

Minnesota Youth Collective

Executive Director / CEO

This analysis benchmarks the total compensation of **Rahhel Haile, Executive Director / CEO** (\$46,765) against **every comparable organization** that fit the selection criteria — **343** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

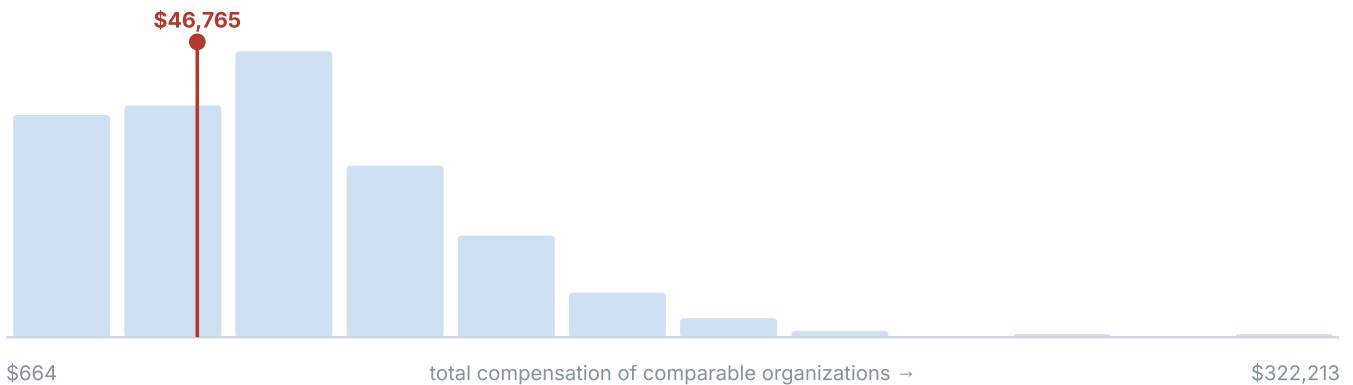
Benchmarked executive: Rahhel Haile — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R05).
BUDGET	Total revenue between \$173,137 and \$387,621 — 0.67x to 1.50x the subject's \$258,414 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

343 organizations qualified on sector, size, and geography → **343** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,422	\$32,558	\$62,235	\$90,895	\$122,642	\$46,765
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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
Life Group Inc	NE	\$257,849	President	\$61,000	\$68,360	2023
Progress Texas Institute	TX	\$259,130	Executive Director	\$110,426	\$111,789	2024
Southern Jewish	GA	\$259,492	Executive Di	\$103,000	\$107,906	2023
Casa Partners 4nmkids Inc	NM	\$256,941	Executive Director	\$45,000	\$48,982	2024
Muslim Justice League	MA	\$256,525	Executive Director	\$87,374	\$77,412	2025
The Jefferson Council	VA	\$260,452	Vp And Director, Executive Director From Nov, 2022	\$100,000	\$100,603	2023
Rise Foundation	VA	\$260,769	Executive Di	\$34,375	\$34,582	2023
Colorado Democracy Network	CO	\$255,793	Executive Director	\$79,547	\$79,474	2023
Strategic Advocacy For Human Rights Inc	CA	\$261,338	Co-executive Director	\$33,723	\$30,341	2023
Main Street Hanover Inc	PA	\$261,517	Executive Di	\$4,008	\$3,941	2025
Gay And Lesbian Community Center	MO	\$255,262	Executive Di	\$27,692	\$29,683	2024
Formed Foundation	DC	\$255,102	Director	\$27,500	\$24,422	2024
Casa Of Southwest Georgia Inc	GA	\$254,994	Executive Di	\$54,288	\$56,875	2023
No More A Stranger Foundation	UT	\$254,010	Executive Director	\$45,831	\$47,471	2024
New Voters Org	PA	\$262,872	President	\$64,167	\$64,759	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pregnancy Help & Information	FL	\$253,952	Ceo	\$55,150	\$53,981	2023
Fair Wisconsin Education Fund Inc	WI	\$253,859	Executive Director (Thru February)	\$59,299	\$62,675	2024
Naples Pride Inc	FL	\$253,687	President	\$64,583	\$61,401	2024
Move To Amend	CA	\$253,286	Director	\$4,800	\$4,319	2023
The Washington Bus	WA	\$253,250	Executive Director	\$108,760	\$101,455	2023
Central Georgia Casa Inc	GA	\$253,174	Executive Di	\$70,000	\$69,395	2025
Keystone Progress Education Fund	PA	\$253,066	Executive Di	\$81,923	\$85,122	2023
American Constitutional Rights Union	FL	\$263,886	President/ceo	\$22,500	\$21,391	2024
Court Appointed Special Advocate Of	CA	\$264,947	Former Executive Director	\$76,923	\$67,222	2024
Moveon Education Fund	OR	\$265,211	Executive Director	\$7,769	\$7,302	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 **343** organizations. Compensation range \$664–\$322,213; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$258,414); for reference, expenses \$343,403 and assets \$81,418.

ROLE MATCH	Rahhel Haile, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	36 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	79 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 (Rahhel Haile) 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 343 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,765 is reasonable (approximately the 36th 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.