

The Journey Forward

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Annemarie Fitzpatrick, Executive Director / CEO** (\$90,366) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Annemarie Fitzpatrick — 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 (J20).
BUDGET	Total revenue between \$157,565 and \$352,758 — 0.67x to 1.50x the subject's \$235,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,135	\$43,250	\$63,724	\$81,956	\$95,512	\$90,366
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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 IL 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
Steadfast Foundation	LA	\$234,472	Executive Director	\$76,096	\$83,035	2025
Assisted Employment Services Inc	FL	\$234,395	President	\$72,897	\$69,657	2024
Utah Women In The Trades	UT	\$233,963	Executive Director	\$47,820	\$49,783	2024
Center For Youth Development Through Law	CA	\$236,575	Executive Dir.	\$68,172	\$59,878	2024
Instruction Construction	OR	\$240,283	Executive Director	\$90,000	\$87,525	2023
Employment Service Consultants Inc	CA	\$241,439	President & Ceo	\$70,470	\$63,724	2023
Oregon Acte Inc	OR	\$242,007	Executive Director	\$40,500	\$39,386	2023
Tle Center For Urban	MA	\$227,568	Executive Di	\$26,783	\$24,481	2024
Northeast Pennsylvania Manufacturers And	PA	\$221,987	Exec Director	\$72,610	\$75,828	2023
Minnesota Africans United	MN	\$248,785	Ceo	\$95,762	\$99,092	2023
Partnership For Career Development	PA	\$250,914	President	\$125,000	\$126,795	2024
Harrison House Of Hope	AR	\$252,102	Ex Director	\$43,260	\$50,923	2023
Dress For Success Boise Inc	ID	\$217,462	Executive Director	\$62,100	\$69,180	2023
Celebrate Edu	CO	\$216,976	Officer - Ceo	\$90,000	\$90,374	2023
Dress For Success Reno-	NV	\$216,901	Executive Di	\$59,333	\$62,283	2023
21st Century Workforce Development	LA	\$216,599	Executive Director/treasurer	\$70,050	\$78,459	2024
Pennsylvania Farm Link Inc	PA	\$254,281	Executive Di	\$68,987	\$69,978	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Experience Now Inc	VA	\$256,444	President & Ceo	\$36,924	\$37,335	2023
Executive Alliance Inc	MD	\$257,280	Exec. Director	\$95,000	\$90,341	2024
May Coalition Inc	NC	\$212,566	Executive Director	\$86,063	\$93,125	2023
Dress For Success Des Moines	IA	\$258,798	Executive Director	\$42,692	\$47,548	2024
Supply Chain Oki	OH	\$210,740	President	\$66,609	\$71,761	2024
Michigan Assessing Coalition Inc	MI	\$261,634	Executive Director	\$21,177	\$22,234	2024
Foundation For Pops	MI	\$207,371	Executive Director	\$69,759	\$73,240	2024
Christian Womens Job Corps Of Mclennan	TX	\$264,639	Executive Director	\$64,260	\$67,315	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	67 organizations. Compensation range \$2,839–\$567,543; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$235,172); for reference, expenses \$283,715 and assets \$42,380.
ROLE MATCH	Annemarie Fitzpatrick, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	84 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	79 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 (Annemarie Fitzpatrick) 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 67 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,366 is reasonable (approximately the 84th 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.