

# Midcoast Literacy

Executive Director / CEO

EIN 542127254

ME · NTEE B60

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Daniel Burson, Executive Director / CEO** (\$42,498) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B60).

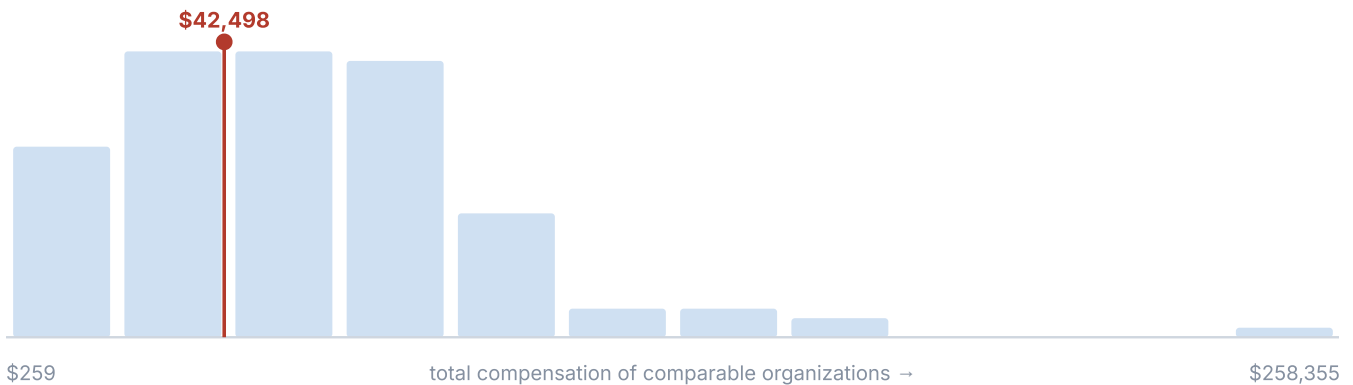
**BUDGET** Total revenue between \$160,750 and \$359,889 — 0.67x to 1.50x the subject's \$239,926 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

**131** organizations qualified on sector, size, and geography

→ **131** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,264	\$31,160	\$55,533	\$75,915	\$93,647	\$42,498
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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 ME 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="#">Gull Island Institute Inc</a>	MA	\$237,443	Clerk	\$41,600	<b>\$37,332</b>	2024
<a href="#">Collaborative Law Institute Of Texas</a>	TX	\$237,143	Exec Director	\$76,546	<b>\$78,726</b>	2023
<a href="#">National Coalition For Dialogue &amp; Deliberation</a>	PA	\$236,025	Executive Director	\$16,800	<b>\$17,225</b>	2023
<a href="#">Iowa City Unesco City Of Literature</a>	IA	\$244,011	Executive Director	\$108,323	<b>\$118,448</b>	2024
<a href="#">Literacy Chippewa Valley</a>	WI	\$244,707	Executive Di	\$47,017	<b>\$47,773</b>	2025
<a href="#">Harleys Dream</a>	CO	\$245,039	Executive Dir.	\$52,000	<b>\$49,795</b>	2024
<a href="#">Kenosha Literacy Council</a>	WI	\$234,765	Executive Dir.	\$54,654	<b>\$55,533</b>	2025
<a href="#">Second Chance Education Inc</a>	CA	\$245,689	Ceo	\$59,509	<b>\$52,833</b>	2023
<a href="#">Florida Preborn Rescue Inc</a>	FL	\$245,779	Director	\$124,492	<b>\$116,794</b>	2024
<a href="#">Literacy Volunteers Of Broome-tioga</a>	NY	\$233,980	Executive Director	\$49,448	<b>\$43,472</b>	2025
<a href="#">Hey Neighbor</a>	CO	\$246,939	Executive Director	\$39,875	<b>\$38,184</b>	2024
<a href="#">Growing Oaks Association</a>	OK	\$232,819	Secretarytreasurer	\$73,000	<b>\$80,275</b>	2024
<a href="#">Peak Research Institute</a>	CO	\$247,400	Treasurer	\$30,360	<b>\$29,073</b>	2024
<a href="#">Onelife For Life Inc</a>	MI	\$247,631	President	\$61,644	<b>\$65,419</b>	2023
<a href="#">Anewvista Community Services</a>	CA	\$248,249	President	\$51,200	<b>\$43,014</b>	2025
<a href="#">Minnesota Teachers Of English To Speakers Of Other Languages</a>	MN	\$231,475	Executive Assistant	\$15,450	<b>\$15,246</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Marion County Literacy Council Inc</a>	FL	\$249,959	Director	\$66,096	<b>\$60,410</b>	2025
<a href="#">Skyline Agility Club Inc</a>	NY	\$229,644	Former President	\$8,750	<b>\$7,896</b>	2024
<a href="#">Association For Machine Learning And Applications</a>	CA	\$251,017	Secretary	\$60,000	<b>\$51,741</b>	2024
<a href="#">Destiny Builders Inc</a>	OK	\$228,764	President	\$87,000	<b>\$95,670</b>	2024
<a href="#">Ethos Literacy</a>	NM	\$227,120	Executive Director	\$63,000	<b>\$67,669</b>	2024
<a href="#">Run Hard Rest Well Inc</a>	IN	\$253,340	Executive Dir.	\$60,000	<b>\$65,055</b>	2023
<a href="#">Leadership Kauai</a>	HI	\$226,010	Executive Dir.	\$70,000	<b>\$64,436</b>	2023
<a href="#">National Hbcu Business Deans Roundtable Inc</a>	NC	\$225,337	Managing Director	\$36,000	<b>\$38,245</b>	2023
<a href="#">New York State Care Management</a>	NY	\$225,135	Executive Director	\$68,250	<b>\$61,590</b>	2024

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

## ● Sample, role match & sensitivity

PEER COUNT	<b>131</b> organizations. Compensation range \$259–\$258,355; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$239,926); for reference, expenses \$201,039 and assets \$147,904.
ROLE MATCH	Daniel Burson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 12 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	37 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	41 <sup>st</sup>
All sources (D + E + F), adjusted	30 <sup>th</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 (Daniel Burson) 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 10, 2026, comparing compensation against 131 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,498 is reasonable (approximately the 37<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 10, 2026.