

Dubois Institute For Entrepreneurship Inc

Executive Director / CEO

EIN 204446221
 AL · NTEE B99
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Michael Jackson, Executive Director / CEO** (\$21,956) against **every comparable organization** that fit the selection criteria — **425** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

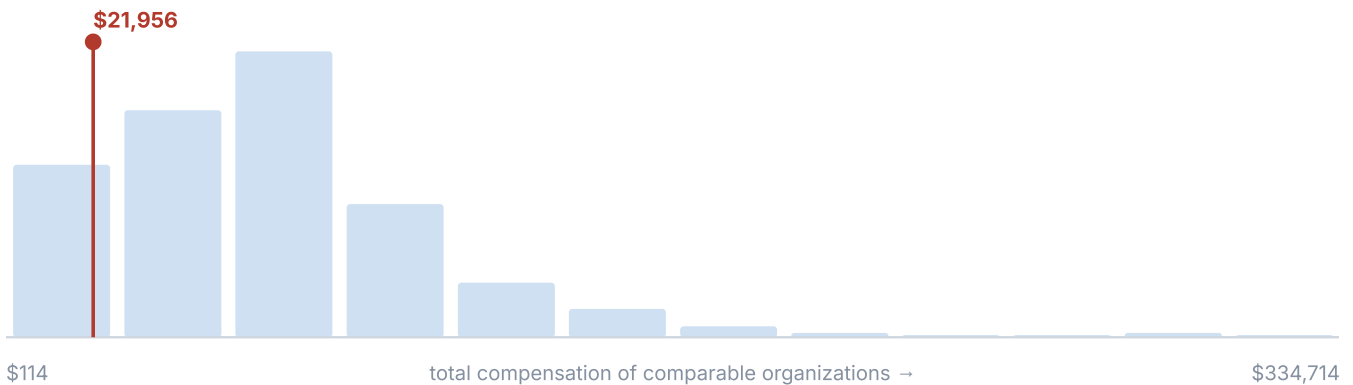
Benchmarked executive: Michael Jackson — reported title “Executive Director & President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$326,585 and \$731,161 — 0.67x to 1.50x the subject's \$487,441 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

425 organizations qualified on sector, size, and geography → **425** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,680	\$37,297	\$62,162	\$86,284	\$116,692	\$21,956
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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 AL 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
High Oaks Inc	PA	\$487,074	Administrator	\$81,728	\$73,277	2024
The Consortium For Independent Journalism Inc	VA	\$488,861	Editor In Chief	\$90,004	\$78,133	2024
Willow Oak Montessori Childrens House	NC	\$485,931	Head Of School	\$26,888	\$24,979	2024
Biblical Counseling Ministries Worldwide Inc	CA	\$489,062	President	\$57,676	\$44,777	2024
Action Mile High Foundation	CO	\$489,906	Coo	\$118,454	\$105,137	2023
Thousand Waves Foundation Nfp	IL	\$484,789	Executive Di	\$76,573	\$67,683	2024
International Alliance For Christian Education Nfp	TX	\$483,589	President	\$100,000	\$92,593	2023
Creative Education Foundation Inc	MA	\$491,552	Executive Director	\$132,029	\$106,670	2024
International Union Of Operating Engineers Local 95 Training Fund	PA	\$492,222	Chairman/director	\$63,423	\$58,544	2023
The City Club	WA	\$482,574	Executive Director	\$135,000	\$108,669	2024
National Women Business Owners	FL	\$493,194	Cfo	\$21,150	\$17,863	2024
Partners In Education Of Toledo	OH	\$493,212	Executive Dir.	\$84,408	\$80,378	2024
Acpa Research & Education Foundation	TX	\$480,585	Acpa President	\$33,724	\$30,330	2024
Prairie Stem	NE	\$480,488	Executive Director	\$53,846	\$52,070	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Blessed Child	IL	\$494,874	President	\$11,992	\$10,600	2024
Utah Clean Cities Coalition	UT	\$495,452	Executive Director	\$140,145	\$132,769	2023
The Musical Theater Project Inc	OH	\$495,700	Managing Director	\$65,877	\$64,585	2023
The Laboratory Safety Institute Inc	MA	\$495,754	President	\$96,390	\$77,877	2024
Bluebonnet Home Scholars Collaborative	TX	\$496,564	Chair Of Board Of Directors	\$12,060	\$10,567	2025
New Orleans Education League Of The Construction Industry	LA	\$497,014	Executive Director	\$10,000	\$10,193	2023
African American Officers Development Network	GA	\$477,826	Ceo	\$105,310	\$95,202	2024
Vocation Ministry	TX	\$477,577	President	\$84,167	\$77,932	2023
Ace Mentor Program Of Illinois Inc	IL	\$498,311	Executive Director	\$66,425	\$60,447	2023
Lancaster County Academy	PA	\$475,803	Program Director	\$97,586	\$90,079	2023
Georgia Healthy Family Alliance Inc	GA	\$499,512	Executive Director	\$996	\$900	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **425** organizations. Compensation range \$114–\$334,714; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$487,441); for reference, expenses \$448,526 and assets \$327,895.
ROLE MATCH	Michael Jackson, reported title " <i>Executive Director & President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	16 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	13 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 (Michael Jackson) 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 10, 2026, comparing compensation against 425 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,956 is reasonable (approximately the 16th 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 10, 2026.