

Educate Lanka Foundation Inc

Executive Director / CEO

EIN 261472911

MD · NTEE B82

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Manjula Dissanayake, Executive Director / CEO** (\$126,000) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

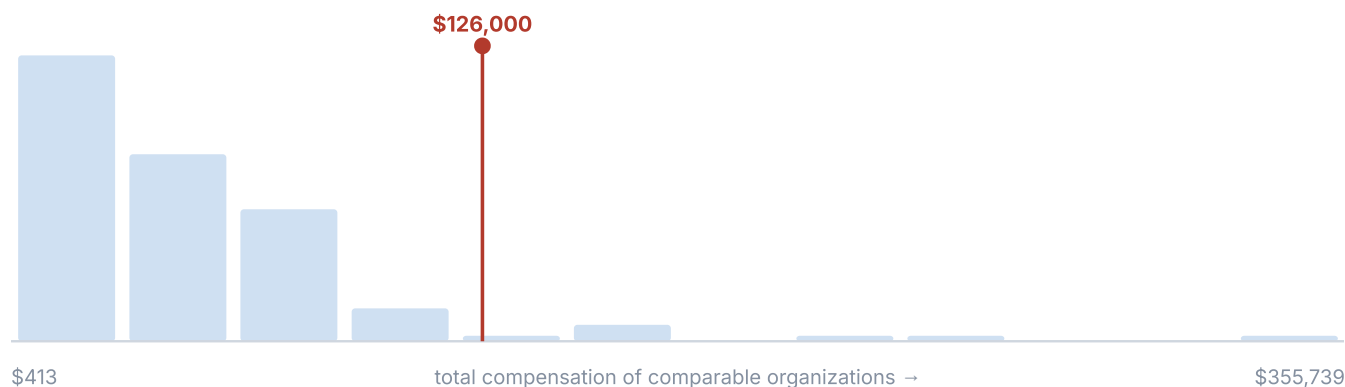
Benchmarked executive: Manjula Dissanayake — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$94,665 and \$211,938 — 0.67x to 1.50x the subject's \$141,292 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,209	\$13,957	\$36,236	\$65,711	\$94,931	\$126,000
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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 MD 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
Olentangy Education Foundation	OH	\$141,530	Executive Di	\$41,730	\$47,276	2024
Hardrock Hundred Endurance Run	CO	\$143,862	Event Director, Ex Officio	\$3,000	\$3,077	2024
Oregon Education Assoc Foundation	OR	\$138,017	Oea President	\$33,341	\$33,118	2024
The Weinreb-berenda-carter Foundation Inc	NY	\$144,674	Secy-treas./director	\$23,000	\$22,230	2024
Centennial Education Foundation	PA	\$137,344	Executive Director	\$16,154	\$17,231	2024
Pennsylvania Pharmacists	PA	\$145,417	Secretary/tr	\$12,566	\$13,799	2023
The Grandville Education Foundation	MI	\$145,647	Exec Directo	\$15,250	\$16,403	2025
Yuda Bands	UT	\$136,783	Secretary	\$28,500	\$31,200	2024
Monster Education Foundation Nfp	IL	\$136,651	Executive Director-President	\$7,200	\$7,571	2024
Laborers' Local 300 Scholarship Fund	CA	\$136,560	Chairman/trustee	\$163,840	\$151,326	2024
National Guard Youth Foundation	DC	\$146,358	President	\$10,000	\$9,144	2025
Baptist Medical Dental Fellowship	AL	\$134,845	Executive Dir.	\$54,000	\$64,243	2023
Lincoln County Rotary Student	NC	\$147,759	Director	\$36,846	\$40,722	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Police Benevolent Associaton	FL	\$134,541	President	\$11,611	\$12,012	2023
St Ursula Academy Scholarship Granting	OH	\$134,005	President	\$16,697	\$18,916	2024
Camden County Hero Scholarship Fund Inc	NJ	\$149,181	Executive Dir.	\$69,572	\$66,442	2024
Faces Of Valor Usa Inc	MD	\$150,492	President & Ceo	\$50,000	\$50,000	2024
Entrepreneurs Scholarship Program	TX	\$132,075	Director	\$375	\$413	2023
Namic Mutual Insurance Foundation	IN	\$131,399	Executive Di	\$41,231	\$46,508	2024
The Derby Johnson Banks Foundation Inc	GA	\$151,265	Secretary	\$48,890	\$52,581	2024
Alpha Educational Foundation-ddl Inc	FL	\$130,244	Executive Director	\$23,600	\$23,714	2024
South Dakota Retailers Association	SD	\$129,954	Executive Di	\$20,203	\$23,849	2024
William Paul Hatfield Scholarship Trust	MO	\$129,818	Trustee	\$48,615	\$55,076	2024
Oregon Turfgrass Foundation	OR	\$129,438	Executive Director	\$12,991	\$12,904	2024
Committee For Excellence In	VA	\$153,577	Executive Di	\$24,000	\$24,786	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	123 organizations. Compensation range \$413–\$355,739; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$141,292); for reference, expenses \$280,828 and assets \$143,166. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Manjula Dissanayake, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	94 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	60 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 (Manjula Dissanayake) 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 123 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$126,000 is reasonable (approximately the 94th 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.