

Northville Educational Foundation

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Kathryn Mitchell, Executive Director / CEO** (\$58,205) against **every comparable organization** that fit the selection criteria — **212** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

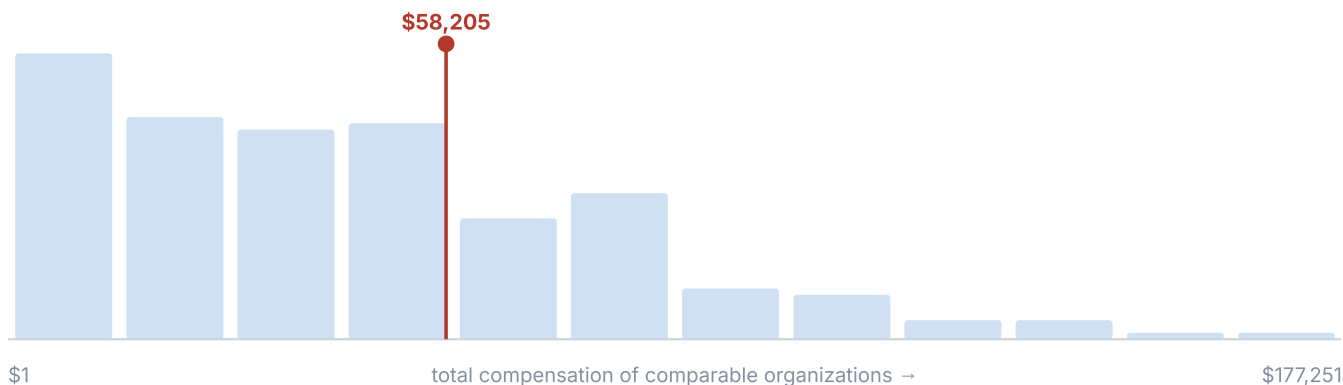
Benchmarked executive: Kathryn Mitchell — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$181,833 and \$407,089 — 0.67x to 1.50x the subject's \$271,393 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

212 organizations qualified on sector, size, and geography → **212** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,379	\$19,450	\$42,365	\$68,361	\$92,396	\$58,205
---------	----------	----------	----------	----------	----------



■ 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 MI 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
Seton Cincinnati Sgo	OH	\$271,454	President	\$29,088	\$28,245	2025
The Galax Foundation For Excellence In	VA	\$271,500	Secretary/treasurer	\$12,000	\$10,904	2024
California Landscape Architectual	CA	\$272,536	Treasurer	\$18,000	\$14,627	2024
Decatur Central High School Band Booster Inc	IN	\$269,580	Director, Treasurer	\$10,000	\$10,217	2023
Native Agriculture Education Fellowship Program	ND	\$268,969	Executive Director	\$100,298	\$106,637	2023
Education Across Borders	WA	\$273,823	Director	\$50,290	\$42,370	2024
The Claymont Foundation Inc	OH	\$268,956	Financial Secretary	\$6,000	\$5,980	2024
Matanya's Hope	IL	\$274,020	President	\$46,833	\$43,327	2024
Supreme Council Education & Charity Fund	MA	\$274,597	President/sovereign Grand	\$7,895	\$6,676	2024
Tbi Warrior Foundation	TX	\$268,167	President	\$7,000	\$6,784	2023
Germantown Community Scholarship Fund Inc	WI	\$267,938	Executive Director	\$34,000	\$34,402	2023
Foundation Of Central Christian College	KS	\$275,099	Ccck President	\$36,985	\$38,711	2023
Central Insurance Companies Educational	OH	\$276,455	Director	\$13,287	\$13,634	2023
Kensap Inc	NJ	\$265,787	Executive Director	\$96,000	\$83,041	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Architectural Foundation	TX	\$264,935	Txa Evp	\$29,217	\$27,503	2024
American Student Association Of Community Colleges	UT	\$264,911	Executive Director	\$14,584	\$15,054	2022
Orme Primavera Schools Foundation	AZ	\$264,877	Treasurer	\$1,700	\$1,499	2025
African American Teaching Fellows	VA	\$264,812	Executive Di	\$82,442	\$74,908	2024
Shenandoah Valley Scholars Latino Initiative Inc	VA	\$264,770	Managing Director	\$2,733	\$2,484	2024
John P Burke Memorial Fund	RI	\$264,645	Executive Director	\$35,833	\$32,334	2024
Nevada Hands & Voices	NV	\$278,168	Executive Dir.	\$62,634	\$59,081	2024
La Crosse Promise Inc	WI	\$278,523	Executive Di	\$72,000	\$68,937	2025
Foundation For Eden Prairie Schools	MN	\$264,008	Executive Director	\$30,541	\$28,399	2024
Greene County Fair Association Inc	AR	\$263,615	Manager	\$2,119	\$2,241	2024
East Valley Institute Of Technology Education Foundation Inc	AZ	\$262,844	Board Member	\$14,400	\$13,032	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	212 organizations. Compensation range \$1–\$177,251; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$271,393); for reference, expenses \$214,031 and assets \$1,015,831.
ROLE MATCH	Kathryn Mitchell, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	65 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	67 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	43 rd

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 (Kathryn Mitchell) 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 212 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,205 is reasonable (approximately the 67th 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.