

Nuiqsut Community Development Fdn

Executive Director / CEO

EIN 843215012

AK · NTEE S20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jason Bergerson, Executive Director / CEO** (\$148,500) against **every comparable organization** that fit the selection criteria — **183** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

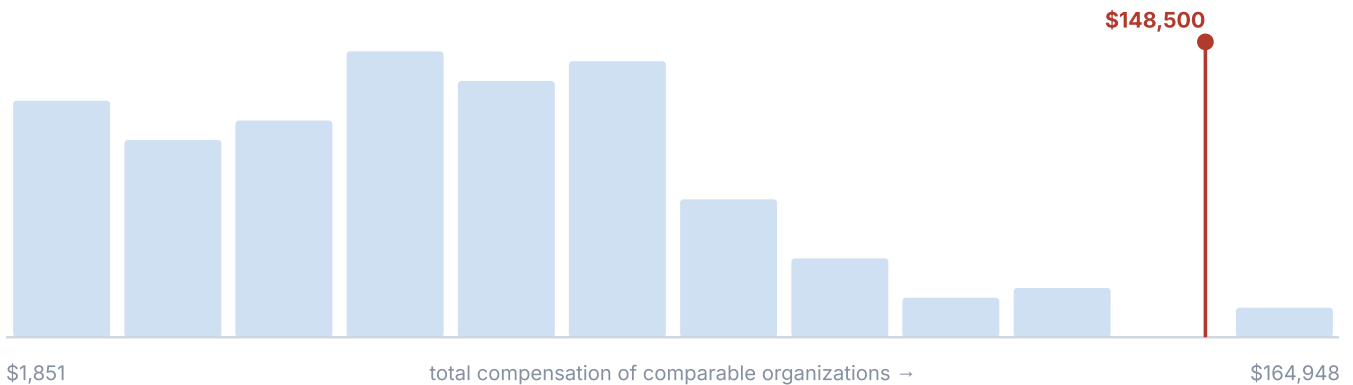
Benchmarked executive: Jason Bergerson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$117,250 and \$262,500 — 0.67x to 1.50x the subject's \$175,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

183 organizations qualified on sector, size, and geography → **183** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,050	\$30,605	\$53,410	\$78,706	\$98,187	\$148,500
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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 AK 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
Dyersville Events Inc	IA	\$175,347	President	\$22,375	\$25,625	2023
Jasper County Neighbors United Inc	SC	\$174,569	Executive Director	\$130,000	\$134,235	2025
Chesterfield County Coordinating Council	SC	\$175,571	Director Of Operations	\$24,827	\$26,314	2024
Bbb Business And Consumer Foundation	ID	\$176,204	Ceo	\$89,280	\$96,491	2024
Northern Lights Building Company	MN	\$176,435	Treasurer, Secretary	\$2,540	\$2,550	2024
Afrikana Corporation	NY	\$173,239	Executive Dir.	\$12,000	\$11,017	2024
Alton Forward	IL	\$172,875	Executive Dir. (Thru Nov 2024)	\$125,685	\$125,535	2024
Lifeworks Ministries Inc	IN	\$177,361	Executive Di	\$54,000	\$59,564	2023
Light Economic And Development Inc	TX	\$177,820	Secretary/tr	\$6,670	\$6,979	2023
Main Street Corydon Ind Inc	IN	\$171,895	Executive Director	\$56,846	\$60,904	2024
Sharon Community Development Corp	PA	\$171,378	Executive Director	\$92,533	\$93,750	2024
Barre 2000 And Beyond Inc	VT	\$180,928	Executive Director	\$65,383	\$66,860	2024
Sdhc Building Opportunities Inc	CA	\$181,216	Interim Board Chair	\$73,722	\$66,586	2023
Cambio Pr Inc	PR	\$181,250	Director	\$69,625	\$69,625	2023
Vamos Concertacion Ciudadana Inc	PR	\$167,716	Support Services	\$36,750	\$36,750	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Entrepreneurs Opportunity Fund	OH	\$182,506	Executive Director	\$42,000	\$46,529	2023
Fields Corner Main Street Inc	MA	\$167,385	Executive Director	\$101,777	\$90,523	2025
Into The Field	OH	\$166,593	President Executive Director	\$3,500	\$3,767	2024
Missional Chaplains Incorporated	MI	\$183,503	Executive Di	\$69,996	\$73,401	2024
Allegheny Clarion Development Corp	PA	\$184,087	Executive Di	\$35,650	\$37,186	2023
Center For Participatory Change	NC	\$184,834	Co-director	\$60,300	\$65,170	2023
Downtown Natchez Alliance	MS	\$164,494	Executive Director	\$39,587	\$44,793	2024
Willow Apts Group Home Inc	KY	\$164,382	Director	\$56,355	\$63,329	2023
Cambridge Main Street Inc	MD	\$164,326	Executive Di	\$65,371	\$63,925	2023
Floyd County Friends Inc	TX	\$187,262	Key Employee	\$14,842	\$15,083	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 **183** organizations. Compensation range \$1,851–\$164,948; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$175,000); for reference, expenses \$169,894 and assets \$376,543.

ROLE MATCH	Jason Bergerson, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	94 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 (Jason Bergerson) 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 183 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$148,500 is reasonable (approximately the 98th 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.