

Educators Leading The Profession

Executive Director / CEO

EIN 843398267

IN · NTEE B90

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Dan Burkhalter, Executive Director / CEO** (\$197,004) against **every comparable organization** that fit the selection criteria — **425** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Dan Burkhalter — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$181,235 and \$405,750 — 0.67x to 1.50x the subject's \$270,500 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

425 organizations qualified on sector, size, and geography → **425** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,871	\$27,055	\$50,094	\$71,736	\$97,109	\$197,004
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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 IN 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
Words In The Wild	CA	\$270,630	Executive Dir.	\$24,320	\$19,914	2024
Return To Roots Learning Community	NH	\$270,669	Director	\$54,843	\$48,020	2024
Glowmundo Creations Inc	CO	\$270,082	Executive Director / Presi	\$90,000	\$84,251	2023
Joshua 19 A Non Profit Organization	WA	\$271,035	President, Executive Director, Summit Seekers Director And Teacher	\$60,565	\$50,094	2025
Camp Hope Of Southwest Washington	WA	\$269,860	Executive Dir.	\$42,000	\$35,657	2024
Inspireducation Inc	OH	\$271,292	Executive Director	\$48,375	\$50,021	2023
Hartford Parent University	CT	\$271,620	Executive Di	\$81,600	\$70,681	2025
Northbridge College Success Program	AZ	\$271,734	Executive Dir.	\$71,342	\$65,062	2024
Free Alas	LA	\$272,045	Executive Director	\$86,850	\$90,686	2024
Center For Restorative Approaches	LA	\$272,231	Founder And Ceo	\$130,000	\$135,742	2024
New York Math Circle Inc	NY	\$268,290	President	\$98,664	\$84,543	2024
Computer Banc	IL	\$268,034	Executive Dir.	\$75,000	\$71,984	2023
Dramatic Truth Ministries	MO	\$267,554	Director Of Operations	\$1,890	\$1,898	2024
Love Chloe Foundation	KS	\$267,387	President	\$45,971	\$48,486	2023
Climb The Mountain Speech And Debate	WA	\$267,206	Executive Director	\$42,000	\$35,657	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation						
Emerging Scholars Program Inc	VA	\$266,999	Executive Director	\$54,250	\$49,671	2024
Thoreau Community Center	NM	\$266,920	Executive Director	\$54,198	\$56,910	2023
True North Academy Inc	FL	\$274,290	Academy Director	\$17,261	\$14,980	2025
Main Street Steamboat Springs Inc	CO	\$274,514	Executive Director	\$72,468	\$65,893	2024
Chicago Pre-college Science And Engineering Program	IL	\$266,198	President And Ceo	\$38,240	\$35,649	2024
Uasc International	SC	\$266,094	Executive Director	\$24,025	\$24,470	2023
Nakamoto Project	WY	\$275,000	President	\$44,090	\$46,092	2023
Women In America Inc	PA	\$275,028	Executive Director	\$170,769	\$161,486	2024
Emerald Ballet Theatre	WA	\$265,923	President	\$16,500	\$14,422	2023
Fusion Homeschooling Inc	TN	\$265,773	President	\$10,585	\$10,863	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **425** organizations. Compensation range \$10–\$426,239; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$270,500); for reference, expenses \$911,694 and assets \$212,932. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Dan Burkhalter, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	97 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 (Dan Burkhalter) 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 425 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$197,004 is reasonable (approximately the 99th 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.