

Dudley Economic Empowerment

Executive Director / CEO

EIN 043292135
 MA · NTEE S501
 FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Danyson Fragoso Tavares, Executive Director / CEO** (\$23,723) against **every comparable organization** that fit the selection criteria — **402** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

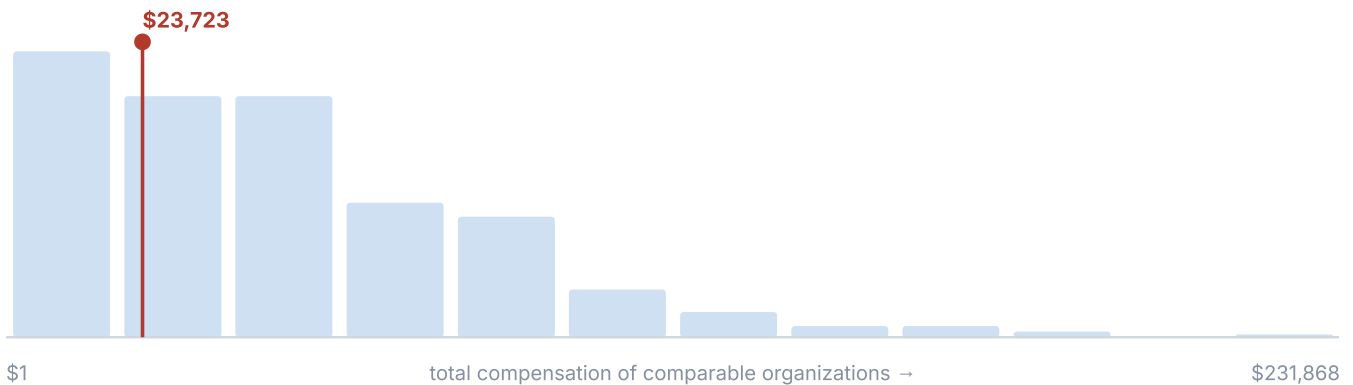
Benchmarked executive: Danyson Fragoso Tavares — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S501).
BUDGET	Total revenue between \$70,852 and \$158,625 — 0.67x to 1.50x the subject's \$105,750 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

402 organizations qualified on sector, size, and geography → **402** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,977	\$18,702	\$42,184	\$66,972	\$94,574	\$23,723
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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 MA 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
Outdoor Recreation Coalition	CO	\$105,545	Executive Di	\$70,045	\$74,742	2024
Argentine Betterment Corporation	KS	\$106,067	Executive Dir.	\$70,868	\$87,715	2023
Tec Centro Foundation	PA	\$106,068	President	\$40,586	\$46,371	2023
Urbandale Community Action Network	IA	\$106,206	Executive Director	\$40,357	\$50,626	2023
Aberdeen Main Street Inc	MS	\$106,433	Coordinator	\$17,450	\$21,628	2024
R&r Partners Foundation Inc	NV	\$106,438	President	\$17,902	\$20,559	2023
Mwh Holdings Inc	CT	\$105,060	President	\$63,653	\$66,415	2024
New Energy Nexus Enventure	CA	\$106,494	Executive Director End: 7/2024	\$28,332	\$27,225	2024
Sip Inc	IL	\$104,870	Chief Executive Officer	\$27,845	\$30,463	2024
Tehachapi Area Association Of Realtors	CA	\$106,909	Ceo	\$13,875	\$13,333	2024
Littlemore Properties Corporation	NE	\$104,407	President	\$8,298	\$9,932	2024
Friends Of Honolulu City Lights	HI	\$104,371	Executive Director	\$16,754	\$16,692	2024
Group Of 50 Foundation Inc	DC	\$107,129	Executive Director Until September 2024	\$91,819	\$89,664	2024
Ua Local No 62 Building Corporation	CA	\$107,262	Treasurer/business Manager	\$125,808	\$120,892	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kane County Farm Bureau Foundation	IL	\$104,203	Manager	\$14,168	\$15,500	2024
Forrest And Doris Sensenich Foundation	MO	\$103,999	Director, President & Trea	\$1,000	\$1,214	2023
Mid Atlantic Construction Safety Co	PA	\$107,614	Executive Di	\$60,503	\$67,143	2024
Home Builders Assoc Of Central	VA	\$107,659	Executive Di	\$57,924	\$62,238	2024
New York Passive House Inc	NY	\$107,782	Executive Di	\$32,610	\$32,792	2024
Town Square Inc	NY	\$107,852	Executive Director	\$30,000	\$30,167	2024
Progress Mo Education Fund	MO	\$103,629	Executive Di	\$61,293	\$72,243	2024
Loving Library	AZ	\$107,908	Ceo	\$30,000	\$32,107	2024
145 Hudson Realty Corp	CA	\$108,000	Executive Dir.	\$33,861	\$33,499	2023
Upshur County Convention And Visitors Bureau Corp	WV	\$108,227	Executive Director	\$31,917	\$37,465	2025
Black Chamber Of Commerce Of Greater Kansas City	MO	\$103,214	Executive Director	\$29,794	\$35,117	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2024 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 MA 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	402 organizations. Compensation range \$1–\$231,868; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$105,750); for reference, expenses \$681,242 and assets \$6,243,300. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Danyson Fragoso Tavares, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	102 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	30 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	0 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 (Danyson Fragoso Tavares) 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 402 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$23,723 is reasonable (approximately the 30th 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.