

Ri Hospitality Education Foundation

Executive Director / CEO

EIN 050479089

RI · NTEE J22

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dale Venturini, Executive Director / CEO** (\$21,536) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 18th percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Dale Venturini — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (J22).

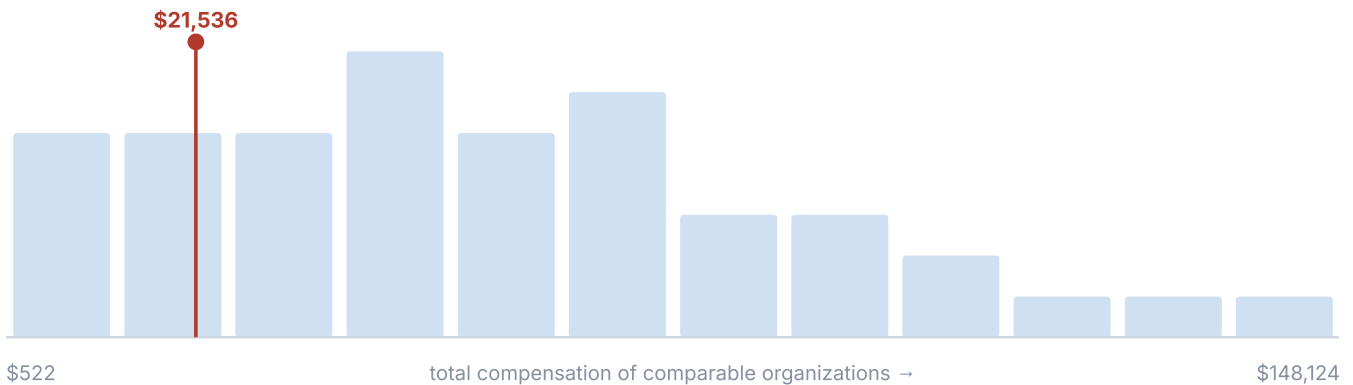
BUDGET Total revenue between \$147,117 and \$329,368 — 0.67x to 1.50x the subject's \$219,579 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J22), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography

→ **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,598	\$25,573	\$48,903	\$71,657	\$98,847	\$21,536
----------	----------	----------	----------	----------	----------



● 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 RI 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
Evvaylois Foundation	TX	\$219,359	Ceo	\$24,605	\$25,668	2023
Fmha Empowerment Institute Llc	NC	\$217,699	Secretary	\$9,469	\$9,910	2024
Auto Repair Transformation	WA	\$223,137	Executive Dir.	\$50,834	\$46,102	2024
Ibew Local 17 Joint 6-17-b Training	MI	\$213,549	Trustee	\$60,174	\$64,773	2023
International Association Of Heat & 53 A	LA	\$227,422	Training Director	\$82,417	\$91,928	2024
Milestone Of Tn	TN	\$208,853	President	\$64,000	\$68,145	2024
Daytona Beach Electrical Joint Apprenticeship	FL	\$208,382	Training Director / Ex. Direct	\$43,618	\$42,733	2023
Eldreds Nursery Foundation	TX	\$230,855	Board Member	\$500	\$522	2023
Woodwork Career Alliance Of North America	VA	\$206,820	Scott Nelson President	\$48,575	\$47,509	2024
Automotive Industry Apprenticeship Trust	CA	\$232,917	Administrator	\$113,057	\$101,812	2023
Anders & Anders Foundation	CA	\$204,545	Executive Director	\$37,175	\$31,679	2025
Baltimore Green Justice Workers	MD	\$236,775	President	\$67,608	\$64,026	2024
Insulators Local 37 Joint Apprenticeship	IN	\$238,754	Director/administrator	\$79,709	\$87,663	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jobs For Americas Graduates Of Pennsylvania	PA	\$200,009	Director	\$89,038	\$87,624	2025
West Central Ohio Manufacturing	OH	\$244,260	Managing Director	\$56,700	\$60,832	2024
Friends Of The Gallatin National Forest	MT	\$249,311	Treasurer	\$9,913	\$10,825	2024
Bridge Of Tiftarea Inc	GA	\$250,868	Director	\$34,327	\$34,963	2024
Edu-tech Enterprises Inc	GA	\$185,700	Director/program	\$73,900	\$77,492	2023
Seattle Area Roofers	WA	\$256,089	Trustee	\$24,032	\$21,795	2024
Montgomery Electrical Joint	AL	\$179,875	Training Director	\$12,246	\$13,402	2024
Plasterers & Cement Masons	OH	\$262,365	Instructor	\$55,037	\$60,793	2023
Internat'l Union Of Operating Engineers	NY	\$264,242	Administrator	\$134,575	\$126,821	2023
Tools & Tiaras Inc	NY	\$266,644	President	\$47,200	\$44,480	2023
Jt Mitchell Pre-apprentice Academy	CA	\$268,185	Director	\$23,600	\$20,643	2024
Nsca Education Foundation	IA	\$170,678	Executive Director	\$21,088	\$23,389	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	44 organizations. Compensation range \$522–\$148,124; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$219,579); for reference, expenses \$248,761 and assets \$487,778.
ROLE MATCH	Dale Venturini, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Dale Venturini) 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 44 similarly situated organizations (Same NTEE sector (J22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,536 is reasonable (approximately the 18th 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.