

Institute For Research And Evaluation

Executive Director / CEO

EIN 742408636
 UT · NTEE O50Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Stan Weed, Executive Director / CEO** (\$6,000) 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 **20th** percentile of comparable organizations below the typical range for comparable organizations

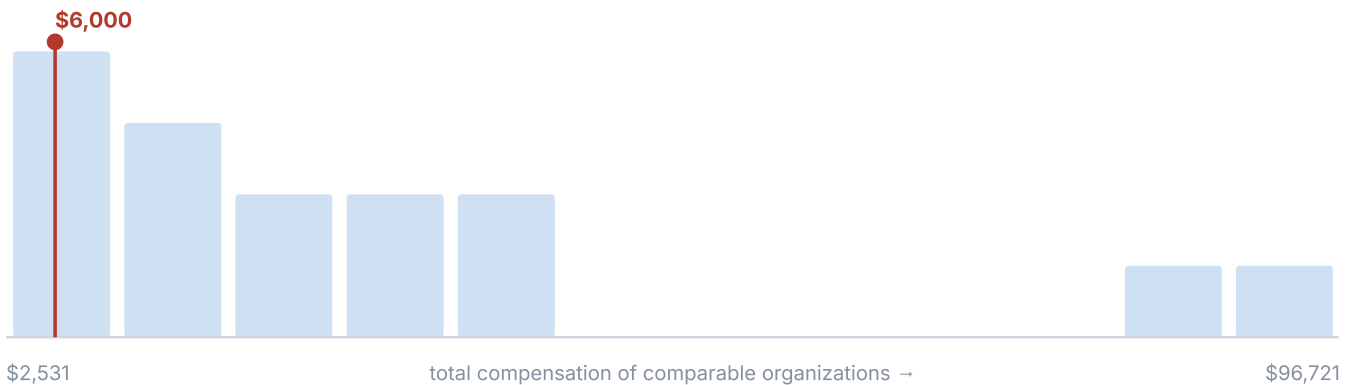
Benchmarked executive: Stan Weed — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50Z).
BUDGET	Total revenue between \$22,685 and \$50,788 — 0.67x to 1.50x the subject's \$33,859 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), 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



\$4,953	\$9,173	\$23,511	\$34,050	\$69,200	\$6,000
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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 UT 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
Kids With Character Inc	FL	\$35,149	Exec. Dir.	\$26,400	\$24,948	2023
Seed	IL	\$35,169	Executive Director	\$12,725	\$12,223	2024
Building Blocks For Kids	CA	\$37,183	President	\$46,302	\$40,219	2023
New Destiny Community Development Corporation	NJ	\$38,070	President	\$15,329	\$13,768	2023
Active Kids & Minds Inc	MA	\$38,587	Treasurer &	\$110,160	\$96,721	2024
Washington Area New Automobile Dealers	DC	\$28,335	President	\$103,243	\$88,521	2024
Readers Are Leaders	VA	\$46,193	President	\$5,000	\$4,857	2023
Reclaiming Americas Communities Through Empowermen	CA	\$46,500	Chief Executive Officer	\$37,211	\$32,322	2023
Fresh	MD	\$47,190	Executive Director	\$25,000	\$23,511	2023
A Place Of Refuge	MI	\$47,815	Director	\$12,000	\$12,102	2024
A Leadership Journey	RI	\$47,994	Program Manager	\$6,841	\$6,244	2025
Anahuak Youth Sports Association	CA	\$48,323	President	\$6,040	\$5,096	2024
Bethlehem Youth Court Inc	NY	\$49,186	Director	\$39,360	\$35,778	2023
Embrace Her Legacy Foundation	NY	\$49,484	Ceo And Chair Of The Board Of Directors	\$30,274	\$27,518	2023
Community Works Youth Development	CA	\$50,000	President & Ceo	\$3,000	\$2,531	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 \$2,531–\$96,721; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$33,859); for reference, expenses \$52,626 and assets \$21,221. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stan Weed, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	20 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	20 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 (Stan Weed) 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 (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 20th 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.