

# International Society Of

Executive Director / CEO

EIN 263662721

OR · NTEE S03

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Michelle Benavides, Executive Director / CEO** (\$108,426) against **every comparable organization** that fit the selection criteria — **1763** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Michelle Benavides — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S03).

**BUDGET** Total revenue between \$307,706 and \$688,896 — 0.67x to 1.50x the subject's \$459,264 (the band tightens as size grows).

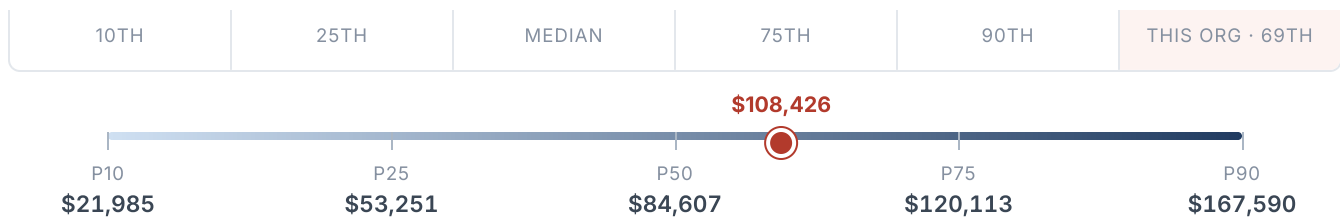
**GEOGRAPHY** Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**1,763** organizations qualified on sector, size, and geography → **1,763** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,985	\$53,251	\$84,607	\$120,113	\$167,590	\$108,426
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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 OR 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
<a href="#">Riverfront Plaza Garage Management</a>	NJ	\$459,223	President	\$33,427	<b>\$32,138</b>	2023
<a href="#">Grand County Board Of Realtors</a>	CO	\$459,320	Executive Dir.	\$92,340	<b>\$92,610</b>	2024
<a href="#">Whatcom Business Alliance</a>	WA	\$459,458	Executive Director	\$124,327	<b>\$116,423</b>	2024
<a href="#">Nevada Rural Electric Association</a>	NV	\$459,040	Executive Director	\$164,976	<b>\$172,963</b>	2024
<a href="#">Buffalo Niagara Film Commission Inc</a>	NY	\$459,494	President	\$110,892	<b>\$104,808</b>	2024
<a href="#">Marietta Welcome Center Inc</a>	GA	\$458,815	Executive Director	\$64,453	<b>\$69,785</b>	2023
<a href="#">100 Black Men Greater Mobile Inc</a>	AL	\$458,808	Executive Director	\$50,995	<b>\$57,622</b>	2024
<a href="#">Division Midway Alliance For</a>	OR	\$458,798	Executive Dir.	\$90,189	<b>\$87,601</b>	2024
<a href="#">Identity Clark County</a>	WA	\$458,605	Policy And Projects Coordinator	\$2,143	<b>\$2,066</b>	2023
<a href="#">Lowell Development &amp; Financial Corp</a>	MA	\$458,536	Executive Di	\$151,318	<b>\$142,223</b>	2024
<a href="#">Teamwomenmn</a>	MN	\$458,531	Executive Di	\$149,750	<b>\$159,338</b>	2023
<a href="#">American Concrete Pavement</a>	NY	\$458,268	Executive Di	\$95,582	<b>\$90,338</b>	2024
<a href="#">San Juan United Way</a>	NM	\$458,229	Exec Directo	\$85,606	<b>\$96,303</b>	2024
<a href="#">Neighborhood Engagement Hub</a>	MI	\$460,324	Executive Director	\$77,599	<b>\$83,774</b>	2024
<a href="#">Dayton Agricultural &amp; Mech Assoc</a>	PA	\$460,350	President	\$1,680	<b>\$1,753</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sports Event Development Fund</a>	OH	\$460,447	President	\$168,206	<b>\$191,843</b>	2023
<a href="#">Palm Beach County League Of Cities</a>	FL	\$458,020	Executive Di	\$155,264	<b>\$152,559</b>	2024
<a href="#">Sister Bay Advancement Association</a>	WI	\$457,953	Comm Coordin	\$53,131	<b>\$58,037</b>	2024
<a href="#">Consumer Fund Of Texas Inc</a>	TX	\$457,882	President	\$30,000	<b>\$32,315</b>	2023
<a href="#">United Partners For Human Services</a>	FL	\$457,707	Executive Di	\$107,429	<b>\$102,836</b>	2025
<a href="#">Volta Foundation Inc</a>	CA	\$460,846	Executive Director	\$70,000	<b>\$65,089</b>	2023
<a href="#">Mediation Center Of Dutchess</a>	NY	\$457,656	Executive Di	\$84,460	<b>\$79,826</b>	2024
<a href="#">Gibson County Economic Development Corporation</a>	IN	\$457,365	Executive Director	\$107,796	<b>\$118,898</b>	2024
<a href="#">Oregon Society Of Medical Oncology</a>	WA	\$457,317	Exec V. Pres	\$162,700	<b>\$152,357</b>	2024
<a href="#">League City Chamber Of Commerce</a>	TX	\$461,383	President/ce	\$43,077	<b>\$46,401</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 1763 organizations. Compensation range \$1–\$1,194,139; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$459,264); for reference, expenses \$423,166 and assets \$331,418.

<b>ROLE MATCH</b>	Michelle Benavides, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	213 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	70 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	69 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	59 <sup>th</sup>

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 (Michelle Benavides) 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 13, 2026, comparing compensation against 1763 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,426 is reasonable (approximately the 69<sup>th</sup> 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 13, 2026.