

New Mexico Out-of-School

Executive Director / CEO

EIN 923637887

NM · NTEE B80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **May Sagbakken, Executive Director / CEO** (\$50,535) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

Benchmarked executive: May Sagbakken — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B80).

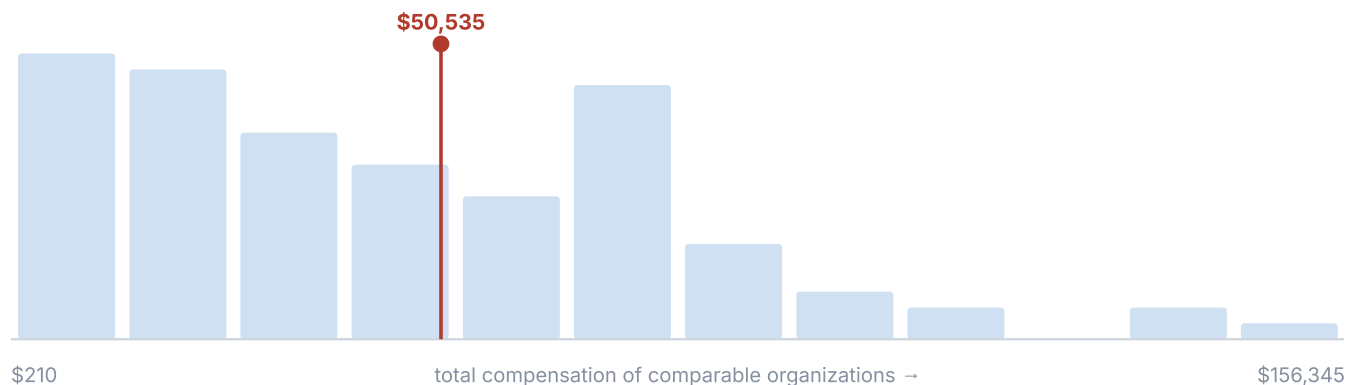
BUDGET Total revenue between \$217,232 and \$486,342 — 0.67x to 1.50x the subject's \$324,228 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

98 organizations qualified on sector, size, and geography

→ **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,399	\$17,323	\$40,110	\$72,550	\$81,201	\$50,535
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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 NM 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
Curieux Academic Journal	CA	\$323,512	Key Employee	\$44,000	\$34,312	2024
Prime Time Extended Learning Services	MA	\$328,315	President	\$20,000	\$16,230	2024
Ithaca Public Education Initiative Inc	NY	\$313,363	Executive Director	\$42,500	\$34,682	2024
Fields Of Joy Foundation Inc	PR	\$336,857	Executive Director	\$60,000	\$58,279	2024
Manheim Township Educational Foundation	PA	\$311,457	Executive Director	\$24,231	\$21,822	2024
Homework Central	CA	\$338,432	Executive Dir.	\$59,000	\$47,368	2023
Allied Resources For Children Inc	NJ	\$309,139	Treasurer	\$7,200	\$5,656	2025
Indiana Council On Educating	IN	\$308,662	Executive Di	\$72,000	\$68,569	2024
Nassau-suffolk Performing Arts Ltd	NY	\$308,214	Secretary & Treasurer	\$28,000	\$22,850	2024
Youth Farm Project Inc	NY	\$307,766	Co-director Of Education	\$72,927	\$61,270	2023
Friends Of Infinity Acres Ranch Inc	VA	\$306,990	Executive Director	\$66,000	\$57,549	2024
Graduate Student Organization At The	NY	\$342,589	President	\$10,577	\$8,409	2025
University At Albany	NY	\$305,041	President (To May)	\$250	\$210	2023
Naturopathic Medical Student Association	OR	\$304,466	Executive Director	\$28,575	\$23,964	2024
Crowd To Community Inc	AZ	\$304,114	Ceo Director	\$102,804	\$91,924	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lompoc Teen Center	CA	\$303,847	Executive Director	\$46,172	\$37,069	2023
Growing Outreach Growing Opportunit	CA	\$346,188	Chair/ Executive Director	\$21,491	\$16,759	2024
Tyler Area P-16 Council	TX	\$346,418	Executive Director	\$7,642	\$6,904	2024
R3 Student Outreach	TX	\$347,029	President	\$40,580	\$36,659	2024
One Bead Project	OH	\$347,210	President	\$84,580	\$78,815	2025
Finger Lakes Community College Student	NY	\$349,123	President	\$2,050	\$1,673	2024
Higher Edge Inc	CT	\$349,363	Executive Dir.	\$70,000	\$59,272	2024
Shared Harvest Foundation Inc	CA	\$298,640	President	\$94,635	\$73,797	2024
Inspirational Workshops	WA	\$296,025	Founder & Ceo	\$92,096	\$76,662	2023
College Athletic Trainer's Society	TN	\$294,973	Executive Director	\$21,000	\$19,935	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	98 organizations. Compensation range \$210–\$156,345; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$324,228); for reference, expenses \$181,034 and assets \$144,473. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	May Sagbakken, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	60 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	78 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 (May Sagbakken) 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 98 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,535 is reasonable (approximately the 60th 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.