

Professional Student Government

Executive Director / CEO

EIN 411677359

MN · NTEE P80

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Jacob Bourgault, Executive Director / CEO** (\$5,200) against **every comparable organization** that fit the selection criteria — **181** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

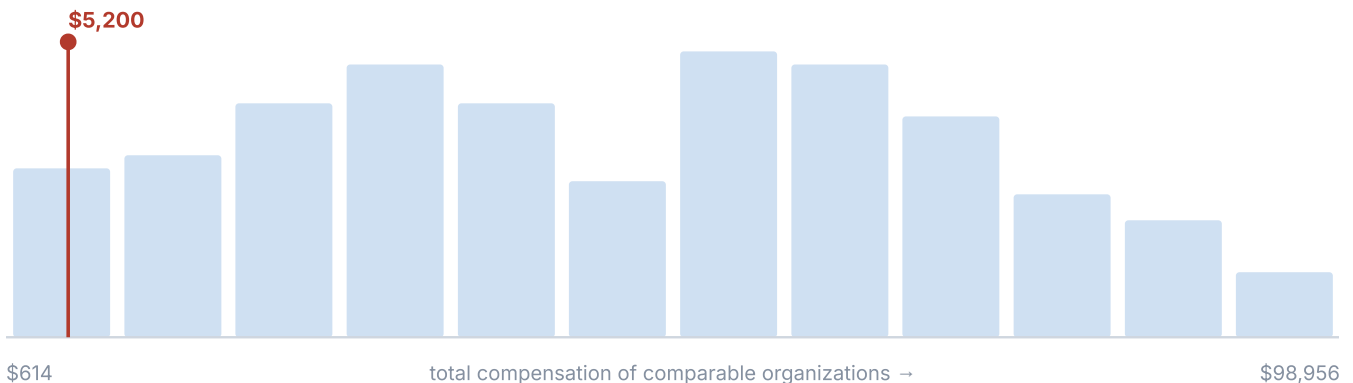
Benchmarked executive: Jacob Bourgault — reported title “Secretary of Grants, President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$131,070 and \$293,440 — 0.67x to 1.50x the subject's \$195,627 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

181 organizations qualified on sector, size, and geography → **181** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,355	\$25,649	\$45,634	\$65,715	\$77,305	\$5,200
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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
Promoting Responsible Independence In Daily Endeavors Inc	CA	\$195,145	President	\$30,000	\$26,217	2024
Lowell Terrace Corp	CO	\$194,511	Board President & Ceo Of Mhcd	\$24,467	\$24,445	2023
Lighthouse Recovery Services Inc	KY	\$197,001	Director	\$34,113	\$38,187	2023
Hope Reins In Texas Inc	TX	\$194,211	Director	\$20,300	\$20,551	2024
Helping Hands Of Yuma	AZ	\$193,285	Executive Director	\$65,322	\$65,455	2023
Dentists Who Care Inc	TX	\$198,497	Executive Director	\$65,000	\$65,802	2024
Coleman Road Supportive Housing Inc	MN	\$192,374	President/tr	\$65,715	\$67,656	2023
Surayya Anne Foundation Inc	OK	\$199,279	Executive Director	\$49,000	\$56,217	2023
Community Access Naperville Inc	IL	\$190,504	President	\$1,305	\$1,298	2024
Dress For Success Billings Inc	MT	\$190,236	Executive Director	\$47,167	\$51,455	2024
Surpassing Grace	TX	\$201,340	Executive Director Board Chair	\$28,000	\$28,346	2024
Westfield Residence Inc	CA	\$189,049	Director	\$2,450	\$2,141	2024
North Carolina Statewide Independent	NC	\$202,255	Executive Director	\$71,308	\$74,566	2024
Indian Council Of The Elderly Inc	WI	\$203,080	Prog Coordinator	\$36,320	\$38,388	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Unbridled Change	VA	\$203,658	Exec Dir/pre	\$40,000	\$40,240	2023
Hannah And Friends Inc	IN	\$187,260	Secretary, Director Of Ope	\$18,545	\$20,377	2023
Yanam2m	CO	\$204,439	Ceo	\$54,680	\$54,629	2023
Esperanza Immigration Legal Services	PA	\$206,309	Executive Director	\$85,696	\$89,041	2023
Homes For Laurel Inc	MD	\$184,441	Vice President & Director	\$27,109	\$25,649	2024
Laura Mahoney Autism And Epilepsy	NH	\$183,743	Executive Director	\$34,614	\$33,301	2023
Nonprofitconnect Inc	NJ	\$182,966	Executive Director	\$83,703	\$75,632	2024
Texas Burn Survivor Society Inc	TX	\$208,307	Executive Dir.	\$48,000	\$50,028	2023
Pettaway Pursuit Foundation	PA	\$182,330	Executive Director/president	\$66,401	\$67,014	2024
Hawaii Coalition Against Sexual Assault	HI	\$181,460	Executive Director	\$52,500	\$48,974	2023
Metro Apartments Inc	MN	\$209,839	Executive Vice President	\$18,918	\$19,477	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 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 **181** organizations. Compensation range \$614–\$98,956; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$195,627); for reference, expenses \$241,556 and assets \$117,568.
ROLE MATCH	Jacob Bourgault, reported title " <i>Secretary of Grants, President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	5 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 (Jacob Bourgault) 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 181 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,200 is reasonable (approximately the 5th 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.