

Skourtes Institute

Executive Director / CEO

EIN 454089973

OR · NTEE B19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eugene C Skourtes, Executive Director / CEO** (\$1) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Eugene C Skourtes — reported title “DIR, PRES. &”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (B19).
- BUDGET** Total revenue between \$106,264 and \$237,904 — 0.67x to 1.50x the subject's \$158,603 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (B19), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,900	\$16,496	\$47,449	\$82,753	\$159,993	\$1
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
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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 OR 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
Beyond Limits Therapeutic Riding Inc	GA	\$156,947	Executive Director	\$25,000	\$27,068	2024
Nys Clsa	NY	\$164,863	Executive Director	\$5,848	\$5,859	2023
Bridge Of Grace Support Corporation	IN	\$151,624	Board Chair	\$2,862	\$3,250	2024
Education Quality Outcomes Standards	MA	\$149,333	Ceo	\$70,211	\$67,940	2024
Chd Academy	CA	\$169,137	President	\$10,000	\$9,059	2025
Excellence Academies Foundation Inc	NY	\$170,893	Director/ceo	\$44,709	\$44,789	2023
Interra Cares Foundation Inc	IN	\$176,598	Chief Strate	\$232,278	\$263,769	2024
Nibras Education Foundation	MI	\$140,058	President	\$43,790	\$50,108	2023
Montessori Public Policy Initiative	DC	\$136,404	Executive Dir.	\$136,200	\$128,702	2024
The Woodland Foundation	LA	\$136,138	Executive Director	\$48,419	\$57,412	2024
Student Loan Fund Inc	CT	\$134,579	Executive Director	\$62,550	\$63,153	2024
Geneva Lake Astrophysics And Steam Inc	WI	\$187,866	President	\$142,540	\$165,035	2023
Nw Laborers United Training Center	WA	\$120,000	President	\$90,957	\$87,691	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Council On Youth Programs For	NY	\$119,498	President/treas./director	\$37,449	\$36,440	2024
Hope United Inc	OK	\$118,852	Executive Director	\$48,383	\$59,064	2023
Srcs Building Company	MN	\$198,837	Director	\$4,818	\$5,278	2023
Gpf Woodson Park Nmtc Inc	GA	\$201,061	Executive Director	\$18,151	\$19,653	2024
Golden Ciphers	OH	\$116,132	Executive Director	\$33,120	\$37,774	2024
Consortium On Workplace-based Education	OH	\$113,672	Executive Director	\$19,950	\$22,753	2024
District 7 High School Rodeo	ID	\$207,400	Secretary	\$7,000	\$8,019	2024
Samuel Staten Sr Pre-apprenticeship Program	PA	\$109,482	Executive Director	\$140,154	\$154,950	2023
Unique Xpression Ministries Inc		\$215,734	Executive Director	\$15,000	\$15,443	2023
Catch The Stars Foundation	IN	\$227,758	Executive Directorprogram Director	\$48,327	\$54,879	2024
Enterprise Institute	SD	\$231,030	Executive Director	\$153,725	\$188,087	2023
Richland County Public Education	SC	\$232,424	Executive Director	\$76,152	\$88,075	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	26 organizations. Compensation range \$3,250–\$263,769; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$158,603); for reference, expenses \$13,509 and assets \$988,383. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Eugene C Skourtes, reported title "DIR, PRES. &", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	69 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 (Eugene C Skourtes) 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 26 similarly situated organizations (Same NTEE sector (B19), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$1 is reasonable (approximately the 0th 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.