

Flatland Productions Inc

Executive Director / CEO

EIN 201776768
 TX · NTEE S20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cameron Caldwell, Executive Director / CEO** (\$112,800) against **every comparable organization** that fit the selection criteria — **315** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

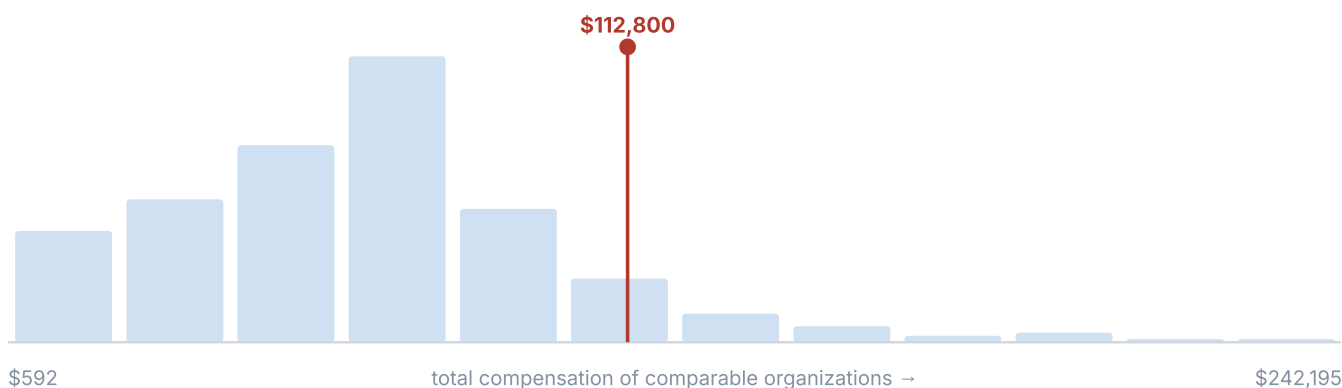
Benchmarked executive: Cameron Caldwell — reported title “VP/Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$259,151 and \$580,191 — 0.67x to 1.50x the subject's \$386,794 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

315 organizations qualified on sector, size, and geography → **315** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,607	\$39,990	\$64,105	\$82,497	\$111,307	\$112,800
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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 TX 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
Vp Community Impact Foundation	MO	\$387,402	Director	\$139,313	\$147,508	2023
Bison Boosters Club Of Milnor Nd	ND	\$387,613	President	\$540	\$592	2023
Renew Moline Inc	IL	\$385,922	Executive Director	\$132,242	\$126,240	2024
Vancouvers Downtown Association	WA	\$387,829	Executive Director	\$90,000	\$80,552	2023
West Brighton Community	NY	\$388,047	Executive Di	\$80,000	\$70,194	2024
Kingsbridge Riverdale Van Cortland Development Co	NY	\$384,653	Executive Director	\$37,668	\$34,027	2023
Main Street Oregon City	OR	\$384,442	Executive Director	\$68,557	\$61,820	2024
Communitycare Of Lyme	NH	\$384,156	Executive Director (Former)	\$19,200	\$16,770	2025
San Antonio Fighting Back Inc	TX	\$389,892	President/di	\$17,344	\$17,344	2023
Mobu Enterprises Foundation Corp	GA	\$383,520	Operations Manager	\$2,000	\$2,010	2023
The Michigan Environmental Council	MI	\$383,497	Former Presi	\$63,775	\$63,918	2024
Carpenters For Hope Charitable	MA	\$390,948	President	\$131,734	\$118,341	2023
Centro Nueva Creacion	PA	\$391,102	Director	\$45,040	\$44,901	2023
Focused Outreach Richmond Inc	VA	\$381,351	Executive Dir.	\$67,500	\$63,284	2024
Seedleaf Inc	KY	\$392,362	Executive Director	\$65,000	\$67,809	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southern Palmetto Foundation	SC	\$392,774	President And Ceo	\$79,281	\$80,311	2024
79th Street Corridor Neighborhood Initiative Inc	FL	\$380,551	Executive Director	\$51,054	\$46,571	2024
East Passyunk Avenue Business Improvement District	PA	\$379,868	Executive Director	\$31,731	\$30,726	2024
Groundwork Bridgeport Inc	CT	\$377,786	President And Ceo	\$146,150	\$133,059	2024
Renewall Inc	WV	\$396,012	Executive Dir.	\$42,700	\$46,219	2023
Durham Central Park	NC	\$377,564	Executive Dir.	\$86,377	\$86,663	2024
Friends Of Finland And Community	MN	\$396,245	Executive Director	\$38,628	\$37,062	2024
The Tatanka Funds Incorporated	SD	\$396,706	Executive Director (Thru July 24)	\$69,954	\$74,965	2024
First African Community Development Corporation	GA	\$376,657	Executive Director	\$70,000	\$68,344	2024
Westown Community Development Corp	OH	\$398,892	Executive Di	\$84,078	\$86,470	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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 **315** organizations. Compensation range \$592–\$242,195; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$386,794); for reference, expenses \$371,660 and assets \$62,970.

ROLE MATCH	Cameron Caldwell, reported title "VP/Secretary", 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	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	90 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	87 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 (Cameron Caldwell) 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 315 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,800 is reasonable (approximately the 90th 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.