

Irish Fellowship Educational &

Executive Director / CEO

EIN 363166927
 IL · NTEE B82Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Taylor, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **227** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

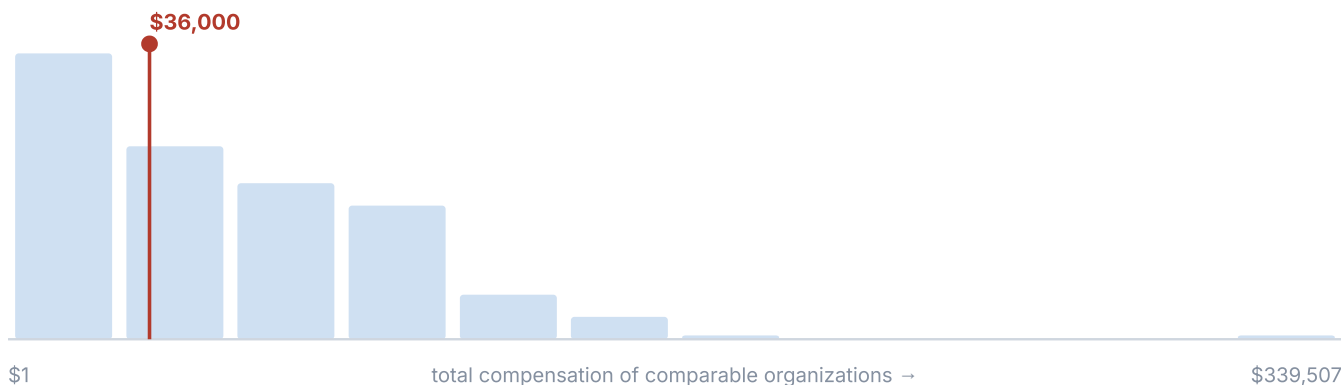
Benchmarked executive: Kathleen Taylor — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82Z).
BUDGET	Total revenue between \$248,484 and \$556,308 — 0.67x to 1.50x the subject's \$370,872 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

227 organizations qualified on sector, size, and geography → **227** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,477	\$21,598	\$46,209	\$84,806	\$111,216	\$36,000
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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 IL 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
Sanger Education Foundation Inc	TX	\$370,741	Executive Dir.	\$46,000	\$45,461	2024
Alabama B'nai B'rith Hillel Foundation	AL	\$369,891	Director	\$99,273	\$105,960	2024
Echoes Of Hope	CA	\$373,618	Executive Dir.	\$103,000	\$90,468	2023
Florence Bernard - Alta Miller	MD	\$368,118	Trustee	\$54,899	\$50,709	2024
Carmel Clay Education Foundation	IN	\$367,192	Executive Director	\$82,352	\$88,336	2023
Corporation For Global Community	MS	\$374,915	Emeritus - Founding Member	\$50,470	\$55,536	2024
Ashby Legacy Fund	MN	\$365,388	President	\$24,000	\$23,429	2024
Help 2 Others Foundation	AL	\$376,377	Executive Director	\$92,000	\$98,198	2024
Oregon Schools Foundation	OH	\$377,264	Executive Dir.	\$12,000	\$12,928	2023
Washington State Potato Foundation	WA	\$377,968	Executive Director	\$81,332	\$71,943	2024
Sustainable Tulsa Inc	OK	\$361,589	Executive Dir.	\$103,188	\$112,260	2024
Kentucky Engineering Foundationinc	KY	\$360,898	Executive Di	\$4,532	\$4,687	2025
Brian M Anselmo Memorial	MO	\$359,794	Executive Di	\$79,992	\$86,179	2023
If Given A Chance	CA	\$382,130	Executive Director	\$69,658	\$59,428	2024
Public Relations Society Of	NY	\$359,503	Cfo	\$57,668	\$51,485	2024
Tracy Andrus Foundation	TX	\$359,271	President & Ceo	\$67,500	\$68,681	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wonderfolk	OR	\$357,451	Executive Director	\$65,000	\$61,399	2023
Fort Bend Forward Inc	TX	\$357,207	President And Ceo	\$9,606	\$9,774	2023
Foundation For Excellence In Long Term	PA	\$384,565	President & Ceo	\$45,420	\$44,750	2024
1000 Dreams Fund	DC	\$385,648	Ceo	\$9,460	\$8,202	2024
Pittsburgh Jewish Pre-kindergarten	PA	\$386,116	President	\$50,440	\$51,164	2023
Machine Tool Technologies	CA	\$355,329	President	\$144,000	\$122,851	2024
Texas Tennis Coaches Association	TX	\$354,243	Executive Director Exec Committee	\$45,000	\$44,473	2024
Jem Inc	WI	\$387,644	President	\$30,000	\$30,954	2024
All Our Kids Inc Foundation	NE	\$388,200	President	\$6,369	\$6,768	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	227 organizations. Compensation range \$1–\$339,507; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$370,872); for reference, expenses \$280,908 and assets \$237,281.
ROLE MATCH	Kathleen Taylor, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	41 st
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	36 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 (Kathleen Taylor) 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 227 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 41st 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.