

World Association For Sexual Health

Executive Director / CEO

EIN 113646353

MN · NTEE E03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rene De Clerk, Executive Director / CEO** (\$36,653) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

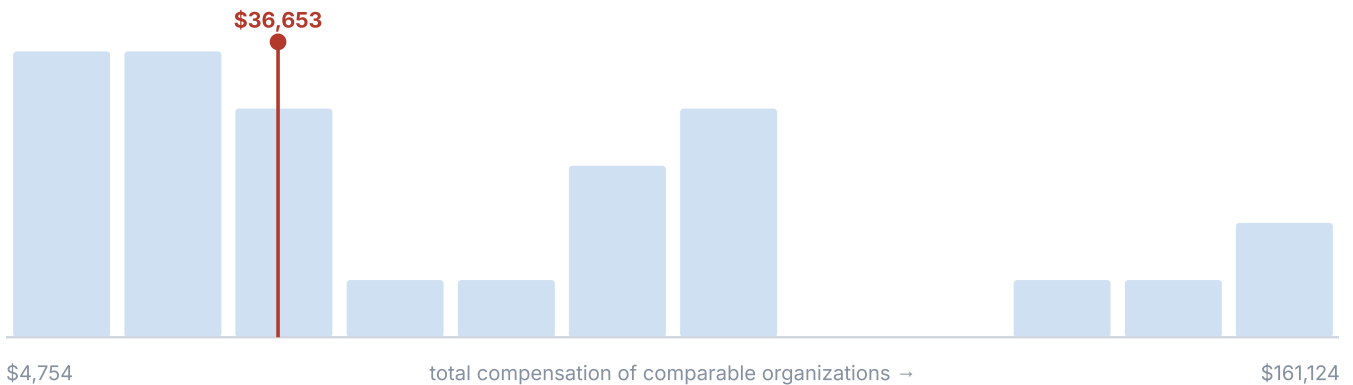
Benchmarked executive: Rene De Clerk — reported title “Executive Directress”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (E03).
- BUDGET** Total revenue between \$149,524 and \$334,756 — 0.67x to 1.50x the subject's \$223,171 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (E03), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,006	\$23,173	\$38,451	\$85,330	\$133,131	\$36,653
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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 MN 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
Northeastern Gnathological Society	NJ	\$223,415	Exec. Director	\$12,000	\$11,163	2023
Colorado Association Of Charter School Authorizers	CO	\$221,798	Executive Director	\$147,793	\$147,656	2023
West Virginia Chapter Of American	WV	\$221,421	Exec Director	\$70,505	\$79,540	2023
American Board Of Facial Cosmetic	IL	\$218,169	Exec Director	\$49,940	\$49,688	2024
Association For The Advancement Of	VT	\$217,327	Exec. Dir./pres	\$30,000	\$30,559	2024
Women Chiropractors	MI	\$229,575	Executive Di	\$57,369	\$61,697	2023
Disart	MI	\$214,758	Co-exec-dire	\$68,913	\$71,986	2024
Lone Star Assoc Charitable Clinics	TX	\$235,001	Ceo	\$90,000	\$93,802	2023
Rapid Science Inc	NY	\$236,153	Board Direct	\$25,000	\$22,862	2024
Free Clinic Association Of Pennsylvania	PA	\$241,059	Executive Director	\$159,650	\$161,124	2024
Our Mental Health Collective	MI	\$204,629	Executive Director	\$83,800	\$87,536	2024
Moral Injury Of Health Care Inc	PA	\$244,288	President	\$80,000	\$83,123	2023
California Pharmacists Association	CA	\$201,201	Executive Director	\$176,955	\$159,207	2023
The Gout Hyperuricemia And Crystal-assoc	WA	\$249,999	Steering Committee Member	\$15,709	\$14,234	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Optimal Health Inc	NJ	\$250,000	Treasurer	\$40,000	\$36,143	2024
Delray Medical Center Medical Staff Corp	FL	\$192,926	President	\$17,500	\$16,638	2024
Northwest Wi Area Health Education	WI	\$258,931	Executive Director	\$85,486	\$90,353	2024
Mercy Hospital Medical Staff Charity Inc	FL	\$259,365	President	\$18,600	\$18,205	2023
Medical Staff Of St Mary Medical Center	CA	\$182,595	Chief Of Staff	\$44,000	\$38,451	2024
American Board Of Dental Examiners Inc	AL	\$174,337	Executive Director	\$65,000	\$71,067	2024
Diversity Perspective Inc	FL	\$173,090	Co Founder	\$5,000	\$4,754	2024
United States Lactation Consultant	DC	\$277,539	Executive Di	\$26,442	\$23,483	2024
Hardin Medical & Dental Staff Inc	KY	\$299,947	Chief Direct	\$25,000	\$31,465	2021
Hca Florida Kendall Medical Staff Inc	FL	\$303,200	President	\$30,000	\$28,522	2024
Somali Medical Association Of America	MN	\$311,236	Executive Director	\$32,436	\$32,436	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	27 organizations. Compensation range \$4,754–\$161,124; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$223,171); for reference, expenses \$198,914 and assets \$104,135.
ROLE MATCH	Rene De Clerk, reported title " <i>Executive Directress</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	48 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	48 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 (Rene De Clerk) 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 27 similarly situated organizations (Same NTEE sector (E03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,653 is reasonable (approximately the 48th 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.