a>	IL	\$126,002	Ceo	\$11,012	<b>\$12,092</b>	2024
<a href="#">Lost Coast Camp</a>	CA	\$115,989	Executive Director	\$1,000	<b>\$993</b>	2023
<a href="#">Portal Houston Inc</a>	TX	\$115,890	President	\$50,000	<b>\$64,666</b>	2021

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Knights Of Heroes Foundation</a>	CO	\$115,578	Fundraising Director	\$11,500	<b>\$12,317</b>	2024
<a href="#">Daytona Beach Sports Club Inc</a>	FL	\$127,128	President	\$1,000	<b>\$1,049</b>	2024
<a href="#">Boys Club &amp; Girls Club Of Bridgeport Inc</a>	CT	\$115,057	Executive Director	\$49,037	<b>\$51,354</b>	2024
<a href="#">Virginia Association For Health Pe And Dance</a>	VA	\$114,837	Exec Dir	\$22,500	<b>\$24,265</b>	2024
<a href="#">Faith Baptist Church Of Coram Youth Awareness Inc</a>	NY	\$127,653	Employee	\$18,200	<b>\$18,912</b>	2023
<a href="#">Hidalgo Community Development Corporation</a>	CA	\$114,469	Executive Director	\$37,513	<b>\$37,249</b>	2023
<a href="#">The Child And Family Foundation Inc</a>	MD	\$128,051	Executive Director	\$58,077	<b>\$60,646</b>	2024
<a href="#">Santa Clara County Realtors</a>	CA	\$114,259	Ceo	\$16,959	<b>\$16,840</b>	2023
<a href="#">Alliance Of Elite Youth Leadership</a>	TX	\$128,237	Excecutive D	\$68,309	<b>\$76,321</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 192 organizations. Compensation range \$57–\$162,056; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$121,208); for reference, expenses \$129,015 and assets \$202,640.

ROLE MATCH	Frank Dauenhauer, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	51 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	44 <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 (Frank Dauenhauer) 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 192 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 51<sup>st</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.