

Nebraska Bankers Association Foundation

Executive Director / CEO

EIN 470736003
 NE · NTEE J220
 FY ending 2025-04-30
 June 9, 2026

This analysis benchmarks the total compensation of **Richard Baier, Executive Director / CEO** (\$63,162) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (J220).

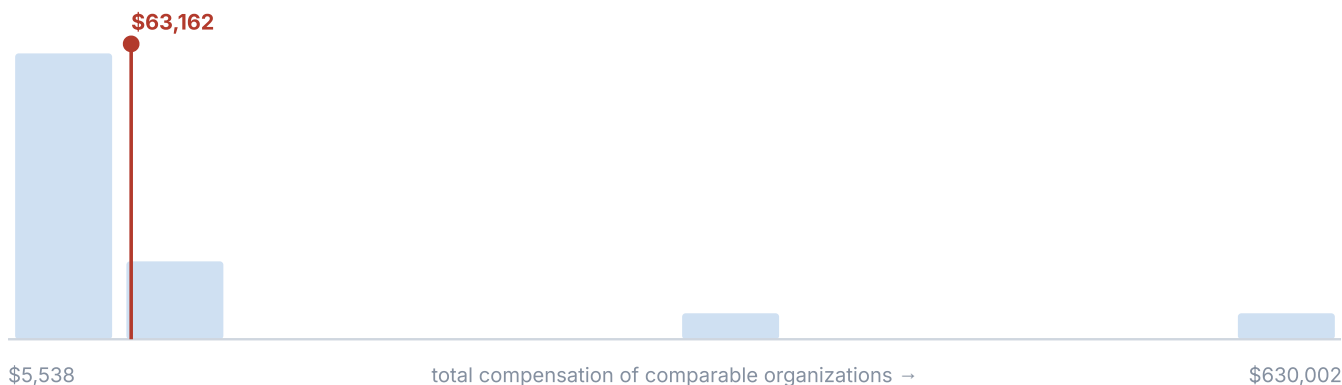
BUDGET Total revenue between \$24,193 and \$54,163 — 0.67x to 1.50x the subject's \$36,109 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,063	\$7,320	\$24,343	\$63,102	\$215,209	\$63,162
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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 NE 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
Northeastern Lumber Manufacturers	ME	\$36,808	Executive Director	\$6,096	\$5,825	2024
Center For Economic Justice	TX	\$37,431	Director	\$60,000	\$57,279	2024
Src Industries Inc Foundation	MI	\$38,589	Ceo	\$7,280	\$7,172	2024
Goodwill Solutions Inc	IA	\$30,917	Ceo	\$348,058	\$363,704	2024
Hmong National Development	MN	\$42,267	President &	\$25,680	\$24,932	2023
Teachers Association Of Pleasantville	NY	\$43,243	President	\$7,500	\$6,301	2025
Life And Work Connections Inc	MO	\$28,626	Executive Director	\$18,646	\$18,847	2024
Milwaukee Area Workforce Funding	WI	\$28,310	Executive Director	\$66,040	\$65,821	2024
Pandion Healthcare Advocacy Inc	NY	\$45,940	President & Ceo	\$709,582	\$630,002	2023
The Waterford Project	OH	\$25,783	Executive Director	\$66,000	\$66,713	2024
Michigan Bricklayers And Allied Craftworkers Local	MI	\$47,281	Secretary	\$49,950	\$49,204	2024
The Gear Foundation Inc	TN	\$24,497	Program Director	\$62,000	\$62,195	2024
Lenli Group Inc	FL	\$24,384	President	\$6,000	\$5,538	2023
International Association Of Sheet Metal	IL	\$49,675	Treasurer	\$15,236	\$14,295	2024
Health Employees Alliance Rights & Trades Local 707 Inc	NJ	\$49,854	President	\$8,400	\$7,369	2023
Worknet Inc	HI	\$53,711	President/director	\$27,800	\$23,754	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	16 organizations. Compensation range \$5,538–\$630,002; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$36,109); for reference, expenses \$33,002 and assets \$894,500.
ROLE MATCH	Richard Baier, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	75 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (Richard Baier) 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 16 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,162 is reasonable (approximately the 75th 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.