

# Thin Air Community Radio

Executive Director / CEO

EIN 205354265  
 WA · NTEE A340  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Michael Moon Bear, Executive Director / CEO** (\$68,177) against **every comparable organization** that fit the selection criteria — **1028** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Michael Moon Bear — 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 (A340).
BUDGET	Total revenue between \$95,807 and \$214,495 — 0.67x to 1.50x the subject's \$142,997 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**1,028** organizations qualified on sector, size, and geography → **1,028** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,763	\$17,010	\$36,223	\$58,306	\$76,300	<b>\$68,177</b>
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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 WA 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="#">Krewe Of Seaman Inc</a>	LA	\$143,094	President	\$73,500	<b>\$90,398</b>	2024
<a href="#">Alleghany Highlands</a>	VA	\$143,122	Executive Di	\$36,790	<b>\$39,676</b>	2024
<a href="#">Palmdale Community Foundation</a>	CA	\$143,143	President	\$59,178	<b>\$58,762</b>	2023
<a href="#">Susan Kathleen Black Foundation Inc</a>	TX	\$142,600	Exec Director	\$29,333	<b>\$33,741</b>	2023
<a href="#">Sanford-springvale Historical Society</a>	ME	\$142,583	Executive Director	\$29,175	<b>\$31,789</b>	2025
<a href="#">Betti Ono Foundation</a>	CA	\$143,415	Ceo/presiden	\$193,948	<b>\$192,584</b>	2023
<a href="#">The Ballard House Project Inc</a>	AL	\$142,515	Executive Director	\$18,000	<b>\$22,362</b>	2023
<a href="#">Brown County Historical Society</a>	WI	\$143,537	Executive Director	\$61,500	<b>\$71,739</b>	2024
<a href="#">Great River Taoist Center Inc</a>	VA	\$142,450	Director	\$36,000	<b>\$38,824</b>	2024
<a href="#">Ct Vivian Foundation Inc</a>	GA	\$143,562	Executive Di	\$42,000	<b>\$45,952</b>	2025
<a href="#">Heritage Museum Of Montgomery County</a>	TX	\$142,402	Executive Director	\$20,946	<b>\$23,403</b>	2024
<a href="#">Name Publications Inc</a>	FL	\$143,624	President	\$6,000	<b>\$6,296</b>	2024
<a href="#">Chicago Film Society</a>	IL	\$143,760	Executive Director	\$12,999	<b>\$14,274</b>	2024
<a href="#">Michigan Fiber Festival Inc</a>	MI	\$142,147	Festival Coordinator	\$17,779	<b>\$20,497</b>	2024
<a href="#">City Of Bridges Foundation</a>	PA	\$143,919	Director	\$61,235	<b>\$68,206</b>	2024
<a href="#">Dane Arts Mural Arts Inc</a>	WI	\$143,946	Executive Director	\$61,526	<b>\$73,889</b>	2023
<a href="#">Film Festival Alliance</a>	DC	\$141,976	Executive Di	\$54,000	<b>\$54,491</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Third Coast International Audio Festival</a>	IL	\$141,853	Frmr Co-direct.	\$76,224	<b>\$83,700</b>	2024
<a href="#">Collaborative Institute Of Cultural Arts</a>	IL	\$144,152	Director	\$9,520	<b>\$10,762</b>	2023
<a href="#">Long Island Coalition For Fair Broadcasting</a>	NY	\$144,168	Executive Director	\$67,123	<b>\$66,001</b>	2025
<a href="#">Theater Resources Unlimited Inc</a>	NY	\$144,204	Executive Direc, President	\$24,150	<b>\$25,094</b>	2023
<a href="#">Opera Cultura</a>	CA	\$141,727	President	\$52,000	<b>\$50,153</b>	2024
<a href="#">Creative Alliance Manitou Springs</a>	CO	\$144,375	Vice Chair	\$2,800	<b>\$3,088</b>	2023
<a href="#">Polish Center Of Discovery And Learning</a>	MA	\$144,437	Director	\$6,000	<b>\$6,022</b>	2024
<a href="#">The Chicago Club Preservation Foundation</a>	IL	\$141,514	Management Representative	\$29,859	<b>\$32,788</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **1028** organizations. Compensation range \$289–\$320,053; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$142,997); for reference, expenses \$236,036 and assets \$140,188. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Michael Moon Bear, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (Michael Moon Bear) 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 1028 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,177 is reasonable (approximately the 84<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.