

Cobalt Community Research

Executive Director / CEO

EIN 611548263

MI · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **William D Saintamour, Executive Director / CEO** (\$140,000) against **every comparable organization** that fit the selection criteria — **424** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

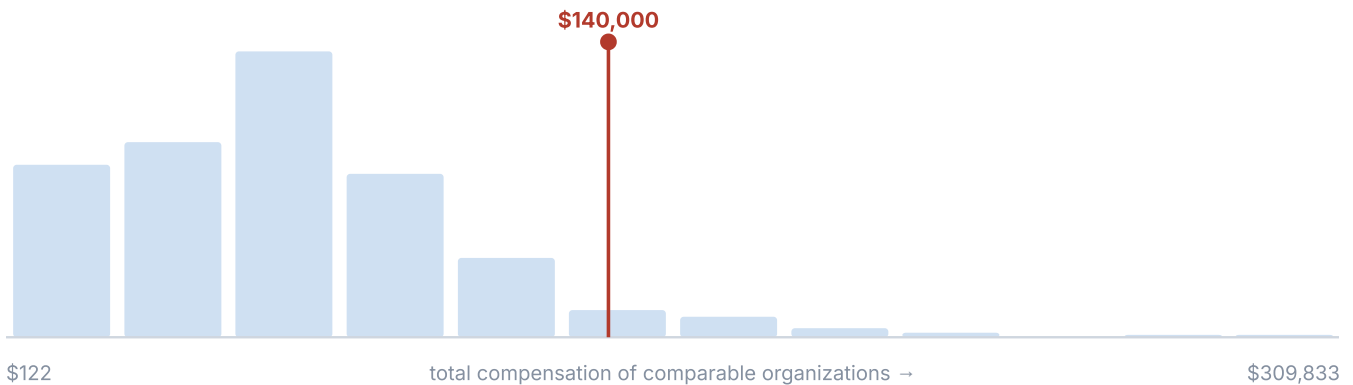
Benchmarked executive: William D Saintamour — reported title “PRESIDENT/CE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$293,808 and \$657,780 — 0.67x to 1.50x the subject's \$438,520 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

424 organizations qualified on sector, size, and geography → **424** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,789	\$37,335	\$62,583	\$87,234	\$113,552	\$140,000
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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 MI 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
Duxbury Student Union Association	MA	\$438,132	Executive Director	\$94,389	\$84,603	2023
Pupusas For Education	NC	\$437,399	Executive Dir.	\$2,760	\$2,763	2024
East Side Institute For Group And Short	NY	\$440,618	Executive Director	\$90,000	\$81,119	2023
Usa Homestays Inc	IN	\$436,143	President	\$88,000	\$92,564	2023
Daniel Academy Atlanta	GA	\$435,866	Ceodirector	\$22,100	\$21,529	2024
The Landing Place Inc	IN	\$441,860	Director	\$62,500	\$63,856	2024
Colorado Agricultural Leadership	CO	\$435,088	Ceo	\$48,000	\$44,592	2024
Mala'ai	HI	\$442,003	Former Executive Director	\$73,360	\$63,633	2024
House Of Champions	OH	\$434,760	President And Executive Director	\$35,000	\$34,989	2025
Reaching Higher New Hampshire Inc	NH	\$434,231	Executive Director	\$115,995	\$106,832	2023
Abundant Education	CA	\$433,979	Ceo	\$98,500	\$82,404	2024
Catch The Next Inc	TX	\$443,997	Ceo	\$100,223	\$99,998	2023
Uncw Research Foundation	NC	\$444,105	President	\$54,419	\$53,072	2025
Jackson Heart Foundation	MS	\$432,432	Executive Director	\$42,500	\$47,213	2023
Two Bikes	TN	\$432,119	Director	\$36,699	\$37,373	2024
Romanza St Augustine Inc	FL	\$446,105	President	\$4,000	\$3,748	2023
Project Reap	MA	\$429,301	Executive Dir.	\$159,433	\$142,904	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Willie L Brown Jr Institute On	CA	\$429,244	Executive Director	\$115,566	\$96,681	2024
Edina Education Fund	MN	\$448,216	Executive Director	\$60,008	\$55,966	2025
Wisconsin Deca Center Inc	WI	\$427,921	Executive Director	\$18,591	\$19,366	2023
Derry Preschool Inc	PA	\$450,059	Treasurer	\$55,000	\$51,768	2025
Global Ties Alabama	AL	\$425,594	Executive Director	\$68,800	\$74,137	2023
Sati Center For Buddhist Studies	CA	\$425,533	Treasurer	\$36,000	\$29,341	2025
Business History Conference	DE	\$451,653	Secretary	\$20,000	\$18,973	2024
Creative Strategies For Change	CO	\$425,184	Executive Dir.	\$82,181	\$78,600	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	424 organizations. Compensation range \$122–\$309,833; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$438,520); for reference, expenses \$342,535 and assets \$306,393.
ROLE MATCH	William D Saintamour, reported title " <i>PRESIDENT/CE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 12 peers fall outside 1.5x 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	94 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	88 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 (William D Saintamour) 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 424 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue).
3. The authorized body determined that total compensation of \$140,000 is reasonable (approximately the 94th 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.