

Abpa Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rush Darwish, Executive Director / CEO** (\$102,092) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

Benchmarked executive: Rush Darwish — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

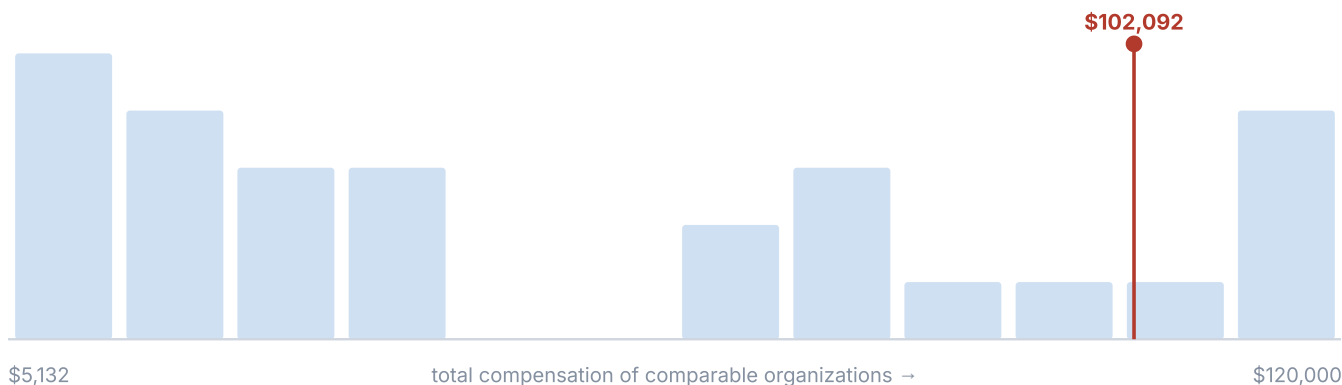
BUDGET Total revenue between \$166,582 and \$372,945 — 0.67x to 1.50x the subject's \$248,630 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + IL + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,019

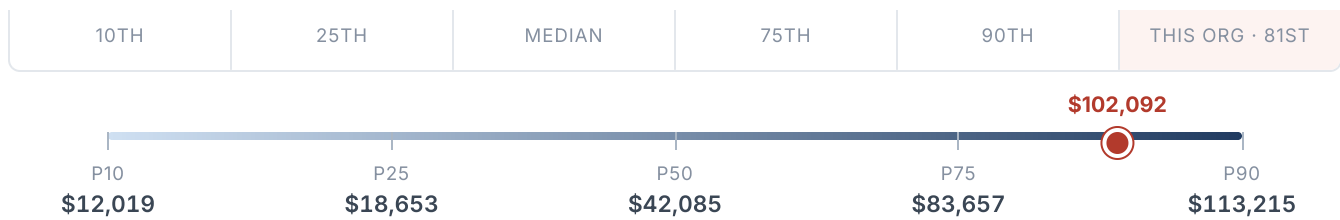
\$18,653

\$42,085

\$83,657

\$113,215

\$102,092



● 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
Reborn Ministries	IL	\$243,210	Executive Director	\$12,500	\$12,831	2024
Worry Free Community	IL	\$240,508	Executive Director	\$16,000	\$16,423	2024
Think Big Corporation	IL	\$236,226	Board Chair Treasurer	\$109,615	\$112,515	2024
Black Abolition Movement For The Mind Inc Nfp	IL	\$234,160	President/ceo	\$9,165	\$9,685	2023
Healing Hands Resource Center	IL	\$233,625	Therapist.	\$29,225	\$30,884	2023
Hunger Resource Network	IL	\$266,655	Development Director	\$93,076	\$95,539	2024
Trap Door Productions	IL	\$228,514	Artistic Director	\$30,055	\$30,850	2024
Refugee Education And Adventure Challenge (Reach)	IL	\$225,882	President	\$78,000	\$80,064	2024
The Mission House Inc	IL	\$220,777	President/ Exec Director	\$10,800	\$10,800	2025
Towers Of Excellence	IL	\$220,085	Executive Program Director	\$41,000	\$42,085	2024
Un Learning Space Nfp	IL	\$219,968	Executive Dir.	\$97,108	\$102,622	2023
Itoo Society Inc	IL	\$280,097	Treasurer	\$12,994	\$13,732	2023
Mikkis Daycare Home Inc Nfp	IL	\$216,274	Director	\$34,560	\$35,474	2024
Arthur Lockhart Resource Institute	IL	\$213,680	Executive Director	\$31,500	\$33,288	2023
Mu Delta Lambda Charitable Fndn	IL	\$212,851	President	\$5,000	\$5,132	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leaps Of Love Inc	IL	\$287,106	President	\$19,541	\$20,650	2023
Sacred Spaces Of Care	IL	\$287,859	Executive Director	\$111,320	\$114,265	2024
Feeding People Through Plants Nfp	IL	\$199,826	Ceo	\$70,040	\$71,893	2024
Child Restoration Outreach Support Organization	IL	\$191,731	Executive Director	\$59,613	\$62,998	2023
The Village Legal And Community	IL	\$306,554	President & Ceo	\$74,754	\$76,732	2024
Soup N Share Outreach Program	IL	\$307,443	Director	\$18,000	\$19,022	2023
Vision Of Restoration Inc	IL	\$189,063	Ceo	\$17,813	\$18,284	2024
Fathers Who Care Nfp	IL	\$308,447	Executive Director	\$85,000	\$87,249	2024
Equity & Empowerment For Evanston Families	IL	\$313,204	President	\$120,000	\$120,000	2025
Konbit Nfp	IL	\$178,884	President	\$73,350	\$77,515	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 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 27 organizations. Compensation range \$5,132–\$120,000; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$248,630); for reference, expenses \$283,780 and assets \$78,628.

ROLE MATCH Rush Darwish, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	81 st
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	81 st

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 (Rush Darwish) 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 27 similarly situated organizations (Same NTEE sector (P20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,092 is reasonable (approximately the 81st 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.