

Im From Driftwood

Executive Director / CEO

This analysis benchmarks the total compensation of **Nathan Manske, Executive Director / CEO** (\$95,825) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

Benchmarked executive: Nathan Manske — 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 (R30).

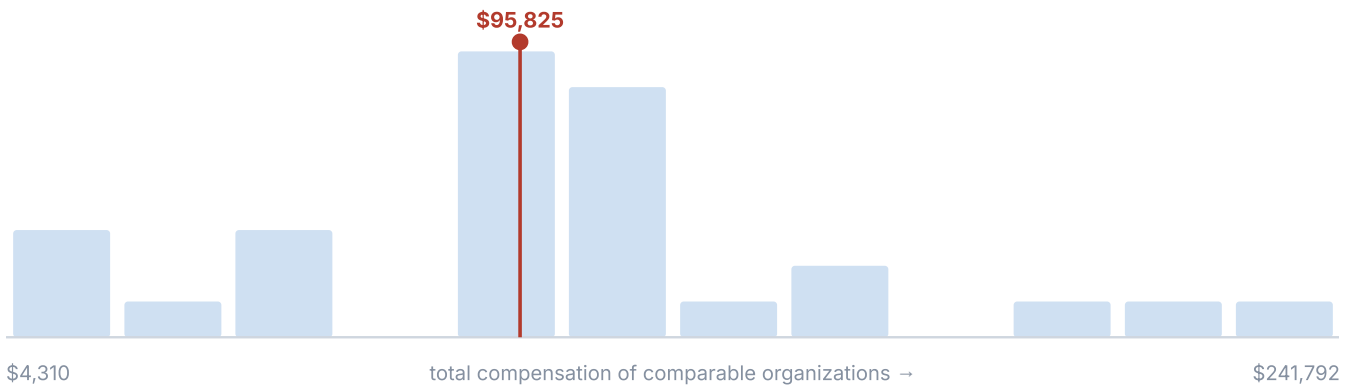
BUDGET Total revenue between \$230,230 and \$515,442 — 0.67x to 1.50x the subject's \$343,628 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (R30), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography

→ **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,846	\$78,449	\$96,817	\$116,827	\$166,919	\$95,825
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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 NY 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
Patrol Stories Inc	TX	\$339,693	President	\$116,654	\$129,135	2024
Mccj Inc	FL	\$333,608	Executive Director	\$112,000	\$116,437	2024
The Network For Social Justice Inc	MA	\$360,734	Executive Director	\$86,248	\$88,304	2023
White Awake	MD	\$325,386	Executive Di	\$147,824	\$152,941	2024
American Arab Civil Rights League	MI	\$323,637	Exective Dir	\$100,000	\$114,225	2024
Flourish Collective	CA	\$363,704	Ceo	\$158,990	\$151,930	2024
Richmonders Involved To Strengthen Our Communities	VA	\$320,782	Lead Organizer	\$80,000	\$88,007	2023
The Witness Institute	MD	\$316,052	Executive Director	\$192,859	\$199,535	2024
Arab Film And Media Institute	CA	\$307,253	Executive Director	\$50,000	\$47,780	2024
100 Black Men Of West Georgia Inc	GA	\$301,440	Coo	\$47,593	\$54,522	2023
Safety & Health Council Of Greater Weste	MO	\$386,625	Secretary	\$84,011	\$98,470	2024
Mancos Valley Resources	CO	\$294,061	Administrator	\$35,544	\$37,717	2024
American Cntr For Religious Liberty & Tolerance Inc	NJ	\$393,348	Director	\$237,692	\$241,792	2023
Dimensions Educational Consulting	MA	\$404,449	Ceo And Executive Director	\$200,000	\$204,765	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Utah Center For Legal Inclusion	UT	\$281,041	Executive Director	\$93,692	\$106,119	2024
Intercommunity Justice & Peace Cent	OH	\$278,990	Executive Di	\$75,000	\$87,908	2024
Ohio Immigrant Alliance	OH	\$276,851	President	\$8,820	\$10,338	2024
Community Mediation Center	TN	\$411,118	Executive Di	\$54,013	\$61,211	2025
Louisville Youth Group Inc	KY	\$417,596	Executive Director	\$77,783	\$92,480	2024
Be Present Inc	GA	\$268,392	Co-leader Of Transformative Action/ceo	\$18,750	\$21,480	2023
Main Street Hanover Inc	PA	\$261,517	Executive Di	\$4,008	\$4,310	2025
Southern Jewish	GA	\$259,492	Executive Di	\$103,000	\$117,995	2023
Communities United For People	OR	\$445,780	Co-director	\$79,576	\$84,195	2023
Dais Partners	PA	\$240,750	President	\$96,154	\$113,728	2022
Coming Together Virginia	VA	\$235,100	Chief Executive Officer	\$98,577	\$108,443	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **28** organizations. Compensation range \$4,310–\$241,792; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$343,628); for reference, expenses \$268,237 and assets \$112,324.
ROLE MATCH	Nathan Manske, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	50 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	50 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 (Nathan Manske) 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 28 similarly situated organizations (Same NTEE sector (R30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,825 is reasonable (approximately the 50th 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.