

Us Dairy Education And Training Consortium

Executive Director / CEO

EIN 271526257

TX · NTEE B03

FY ending 2025-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Tomaszewaki, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

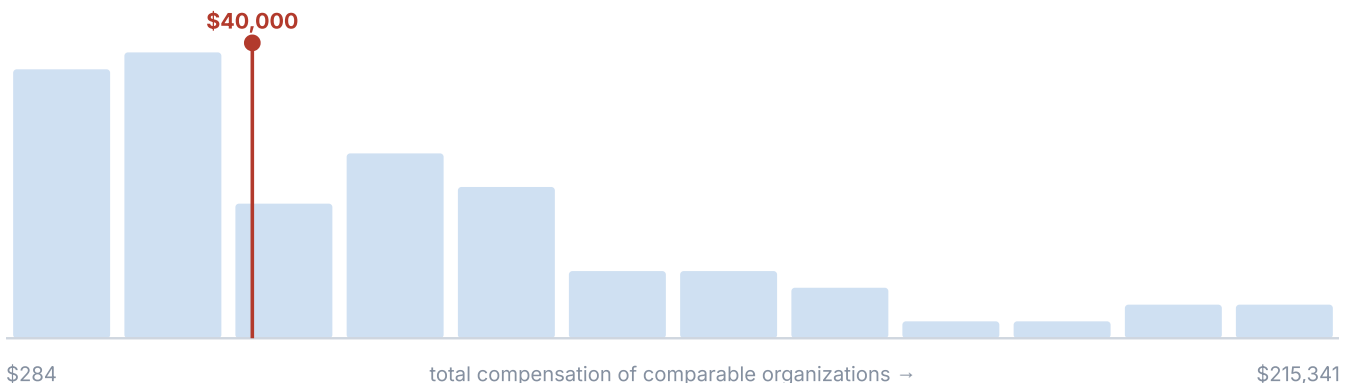
Benchmarked executive: Michael Tomaszewaki — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B03).
BUDGET	Total revenue between \$210,565 and \$471,415 — 0.67x to 1.50x the subject's \$314,277 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,337 10TH	\$21,998 25TH	\$51,826 MEDIAN	\$86,906 75TH	\$128,666 90TH	\$40,000 THIS ORG · 45TH
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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 TX 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
Navigator Labs	CA	\$314,793	Ceo And Founder	\$89,269	\$79,099	2024
Hawaii Interscholastic Athletic	HI	\$311,541	Executive Director	\$4,000	\$3,783	2023
Michigan Afterschool Association	MI	\$318,901	President	\$63,260	\$68,981	2023
Indiana Head Start Association Inc	IN	\$301,197	Executive Director	\$99,711	\$107,899	2024
National Prevention Science Coalition To Improve Lives Inc	CA	\$300,201	Co-director	\$10,000	\$8,861	2024
Oregon Music Teachers	OR	\$300,071	District Pre	\$2,511	\$2,331	2025
The Association For International	IL	\$329,422	Executive Director	\$77,400	\$78,082	2024
World Is Our Classroom Inc	MA	\$329,905	Exec Directo	\$96,692	\$89,160	2024
Aba Next Steps Inc	TN	\$331,942	Executive Director	\$41,175	\$44,411	2024
Entrepreneurs Organization	KS	\$333,775	Chapter Manager (Executive Director)	\$25,961	\$28,038	2025
Angel Investor Foundation	KS	\$337,561	Ceo & President	\$15,743	\$17,002	2025
Delaware Mathematics Coalition Inc	DE	\$290,372	Executive Officer	\$54,213	\$54,470	2024
Washington State Music Teachers	WA	\$287,883	President	\$1,000	\$918	2024
Consortium For Entrepreneurship	WV	\$283,070	Ceo	\$75,000	\$85,789	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Indiana Arborist Association	IN	\$348,335	Executive Director	\$48,850	\$52,861	2024
Texas Association Of Mid-size Schools	TX	\$350,715	Executive Director	\$80,833	\$85,422	2023
American Academy Of International Culture And Educ	NY	\$351,526	Executive Director	\$94,640	\$87,755	2024
Midwest Principals Center Inc	IL	\$276,507	Co-director	\$47,532	\$47,951	2024
Schuylkill Community Education Council	PA	\$273,566	Executive Direc	\$103,805	\$109,361	2023
Universities Council On Water	IL	\$273,112	Executive Director	\$104,938	\$108,990	2023
American Autonomic Society	CA	\$355,775	Executive Director	\$36,538	\$33,332	2023
California Association Of	CA	\$269,871	Executive Dir.	\$217,913	\$193,087	2024
Mass Assoc For Health Physical	MA	\$267,123	Executive Di	\$65,611	\$60,500	2024
North Texas Chapter Of The National	TX	\$263,912	Executive Dir.	\$85,500	\$90,354	2023
New Jersey Association For College	NJ	\$263,150	Exe. Assist.	\$22,353	\$21,084	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2025 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 TX 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 **78** organizations. Compensation range \$284–\$215,341; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$314,277); for reference, expenses \$178,157 and assets \$809,186. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Tomaszewaki, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	45 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	40 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 (Michael Tomaszewaki) 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 78 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 45th 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.