

The Community Y Foundation

Executive Director / CEO

EIN 232656276

PA · NTEE T20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Ranck, Executive Director / CEO** (\$48,882) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

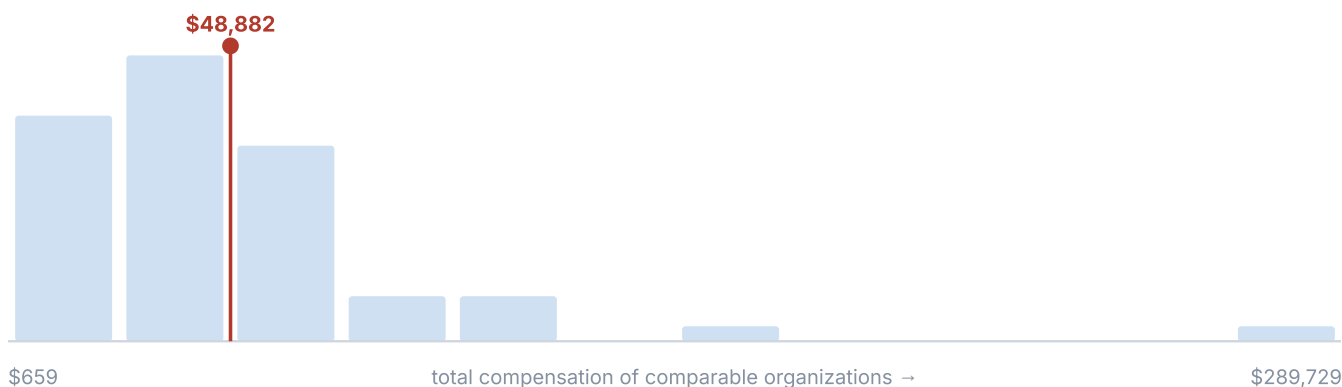
Benchmarked executive: Michael Ranck — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

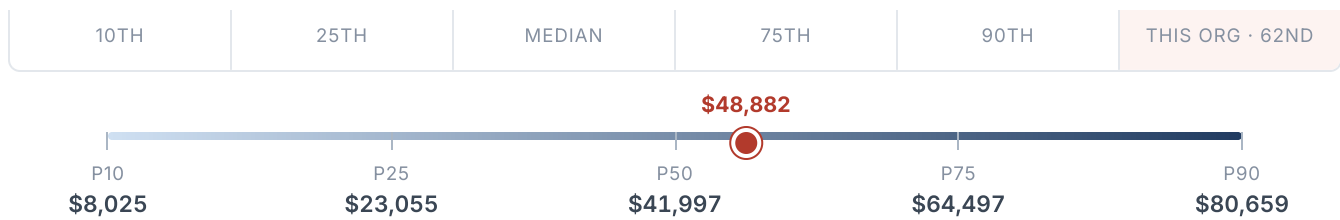
SECTOR	Organizations sharing the subject's NTEE classification (T20).
BUDGET	Total revenue between \$159,418 and \$356,907 — 0.67x to 1.50x the subject's \$237,938 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,025	\$23,055	\$41,997	\$64,497	\$80,659	\$48,882
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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 PA 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
Connectedconectando Educacion	CA	\$237,933	Ceo	\$74,475	\$64,488	2024
Bee Mighty	NC	\$238,219	Executive Dir.	\$35,000	\$36,265	2024
Dwi Resource Center Inc	NM	\$238,946	Executive Di	\$66,560	\$71,788	2024
Buffalo Prescott Foundation	MI	\$234,422	Managing Director	\$37,500	\$38,814	2024
Triveni School Of Dance Inc	MA	\$234,173	President	\$79,846	\$74,075	2023
The Cy Rapp And Carolyn Rapp	IA	\$233,659	Secretary	\$600	\$659	2024
I Heermann Anesthesia Foundation	FL	\$231,693	Secretary/tr	\$6,000	\$5,652	2024
Amistad Cristiana Christian Church	TX	\$248,089	Officer	\$64,308	\$64,506	2024
Lindas Magnificent Mutts Rescue	IL	\$227,544	President	\$46,375	\$45,719	2024
Social Venture Partners Minnesota	MN	\$249,716	Executive Direc	\$61,000	\$60,442	2024
The Wvi Dolphin Foundation Inc	NY	\$225,682	Executive Dir.	\$48,675	\$44,106	2024
Police Foundation Of Colorado Springs	CO	\$224,284	President	\$10,000	\$9,899	2023
Heartland Chamber Music Ltd	MO	\$223,504	Executive Director	\$50,000	\$54,673	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ala Allied Professional Association Inc	IL	\$222,535	Executive Director Thru October 2023	\$25,291	\$24,933	2024
Southwestern Medical Clinic Foundation	MI	\$221,484	Development Officer	\$43,646	\$46,509	2023
Dormie Network Foundation	NE	\$220,985	Treasurer/secretary	\$4,630	\$4,994	2024
Dress For Success Tampa Bay Inc	FL	\$263,147	Executive Dir.	\$20,768	\$19,564	2024
L'arche Daybreak Foundation Us		\$210,625	Director Of Finance	\$10,943	\$10,943	2024
Myelin Repair Foundation Inc	CA	\$267,774	Ceo	\$120,000	\$101,229	2025
White Family Supporting Foundation	KS	\$207,970	Executive Director	\$36,272	\$40,455	2023
Unitarian Universalist Friends Retreat Foundation	TX	\$267,927	Trustee	\$16,099	\$16,626	2023
Howard & Ethel B Ross Tua 2	FL	\$268,871	Co-trustee	\$58,773	\$55,366	2024
Us Presidential Scholars Foundation	MA	\$206,776	Interim Exec Director	\$7,520	\$6,776	2024
Growing Years Children's Academy	CA	\$206,512	President	\$26,000	\$23,178	2023
Bigfork Playhouse Children's	MT	\$198,369	Vice Preside	\$64,000	\$71,223	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	55 organizations. Compensation range \$659–\$289,729; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$237,938); for reference, expenses \$787,583 and assets \$7,024,975. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Ranck, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	2 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	62 nd
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	78 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 Ranck) 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 55 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$48,882 is reasonable (approximately the 62nd 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.