

# Future Giants Corporation

Executive Director / CEO

EIN 753054007

NY · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rd Snyder, Executive Director / CEO** (\$138,943) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

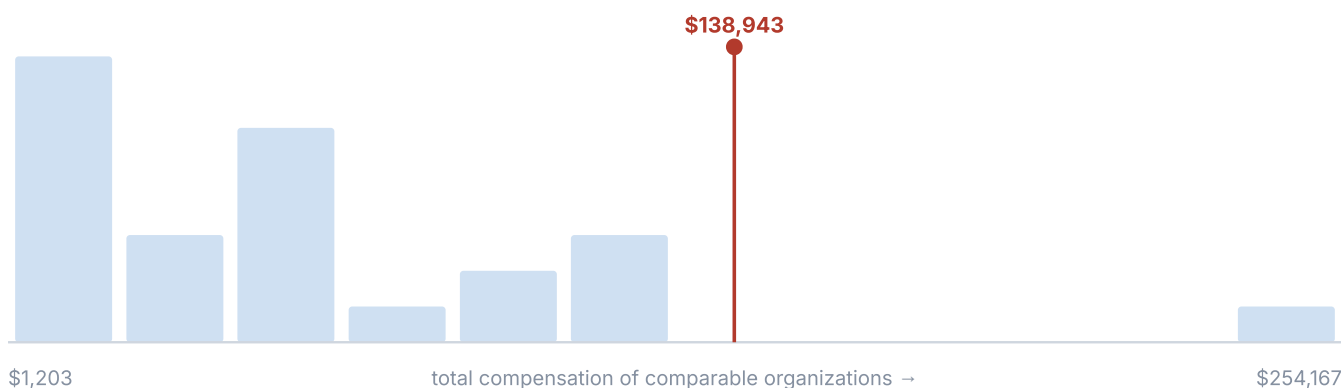
**Benchmarked executive:** Rd Snyder — reported title “Interim Consulting Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

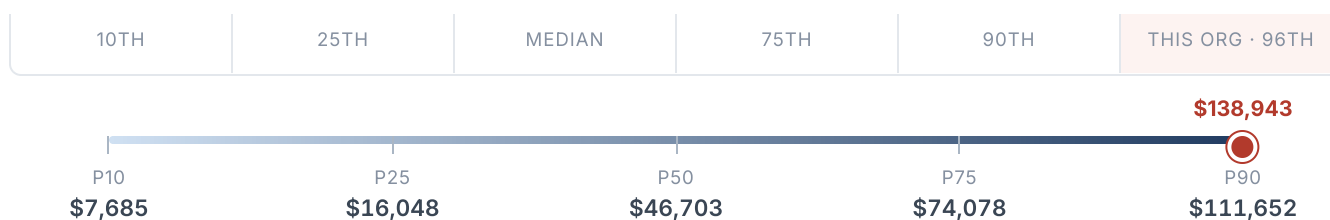
SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$186,824 and \$418,263 — 0.67x to 1.50x the subject's \$278,842 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + NY + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,685	\$16,048	\$46,703	\$74,078	\$111,652	<b>\$138,943</b>
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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 NY 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="#">New York Math Circle Inc</a>	NY	\$268,290	President	\$98,664	<b>\$98,664</b>	2024
<a href="#">The City Tutors Inc</a>	NY	\$259,859	Executive Director	\$63,237	<b>\$63,237</b>	2024
<a href="#">First Hand Learning Inc</a>	NY	\$259,550	President/ceo	\$37,548	<b>\$38,657</b>	2023
<a href="#">Women In Innovation Inc</a>	NY	\$299,293	Ceo	\$105,600	<b>\$105,600</b>	2024
<a href="#">Teaching Beyond The Square Inc</a>	NY	\$257,880	Secretary/sr Educational D	\$65,882	<b>\$65,882</b>	2024
<a href="#">Even Ground Inc</a>	NY	\$308,042	Executive Director	\$16,750	<b>\$16,750</b>	2024
<a href="#">Partners For A Better Education Inc</a>	NY	\$247,629	Executive Dir.	\$47,077	<b>\$47,077</b>	2024
<a href="#">Kidspirit Inc</a>	NY	\$246,871	Executive Di	\$30,000	<b>\$30,886</b>	2023
<a href="#">Hack Ny Inc</a>	NY	\$241,537	Director	\$17,500	<b>\$17,500</b>	2024
<a href="#">Kura Labs Inc</a>	NY	\$321,500	Founder & Ce	\$254,167	<b>\$254,167</b>	2024
<a href="#">Dream It Do It Western New York Inc</a>	NY	\$232,010	President	\$58,263	<b>\$58,263</b>	2024
<a href="#">Ahalearning Inc</a>	NY	\$228,977	President	\$36,000	<b>\$37,063</b>	2023
<a href="#">The Sife Equity Project Inc</a>	NY	\$228,060	Secretary	\$13,940	<b>\$13,940</b>	2024
<a href="#">Livingston County Education Alliance In</a>	NY	\$227,485	Preaident/ Ceo	\$10,868	<b>\$10,868</b>	2024
<a href="#">A Place For Kids</a>	NY	\$338,491	Executive Director	\$60,000	<b>\$61,772</b>	2023
<a href="#">Digital Girl Incorporated</a>	NY	\$338,555	Executive Director	\$100,880	<b>\$108,118</b>	2022
<a href="#">Eg Prep Education Inc</a>	NY	\$200,407	Executive Di	\$6,321	<b>\$6,321</b>	2024
<a href="#">Sunset Spark Inc</a>	NY	\$195,116	Secretary	\$45,000	<b>\$46,329</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Best Resource Center Inc</a>	NY	\$192,042	President	\$11,600	<b>\$11,600</b>	2024
<a href="#">Teach2learn Inc</a>	NY	\$373,524	Executive Director	\$61,722	<b>\$63,545</b>	2023
<a href="#">Suny College Of Esf</a>	NY	\$373,599	Former President	\$1,203	<b>\$1,203</b>	2024
<a href="#">Giant Thinking</a>	NY	\$377,824	Ceo	\$3,300	<b>\$3,300</b>	2024
<a href="#">Roots Connected Inc</a>	NY	\$379,637	Executive Director	\$122,545	<b>\$119,386</b>	2025
<a href="#">Math-m-addicts New York Inc</a>	NY	\$417,867	Program Director	\$109,920	<b>\$113,167</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	24 organizations. Compensation range \$1,203–\$254,167; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$278,842); for reference, expenses \$61,280 and assets \$278,842. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Rd Snyder, reported title " <i>Interim Consulting Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Rd Snyder) 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 24 similarly situated organizations (Same NTEE sector (B90) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,943 is reasonable (approximately the 96<sup>th</sup> 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.