

# Cornerstone Community Radio Inc

Executive Director / CEO

EIN **592484475**  
 FL · NTEE A34Z  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Richard Van Zandt, Executive Director / CEO** (\$56,220) against **every comparable organization** that fit the selection criteria — **517** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Richard Van Zandt — 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 (A34Z).
BUDGET	Total revenue between \$66,544 and \$148,980 — 0.67x to 1.50x the subject's \$99,320 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**517** organizations qualified on sector, size, and geography → **517** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,959	\$11,883	\$25,594	\$45,959	\$67,341	\$56,220
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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 FL 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="#">Exchange Arts</a>	PA	\$99,483	Executive Director	\$51,674	<b>\$56,474</b>	2023
<a href="#">Signal And Cyber Museum Society</a>	GA	\$99,556	Executive Director	\$10,000	<b>\$10,703</b>	2024
<a href="#">Ensemble For The Romantic Century</a>	NY	\$99,658	President	\$12,000	<b>\$11,883</b>	2023
<a href="#">Mechanicsburg Museum Association</a>	PA	\$99,879	Treasurer	\$5,200	<b>\$5,520</b>	2024
<a href="#">Rolf And Alice Klep Educational And</a>	OR	\$99,886	Trustee	\$8,156	<b>\$8,063</b>	2024
<a href="#">The Cappies Inc</a>	VA	\$99,934	Technology Officer/cfo	\$20,000	<b>\$21,164</b>	2023
<a href="#">Noise Salon Inc</a>	MA	\$100,002	Executive Director/ Treasurer	\$15,914	<b>\$15,672</b>	2023
<a href="#">Discipleship Tape Ministries Inc</a>	TX	\$98,388	President	\$26,250	<b>\$27,951</b>	2024
<a href="#">Person County Museum Of History Inc</a>	NC	\$98,322	Executive Director	\$39,000	<b>\$42,896</b>	2024
<a href="#">Bsd Publishers Society Inc</a>	NY	\$98,276	Director, Ceo	\$18,000	<b>\$17,826</b>	2023
<a href="#">Wei-hwa Chinese School</a>	VA	\$98,248	Principal	\$2,376	<b>\$2,514</b>	2023
<a href="#">Brenham Maifest Association</a>	TX	\$97,786	Director- Marketing	\$3,000	<b>\$3,194</b>	2024
<a href="#">Chamber Orchestra Of Southern</a>	MD	\$97,759	Music Direct	\$18,220	<b>\$17,665</b>	2025
<a href="#">The Japanese Asociation Of Greater</a>	MA	\$101,073	Secretary	\$41,000	<b>\$39,219</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Textile Society Of America Inc</a>	MD	\$101,200	Director At Large Communications	\$4,043	<b>\$4,142</b>	2023
<a href="#">Historic St Mary's Mission Inc</a>	MT	\$97,317	Executive Director	\$24,249	<b>\$27,825</b>	2024
<a href="#">Southern Hills Arts Council</a>	OH	\$97,274	Director Of Operations	\$15,000	<b>\$17,411</b>	2023
<a href="#">Pembina County Historical Society</a>	ND	\$97,239	Museum Curator	\$11,036	<b>\$12,892</b>	2024
<a href="#">Small Wonder Puppet Theatre Inc</a>	NY	\$97,235	Executive Director	\$55,215	<b>\$53,111</b>	2024
<a href="#">St Albans Historical Society Inc</a>	VT	\$97,194	Executive Director	\$34,154	<b>\$35,651</b>	2025
<a href="#">Hopewell Valley Arts Council Inc</a>	NJ	\$97,191	Executive Director	\$31,797	<b>\$30,220</b>	2024
<a href="#">Team Sunshine Performance Corp</a>	PA	\$101,673	Co-artistic	\$28,280	<b>\$30,020</b>	2024
<a href="#">Picco Music Academy Inc</a>	CA	\$96,948	President	\$15,500	<b>\$14,247</b>	2024
<a href="#">Focus On Children United For Success Inc</a>	MD	\$96,901	Chairman	\$11,217	<b>\$11,163</b>	2024
<a href="#">Huda Community Center</a>	CA	\$101,790	Executive Dir	\$38,400	<b>\$36,339</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	517 organizations. Compensation range \$1-\$474,514; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$99,320); for reference, expenses \$115,090 and assets \$1,418,993.
ROLE MATCH	Richard Van Zandt, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	79 <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 (Richard Van Zandt) 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 517 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,220 is reasonable (approximately the 84<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.