

# Pinball Edu Inc

Executive Director / CEO

EIN 472840921  
 MD · NTEE A57  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Joe Said, Executive Director / CEO** (\$24,242) against **every comparable organization** that fit the selection criteria — **1274** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Joe Said — 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 (A57).
BUDGET	Total revenue between \$103,456 and \$231,618 — 0.67x to 1.50x the subject's \$154,412 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**1,274** organizations qualified on sector, size, and geography → **1,274** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,597	\$17,451	\$36,201	\$56,533	\$75,139	<b>\$24,242</b>
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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 MD 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
<a href="#">Warbirds Of Glory Museum</a>	MI	\$154,634	President	\$50,058	<b>\$56,899</b>	2023
<a href="#">Voices</a>	CO	\$154,176	Executive Director	\$72,000	<b>\$76,028</b>	2023
<a href="#">Ascanio's Purse</a>	CO	\$154,704	President	\$15,000	<b>\$15,839</b>	2023
<a href="#">Beyond The Grade</a>	TX	\$154,023	Executive Director	\$117,012	<b>\$125,198</b>	2024
<a href="#">Souls Grown Deep Community</a>	GA	\$154,807	President	\$222,172	<b>\$246,001</b>	2023
<a href="#">Maiden Alley Cinema</a>	KY	\$153,899	Executive Director	\$19,385	<b>\$22,277</b>	2024
<a href="#">Intersectional Arts Inc</a>	CA	\$153,831	President	\$3,375	<b>\$3,117</b>	2024
<a href="#">South Carolina Cotton Museum Inc</a>	SC	\$155,011	Executive Di	\$33,692	<b>\$38,707</b>	2023
<a href="#">Alleghany Jam</a>	NC	\$155,028	Executive Director	\$53,791	<b>\$57,917</b>	2025
<a href="#">Mauch Chunk Museum &amp; Cultural</a>	PA	\$153,792	Secretary/tr	\$17,181	<b>\$18,326</b>	2024
<a href="#">Detroit Performing Artists Inc</a>	MI	\$153,760	Executive Di	\$21,186	<b>\$24,081</b>	2023
<a href="#">Elios Charitable Foundation</a>	CA	\$155,069	Executive Dir.	\$58,750	<b>\$55,865</b>	2023
<a href="#">Lightbox Film Center</a>	PA	\$153,749	Board Director	\$21,000	<b>\$22,400</b>	2024
<a href="#">Stage Left Theater Association</a>	WA	\$155,129	Managing Director	\$12,000	<b>\$11,492</b>	2024
<a href="#">Westerly Armory Restoration Inc</a>	RI	\$155,312	Treasurer	\$26,250	<b>\$26,923</b>	2024
<a href="#">Heritage Alliance Of Ne Tn &amp; Sw Va</a>	TN	\$155,315	Director	\$45,478	<b>\$52,642</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Zeitgeist Northwest</a>	OR	\$155,341	School Director	\$5,600	<b>\$5,726</b>	2023
<a href="#">West Nebraska Arts Center</a>	NE	\$155,385	Executive Di	\$43,358	<b>\$49,881</b>	2024
<a href="#">Hastings Museum Foundation Inc</a>	NE	\$153,425	Executive Di	\$62,000	<b>\$73,434</b>	2023
<a href="#">American Dance Machine For The 21st Century</a>	NY	\$153,425	President	\$5,250	<b>\$5,224</b>	2023
<a href="#">Knights Of Indulgence Theatre United Sta</a>	CA	\$153,332	Executive Dir.	\$42,000	<b>\$38,792</b>	2024
<a href="#">Pax Amicus Foundation</a>	NJ	\$155,661	President	\$12,000	<b>\$11,460</b>	2024
<a href="#">Warren County Historical Society</a>	PA	\$155,664	Executive Director	\$39,287	<b>\$43,143</b>	2023
<a href="#">Womens Chorus Of Dallas</a>	TX	\$155,690	General Manager	\$1,934	<b>\$2,016</b>	2025
<a href="#">Tubatulabals Of Kern Valley</a>	CA	\$155,709	Chairman	\$4,840	<b>\$4,470</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>1274</b> organizations. Compensation range \$277–\$306,497; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$154,412); for reference, expenses \$402,692 and assets \$393,116. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Joe Said, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 23 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	33 <sup>rd</sup>

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 (Joe Said) 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 1274 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,242 is reasonable (approximately the 35<sup>th</sup> 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.