

The Askinosie Foundation

Executive Director / CEO

EIN 824109289
 MO · NTEE O50
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Melissa Gelner, Executive Director / CEO** (\$39,771) against **every comparable organization** that fit the selection criteria — **374** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

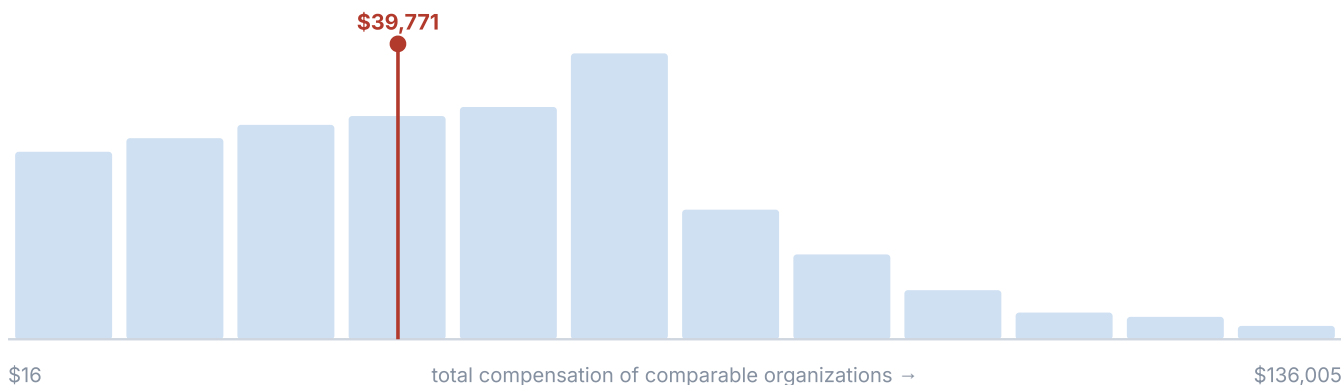
Benchmarked executive: Melissa Gelner — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$139,993 and \$313,419 — 0.67x to 1.50x the subject's \$208,946 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

374 organizations qualified on sector, size, and geography → **374** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,576	\$24,327	\$45,584	\$63,412	\$81,652	\$39,771
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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 MO 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
Re Coded Co	NY	\$208,688	Ceo	\$122,316	\$98,748	2025
Ace Project Inc	KY	\$208,639	Executive Director	\$50,000	\$49,264	2024
Promise Youth Development Inc	NC	\$209,535	Executive Director	\$73,749	\$71,946	2023
On Mission Martial Arts Inc	FL	\$209,821	President	\$57,100	\$49,192	2024
Achla Alianza Chicana Hisp Lat Amer Alli	MN	\$209,950	Executive Dir.	\$58,666	\$53,161	2024
10-10 Academy	CA	\$207,742	Secretary	\$53,403	\$41,199	2025
Girls On The Run Of Wnc Inc	NC	\$210,221	Executive Dir.	\$45,001	\$42,642	2024
P-town Car Club Inc	IL	\$210,562	Executive Director	\$130,680	\$121,299	2023
Helping Our People Eat	CA	\$210,750	Ceo	\$18,626	\$14,750	2024
Central Area Youth League Inc	LA	\$206,813	League Commissioner	\$9,000	\$9,357	2023
Global Unites Inc	MA	\$211,115	President	\$24,000	\$19,778	2024
Gift4s Giving Individuals The	TX	\$211,333	Executive Dir.	\$50,000	\$45,868	2024
Colors Plus	OH	\$211,438	President	\$43,125	\$41,888	2024
Franklin Kids	CA	\$206,402	President	\$40,500	\$33,019	2023
805 Mustangs Llc	CA	\$211,639	President	\$72,000	\$57,015	2024
I Am Empowering The Next Generation Inc	LA	\$211,685	Executive Director	\$64,000	\$66,537	2023
Reclaiming Youth At Risk	SD	\$206,142	Director	\$8,950	\$8,825	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Koa Foundation Inc	NV	\$206,059	Secretary	\$1,500	\$1,420	2023
Slater Family Network Foundation Inc	PA	\$205,903	Executive Director	\$46,673	\$42,684	2024
Ileri Inc	VI	\$205,864	Founder/executive Director	\$48,231	\$46,847	2024
Boys To Men Mentoring Network Of	HI	\$212,456	Secretary	\$60,661	\$49,806	2024
Raceway Gives Foundation	IL	\$212,544	Director	\$31,500	\$28,400	2024
Change The World Kids Inc	VT	\$205,308	Interim Facilitator	\$33,800	\$32,120	2023
Building Mosaics Solutions Inc	MD	\$212,650	Officer	\$111,716	\$95,782	2024
Ann Arbor A's Travel Baseball	MI	\$212,922	President	\$54,855	\$53,457	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2023 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 MO 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	374 organizations. Compensation range \$16–\$136,005; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$208,946); for reference, expenses \$245,468 and assets \$86,582.
ROLE MATCH	Melissa Gelner, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	42 nd
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	41 st

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 (Melissa Gelner) 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 10, 2026, comparing compensation against 374 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,771 is reasonable (approximately the 42nd 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 10, 2026.