

Central New York Iron Workers And

Executive Director / CEO

EIN 161556922

NY · NTEE B83

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Matthew Nesbitt, Executive Director / CEO** (\$99,848) against the **2000** closest of **3,132** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Matthew Nesbitt — reported title “TRUSTEE”, 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 (B83).

BUDGET Total revenue between \$249,881 and \$559,437 — 0.67x to 1.50x the subject's \$372,958 (the band tightens as size grows).

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

3,132 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$12,247	\$32,323	\$58,872	\$87,410	\$119,902	\$99,848
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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
Project Light Of Manatee Inc	FL	\$373,007	Executive Director	\$83,700	\$89,318	2024
Idaho Family Policy Center Inc	ID	\$372,895	President	\$118,850	\$147,859	2023
California Victor University	CA	\$372,829	President	\$24,000	\$23,541	2024
Chattacademy Community Schools	TN	\$372,749	Executive Director	\$45,455	\$55,878	2023
Global Outreach And Love Of Soccer Inc	WA	\$373,191	Director	\$71,000	\$72,208	2024
Challenge Sonoma Adventure	CA	\$372,717	Director	\$34,680	\$34,017	2024
Hancock Nursery School Inc	MA	\$372,688	Executive Di	\$57,753	\$57,433	2025
Edu Inc	FL	\$372,668	President	\$90,000	\$96,041	2024
Plus Foundation	MN	\$372,652	Ceo, Plus	\$31,170	\$34,986	2024
Bay Area Urban Debate Commission	CA	\$372,624	Executive Dir.	\$120,000	\$121,182	2023
Millwood Impact	WA	\$373,348	Executive Di	\$46,667	\$47,461	2024
Franklin Tomorrow Inc	TN	\$373,443	Chief Executive Officer	\$87,779	\$104,809	2024
Colorado Rising For Communities	CO	\$372,469	Executive Di	\$80,195	\$89,930	2023
Vip Consortium Inc	GA	\$373,476	Executive Director	\$6,000	\$6,853	2024
Oklahoma Society For Technology In	OK	\$372,429	Executive Di	\$57,625	\$70,220	2025
Teach2learn Inc	NY	\$373,524	Executive Director	\$61,722	\$65,226	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Madison County Library	VA	\$372,357	Librarian	\$47,316	\$51,896	2024
Process Work Institute	OR	\$373,574	Executive Di	\$76,550	\$78,670	2025
Midwest Christian Montessori Academy	IL	\$373,593	School Director/non-officer	\$79,348	\$88,612	2024
Suny College Of Esf	NY	\$373,599	Former President	\$1,203	\$1,235	2024
Echoes Of Hope	CA	\$373,618	Executive Dir.	\$103,000	\$104,015	2023
Lone Star Construction Trades Training	TX	\$372,178	Director	\$87,360	\$99,265	2024
Green Bay Montessori Childrens World	WI	\$372,013	Treasurer	\$58,000	\$68,807	2024
Catskill Wheelhouse	NY	\$371,970	Secretary/staff Representa	\$35,799	\$36,746	2024
Expanding Frontiers Corp	TX	\$371,930	Board Member	\$71,190	\$83,282	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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 2000 organizations. Compensation range \$1–\$606,224; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$372,958); for reference, expenses \$329,718 and assets \$1,875,892.

ROLE MATCH Matthew Nesbitt, reported title "*TRUSTEE*", 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 214 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 64 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	83 rd
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Matthew Nesbitt) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,848 is reasonable (approximately the 83rd 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.