

# Minnesota African American Heritage

Executive Director / CEO

EIN 825182136

MN · NTEE A23

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jack Rainey Jr, Executive Director / CEO** (\$48,057) against **every comparable organization** that fit the selection criteria — **110** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jack Rainey Jr — reported title “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

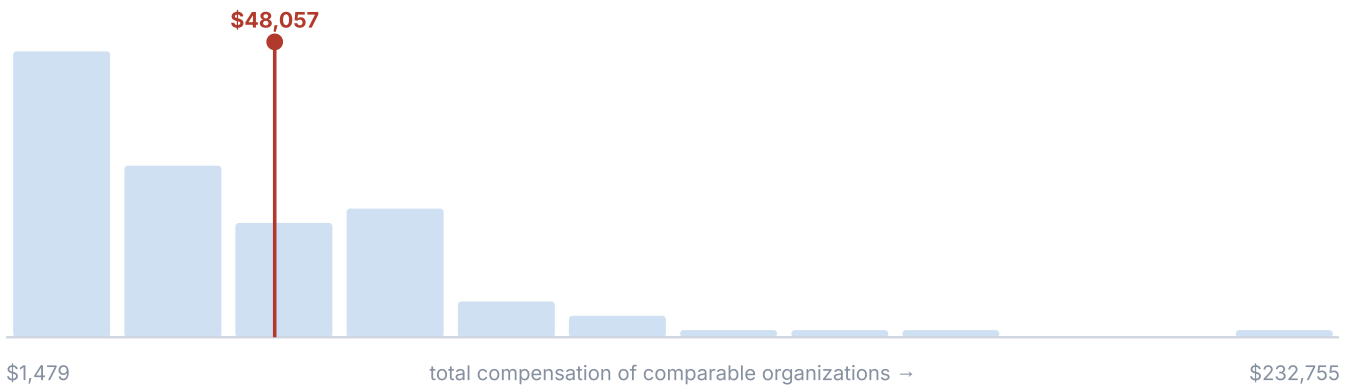
**SECTOR** Organizations sharing the subject's NTEE classification (A23).

**BUDGET** Total revenue between \$136,664 and \$305,965 — 0.67x to 1.50x the subject's \$203,977 (the band tightens as size grows).

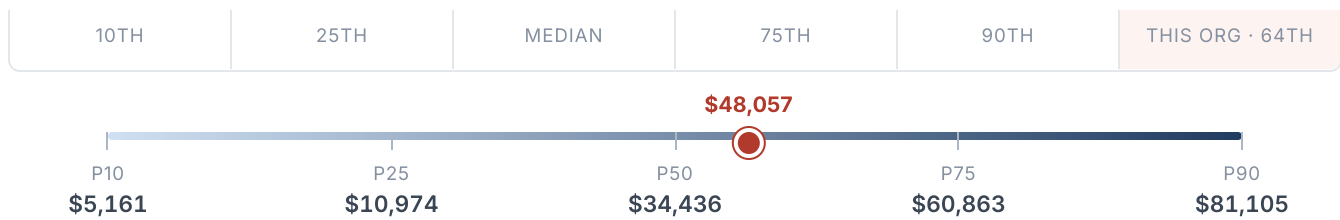
**GEOGRAPHY** Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**110** organizations qualified on sector, size, and geography → **110** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$5,161	\$10,974	\$34,436	\$60,863	\$81,105	\$48,057
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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
<a href="#">Pcs Educational Foundation Inc</a>	PA	\$204,162	Principal	\$4,696	<b>\$4,739</b>	2024
<a href="#">Ellen Johnson Sirleaf Presidential</a>	DC	\$202,746	Chief Operating Officer	\$77,826	<b>\$69,116</b>	2024
<a href="#">Arte Noir</a>	WA	\$202,525	Executive Dir.	\$25,079	<b>\$22,724</b>	2024
<a href="#">Southwest Seminars Inc</a>	NM	\$202,430	President	\$31,409	<b>\$35,199</b>	2023
<a href="#">Grit And Grace Girls Inc</a>	TX	\$206,065	Director	\$31,500	<b>\$32,830</b>	2023
<a href="#">Juneteenth Ri</a>	RI	\$206,595	Board President	\$4,500	<b>\$4,367</b>	2024
<a href="#">German American Cultural Society</a>	RI	\$206,873	Treasurer	\$4,761	<b>\$4,620</b>	2024
<a href="#">Alliance Francaise &amp; Language Ctr</a>	RI	\$199,404	Former Direc	\$11,600	<b>\$10,967</b>	2025
<a href="#">Massachusetts Center For Native American Awareness Inc</a>	MA	\$210,887	President	\$37,000	<b>\$32,781</b>	2025
<a href="#">Irish Fest Of The Fox Cities Inc</a>	WI	\$196,596	Director	\$10,000	<b>\$10,569</b>	2024
<a href="#">More Than A Single Story Inc</a>	MN	\$211,860	Artistic/executive Director	\$30,000	<b>\$30,886</b>	2023
<a href="#">Movimiento Afrolatino Seattle</a>	WA	\$212,357	Executive Director	\$81,644	<b>\$73,976</b>	2024
<a href="#">Alliance Francaise De La Riviera Californienne Inc</a>	CA	\$213,405	Executive Director	\$30,901	<b>\$26,308</b>	2025
<a href="#">Independent Jewish World Cinema Inc</a>	CA	\$214,196	Secretary	\$47,500	<b>\$41,510</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ariel Rivka Dance Inc</a>	NJ	\$215,092	Managing Direct	\$60,000	<b>\$54,215</b>	2024
<a href="#">Russian Educational Center</a>	OH	\$215,205	Member, Board Of Directors	\$27,000	<b>\$29,797</b>	2023
<a href="#">Sicc Inc</a>	NY	\$216,722	Executive Director	\$43,500	<b>\$39,781</b>	2024
<a href="#">Three Aksha</a>	PA	\$217,443	Artistic Director	\$60,000	<b>\$60,554</b>	2024
<a href="#">Every Black Life Matters Inc</a>	TX	\$190,457	Director	\$57,200	<b>\$57,906</b>	2024
<a href="#">The Avenue Blackbox Inc</a>	NY	\$218,958	Ceo	\$64,267	<b>\$60,508</b>	2023
<a href="#">Aloha Kuamo'o' Aina</a>	HI	\$219,335	Admin Assistant	\$37,958	<b>\$35,409</b>	2023
<a href="#">Chinese Center On Long Island Inc</a>	NY	\$219,451	Director	\$6,532	<b>\$5,974</b>	2024
<a href="#">City Of Erie Cable Tv Access Corp</a>	PA	\$188,446	Executive Dir.	\$36,108	<b>\$36,441</b>	2024
<a href="#">Seattle Out And Proud Inc</a>	WA	\$219,787	Executive Director	\$145,525	<b>\$131,857</b>	2024
<a href="#">Hispanic Women Of Springfield</a>	IL	\$219,920	Vice-president	\$33,930	<b>\$33,758</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 110 organizations. Compensation range \$1,479–\$232,755; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$203,977); for reference, expenses \$240,176 and assets \$268,486.

**ROLE MATCH** Jack Rainey Jr, reported title "*Treasurer*", 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** 3 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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 (Jack Rainey Jr) 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 110 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,057 is reasonable (approximately the 64<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.