

Kensap Inc

Executive Director / CEO

EIN 262840749

NJ · NTEE B82

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alan Davidson, Executive Director / CEO** (\$96,000) against **every comparable organization** that fit the selection criteria — **211** 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

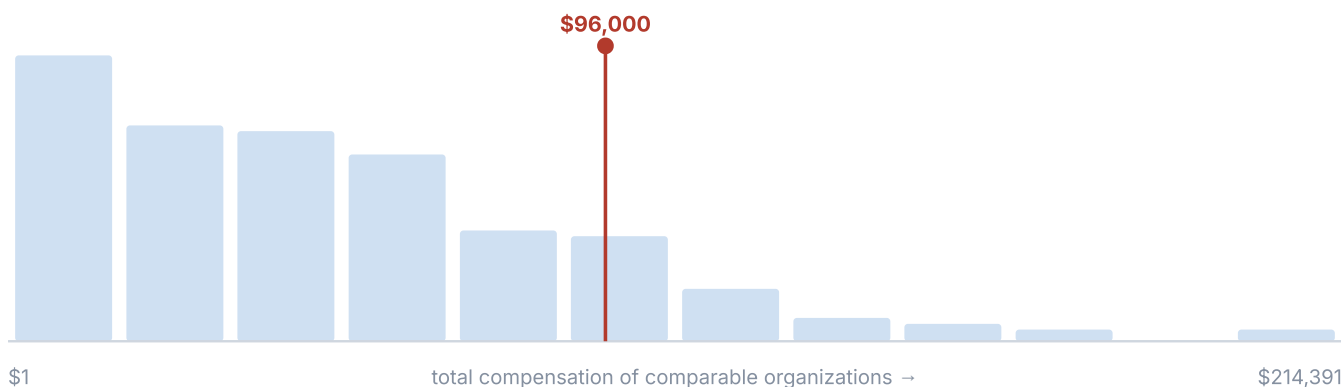
Benchmarked executive: Alan Davidson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$178,077 and \$398,680 — 0.67x to 1.50x the subject's \$265,787 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

211 organizations qualified on sector, size, and geography → **211** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,367	\$20,280	\$45,416	\$74,785	\$103,416	\$96,000
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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 NJ 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
Texas Architectural Foundation	TX	\$264,935	Txa Evp	\$29,217	\$31,795	2024
American Student Association Of Community Colleges	UT	\$264,911	Executive Director	\$14,584	\$17,403	2022
Orme Primavera Schools Foundation	AZ	\$264,877	Treasurer	\$1,700	\$1,733	2025
African American Teaching Fellows	VA	\$264,812	Executive Di	\$82,442	\$86,598	2024
Shenandoah Valley Scholars Latino Initiative Inc	VA	\$264,770	Managing Director	\$2,733	\$2,871	2024
John P Burke Memorial Fund	RI	\$264,645	Executive Director	\$35,833	\$37,379	2024
Foundation For Eden Prairie Schools	MN	\$264,008	Executive Director	\$30,541	\$32,830	2024
Germantown Community Scholarship Fund Inc	WI	\$267,938	Executive Director	\$34,000	\$39,770	2023
Greene County Fair Association Inc	AR	\$263,615	Manager	\$2,119	\$2,591	2024
Tbi Warrior Foundation	TX	\$268,167	President	\$7,000	\$7,843	2023
East Valley Institute Of Technology Education Foundation Inc	AZ	\$262,844	Board Member	\$14,400	\$15,066	2024
Calculated Genius Inc	IL	\$262,815	Executive Director	\$80,000	\$85,562	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bolivar Educational Advancement	MO	\$262,684	Secretary Tr	\$5,348	\$6,163	2024
The Claymont Foundation Inc	OH	\$268,956	Financial Secretary	\$6,000	\$6,914	2024
Native Agriculture Education Fellowship Program	ND	\$268,969	Executive Director	\$100,298	\$123,278	2023
Decatur Central High School Band Booster Inc	IN	\$269,580	Director, Treasurer	\$10,000	\$11,811	2023
Scholarchips Inc	DC	\$261,153	Founder And Executive Directo	\$99,342	\$97,638	2023
Northville Educational Foundation	MI	\$271,393	Executive Director	\$58,205	\$67,288	2023
Seton Cincinnati Sgo	OH	\$271,454	President	\$29,088	\$32,652	2025
The Education Foundation Inc	OH	\$260,084	Executive Di	\$25,938	\$29,116	2025
The Galax Foundation For Excellence In	VA	\$271,500	Secretary/treasurer	\$12,000	\$12,605	2024
These Numbers Have Faces	OR	\$259,701	Executive Director	\$90,000	\$93,610	2023
California Landscape Architectual	CA	\$272,536	Treasurer	\$18,000	\$16,909	2024
Red Legacy Recovery Inc	TN	\$258,828	Executive Director	\$55,120	\$64,893	2023
The Piston Foundation Inc	CT	\$258,541	Secretary	\$115,562	\$117,876	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	211 organizations. Compensation range \$1–\$214,391; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$265,787); for reference, expenses \$342,384 and assets \$158,578.
ROLE MATCH	Alan Davidson, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	65 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	84 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	58 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 (Alan Davidson) 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 211 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$96,000 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.