

Lincoln Crossroads Festival

Executive Director / CEO

EIN 833364344

NE · NTEE A23

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Oscar Rios Pohirieth, Executive Director / CEO** (\$2,200) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

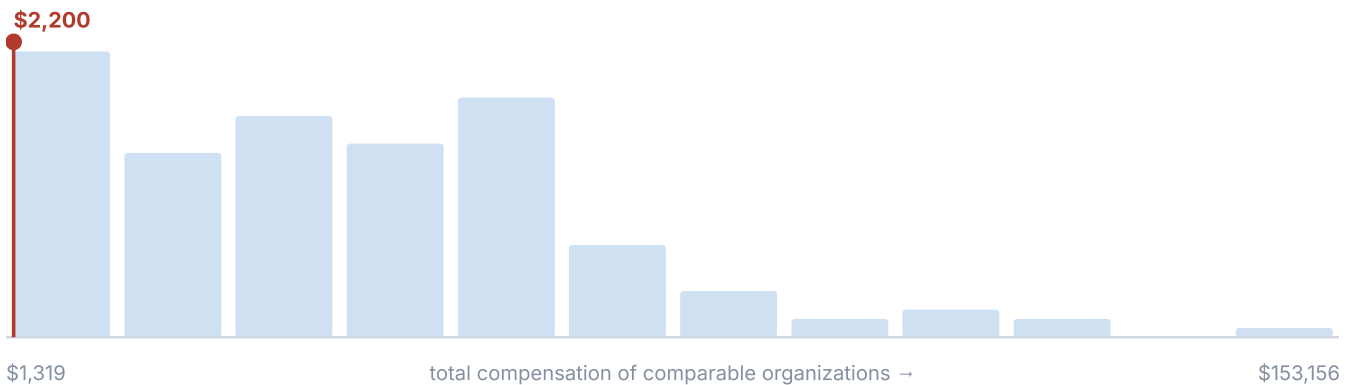
Benchmarked executive: Oscar Rios Pohirieth — reported title “Board President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$169,831 and \$380,220 — 0.67x to 1.50x the subject's \$253,480 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,519	\$17,749	\$37,431	\$57,473	\$73,146	\$2,200
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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 NE 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
Agritech Institute For Small	VT	\$253,817	Secretary, T	\$168,494	\$153,156	2024
Burning Cedar Sovereign Kitchen Inc	OK	\$252,133	Executive Director	\$63,183	\$62,830	2024
Center For Latino-jewish Relations	TX	\$250,928	Secretary And Treasurer	\$10,500	\$9,765	2023
Sri Poojalaya Cultural And Community Cen	CA	\$256,325	Ceo	\$48,000	\$37,431	2024
Halau Kekuakalaaualailahi Inc	HI	\$256,455	President	\$14,996	\$12,125	2024
Race Matters Slo County	CA	\$256,465	Executive Director	\$30,067	\$24,139	2023
The Progressive Forum	TX	\$257,151	Director	\$33,000	\$29,811	2024
Harambee Kingston Ny	NY	\$249,748	Ceo/executive Director	\$75,824	\$61,876	2024
Finnish Center Association	MI	\$258,337	Treasurer	\$9,479	\$8,836	2024
Relentless Academy	MN	\$259,244	Excutive Director	\$57,120	\$52,476	2023
Torch Literary Arts	TX	\$247,648	Executive Director	\$74,750	\$69,521	2023
Menddigap Inc	NY	\$247,501	President & Director	\$5,230	\$4,394	2023
Italingua Institute	CA	\$246,445	President	\$78,452	\$62,985	2023
Ri Slave History Medallions	RI	\$245,607	Executive Director	\$51,756	\$44,818	2024
American Foundation For Tibetan Cultural	CA	\$261,527	Ceo	\$12,500	\$9,747	2024
Fathers And Sons Together	WA	\$261,803	Executive Director	\$80,600	\$65,168	2024
American Arab Heritage Council	MI	\$244,639	Executive Director	\$54,231	\$52,043	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
African American Cultural Center	NY	\$244,009	President	\$6,000	\$5,041	2023
Liberty Place Inc	VI	\$264,018	Executive Director	\$52,664	\$51,153	2024
Swedish Women's Educational Association International Inc	FL	\$242,316	Chief Administrative Officer	\$72,960	\$63,725	2023
Korean American Association And	TX	\$269,225	Board Member	\$9,000	\$8,130	2024
Red Earth Inc	OK	\$270,989	Executive Di	\$43,306	\$43,064	2024
Irish Heritage Center	OH	\$271,167	Director	\$4,700	\$4,628	2023
Shep-ty	CA	\$272,124	Executive Dir.	\$115,189	\$89,825	2024
Maine Irish Heritage Center	ME	\$273,177	Executive Director	\$80,000	\$72,343	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	145 organizations. Compensation range \$1,319–\$153,156; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$253,480); for reference, expenses \$247,118 and assets \$22,760.
ROLE MATCH	Oscar Rios Pohirieth, reported title <i>"Board President"</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	2 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	2 nd
All sources (D + E + F), adjusted	1 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 (Oscar Rios Pohirieth) 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 145 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,200 is reasonable (approximately the 1st 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.