

Dj Henry Dream Fund Inc

Executive Director / CEO

EIN 276876646
 MA · NTEE O50
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Angella Henry, Executive Director / CEO** (\$78,972) against **every comparable organization** that fit the selection criteria — **435** 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

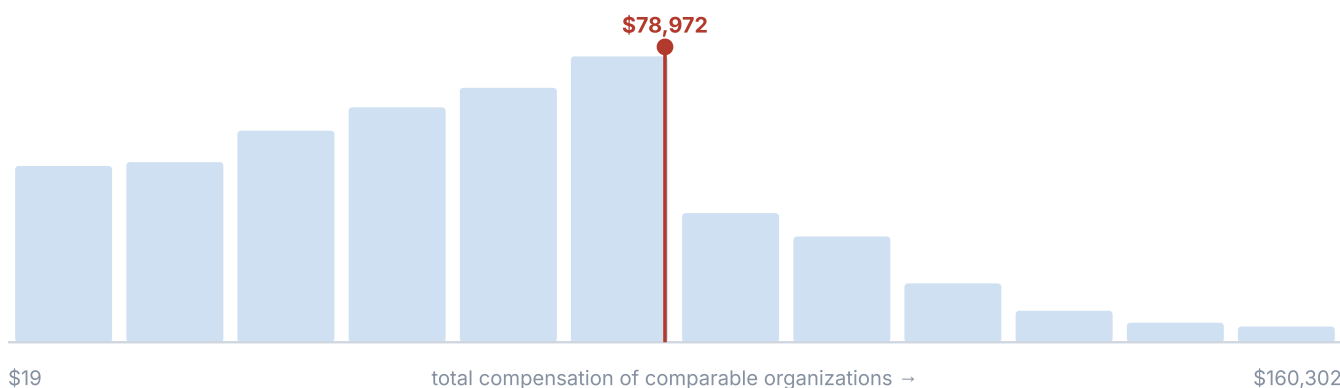
Benchmarked executive: Angella Henry — reported title “VICE CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$156,372 and \$350,088 — 0.67x to 1.50x the subject's \$233,392 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

435 organizations qualified on sector, size, and geography → **435** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,558	\$30,186	\$55,920	\$76,846	\$99,875	\$78,972
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 78TH
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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 MA 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
Giving Us Leadership An Focus	TX	\$233,338	President	\$4,860	\$5,255	2024
Pensacola's Promise Inc	FL	\$233,241	Executive Di	\$75,000	\$76,156	2024
The Deerwood Foundation Inc	MD	\$233,093	Executive Di	\$16,500	\$16,674	2024
The Kansas Youth Empowerment Academy Incorporated	KS	\$233,894	Executive Director	\$25,690	\$29,999	2024
Counterpunch Academy	MI	\$232,659	Executive Di	\$52,980	\$59,108	2024
San Antonio Future Basketball Inc	TX	\$234,444	President	\$6,000	\$6,488	2024
Girls Build Kalamazoo Inc	MI	\$234,480	Executive Director	\$20,000	\$22,313	2024
Horseman's Mission Inc	OH	\$232,248	Administrator	\$4,000	\$4,579	2024
Chinese Youth Camp	TX	\$234,593	Camp Director, Finance Director, Facilities	\$1,750	\$1,892	2024
The Harold Hunter Foundation	NY	\$232,106	Executive Director	\$51,711	\$50,507	2024
Colorado Young Leaders	CO	\$234,792	Executive Di	\$33,008	\$34,211	2024
Joyful Child Foundation-in Memory Of Samantha Runion	CA	\$231,819	Executive Director	\$47,640	\$45,778	2023
Kingdom Homestead	MI	\$231,794	Executive Di	\$52,000	\$58,014	2024
Circle Camps For Grieving Children Inc	WI	\$235,090	Executive Director	\$60,000	\$67,731	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Most Valuable Parents Of Buffalo Inc	NY	\$231,479	Executive Director	\$67,183	\$67,558	2023
Blooming Prairie Youth Club	MN	\$231,256	Club Coordinator	\$37,100	\$39,625	2024
Gold Coast Junior Golf Foundation Inc	FL	\$235,824	Dir & President	\$2,500	\$2,538	2024
Chester Upland Youth Soccer	PA	\$230,783	Executive Director	\$48,125	\$51,874	2024
Presencia Inc	GA	\$236,056	Executive Director	\$70,217	\$76,313	2024
Sing Me A Story Foundation	MN	\$230,556	Executive Director	\$70,000	\$74,764	2024
Soccer Club Of Saint Cloud Inc	FL	\$236,238	President	\$28,527	\$28,967	2024
Aspire Movement Inc	AL	\$229,983	Executive Di	\$91,250	\$106,555	2024
Adelante Hispanic Achievers Inc	KY	\$229,721	Executive Director	\$37,524	\$43,575	2024
Saturday Place	IL	\$237,199	Program Director	\$50,750	\$55,522	2023
Supergirls Shine Foundation	TX	\$237,931	Ceo	\$70,600	\$78,590	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 435 organizations. Compensation range \$19–\$160,302; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$233,392); for reference, expenses \$278,370 and assets \$308,213.

ROLE MATCH Angella Henry, reported title "VICE CHAIR", 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 7 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	78 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	77 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 (Angella Henry) 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 435 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,972 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.