

Potential Endeavors

Executive Director / CEO

EIN 821185615

MN · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Richard Post, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **373** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

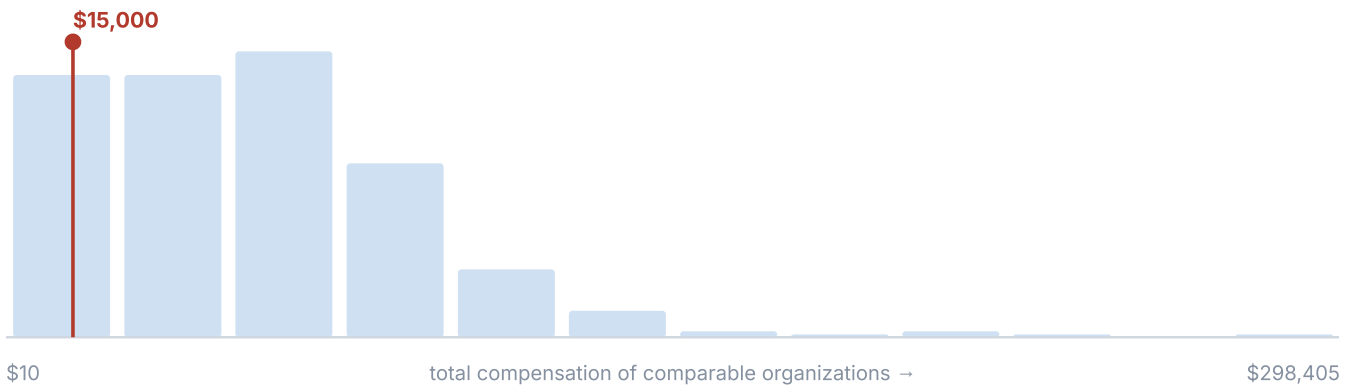
Benchmarked executive: Richard Post — reported title “President and Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$161,663 and \$361,933 — 0.67x to 1.50x the subject's \$241,289 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

373 organizations qualified on sector, size, and geography → **373** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,527	\$27,283	\$51,746	\$75,775	\$102,848	\$15,000
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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 MN 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
Hack Ny Inc	NY	\$241,537	Director	\$17,500	\$16,004	2024
Coastal Interpretive Center	WA	\$241,549	Executive Dir.	\$52,519	\$48,992	2023
Academy31 Inc	NC	\$240,918	President	\$25,440	\$26,603	2024
Wings For Learning	TX	\$240,694	Executive Di	\$54,000	\$54,667	2024
Joy Education Foundation	OK	\$242,191	Executive Director	\$116,590	\$129,926	2024
Ashtabula County Continued Education	OH	\$242,364	Executive Director	\$55,643	\$61,406	2023
Cleveland Municipal School District	OH	\$239,927	Director	\$138,367	\$148,315	2024
Shermont Manor	MT	\$239,735	Ceo	\$19,661	\$21,448	2024
Wegoja Foundation	SC	\$242,898	Executive Director	\$61,875	\$65,327	2024
Peacemakers Inc	CA	\$239,222	Founding Director	\$13,000	\$11,696	2023
Witkids Inc	TN	\$239,012	President	\$86,885	\$92,427	2024
The Simple Vue Academy Charter School Inc	GA	\$244,023	Executive Director	\$38,749	\$39,430	2024
Once Upon Our Time Capsule	IL	\$244,192	Co-founder Board Chair	\$53,335	\$54,632	2023
Housing Leadership Of Palm Beach County	FL	\$244,400	President & Ceo	\$125,465	\$119,283	2024
Forever R Children	OH	\$237,961	Executive Di	\$4,000	\$4,288	2024
Project Deep Association Inc	MA	\$244,681	Executive Di	\$65,000	\$57,589	2025
Tracy Chamber Of Commerce	CA	\$244,979	Ceo	\$78,900	\$70,986	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Investors Academy Inc	GA	\$245,033	Ceoexecutive Director	\$36,000	\$36,633	2024
Puerto Rico Alliance For Companion Animals Inc	PR	\$237,207	Treasurer	\$3,600	\$3,600	2024
Creative Lives Inc	VT	\$236,202	Executive Di	\$74,000	\$75,379	2024
Northeast South Dakota Area Health	SD	\$246,649	Center Direc	\$66,732	\$74,534	2024
Kidspirit Inc	NY	\$246,871	Executive Di	\$30,000	\$28,245	2023
Acton Academy Dc Foundation	DC	\$235,484	Executive Dir.	\$77,250	\$70,631	2023
Cultural Diversity Foundation Inc	NV	\$235,353	President	\$3,010	\$3,053	2024
Borromeo Project Inc	NH	\$235,164	Executive Director	\$131,521	\$126,533	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	373 organizations. Compensation range \$10–\$298,405; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$241,289); for reference, expenses \$236,046 and assets \$51,134.
ROLE MATCH	Richard Post, reported title <i>"President and Treasurer"</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	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	12 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 (Richard Post) 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 373 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 13th 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.