

Media Literacy Now

Executive Director / CEO

EIN 462991673

MA · NTEE A05

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Erin Mcneill, Executive Director / CEO** (\$20,219) against the **2000** closest of **2,985** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

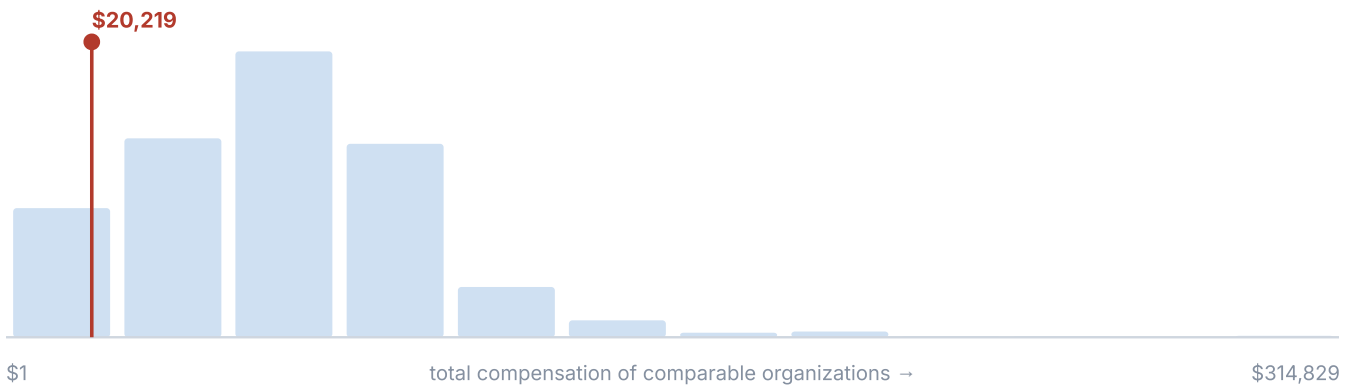
Benchmarked executive: Erin Mcneill — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A05).
BUDGET	Total revenue between \$301,400 and \$674,776 — 0.67x to 1.50x the subject's \$449,851 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,985 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$19,467	\$39,881	\$63,924	\$84,386	\$103,316	\$20,219
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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 MA 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
Hawaiian Music Perpetuation Society	HI	\$449,654	Executive Dir.	\$91,143	\$88,202	2024
La Musica Di Asolo Inc	FL	\$450,053	Executive Director	\$28,700	\$28,391	2025
Equity Trust Inc	MA	\$450,097	Executive Director	\$71,756	\$69,697	2024
San Angelo Broadway Academy Youth	TX	\$450,310	President	\$53,235	\$57,560	2024
Murray Art Guild	KY	\$449,319	Executive Dir.	\$33,321	\$38,695	2024
Monica Bill Barnes & Company Inc	NY	\$449,169	Founder/artistic Director	\$105,761	\$103,300	2024
Russian History Foundation	NY	\$449,129	Executive Director	\$54,240	\$52,978	2024
Lana'i Culture & Heritage Center	HI	\$450,589	President	\$4,000	\$3,871	2024
Cedar Rapids Opera Theatre	IA	\$450,651	Ex Officio B	\$66,090	\$76,202	2025
Summerbella	CA	\$449,043	Trustee	\$24,000	\$22,400	2024
Phoenix Film Foundation	AZ	\$450,731	Non-voting Exec. Director	\$60,740	\$63,140	2024
Washington National Opera	DC	\$450,793	General Director	\$50,907	\$48,286	2024
White Bird Productions Inc	NY	\$450,835	President	\$60,000	\$60,335	2023
American Festival Chorus	UT	\$448,629	Manag. Director	\$30,000	\$33,188	2024
Street Theory Collective	MA	\$448,600	Clerk	\$110,400	\$104,469	2025
Basque Foundation Inc	ID	\$448,587	Secretary/tr	\$13,071	\$15,474	2023
The Early Music Guild Of Seattle	WA	\$451,123	Executive Director	\$62,882	\$62,650	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Information Age Learning Center	NJ	\$448,553	Ceo	\$34,452	\$33,249	2024
Sacred Heart Cultural Center Inc	GA	\$451,291	Executive Director	\$85,853	\$93,307	2024
Chandler Youth Theatre	AZ	\$451,424	Director	\$50,000	\$51,977	2024
The Odyssey After-school Enrichment Program	TX	\$451,428	Executive Director	\$53,583	\$56,442	2025
Inner Arbor Trust Inc	MD	\$448,267	President Ceo	\$60,000	\$60,633	2024
Balanced Almond Inc	TX	\$451,494	President	\$40,134	\$43,395	2024
Dallas Architecture Forum	TX	\$448,181	Executive Director	\$95,000	\$102,717	2024
Level Ground	CA	\$451,528	Co-director	\$53,999	\$50,400	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 \$1–\$314,829; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$449,851); for reference, expenses \$193,214 and assets \$340,037. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Erin McNeill, reported title <i>"CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 41 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	10 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	9 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 (Erin Mcneill) 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 13, 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 \$20,219 is reasonable (approximately the 10th 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 13, 2026.