

Farmington Educational

Executive Director / CEO

EIN 431773269
 MO · NTEE B84
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Sally Sullivan-shinn, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

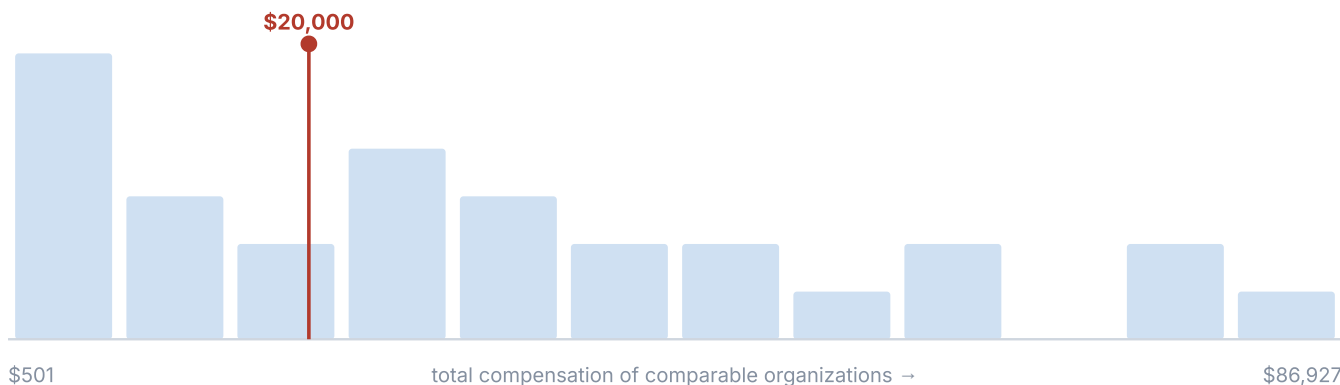
Benchmarked executive: Sally Sullivan-shinn — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B84).
BUDGET	Total revenue between \$135,850 and \$304,143 — 0.67x to 1.50x the subject's \$202,762 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B84), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,129	\$11,819	\$27,726	\$46,009	\$64,780	\$20,000
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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
Alumni Association Of Fitchburg	MA	\$203,774	Secretary/tr	\$575	\$501	2024
Maitland E Smith Scholarship House	KS	\$198,902	Executive Di	\$21,300	\$22,959	2023
Alumni Association Of Southern Illinois	IL	\$196,551	Assoc. Vice Chancellor For Adv/ed Of Alumni And Do	\$40,909	\$38,976	2024
Minot Public School Foundation	ND	\$196,246	Executive Director	\$43,125	\$45,865	2024
Omaha South High Alumni Association	NE	\$192,684	Treasurer	\$14,046	\$15,073	2023
District Foxtrot Of The Clemson	SC	\$186,690	Executive Director	\$9,284	\$9,664	2023
University Of California Santa	CA	\$220,983	Executive Director	\$29,185	\$25,145	2023
Seneca Past And Present Inc	KY	\$182,199	Treasurer	\$25,354	\$26,399	2024
The Public Education Partnership	FL	\$223,421	Executive Director/staff	\$62,981	\$59,033	2023
Sigma Phi Lambda Inc	TX	\$225,102	Co Executive	\$29,969	\$29,053	2024
Uc Santa Cruz Alumni Association	CA	\$225,341	Executive Dir.	\$19,314	\$16,163	2024
Novo Collegian Alliance	FL	\$231,337	Coordinator	\$13,376	\$12,537	2023
Universidad Simon Bolivar Alumni Association Of	MA	\$233,278	Executive Manager Consultant	\$4,965	\$4,452	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
America Inc						
United States Japan Exchange And Teaching Programme Alumni Association	DC	\$163,133	Executive Director	\$70,000	\$61,289	2023
Shamokin Area Hs Alumni Assoc Ed	PA	\$160,098	Treasurer	\$725	\$701	2024
Swapa Scholarship Fund	TX	\$252,688	Executive Director	\$82,069	\$79,560	2024
Aiesec Life Inc	PA	\$148,333	Executive Director	\$32,810	\$31,709	2024
Alumni Association Of The State	NY	\$257,682	Interim Dir., Alumni Operations	\$1,363	\$1,229	2023
Bridgewater Alumni Association	MA	\$143,945	Executive Director, Alumni And Development	\$45,917	\$41,169	2023
Girard College Alumni Association	PA	\$267,792	Director	\$57,966	\$57,676	2023
Bernard M Baruch College	NY	\$136,183	Executive Director	\$53,031	\$46,441	2024
Oswego Alumni Association Inc	NY	\$272,535	Executive Director/ex Offi	\$96,414	\$86,927	2023
University Of Virginia Law School Alumni	VA	\$274,517	Assistant Secretary-treasu	\$35,320	\$34,026	2023
Fontainebleau Associations	NJ	\$285,721	Secretary	\$15,000	\$12,979	2024
Leo Foundation	AZ	\$287,149	Ceo	\$76,000	\$72,927	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	28 organizations. Compensation range \$501–\$86,927; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$202,762); for reference, expenses \$167,396 and assets \$448,939.
ROLE MATCH	Sally Sullivan-shinn, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	39 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	32 nd

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 (Sally Sullivan-shinn) 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 28 similarly situated organizations (Same NTEE sector (B84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 39th 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.