

Boardassist

Executive Director / CEO

EIN 030553405

NY · NTEE T50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cynthia Remec, Executive Director / CEO** (\$435,634) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

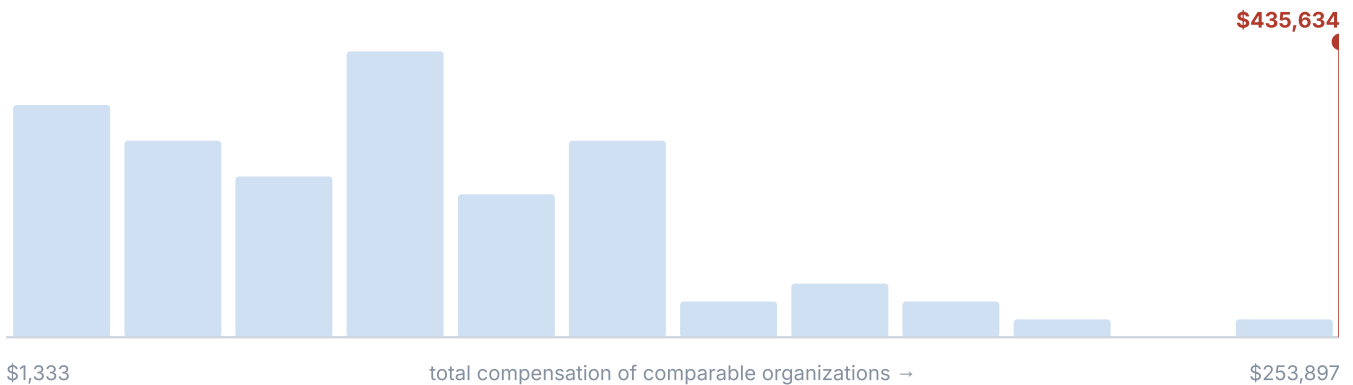
Benchmarked executive: Cynthia Remec — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$231,588 and \$518,482 — 0.67x to 1.50x the subject's \$345,655 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,158	\$33,989	\$68,608	\$110,001	\$136,631	\$435,634
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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 NY 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
Friends With Benefit Charity Events Inc	NC	\$347,090	Executive Director/board Member	\$18,800	\$21,497	2024
Historic Paradise Foundation Nfp	SC	\$347,501	Executive Director/vice Chair	\$92,500	\$104,040	2025
Goods For Good	DC	\$347,623	Executive Director	\$35,000	\$33,989	2024
Women4 Change Indiana Inc	IN	\$343,433	Ceo	\$95,391	\$111,324	2024
Spur Inc	MA	\$348,193	Executive Director	\$70,888	\$72,577	2023
Estero Bay Kindness Coalition	CA	\$348,911	President	\$67,096	\$66,011	2023
Bethany's Equine And Aquatic	GA	\$355,113	Executive Di	\$68,154	\$81,278	2022
Enhance Asian Community On Health Inc	MA	\$357,082	Executive Director	\$49,114	\$47,583	2025
Chair The Hope Inc	ID	\$333,392	Executive Director	\$49,000	\$59,388	2023
The Nlg-nyc Chapter Foundation Inc	NY	\$331,148	Volunteer Exec. Dir.	\$16,769	\$16,769	2024
Norfolk Family Coalition Inc	NE	\$360,519	Co-executive Director	\$60,793	\$72,360	2024
Adaptiv Inc	MA	\$361,160	Managing Director	\$99,000	\$101,359	2023
Magnify Mentoring	DC	\$361,566	Mrs.	\$86,107	\$83,620	2024
International Access To Missions	MO	\$326,977	President	\$71,886	\$86,747	2023
Mission 2540	TX	\$326,719	President	\$97,805	\$111,468	2023
Altadena Recovery Center	CA	\$324,481	Ceo	\$21,975	\$20,999	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ministry Office	MN	\$367,575	Coo	\$2,400	\$2,624	2024
Red Apple Edco	MO	\$321,457	Executive Director	\$92,678	\$111,837	2023
Gay Mens Chorus Of Charlotte	NC	\$370,855	Managing Artistic Director	\$60,000	\$68,608	2024
Wisconsin Masonic Center Foundation Inc	WI	\$378,424	Executive Director	\$61,538	\$73,223	2023
Forward Giving Inc	TN	\$379,656	President	\$6,674	\$7,763	2024
Keaton's Kindness Foundation Inc	OK	\$309,106	Executive Director	\$50,000	\$60,929	2024
Sauls Light Foundation	LA	\$382,838	Executive Direc	\$38,462	\$48,253	2023
South Texas Christian Ministries	TX	\$306,060	Executive Dir.	\$37,380	\$41,380	2024
Gmr Foundation For Research & Educa	CO	\$304,932	Executive Di	\$59,978	\$63,645	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	77 organizations. Compensation range \$1,333–\$253,897; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$345,655); for reference, expenses \$497,588 and assets \$308,960. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Cynthia Remec, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	100 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 (Cynthia Remec) 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 77 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$435,634 is reasonable (approximately the 100th 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.