

Startup Hutch Inc

Executive Director / CEO

EIN 481039882
 KS · NTEE S43Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jackson Swearer, Executive Director / CEO** (\$86,659) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Jackson Swearer — reported title “PROGRAM DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

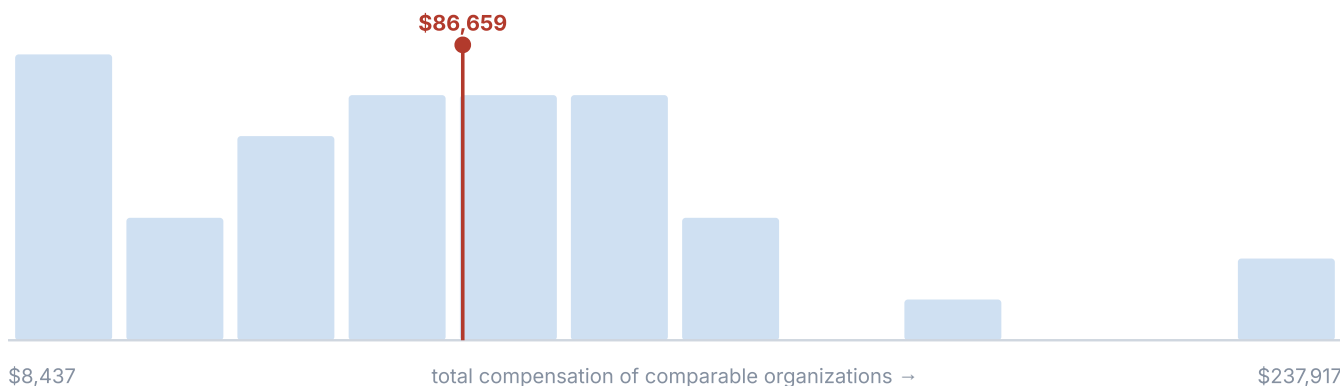
SECTOR Organizations sharing the subject's NTEE classification (S43Z).

BUDGET Total revenue between \$300,585 and \$672,952 — 0.67x to 1.50x the subject's \$448,635 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,937	\$41,273	\$75,389	\$111,170	\$133,671	\$86,659
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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 KS 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
Piedmont Business Capital	NC	\$446,116	Executive Director Ceo	\$132,440	\$126,670	2024
Xlr8x	HI	\$454,613	President/exec Dir	\$114,357	\$97,570	2023
Boomin University	TN	\$455,664	Board Member	\$36,538	\$34,634	2025
Sync Space Entrepreneur Center	TN	\$456,808	President, Ed	\$124,800	\$118,297	2025
Marietta Welcome Center Inc	GA	\$458,815	Executive Director	\$64,453	\$61,759	2023
Kukolu	HI	\$435,911	Executive Dir.	\$125,462	\$103,974	2024
Mnsbir Inc	MN	\$464,536	President And Ceo	\$148,382	\$135,715	2024
Macomb County Community Dispute	MI	\$466,668	Manager	\$108,963	\$104,105	2024
Alabama Capital Network Inc	AL	\$430,100	Executive Officer	\$114,000	\$117,367	2023
Pollylabs Foundation	NY	\$489,188	President & Executive Director	\$71,604	\$59,892	2024
Beta Group	MN	\$489,970	Executive Director	\$105,664	\$96,644	2024
Ab Community Inc	NC	\$406,875	Executive Director	\$86,875	\$85,544	2023
Eastern American Economic	NJ	\$406,656	President	\$98,670	\$81,545	2024
Latin American Economic Development	NJ	\$494,539	President & Ceo	\$117,378	\$97,007	2024
International Union Uaw Local 1284	MI	\$393,983	President	\$8,831	\$8,437	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anti Entropy	TX	\$393,476	President	\$65,000	\$64,503	2022
South Dakota Development Corporation	SD	\$505,928	Executive Director	\$105,938	\$108,223	2024
The Biotechnology Incubator At Nymc Inc	NY	\$389,283	President, Ceo & Trustee	\$268,885	\$231,547	2023
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$15,185	2023
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$27,146	2024
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$19,875	2024
The Warehouse Business Accelerator	CO	\$370,791	Executive Dir.	\$80,032	\$73,133	2023
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$9,633	2025
Growco Columbia Inc	SC	\$367,881	Executive Director	\$101,778	\$98,283	2024
Womens Venture Fund Inc	NY	\$366,243	President & Ceo	\$159,200	\$133,160	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **39** organizations. Compensation range \$8,437–\$237,917; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$448,635); for reference, expenses \$291,639 and assets \$766,633.

ROLE MATCH	Jackson Swearer, reported title " <i>PROGRAM DIRECTOR</i> ", 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	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	56 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	46 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 (Jackson Swearer) 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 39 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,659 is reasonable (approximately the 56th 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.