

Saint Louis Nihongo Kyoshitsu Inc

Executive Director / CEO

EIN 431271322
 MO · NTEE A74Z
 FY ending 2025-03-31
 June 10, 2026

This analysis benchmarks the total compensation of **Noriko Mcleer, Executive Director / CEO** (\$8,469) against the **2000** closest of **2,266** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

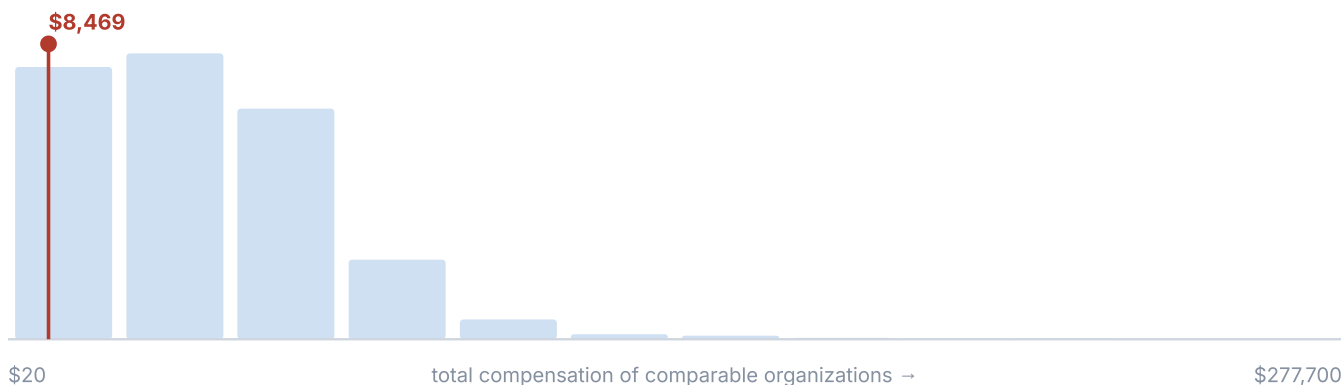
Benchmarked executive: Noriko Mcleer — reported title "DIRECTOR/PRINCIPAL", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A74Z).
BUDGET	Total revenue between \$143,233 and \$320,673 — 0.67x to 1.50x the subject's \$213,782 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,266 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$6,122	\$18,932	\$37,359	\$55,798	\$73,331	\$8,469
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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 MO 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
Richards Institute Of	CA	\$213,781	Executive Di	\$44,000	\$36,821	2024
Joseph Avenue Arts And Culture	NY	\$213,744	Executive Director	\$79,735	\$68,027	2025
Pones Inc	KY	\$213,740	Executive Director & Ex Officio Board Director	\$32,350	\$33,683	2024
The Best Production Company Inc	CT	\$213,919	Managing Director	\$25,000	\$23,387	2023
East Side Arts Council	MN	\$213,627	Executive Dir.	\$40,810	\$39,080	2024
Hawkeye Indian Cultural Center Inc	NC	\$213,614	Executive Dir.	\$1,400	\$1,366	2025
Papageno Society Inc	NY	\$213,603	Treasurer	\$80,000	\$70,059	2024
Nature's Best Photography Fund Inc	VA	\$213,600	Director / President	\$10,984	\$10,279	2024
Chinese American Arts Council	NY	\$213,969	Executive Director	\$39,180	\$35,325	2023
Ten Fifteen Productions	OR	\$213,974	Executive Director	\$42,509	\$38,258	2024
Dogteam Theatre Project Inc	VT	\$213,541	Co-president	\$2,520	\$2,458	2024
Michigan Arts Access	MI	\$213,518	Executive Di	\$46,000	\$46,014	2024
Blackstone River Theatre	RI	\$213,507	Executive Director	\$72,538	\$69,400	2023
Staten Island Shakespearean Theatre Co	NY	\$213,428	Director	\$57,693	\$50,523	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inlandia Institute Inc	CA	\$213,419	Executive Director	\$64,220	\$53,742	2024
Alliance Francaise De La Riviera Californienne Inc	CA	\$213,405	Executive Director	\$30,901	\$25,193	2025
Rogue World Music	OR	\$213,377	Executive Director	\$46,000	\$41,399	2024
Armando Info Inc	FL	\$213,376	Director And President	\$22,240	\$20,247	2024
Independent Jewish World Cinema Inc	CA	\$214,196	Secretary	\$47,500	\$39,750	2024
Youth Orchestras Of Charlotte	NC	\$214,280	Former Ex. Dir.	\$30,485	\$30,527	2024
Philadelphia Volunteer Lawyers For The Arts	PA	\$213,248	Executive Director	\$91,000	\$90,545	2023
The Martin And Osa Johnson Safari	KS	\$213,158	Director	\$42,298	\$44,285	2024
Destination Crenshaw Support Foundation	CA	\$213,080	Chairperson/president	\$5,089	\$4,385	2023
Annie E Woodman Institute Inc	NH	\$213,068	Executive Director	\$55,847	\$51,452	2023
Day li Day Foundation Inc	CA	\$213,010	President & Ceo	\$60,500	\$52,125	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2025 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 MO 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	2000 organizations. Compensation range \$20–\$277,700; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$213,782); for reference, expenses \$176,204 and assets \$481,620.
ROLE MATCH	Noriko Mcleer, reported title "DIRECTOR/PRINCIPAL", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	33 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	12 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	12 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 (Noriko Mcleer) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,469 is reasonable (approximately the 12th 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.