

Friends Of House Of Sweden

Executive Director / CEO

EIN 204326850

DC · NTEE Q21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Johanna Bergenholtz, Executive Director / CEO** (\$2,200) against **every comparable organization** that fit the selection criteria — **165** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Johanna Bergenholtz — reported title "OFFICE MANAGER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

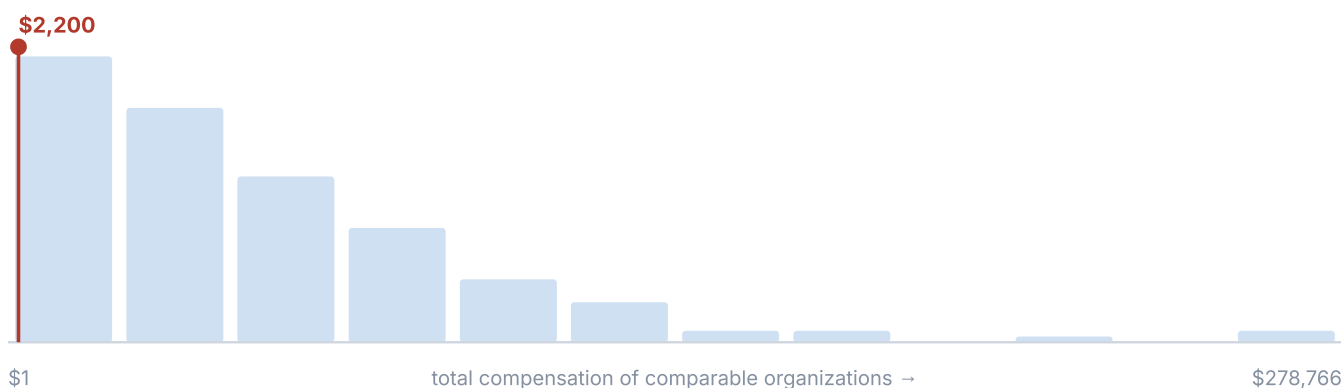
SECTOR Organizations sharing the subject's NTEE classification (Q21).

BUDGET Total revenue between \$88,404 and \$197,920 — 0.67x to 1.50x the subject's \$131,947 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

165 organizations qualified on sector, size, and geography → **165** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,088

\$17,128

\$41,268

\$73,055

\$105,876

\$2,200



■ 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 DC 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
Alternative Gift Markets Inc	KS	\$131,282	Executive Director	\$45,650	\$54,587	2024
Overseas Tribal Services Inc Ots	CO	\$131,089	Employee	\$39,328	\$41,741	2024
Media Caravan Inc	NY	\$130,863	President	\$78,750	\$78,766	2024
Medical Teams Worldwide	TN	\$130,259	Director/president	\$11,980	\$13,579	2025
United States-china Exchange Council	CA	\$133,887	Director	\$43,177	\$41,268	2024
Yeshua Medical Ministries Inc	NC	\$129,809	President	\$12,000	\$13,370	2025
Union Microfinanza Inc	MI	\$129,176	President	\$14,992	\$17,128	2024
United Nations Assn Of San Diego	CA	\$135,014	Manager	\$52,274	\$49,962	2024
Friends Of Basha	OR	\$128,694	Executive Director	\$12,000	\$12,335	2024
Shoulder To Shoulder Ministries Inc	FL	\$135,560	President	\$73,240	\$76,157	2024
The Caux Round Table	MN	\$128,200	Executive Dir.	\$5,000	\$5,469	2024
Humanistsinternationalinc	DC	\$135,870	Chief Executive Officer	\$16,442	\$15,970	2024
Social Inquiry Inc	NY	\$135,894	Secretary	\$6,000	\$6,001	2024
The Tia Foundation Inc	AZ	\$136,226	President Ceo	\$71,433	\$76,041	2024
Pace Universal	CA	\$136,954	Founder	\$57,450	\$56,532	2023
Wholehearted Home Inc	FL	\$126,449	President	\$38,750	\$41,483	2023
Burkina Faso Outreach Inc	MO	\$126,166	President	\$65,001	\$76,203	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
M&g Etomi Foundation	NC	\$138,000	President	\$1	\$1	2023
Panel Group Thought For Action	DC	\$125,863	Director	\$74,539	\$72,400	2024
Firekeepers International	TN	\$138,327	President	\$23,197	\$26,988	2024
Mountaintop International	DC	\$138,462	Ceo	\$40,999	\$40,999	2023
Center For Peace Through Culture Inc	MA	\$125,224	Executive Director	\$128,419	\$127,732	2024
Mercy Partners	NC	\$125,056	Executive Director	\$27,000	\$30,083	2025
Glodev Inc	FL	\$124,940	Ceo	\$2,658	\$2,764	2024
Compass Rose International	CO	\$124,890	Ceo & Board President	\$32,650	\$35,677	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	165 organizations. Compensation range \$1–\$278,766; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$131,947); for reference, expenses \$143,217 and assets \$241,733.
ROLE MATCH	Johanna Bergenholtz, reported title " <i>OFFICE MANAGER</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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	2 nd

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 (Johanna Bergenholtz) 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 165 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,200 is reasonable (approximately the 2nd 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.