

Gedakina Inc

Executive Director / CEO

EIN 331075692

VT · NTEE S21

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Judy Dow, Executive Director / CEO** (\$93,866) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Judy Dow — reported title “PRESIDENT, E”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S21).

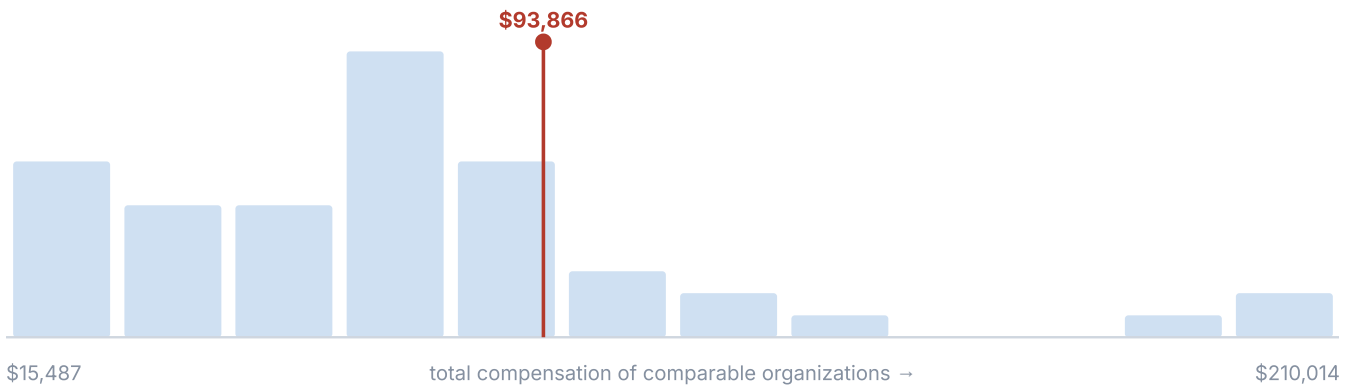
BUDGET Total revenue between \$258,823 and \$579,456 — 0.67x to 1.50x the subject's \$386,304 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S21), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography

→ **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,790	\$46,876	\$71,264	\$85,907	\$114,828	\$93,866
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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 VT 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
Leadership Medina County	OH	\$381,116	Executive Director	\$78,401	\$80,374	2025
Frogtown Neighborhood Association	MN	\$398,273	Co-executive Director	\$78,525	\$77,089	2024
Pikes Peak Outdoor Recreation Alliance	CO	\$402,621	Executive Director	\$62,141	\$60,948	2023
Neighborhood Preservation Coalition	NY	\$366,005	Executive Di	\$93,012	\$83,503	2024
Okanogan County Community Coalition	WA	\$364,412	Executive Dir	\$64,895	\$59,429	2023
New Haven Rising Inc	CT	\$364,117	Secretary/director	\$104,206	\$97,071	2024
Community Compassion Outreach	CO	\$413,661	Executive Dir.	\$108,200	\$103,078	2024
Pittsburgh Cares	PA	\$351,812	Executive Di	\$70,414	\$69,764	2024
Eastside Jewish Commons	OR	\$351,225	Treasurer	\$30,000	\$28,497	2023
Phoenix Community Alliance	AZ	\$344,617	President/ceo- Dpi	\$24,239	\$23,160	2024
Scranton Tomorrow	PA	\$437,776	President And Ceo	\$79,061	\$78,331	2024
The Urban Outreach Center Of New York City Inc	NY	\$333,938	Executive Director And Secretary	\$24,670	\$22,148	2024
Family Forward Action	OR	\$329,802	Interim Co-executive Director	\$20,027	\$19,024	2023
Brooklyn Bridge Manhattan Inc	NY	\$328,381	President	\$200,000	\$179,554	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sana Roots Co	TX	\$326,496	Ceo	\$23,592	\$24,139	2023
Center For Rural Outreach And	PA	\$449,354	Executive Di	\$80,000	\$79,262	2024
Vietnamese American Roundtable	CA	\$450,387	Executive Director	\$98,654	\$84,636	2024
Multicultural Coalition Inc	WI	\$453,777	President	\$67,476	\$70,013	2024
Plaza Apartments Inc	KS	\$318,423	Executive Director	\$44,400	\$47,656	2024
Palm Beach County League Of Cities	FL	\$458,020	Executive Di	\$155,264	\$144,913	2024
Columbia-greene Addiction Coalition Inc	NY	\$314,537	Executive Director	\$85,000	\$76,310	2024
Rebuilding Together Boston Inc	MA	\$308,887	Executive Director	\$101,046	\$90,213	2024
Upper Manhattan Together Inc	NY	\$307,486	Lead Organizer	\$91,538	\$82,180	2024
People Organized For Westside Renewal	CA	\$467,982	Exec Director	\$87,229	\$77,045	2023
Naa Kaani Native Program	WA	\$469,335	Executive Director	\$48,954	\$44,831	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 **50** organizations. Compensation range \$15,487–\$210,014; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$386,304); for reference, expenses \$462,306 and assets \$1,069,795.
ROLE MATCH	Judy Dow, reported title " <i>PRESIDENT, E</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	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	80 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	76 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 (Judy Dow) 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 50 similarly situated organizations (Same NTEE sector (S21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,866 is reasonable (approximately the 80th 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.