

River Valley Charter School Foundation

Executive Director / CEO

EIN 043462020

MA · NTEE T11

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karen Kuse, Executive Director / CEO** (\$15,327) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Karen Kuse — reported title “COMMITTEE MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T11).

BUDGET Total revenue between \$299,290 and \$670,053 — 0.67x to 1.50x the subject's \$446,702 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography

→ **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,702	\$23,408	\$39,656	\$73,989	\$115,813	\$15,327
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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 MA 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
Casa Esperanza Endowment Foundation	NM	\$445,205	Executive Di	\$53,041	\$65,164	2024
Dane County Multi-agency Center Inc	WI	\$450,061	Co-president	\$33,572	\$40,049	2024
Oakleaf Endowment Trust For	MN	\$436,736	Chair	\$115,676	\$130,562	2024
Fwrn Support Corporation	IN	\$458,024	Ceo	\$40,226	\$48,455	2024
Gray Family Foundation	OR	\$435,106	Asst Treasurer/asst Secretary	\$85,232	\$90,412	2024
The Israel & Sylvia Goldberg Family	AL	\$434,176	Secretary	\$8,500	\$10,489	2024
Colorado Springs Child Nursery Ctr Foundation	CO	\$461,370	Trustee	\$27,807	\$30,457	2024
Powerquest Worldwide Ltd	NC	\$426,209	President	\$85,000	\$103,286	2023
Peggy & John Garson Family Foundation	OH	\$425,359	Treasurer Thru 10/6/2022	\$40,331	\$50,235	2023
Lindengrove Foundation Inc	WI	\$474,792	Ceo	\$31,737	\$38,979	2023
Make-a-wish Foundation Guam	GU	\$416,583	President Ceo	\$72,931	\$74,861	2024
Presidents Athletic Conference	PA	\$482,308	Pac Commissioner	\$178,137	\$208,910	2023
The Henry Mize Charitable	MS	\$487,553	Director	\$300	\$393	2023
Roy Maas' Youth Alternatives Foundation	TX	\$405,649	Chief Executive Officer	\$8,822	\$10,378	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Youth Emergency Services Foundation	WY	\$491,033	Executive Di	\$94,424	\$115,495	2024
Pearlstone Family Fund Inc	MD	\$400,400	President & Public Dir. Until 07/24	\$30,197	\$32,248	2024
The Hoffer Family Foundation	AZ	\$400,217	President	\$11,071	\$12,162	2024
Fraternal Order Of Police Lodge 5	PA	\$496,981	President	\$22,702	\$25,860	2024
Community Foundations National Standards	DC	\$503,266	Executive Director	\$18,720	\$19,319	2023
Toulouse Commercial Inc	LA	\$388,480	Secretary	\$11,380	\$14,314	2024
Texas Fallen Officer Foundation	TX	\$387,292	President	\$50,805	\$58,051	2024
United Way Of Lincoln And Lancaster	NE	\$379,956	Executive Director	\$19,636	\$23,502	2025
Kalamazoo Community Foundation Real	MI	\$514,701	Ceo/president	\$33,301	\$39,262	2024
Alliance Initiatives Fund Inc	IN	\$367,694	President & Ceo Cfa	\$13,510	\$16,755	2023
Pipkin Charitable Foundation	CA	\$366,135	Board Member	\$34,044	\$34,571	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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	58 organizations. Compensation range \$393–\$579,343; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$446,702); for reference, expenses \$266,269 and assets \$6,072,178. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Karen Kuse, reported title "COMMITTEE MEMBER", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	47 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	14 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	10 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 (Karen Kuse) 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 58 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,327 is reasonable (approximately the 14th 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.