

Alaska Society For Technology In

Executive Director / CEO

EIN 920102934

AK · NTEE B99

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Melody Mcallister, Executive Director / CEO** (\$26,500) against **every comparable organization** that fit the selection criteria — **357** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

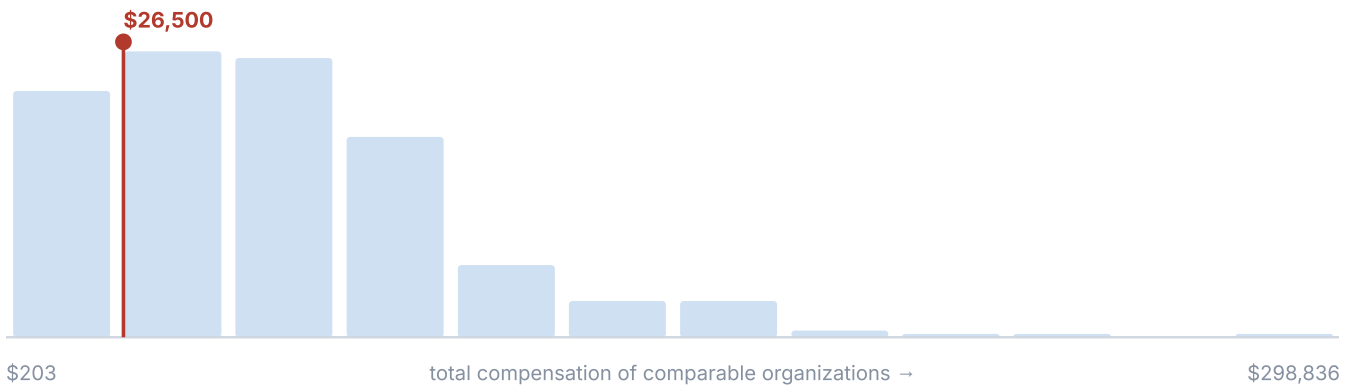
Benchmarked executive: Melody Mcallister — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$161,648 and \$361,899 — 0.67x to 1.50x the subject's \$241,266 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

357 organizations qualified on sector, size, and geography → **357** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,347	\$33,210	\$53,064	\$80,325	\$112,519	\$26,500
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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
Career Gear Houston	TX	\$240,960	Executive Director	\$20,050	\$22,169	2023
Youth Science Academy Inc	GA	\$241,924	President And Ceo	\$13,292	\$14,773	2023
Center For Learn Local	MI	\$240,441	Cio	\$43,000	\$49,059	2023
Books Are Wings	RI	\$242,135	Executive Director	\$49,657	\$52,631	2023
Tree Foundation Inc	FL	\$242,588	Executive Director	\$50,000	\$49,130	2025
Elim Childrens Center Inc	MN	\$239,451	President/ceo	\$137,532	\$145,905	2024
Pharmacy Leadership & Education	MI	\$239,271	Board Member	\$6,515	\$7,433	2023
Washington County Leadership	MD	\$239,160	Executive Di	\$94,136	\$94,490	2024
Unscripted Learning	CA	\$238,654	Executive Director	\$40,009	\$38,188	2023
Inspiring Educators	MA	\$244,106	Managing Director	\$86,000	\$82,972	2024
Refugee Youth Solidarity Through Education	RI	\$238,134	Executive Director	\$80,000	\$82,360	2024
Women In Data Science And Analytics Inc	CA	\$244,455	President	\$101,265	\$93,882	2024
New York Theological Education Center Inc	NY	\$237,887	President	\$65,081	\$63,140	2024
South Dakota Education Equity Coalition	SD	\$237,679	Executive Director	\$146,490	\$173,578	2024
Litcamp	CA	\$237,327	Executive Dir.	\$49,000	\$44,257	2025
Exhibit Envoy	CA	\$245,263	Executive Dir.	\$63,629	\$58,991	2024
Building From Below	NC	\$236,855	President	\$33,800	\$37,496	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Youth Foundation	TX	\$236,240	Founder & President	\$52,768	\$56,672	2024
Pro America Immigration Services Corp	NJ	\$246,521	Trustee/president	\$15,825	\$15,617	2023
Northeast Missouri School Districts	MO	\$246,614	Exec. Dir./s	\$12,978	\$15,194	2023
Maine Grain Alliance	ME	\$246,634	Executive Director	\$60,343	\$64,874	2024
Abide Christian Academy	UT	\$246,896	Pres & Exec	\$47,500	\$52,196	2024
Osiris Organization	MN	\$235,558	Executive Director	\$41,250	\$43,761	2024
Hrh Health Services Corporation	IN	\$247,208	Vice Chairperson	\$7,264	\$8,224	2024
Mental Health Association Of Portland	OR	\$235,080	Secretary	\$41,232	\$42,324	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK cost of living and 2025 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	357 organizations. Compensation range \$203–\$298,836; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$241,266); for reference, expenses \$296,579 and assets \$330,543.
ROLE MATCH	Melody Mcallister, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 16 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	22 nd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	20 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 (Melody Mcallister) 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 357 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,500 is reasonable (approximately the 22nd 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.