

New Discoveries Affiliated Building Co

Executive Director / CEO

EIN 821323910

MN · NTEE B11

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kirsten Kinzler, Executive Director / CEO** (\$43,067) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: Kirsten Kinzler — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B11).

BUDGET Total revenue between \$297,480 and \$666,000 — 0.67x to 1.50x the subject's \$444,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography

→ **150** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,946	\$20,119	\$46,389	\$78,327	\$118,750	\$43,067
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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
Winston Knolls Foundation For Thriving	IL	\$445,521	President	\$2,472	\$2,460	2024
Friends Of Peak To Peak Inc	CO	\$446,170	Executive Director Of Operations	\$43,550	\$43,509	2023
Bethel Education Foundation	OR	\$440,008	Executive Di	\$43,680	\$42,264	2023
Iowa Asian Alliance Foundation	IA	\$438,987	Executive Di	\$88,304	\$100,740	2023
Mercy Health Foundation Berryville	AR	\$438,902	Foundation President	\$11,384	\$13,332	2023
Missouri Association Of	MO	\$438,675	Executive Di	\$30,000	\$32,157	2024
Barbara Ingram School For The Arts	MD	\$436,102	Executive Director	\$22,500	\$21,288	2024
Parkland School District Education	PA	\$452,639	Executive Di	\$79,810	\$78,471	2025
Carmel High School Ovation Inc	IN	\$435,238	Choral Director	\$2,800	\$2,988	2024
Musd Holding Corp	CA	\$452,888	President	\$19,780	\$16,840	2025
The Berkeley Institute	CA	\$452,970	Executive Director, Treasu	\$125,190	\$109,402	2024
The Partners Program	CA	\$453,969	Director/head Of School	\$210,112	\$189,038	2023
Community School Foundation Inc	FL	\$433,743	Head Of School	\$49,099	\$48,058	2023
Great Lakes Academy Support	IL	\$454,800	Treasurer	\$6,807	\$6,973	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Richland Library Friends And Foundation	SC	\$433,011	Trustee	\$25,880	\$27,324	2024
Hermleigh Education Foundation Inc	TX	\$431,118	Trustee (Superintendent)	\$15,544	\$15,736	2024
University Of North Carolina At	NC	\$457,066	Treasurer	\$56,564	\$59,149	2024
Friends Of Veritas Preparatory Charter	MA	\$457,074	President	\$23,440	\$21,317	2024
Georgia Tech Global Inc	GA	\$460,000	President	\$58,151	\$57,648	2025
Institute For Student Achievement	NJ	\$427,323	President (End 1/5/2024)	\$71,148	\$64,288	2024
Longwood Sports Booster Club Inc	NY	\$427,192	Director	\$8,930	\$8,166	2024
Cuventures Inc	WI	\$424,301	Interim President (End 1/31/23)	\$61,862	\$67,315	2023
Elevate Atlanta Inc	GA	\$422,818	Executive Director	\$80,000	\$83,811	2023
Lincoln Trail College Foundation	IL	\$467,502	Executive Director	\$26,400	\$26,267	2024
Community Based Education Support	HI	\$469,475	Director	\$5,688	\$5,154	2024

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	150 organizations. Compensation range \$677–\$540,101; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$444,000); for reference, expenses \$383,435 and assets \$4,645,194.
ROLE MATCH	Kirsten Kinzler, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	62 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	45 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 rd

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 (Kirsten Kinzler) 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 150 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,067 is reasonable (approximately the 45th 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.