

Face It Foundation

Executive Director / CEO

EIN 271391950

MN · NTEE B90

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mark Meier, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **469** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

Benchmarked executive: Mark Meier — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$279,130 and \$624,918 — 0.67x to 1.50x the subject's \$416,612 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

469 organizations qualified on sector, size, and geography → **469** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,248	\$38,451	\$62,183	\$90,072	\$112,922	\$62,500
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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 MN 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
Pr Education Initiative Corp	PR	\$416,344	Executive Dire	\$30,000	\$30,000	2023
Julia Green Extended Care Inc	TN	\$417,051	Executive Di	\$100,602	\$103,949	2024
Math-m-addicts New York Inc	NY	\$417,867	Program Director	\$109,920	\$100,522	2023
Enriching Education Foundation	WA	\$418,489	Co-president	\$21,240	\$19,245	2023
The Meantime Coffee Company	NC	\$418,584	Ceo	\$8,598	\$8,733	2024
Horizons Student Opportunities And	NM	\$414,493	Executive Di	\$67,038	\$70,877	2024
Circle Of Sisterhood Foundation Inc	NC	\$418,760	Executive Director	\$104,425	\$103,330	2025
Woven Learning And Technology	CA	\$418,850	President	\$94,500	\$80,213	2024
Rage Ministries Inc	TX	\$414,272	Pres	\$110,000	\$108,163	2024
Community Learning Network	NM	\$413,338	Executive Director	\$90,000	\$95,154	2024
Loop Nola	LA	\$413,277	Executive Director	\$68,863	\$74,538	2024
Magnolia Global Academy For Leaders	CA	\$420,262	Executive Di	\$78,334	\$64,777	2025
The Teaching Cleveland Foundation	OH	\$421,290	Executive Di	\$108,123	\$112,572	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Outdoor Learning Alliance	ID	\$422,162	Executive Dir.	\$72,000	\$75,290	2024
Ross Community Center Inc	IN	\$422,454	Executive Di	\$57,400	\$59,502	2024
Clearfield Educational Foundation -	PA	\$409,857	President	\$66,974	\$67,592	2023
Concordia Learning Center	LA	\$423,816	Administrator	\$59,927	\$64,866	2024
Leadingage Michigan	MI	\$407,743	President	\$40,732	\$42,548	2023
Scd Enrichment Program	CO	\$406,821	Founder/executive Director	\$80,000	\$77,633	2023
Multinational Memphis Inc	TN	\$406,640	Executive Director	\$54,268	\$56,073	2024
Curriculum Leadership Institute	KS	\$426,660	President	\$103,592	\$110,011	2024
Rideshare 2 Vote Aware	TX	\$406,430	Executive Director	\$79,692	\$78,362	2024
Domi Education Inc	FL	\$406,413	Ceo	\$52,308	\$49,731	2023
Education Francaise Greater Seattle	WA	\$405,135	Executive Director Until Sept 30	\$61,667	\$54,272	2024
California Foundation For History	CA	\$405,028	Director	\$60,851	\$51,651	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	469 organizations. Compensation range \$737–\$441,850; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$416,612); for reference, expenses \$318,771 and assets \$819,602.
ROLE MATCH	Mark Meier, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	51 st
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	46 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 (Mark Meier) 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 469 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 51st 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.