

# Montezuma Schools Inc

Executive Director / CEO

EIN 860181057

AZ · NTEE B90

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nathan Bryant, Executive Director / CEO** (\$21,000) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

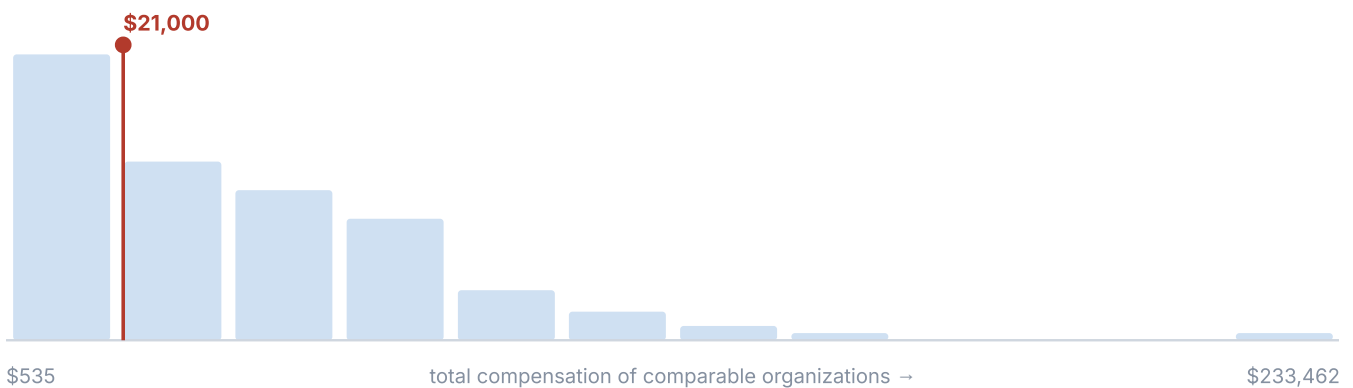
**Benchmarked executive:** Nathan Bryant — reported title “Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$90,237 and \$202,024 — 0.67x to 1.50x the subject's \$134,683 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**118** organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,030	\$15,540	\$33,653	\$60,827	\$80,956	\$21,000
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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 AZ 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
<a href="#">Stamford Polish Saturday School Inc</a>	CT	\$134,652	Director Of Spss	\$9,781	<b>\$9,262</b>	2024
<a href="#">Germination Project</a>	PA	\$135,253	Executive Di	\$96,000	<b>\$99,545</b>	2023
<a href="#">Pivotal Point Enterprises Inc</a>	FL	\$131,964	Executive Director	\$20,775	<b>\$19,711</b>	2024
<a href="#">Strategem Learning</a>	CA	\$131,865	President/exec. Dir.	\$20,769	<b>\$18,648</b>	2023
<a href="#">Pathway Community Foundation Corporation</a>	NC	\$131,411	President And Director	\$45,000	<b>\$46,960</b>	2024
<a href="#">Science Play-space Initiative Spi</a>	OH	\$131,287	Executive Di	\$46,800	<b>\$50,062</b>	2024
<a href="#">The Gardiner Foundation</a>	NY	\$139,362	President	\$4,000	<b>\$3,650</b>	2024
<a href="#">Rural Alliance</a>	WA	\$139,800	President	\$82,202	<b>\$74,330</b>	2024
<a href="#">Washington Home Builders Foundation</a>	WA	\$128,271	Executive Vice President	\$28,993	<b>\$26,216</b>	2024
<a href="#">Plantpure Communities Inc</a>	NC	\$141,520	President	\$40,000	<b>\$41,742</b>	2024
<a href="#">The Audacia Foundation Inc</a>	NY	\$141,693	President An	\$248,472	<b>\$233,462</b>	2023
<a href="#">Big Family Of Michigan Inc</a>	MI	\$127,352	President	\$2,458	<b>\$2,496</b>	2025
<a href="#">Musicians For Education Inc</a>	CA	\$143,416	President/sec	\$48,555	<b>\$42,345</b>	2024
<a href="#">Mine Hill Educational Foundation</a>	NJ	\$143,522	President	\$4,775	<b>\$4,194</b>	2025
<a href="#">Taylor Belle Foundation Inc</a>	FL	\$124,183	Director	\$9,395	<b>\$8,913</b>	2024
<a href="#">Mal 46</a>	CA	\$123,400	President	\$70,000	<b>\$61,048</b>	2024
<a href="#">Monterey County Office Of Education</a>	CA	\$146,573	Cfo	\$60,897	<b>\$54,678</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Blink Foundation Inc</a>	FL	\$147,192	President	\$63,000	<b>\$61,539</b>	2023
<a href="#">Life Bridge Inc</a>	NH	\$121,709	Executive Director	\$65,580	<b>\$62,964</b>	2023
<a href="#">The Dental Health Theatre Inc</a>	MO	\$148,037	Co-executive Director	\$42,750	<b>\$47,081</b>	2023
<a href="#">The Machon Inc</a>	MD	\$148,077	Director	\$22,566	<b>\$21,308</b>	2024
<a href="#">New Leaf Collaborative</a>	CA	\$148,557	Executive Director	\$12,300	<b>\$11,044</b>	2023
<a href="#">Tri It For Life</a>	NC	\$119,808	Executive Director	\$23,450	<b>\$24,471</b>	2024
<a href="#">Healing Vine Harbor Inc</a>	NC	\$119,646	Executive Director	\$53,192	<b>\$57,149</b>	2023
<a href="#">Women Empowering Nations Inc</a>	OK	\$150,850	Executive Director	\$66,995	<b>\$74,506</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	118 organizations. Compensation range \$535–\$233,462; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$134,683); for reference, expenses \$214,295 and assets \$916,678. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Nathan Bryant, reported title " <i>Manager</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 2 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	30 <sup>th</sup>

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 (Nathan Bryant) 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 10, 2026, comparing compensation against 118 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,000 is reasonable (approximately the 35<sup>th</sup> 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 10, 2026.