

# Contact Collaborations Inc

Executive Director / CEO

EIN 112498972  
 VT · NTEE A33Z  
 FY ending 2023-08-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Lisa Nelson, Executive Director / CEO** (\$12,250) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A33Z).
BUDGET	Total revenue between \$14,792 and \$33,118 — 0.67x to 1.50x the subject's \$22,079 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**45** organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,219	\$4,582	\$12,780	\$29,827	\$73,334	<b>\$12,250</b>
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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 VT 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="#">Carmel Mission Foundation Inc</a>	CA	\$22,133	Executive Dir.	\$56,623	<b>\$48,577</b>	2023
<a href="#">Strategic Air &amp; Space Museum Foundation</a>	NE	\$22,156	President/ceo	\$13,500	<b>\$14,426</b>	2023
<a href="#">The Buddhayana Foundation Inc</a>	MA	\$22,435	Treasurer	\$24,000	<b>\$20,812</b>	2024
<a href="#">Wayne County Historical Society</a>	IL	\$22,599	Director / Curator	\$4,830	<b>\$4,582</b>	2024
<a href="#">Sfte Inc</a>	NM	\$22,897	Presidentdirector	\$13,670	<b>\$14,189</b>	2024
<a href="#">The New York City Police Museum</a>	NY	\$21,135	Executive D	\$21,540	<b>\$18,783</b>	2024
<a href="#">Claude Heater Foundation</a>	CA	\$23,205	Ceodirector	\$70,000	<b>\$60,053</b>	2023
<a href="#">Stephen J Ponzillo Jr Memorial Library</a>	MD	\$20,728	Grand Secretary	\$9,099	<b>\$8,452</b>	2023
<a href="#">Us-china Language &amp; Culturefoundation</a>	CA	\$23,580	President	\$580	<b>\$483</b>	2024
<a href="#">The City Of Socorro Community Initiative</a>	TX	\$23,642	Executive Director	\$69,894	<b>\$69,463</b>	2023
<a href="#">Whitney Plantation Museum</a>	LA	\$23,809	Executive Director	\$12,252	<b>\$13,404</b>	2023
<a href="#">Network Of Ensemble Theaters Inc</a>	OR	\$20,205	Executive Dir.	\$83,898	<b>\$77,407</b>	2023
<a href="#">Maryland Cultural And Conference Center</a>	MD	\$24,406	Executive Director, Board	\$6,920	<b>\$6,428</b>	2023
<a href="#">Museum Of Ancient Wonders</a>	CA	\$19,670	Executive Director	\$5,500	<b>\$4,583</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Time In Childrens Arts Initiative Inc</a>	NY	\$24,497	Secretaryexec Director	\$33,575	<b>\$29,278</b>	2024
<a href="#">Seeds Of Light Foundation</a>	OR	\$19,597	Secretary	\$41,600	<b>\$38,382</b>	2023
<a href="#">International Classical Concerts Of The</a>	CA	\$19,562	President	\$7,000	<b>\$5,833</b>	2024
<a href="#">Foundation For The Long Beach Symphony</a>	CA	\$24,839	Vice President Of Finance	\$11,531	<b>\$9,892</b>	2023
<a href="#">Duquesne Club Charitable Foundation</a>	PA	\$24,842	Secretary	\$5,585	<b>\$5,236</b>	2025
<a href="#">The Confectionery Foundation</a>	DC	\$24,900	Nca Staff	\$31,807	<b>\$26,935</b>	2024
<a href="#">Twoculturesunited Inc</a>	CA	\$25,000	President	\$3,650	<b>\$3,131</b>	2023
<a href="#">University Cultural Center Association</a>	MI	\$18,733	Executive Director	\$305,767	<b>\$313,557</b>	2023
<a href="#">The Mcghee Foundation</a>	VA	\$25,512	Secytreas	\$81,000	<b>\$75,473</b>	2024
<a href="#">North Texas Public Broadcasting</a>	TX	\$18,220	President & Ceo	\$28,809	<b>\$28,631</b>	2023
<a href="#">Automata Arts</a>	CA	\$26,116	Vice-presiden	\$3,272	<b>\$2,656</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 **45** organizations. Compensation range \$180–\$313,557; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$22,079); for reference, expenses \$35,142 and assets \$146,095. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Lisa Nelson, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	38 <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 (Lisa Nelson) 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 45 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,250 is reasonable (approximately the 49<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.