

Boulder Institute Of Microfinance

Executive Director / CEO

EIN 201175839

NY · NTEE B40

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Robert Peck Christen, Executive Director / CEO** (\$66,920) against **every comparable organization** that fit the selection criteria — **1428** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

Benchmarked executive: Robert Peck Christen — 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 (B40).
BUDGET	Total revenue between \$111,410 and \$249,427 — 0.67x to 1.50x the subject's \$166,285 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

1,428 organizations qualified on sector, size, and geography → **1,428** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,546	\$22,160	\$44,530	\$68,119	\$97,417	\$66,920
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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
Delaware Coalition Against Gun Violence	DE	\$166,353	Executive Director	\$54,444	\$58,995	2024
Morrisville Public Library	NY	\$166,367	Executive Director	\$56,701	\$58,376	2023
The Rev John P Smyth Standing Tall	IL	\$166,175	Executive Dir.	\$52,164	\$58,429	2023
Delaware Careplan Inc	DE	\$166,166	Executive Director	\$15,149	\$16,415	2024
Believe It Achieve It	CA	\$166,000	Executive Director	\$50,000	\$49,191	2023
Raymond Library Company	CT	\$166,584	Treasurer	\$2,405	\$2,495	2024
Ninos Del Sol Inc	NY	\$166,747	Director	\$10,600	\$10,600	2024
Flt Holding Inc	OK	\$165,816	President	\$5,608	\$7,036	2023
Solon Academy Inc	OH	\$166,891	Board Member	\$1,125	\$1,357	2023
University Of Northern California	CA	\$165,491	President	\$30,000	\$29,515	2023
Institute For Advertising Ethics	NY	\$165,475	President	\$125,000	\$128,692	2023
Academy Funding Of Bastrop	TX	\$165,463	President	\$18,000	\$19,926	2024
International Interior Design Assoc Fdn	IL	\$165,445	Ceo/evp	\$44,642	\$48,569	2024
Chinese Language School Of Connecticut	CT	\$165,299	Academic Director	\$20,000	\$20,752	2024
Westerville South Athletic Boosters	OH	\$167,335	Concession C	\$6,000	\$6,851	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wake Forest University Foundation	NC	\$165,184	President	\$314,071	\$369,737	2023
Santa Rosa Academy Foundation	CA	\$165,173	President	\$53,021	\$50,667	2024
Allison Rose Foundation	OH	\$165,161	Executive Director	\$25,000	\$29,303	2024
Sc Ag-in-the-classroom Fund	SC	\$167,533	President	\$72,480	\$83,679	2024
The Fairlight Foundation		\$167,559	Executive Director	\$47,174	\$48,567	2023
The Spark Inc	KS	\$164,994	Executive Director	\$64,231	\$79,060	2023
Nys Clsa	NY	\$164,863	Executive Director	\$5,848	\$6,021	2023
Epsilon Pi Tau Inc	OH	\$164,680	Executive Director	\$15,000	\$17,582	2024
Arts Align All Inc	WI	\$164,616	President	\$40,838	\$47,198	2024
Trinity Learning Center	MO	\$164,589	Director	\$22,050	\$25,845	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 1428 organizations. Compensation range \$1–\$488,335; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$166,285); for reference, expenses \$277,693 and assets \$660,368. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Robert Peck Christen, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	210 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	54 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	74 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	63 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 (Robert Peck Christen) 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 13, 2026, comparing compensation against 1428 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,920 is reasonable (approximately the 74th 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 13, 2026.