

Communities In Schools Of

Executive Director / CEO

EIN 561838845
 NC · NTEE B90Z
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Hunter Thrift, Executive Director / CEO** (\$68,981) against **every comparable organization** that fit the selection criteria — **444** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: Hunter Thrift — 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 (B90Z).
BUDGET	Total revenue between \$209,431 and \$468,876 — 0.67x to 1.50x the subject's \$312,584 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

444 organizations qualified on sector, size, and geography → **444** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,032	\$32,860	\$56,717	\$78,474	\$106,627	\$68,981
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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 NC 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
Asset Builders Of America Inc	WI	\$312,794	Executive Director	\$115,528	\$119,859	2024
The Academy Of Senior Health	OH	\$312,870	Ceo	\$176,200	\$190,869	2023
Silver Canady Charitable Collective Inc	MD	\$313,446	Founder And Executive Director	\$74,300	\$69,006	2024
Leap Of Faith Learning	AZ	\$313,677	Executive Direc	\$49,327	\$48,519	2023
Center For Student Legal Services	OH	\$313,771	Exec. Secret	\$49,669	\$52,260	2024
Patterson School Foundation Inc	NC	\$313,863	Ex Officio Director	\$53,842	\$56,899	2023
Better Learning Inc	FL	\$314,284	Executive Director	\$92,350	\$86,184	2024
Bookwallah Organization	IL	\$314,445	President	\$107,640	\$108,230	2023
People Prosper International Inc	TX	\$310,694	President	\$112,926	\$115,532	2023
National Character Education Foundation	PA	\$315,250	Executive Dir.	\$48,300	\$47,849	2024
Classroom In Bloom	WA	\$309,135	Executive Director	\$66,348	\$57,489	2025
Bethlehem Area Education Foundation	PA	\$308,774	Executive Director	\$31,689	\$32,320	2023
Madres	WA	\$308,512	Director	\$67,200	\$59,768	2024
Chess & Community Inc	GA	\$316,662	Ceo	\$30,000	\$30,851	2023
Abukloi Foundation	VA	\$317,014	Vice President	\$37,500	\$37,032	2023
Even Ground Inc	NY	\$308,042	Executive Director	\$16,750	\$15,036	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon Stem	OR	\$307,980	Executive Director	\$120,640	\$108,426	2025
Newburyport Education Foundation Inc	MA	\$307,426	Executive Director	\$61,606	\$56,620	2023
Blockchain Acceleration Foundation	CA	\$318,194	Head Of Operations	\$53,162	\$45,603	2024
School Discovery Network	TX	\$318,228	Executive Dir.	\$69,263	\$68,829	2024
American Modeling Teachers Association	PA	\$306,859	Executive Officer	\$74,300	\$73,606	2024
Afghan-american Community Organization	CA	\$306,716	Executive Dir.	\$94,092	\$80,714	2024
Rp Afterschool Program Inc	NJ	\$318,599	President	\$65,000	\$57,652	2024
Redapple Learning Campus	NC	\$318,876	President	\$94,000	\$96,487	2024
Accelerated College Experiences Inc	MA	\$319,060	President/ceo	\$99,000	\$88,377	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 444 organizations. Compensation range \$11–\$446,533; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$312,584); for reference, expenses \$244,723 and assets \$414,267.

ROLE MATCH Hunter Thrift, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 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	65 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	60 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 (Hunter Thrift) 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 444 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,981 is reasonable (approximately the 65th 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.