

Relentless Academy

Executive Director / CEO

EIN 843793754

MN · NTEE A23

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicoshia Wynn, Executive Director / CEO** (\$57,120) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

Benchmarked executive: Nicoshia Wynn — reported title “Excutive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

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

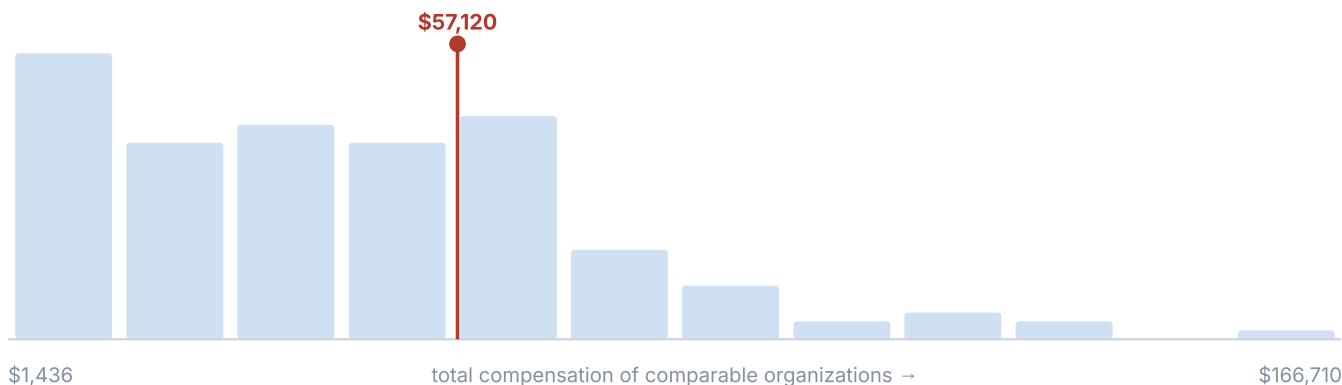
BUDGET Total revenue between \$173,693 and \$388,866 — 0.67x to 1.50x the subject's \$259,244 (the band tightens as size grows).

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

149 organizations qualified on sector, size, and geography

→ **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,428	\$19,320	\$40,527	\$62,559	\$80,477	\$57,120
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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
Finnish Center Association	MI	\$258,337	Treasurer	\$9,479	\$9,618	2024
The Progressive Forum	TX	\$257,151	Director	\$33,000	\$32,449	2024
American Foundation For Tibetan Cultural	CA	\$261,527	Ceo	\$12,500	\$10,610	2024
Fathers And Sons Together	WA	\$261,803	Executive Director	\$80,600	\$70,935	2024
Race Matters Slo County	CA	\$256,465	Executive Director	\$30,067	\$26,275	2023
Halau Kekuaokalaualailiahi Inc	HI	\$256,455	President	\$14,996	\$13,198	2024
Sri Poojalaya Cultural And Community Cen	CA	\$256,325	Ceo	\$48,000	\$40,743	2024
Liberty Place Inc	VI	\$264,018	Executive Director	\$52,664	\$51,153	2024
Agritech Institute For Small	VT	\$253,817	Secretary, T	\$168,494	\$166,710	2024
Lincoln Crossroads Festival	NE	\$253,480	Board President	\$2,200	\$2,395	2023
Burning Cedar Sovereign Kitchen Inc	OK	\$252,133	Executive Director	\$63,183	\$68,390	2024
Center For Latino-jewish Relations	TX	\$250,928	Secretary And Treasurer	\$10,500	\$10,630	2023
Harambee Kingston Ny	NY	\$249,748	Ceo/executive Director	\$75,824	\$67,352	2024
Korean American Association And	TX	\$269,225	Board Member	\$9,000	\$8,850	2024
Torch Literary Arts	TX	\$247,648	Executive Director	\$74,750	\$75,673	2023
Menddigap Inc	NY	\$247,501	President & Director	\$5,230	\$4,783	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Red Earth Inc	OK	\$270,989	Executive Di	\$43,306	\$46,875	2024
Irish Heritage Center	OH	\$271,167	Director	\$4,700	\$5,038	2023
Italingua Institute	CA	\$246,445	President	\$78,452	\$68,558	2023
Shep-ty	CA	\$272,124	Executive Dir.	\$115,189	\$97,774	2024
Ri Slave History Medallions	RI	\$245,607	Executive Director	\$51,756	\$48,784	2024
Maine Irish Heritage Center	ME	\$273,177	Executive Director	\$80,000	\$78,745	2024
American Arab Heritage Council	MI	\$244,639	Executive Director	\$54,231	\$56,649	2023
African American Cultural Center	NY	\$244,009	President	\$6,000	\$5,487	2023
Bit Community Center Inc	MD	\$276,110	Executive Director & Ceo	\$65,360	\$60,067	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 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 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	149 organizations. Compensation range \$1,436–\$166,710; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$259,244); for reference, expenses \$192,225 and assets \$149,754.
ROLE MATCH	Nicoschia Wynn, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this 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	70 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	68 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 (Nicoschia Wynn) 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 149 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,120 is reasonable (approximately the 70th 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.