

# Robert J Min Md Pc

Executive Director / CEO

EIN 133366820

NY · NTEE S80

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Robert J Min Md, Executive Director / CEO** (\$51,748) against **every comparable organization** that fit the selection criteria — **287** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

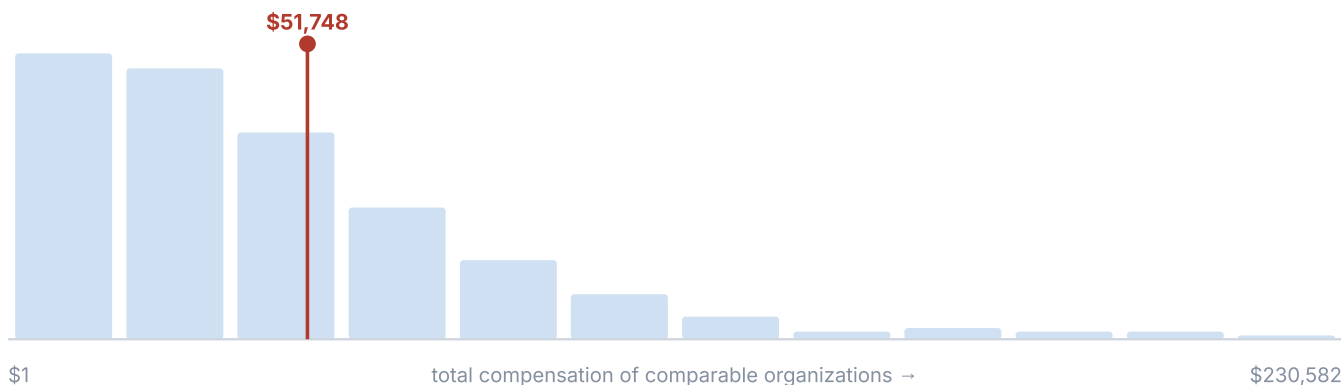
**Benchmarked executive:** Robert J Min Md — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S80).
BUDGET	Total revenue between \$57,410 and \$128,532 — 0.67x to 1.50x the subject's \$85,688 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**287** organizations qualified on sector, size, and geography → **287** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,704	\$18,054	\$37,257	\$64,115	\$94,553	\$51,748
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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
<a href="#">Overland Park Chamber Foundation</a>	KS	\$85,551	President	\$32,826	<b>\$39,245</b>	2024
<a href="#">Dealcpcpa Network Inc</a>	NY	\$85,900	Executive Director	\$28,800	<b>\$29,651</b>	2023
<a href="#">Ocpc Regional Operation &amp; Management Inc</a>	MA	\$86,170	Executive Director	\$20,100	<b>\$20,579</b>	2023
<a href="#">Sprocket Mural Works Inc</a>	PA	\$86,249	Executive Dir	\$11,475	<b>\$12,664</b>	2024
<a href="#">Crowley Main Street</a>	LA	\$84,555	Director	\$18,749	<b>\$23,522</b>	2023
<a href="#">Eky Heritage Foundation Inc</a>	KY	\$86,871	Executive Director	\$66,154	<b>\$80,977</b>	2023
<a href="#">Destination Madison Foundation Inc</a>	WI	\$84,504	President/ceo	\$31,757	<b>\$36,703</b>	2024
<a href="#">Nourishing Networks Consortium</a>	WA	\$84,445	Director	\$10,000	<b>\$9,908</b>	2024
<a href="#">New Bridge Homes Inc</a>	MI	\$84,399	Secretary	\$1,557	<b>\$1,778</b>	2024
<a href="#">American Dental Hygienist Association</a>	IL	\$84,209	Adha Interim Ceo	\$30,786	<b>\$33,494</b>	2024
<a href="#">Upstate Minority Economic Alliance Inc</a>	NY	\$87,190	Executive Director Thru July 2024	\$57,755	<b>\$57,755</b>	2024
<a href="#">Rai Development Corporation</a>	NC	\$84,050	Ceo	\$31,378	<b>\$35,880</b>	2024
<a href="#">Montana Avenue Merchant Association</a>	CA	\$83,773	Treasurer	\$1,750	<b>\$1,672</b>	2024
<a href="#">Hands For Life</a>	AZ	\$83,647	President	\$44,850	<b>\$47,734</b>	2024
<a href="#">Commercial Space Progress</a>	NM	\$83,608	Ceo And Director	\$42,914	<b>\$51,079</b>	2024
<a href="#">Innovation Quarter</a>	NC	\$83,520	Director & President	\$52,534	<b>\$60,071</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Oliver Ranch Foundation</a>	CA	\$87,868	Treasurer	\$11,145	<b>\$10,650</b>	2024
<a href="#">North American Menengage Network Inc</a>	MA	\$83,263	Administrator	\$17,881	<b>\$18,307</b>	2023
<a href="#">Baxter Snowmobile Club Inc</a>	MN	\$88,161	Gambling Mgr	\$14,682	<b>\$16,055</b>	2024
<a href="#">The Virginia Fccla Leadership Foundation Inc</a>	VA	\$88,204	Treasurer	\$6,000	<b>\$6,246</b>	2025
<a href="#">Parramore District Inc</a>	FL	\$83,081	Exec. Dir.	\$50,000	<b>\$53,516</b>	2023
<a href="#">Estill County 21st Century Inc</a>	KY	\$83,022	Executive Director	\$41,440	<b>\$50,725</b>	2023
<a href="#">Orleans County Local Development</a>	NY	\$82,917	C.e.o./c.f.o.	\$23,698	<b>\$23,698</b>	2024
<a href="#">Namc-dallas Fortworth Chapter Inc</a>	TX	\$88,494	President	\$14,000	<b>\$15,956</b>	2023
<a href="#">Owsley County Action Team Incorporated</a>	KY	\$88,763	Executive Direc	\$32,000	<b>\$38,046</b>	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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 287 organizations. Compensation range \$1–\$230,582; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$85,688); for reference, expenses \$2,959 and assets \$2,723,715. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Robert J Min Md, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	91 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Robert J Min Md) 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 287 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,748 is reasonable (approximately the 65<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.