

The International Carpe Diem Foundation

Executive Director / CEO

EIN 262566500

OR · NTEE Q21

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rachel Anderholder, Executive Director / CEO** (\$62,000) against **every comparable organization** that fit the selection criteria — **620** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

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

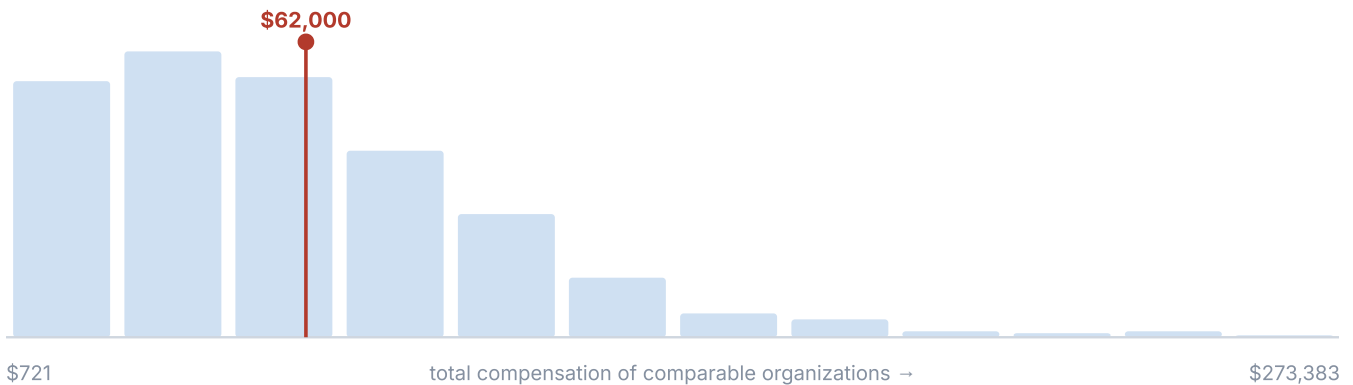
BUDGET Total revenue between \$202,947 and \$454,360 — 0.67x to 1.50x the subject's \$302,907 (the band tightens as size grows).

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

620 organizations qualified on sector, size, and geography

→ **620** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,398	\$27,411	\$53,582	\$82,245	\$112,754	\$62,000
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ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pastoralist Child Foundation	NJ	\$299,989	President	\$6,375	\$6,129	2024
Growth Teams Inc	DE	\$305,982	President And Secretary	\$68,450	\$72,172	2024
New Hope For Cambodian Children	TX	\$305,993	President	\$32,075	\$33,659	2025
Southeast Asia Development Program Inc	MA	\$306,170	Coordinator	\$40,044	\$39,893	2023
Big Picture Soccer	PA	\$299,633	Executive Director	\$70,000	\$77,390	2023
Rise Together International Inc	NC	\$299,336	President	\$16,200	\$18,558	2023
Epic Foundation Inc	NY	\$299,012	Assistant Treasurer & Assistant Cfo	\$3,912	\$3,807	2024
International Tibet Network	CA	\$307,132	Executive Director	\$48,336	\$46,273	2023
American Friends Of Peer Hatalmud Inc	NY	\$298,626	Director	\$15,000	\$15,027	2023
Center For Global Strategies Ltd	SC	\$298,414	Executive Director	\$60,000	\$67,403	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **620** organizations. Compensation range \$721–\$273,383; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$302,907); for reference, expenses \$345,617 and assets \$255,516.
ROLE MATCH	Rachel Anderholder, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	58 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	56 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 (Rachel Anderholder) 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 620 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,000 is reasonable (approximately the 58th 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.