

The Society Of Entrepreneurs Inc

Executive Director / CEO

EIN 621626301

TN · NTEE S40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pearson Crutcher, Executive Director / CEO** (\$102,250) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Pearson Crutcher — 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 (S40).

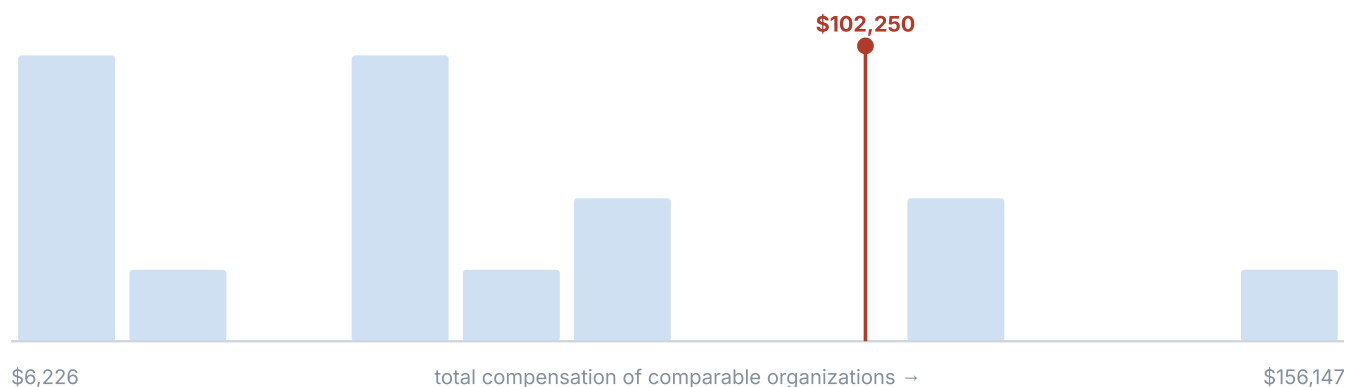
BUDGET Total revenue between \$85,158 and \$190,653 — 0.67x to 1.50x the subject's \$127,102 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,870

\$23,346

\$49,650

\$76,619

\$111,697

\$102,250



■ 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 TN 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
North Dakota Construction Council	ND	\$132,470	Executive Dir.	\$12,000	\$12,528	2024
Unite Here Education And Support Fund	NY	\$135,771	President & Director	\$82,648	\$73,148	2023
Waltham Educators Association	MA	\$138,874	Co-president	\$13,725	\$11,431	2025
Southern California Academy Of	CA	\$147,132	Executive Dir.	\$55,176	\$46,666	2023
Black Music Action Coalition Ltd	TN	\$97,689	President	\$151,667	\$156,147	2023
Manasota Air Conditioning Contractors	FL	\$163,127	Secretary, Treasurer	\$6,766	\$6,226	2023
Mendocino Winegrowers Inc	CA	\$164,067	Executive Director	\$56,909	\$46,750	2024
Upstate Minority Economic Alliance Inc	NY	\$87,190	Executive Director Thru July 2024	\$57,755	\$49,650	2024
Physicians Research Institute Inc	MD	\$170,200	President	\$90,046	\$80,089	2024
Westwater Financial Inc	CA	\$183,506	Executive Director	\$78,049	\$64,117	2024
Big Apple Greeter Inc	NY	\$184,029	Executive Director	\$60,045	\$51,619	2024
Greater Fort Lauderdale Transportation	FL	\$185,216	Executive Director	\$127,589	\$114,029	2024
Better Business Bureau Education	NE	\$185,980	President/ceo	\$102,708	\$108,198	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Egyptian Association Of Plumbing	IL	\$187,230	Executive Di	\$32,250	\$30,163	2024
Florida Justice Association	FL	\$190,296	President/secretary	\$18,495	\$16,529	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	15 organizations. Compensation range \$6,226–\$156,147; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$127,102); for reference, expenses \$179,940 and assets \$331,859. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Pearson Crutcher, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	80 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	67 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 (Pearson Crutcher) 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 15 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,250 is reasonable (approximately the 80th 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.