

Certification Institute For Research

Executive Director / CEO

EIN 271484712

DC · NTEE J03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Juliana Wood, Executive Director / CEO** (\$110,290) against **every comparable organization** that fit the selection criteria — **475** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

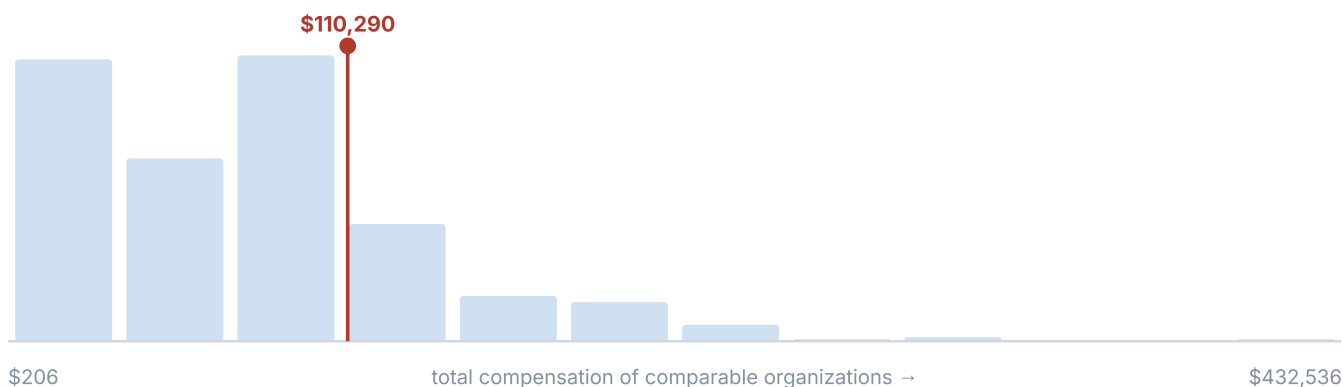
Benchmarked executive: Juliana Wood — reported title “Managing Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J03).
BUDGET	Total revenue between \$308,549 and \$690,783 — 0.67x to 1.50x the subject's \$460,522 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue.

475 organizations qualified on sector, size, and geography → **475** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,749	\$29,339	\$75,577	\$104,487	\$148,589	\$110,290
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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 DC 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
Working Today Inc	NY	\$460,826	Exec. Director	\$24,152	\$24,870	2024
Pathways To Independence Of Central Ohio	OH	\$459,742	President & Ceo	\$108,033	\$134,244	2023
Transitional Supported Employ Of Mn	MN	\$459,164	Coordinator	\$60,960	\$70,670	2023
United Brotherhood Of Carpenters	AL	\$458,952	President	\$748	\$921	2024
Mass Afl-cio Workforce Development	MA	\$458,934	President	\$79,037	\$80,936	2024
Ur Chicago Alliance	IL	\$458,467	Executive Director	\$74,293	\$85,690	2023
Aircraft Mechanics Fraternal Assc L04	IL	\$462,848	President	\$2,781	\$3,116	2024
Booms Beans Llc	KY	\$457,707	President	\$105,293	\$128,911	2024
International Federation Of Professional	NJ	\$457,558	President	\$22,355	\$23,417	2023
American Federation Of Local Government	AL	\$456,182	President	\$20,400	\$25,115	2024
Aurora Economic Opportunity Coalition	CO	\$455,269	Executive Dir.	\$72,000	\$84,319	2022
We Are Hope Inc	WI	\$466,247	Executive Director	\$67,173	\$79,944	2024
Covation Center Inc	PA	\$454,561	Executive Di	\$102,675	\$116,681	2024
Homeaid Austin Inc	TX	\$454,432	Executive Director	\$90,017	\$102,612	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dress For Success Charity New Orleans	LA	\$453,371	Executive Director	\$64,901	\$83,844	2023
Farm Labor Organizing Committee	OH	\$468,637	President	\$75,600	\$93,942	2023
Goodwork	NH	\$469,049	Ceo	\$117,263	\$123,388	2024
American Federation Of Govt Employees Local 933	MI	\$451,682	President	\$8,725	\$10,566	2023
Embodywise	CA	\$469,938	President	\$22,000	\$22,288	2023
Plumbers & Pipefitters Apprenticeship	WY	\$450,707	Training Director	\$195,160	\$238,147	2024
International Union Uaw Local 2406	TN	\$471,254	F.s./treas.	\$11,477	\$13,748	2024
Suits For Seniors Inc	FL	\$449,120	Executive Director	\$84,950	\$90,942	2024
United Plant & Production Workers	NY	\$448,179	Fund Admin	\$92,072	\$97,611	2023
Logosworks	PA	\$448,075	Ceo	\$106,648	\$124,776	2023
Hampton Roads Electrical Joint Apprent	VA	\$473,472	Director	\$119,460	\$131,442	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **475** organizations. Compensation range \$206–\$432,536; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$460,522); for reference, expenses \$362,929 and assets \$305,153.
ROLE MATCH	Juliana Wood, reported title " <i>Managing Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	67 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	78 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	68 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 (Juliana Wood) 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 475 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,290 is reasonable (approximately the 78th 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.