

This analysis benchmarks the total compensation of **David Durey, Executive Director / CEO** (\$60,000) against the **2000** closest of **3,129** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: David Durey — reported title “President CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (B43). |
| BUDGET | Total revenue between \$243,914 and \$546,078 — 0.67x to 1.50x the subject's \$364,052 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue. |

3,129 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$10,540 | \$28,608 | \$52,170 | \$77,236 | \$105,863 | \$60,000 |
|----------|----------|----------|----------|-----------|----------|



● 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 |
|---|-------|-----------|-------------------------------|-----------------|------------------|------|
| Flor De Loto Montessori Corp | PR | \$364,110 | Employee | \$36,321 | \$36,321 | 2024 |
| Helix Bar Review Inc | PA | \$363,955 | Board Chair/president & Ceo | \$450,741 | \$454,902 | 2024 |
| St Georges Child Care Center | ME | \$363,922 | Executive Director | \$45,568 | \$46,178 | 2024 |
| Centro De Educacion Integral Soles Del Jardin Inc | PR | \$363,804 | Director | \$2,400 | \$2,338 | 2025 |
| Rural Aspirations Project | ME | \$363,803 | Executive Director | \$83,428 | \$87,042 | 2023 |
| 22nd Judicial District Casa Inc | OK | \$364,430 | Exec Dir | \$66,285 | \$71,962 | 2025 |
| Brighter Rays Of Hope | TX | \$363,507 | President | \$69,084 | \$69,937 | 2024 |
| Asbury Preschool | NC | \$363,456 | Director | \$18,400 | \$18,745 | 2025 |
| Ohio Campus Compact | OH | \$364,697 | Executive Director | \$78,014 | \$86,092 | 2023 |
| Summer On The Cuyahoga | OH | \$364,717 | Executive Di | \$70,350 | \$75,408 | 2024 |
| Parent Venture Corporation | CA | \$364,745 | President | \$121,500 | \$106,178 | 2024 |
| Aperero Foundation Incorporated | OR | \$364,789 | Secretary, Executive Director | \$81,136 | \$76,254 | 2024 |
| Student Government Organization | NY | \$363,181 | President | \$1,445 | \$1,321 | 2024 |
| Safeline Inc | VT | \$364,977 | Executive Director | \$75,820 | \$75,242 | 2025 |
| Literacy Connections Hudson | NY | \$363,025 | Executive Di | \$75,002 | \$66,821 | 2025 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|----------------------------|-----------------|------------------|------|
| Patient Safety Movement Foundation | CA | \$365,177 | Coo | \$210,873 | \$179,529 | 2025 |
| Lily Creek Farms | OH | \$365,276 | Executive Director | \$42,000 | \$45,020 | 2024 |
| Notre Dame De La Baie Foundation Inc | WI | \$362,809 | Exec. Director Of Fin. & B | \$39,158 | \$41,387 | 2024 |
| Collegiate Pathways Inc | FL | \$365,300 | Ceo | \$107,154 | \$101,874 | 2024 |
| W5yi Licensing Services Inc | TX | \$365,305 | President | \$29,015 | \$29,373 | 2024 |
| Joe Barnhart Bee County Library Inc | TX | \$365,327 | Library Dir | \$75,000 | \$75,926 | 2024 |
| Magellan Education Foundation Inc | NC | \$365,340 | Secretary | \$15,529 | \$16,719 | 2023 |
| Tauxemont Cooperative Preschool Inc | VA | \$365,352 | Director/teacher | \$61,933 | \$62,306 | 2023 |
| Ashby Legacy Fund | MN | \$365,388 | President | \$24,000 | \$24,000 | 2024 |
| Chafer Theological Seminary | NM | \$362,482 | President | \$42,350 | \$47,459 | 2023 |

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 **2000** organizations. Compensation range \$1–\$540,101; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$364,052); for reference, expenses \$394,268 and assets \$83,875.

| | |
|------------------------|---|
| ROLE MATCH | David Durey, reported title " <i>President CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 215 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 61 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 | 59 th |
| Total compensation (D + F), as reported (no adjustments) | 58 th |
| Reportable pay only (column D), adjusted | 63 rd |
| All sources (D + E + F), adjusted | 52 nd |

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 (David Durey) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 59th 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.