

Meadowlands Regional 2040 Foundation Inc

Executive Director / CEO

EIN 463764687

NJ · NTEE B03

FY ending 2024-10-31

June 9, 2026

This analysis benchmarks the total compensation of **James Kirkos, Executive Director / CEO** (\$7,311) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: James Kirkos — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B03).

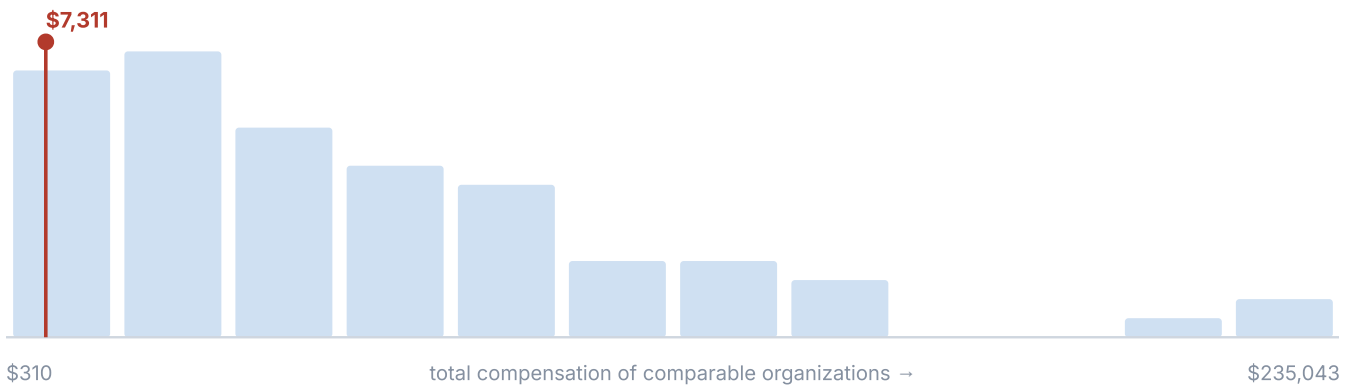
BUDGET Total revenue between \$169,768 and \$380,079 — 0.67x to 1.50x the subject's \$253,386 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography

→ **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,671	\$24,782	\$51,136	\$93,438	\$119,367	\$7,311
---------	----------	----------	----------	-----------	----------------



■ 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 NJ 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
Consortium For North American Higher Education Collaboration Con	AZ	\$253,145	Executive Director And Treasurer	\$13,266	\$14,289	2024
Dyslexia Center Of Austin	TX	\$252,836	Executive Dir.	\$36,000	\$41,524	2023
National Council On School Facilities	DC	\$255,554	Former Executive Director	\$23,505	\$23,102	2024
Lone Star State School Counselor Association	TX	\$256,187	Executive Director	\$23,260	\$26,060	2024
New England Center For Attention	VT	\$257,226	Executive Dir.	\$120,000	\$139,275	2023
Association For Practical & Professional	IN	\$249,118	Executive Director	\$50,000	\$57,534	2025
Northeast Greek Leadership	PA	\$258,306	Executive Di	\$49,781	\$55,602	2024
The Association Of Asset Management Prof	NE	\$248,153	President	\$250	\$310	2023
Maine Music Educators Association	ME	\$259,983	Executive Director	\$20,602	\$23,789	2023
National Association Of Corporate Directors - Chicago Chapter	IL	\$260,305	Executive Director	\$130,004	\$143,149	2024
Gamma Iota Sigma Foundation	OH	\$246,200	Executive Director	\$5,056	\$5,998	2024
Southeast Missouri Preparatory School	MO	\$261,800	President	\$30,666	\$35,441	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Jersey Association For College	NJ	\$263,150	Exe. Assist.	\$22,353	\$23,013	2023
North Texas Chapter Of The National	TX	\$263,912	Executive Dir.	\$85,500	\$98,621	2023
Nebraska Legal Diversity Council	NE	\$241,500	Executive Director	\$125,000	\$150,581	2024
Ohio School Health Services	OH	\$241,396	Treasurer	\$17,500	\$21,373	2023
Mass Assoc For Health Physical	MA	\$267,123	Executive Di	\$65,611	\$66,035	2024
Entrepreneurs Organization Of Iowa	IA	\$239,142	Chapter Admi	\$56,060	\$66,977	2025
California Association Of	CA	\$269,871	Executive Dir.	\$217,913	\$210,752	2024
Universities Council On Water	IL	\$273,112	Executive Director	\$104,938	\$118,962	2023
Nevada Association Of School Superintendents	NV	\$233,539	Executive Director	\$54,726	\$61,440	2024
Pennsylvania Association For Supervision & Curriculum Development	PA	\$233,394	Executive Director	\$62,946	\$72,382	2023
Schuylkill Community Education Council	PA	\$273,566	Executive Direc	\$103,805	\$119,367	2023
New Orleans Regional Leadership	LA	\$232,933	Executive Director	\$91,800	\$116,561	2023
Research Triangle Chapter Of The	NC	\$230,904	Executive Director	\$39,050	\$45,192	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	71 organizations. Compensation range \$310–\$235,043; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$253,386); for reference, expenses \$110,167 and assets \$491,535. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	James Kirkos, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (James Kirkos) 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 71 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$7,311 is reasonable (approximately the 8th 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.