

Uncommon Voices Collective

Executive Director / CEO

EIN 853239459

CA · NTEE A30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Samuel Scheidler, Executive Director / CEO** (\$101,877) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A30).

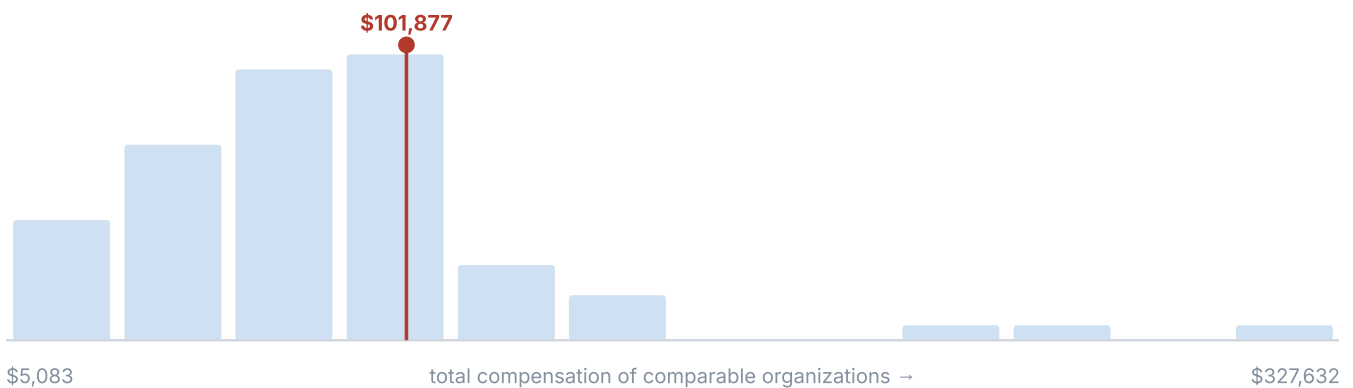
BUDGET Total revenue between \$303,865 and \$680,295 — 0.67x to 1.50x the subject's \$453,530 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A30), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography

→ **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,409 10TH	\$55,058 25TH	\$75,151 MEDIAN	\$101,156 75TH	\$136,282 90TH	\$101,877 THIS ORG · 75TH
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■ **Comparable organizations**

P50
\$27,409

P55
\$55,058

P50
\$75,151

P75
\$101,156

P90
\$136,282

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 CA 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
Insight For The Blind Inc	FL	\$453,992	President Ceo	\$81,612	\$88,788	2023
Minorities In Cybersecurity Inc	TX	\$454,793	Chairwoman, Ceo & President	\$235,561	\$265,054	2024
Auricle Productions	NY	\$457,392	Executive Dir.	\$86,304	\$90,314	2023
Factchequeado	CA	\$465,543	President	\$42,000	\$40,795	2024
Jmpro Community Media Inc	NC	\$476,017	Executive Director	\$57,686	\$67,047	2024
Excellencies Of Christ	FL	\$479,632	President	\$116,000	\$126,199	2023
Svg Sports Broadcasting Fund	NY	\$425,418	Administrator	\$54,167	\$55,058	2024
The 51st	DC	\$419,309	Co-founder	\$26,950	\$26,602	2024
Barn Raising Media Inc	IL	\$488,435	President	\$95,668	\$103,068	2025
Journalists Action Network	VA	\$418,600	Director	\$39,581	\$42,988	2024
National Association For Media	NY	\$491,600	Executive Di	\$134,957	\$137,176	2024
Making Gay History Inc	NY	\$413,923	Executive Dir.	\$96,000	\$100,461	2023
Longmont Public Media	CO	\$410,530	President & Ceo	\$85,643	\$95,103	2023
Community Media Access Partnership	CA	\$496,960	Executive Dir.	\$59,847	\$59,847	2023
Pickle Hill Public Broadcasting Inc	AK	\$409,588	General Manager	\$53,000	\$56,996	2024
United By Culture Media Inc	NE	\$500,162	Executive Director	\$62,116	\$75,151	2024
Altruism Media Inc	MO	\$406,300	Ceo	\$21,310	\$26,138	2023
C-net	PA	\$502,890	Executive Director	\$91,184	\$102,285	2024
Buffalo Media Resources Inc	NY	\$396,906	Former Exec Dir	\$49,844	\$50,664	2024
Peoples Dispatch Ltd	NY	\$388,535	Treasurer	\$69,527	\$70,670	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation Entertainment Company	OH	\$386,160	Employee	\$275,000	\$327,632	2024
Manatee Educational Television	FL	\$521,089	Manager	\$100,128	\$105,806	2024
Arizona Local Post	AZ	\$382,188	President	\$50,000	\$55,687	2023
Civil Righteousness Inc	MO	\$380,969	President & Ceo	\$72,000	\$88,314	2023
Urbana-champaign Independent Media	IL	\$530,362	Executive Dir.	\$57,207	\$63,263	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 69 organizations. Compensation range \$5,083–\$327,632; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$453,530); for reference, expenses \$499,170 and assets \$52,634.

ROLE MATCH Stephen Samuel Scheidler, reported title “—”, 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	75 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	74 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 (Stephen Samuel Scheidler) 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 69 similarly situated organizations (Same NTEE sector (A30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$101,877 is reasonable (approximately the 75th 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.