

International Society For

Executive Director / CEO

This analysis benchmarks the total compensation of **Susan Alvarez, Executive Director / CEO** (\$70,583) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

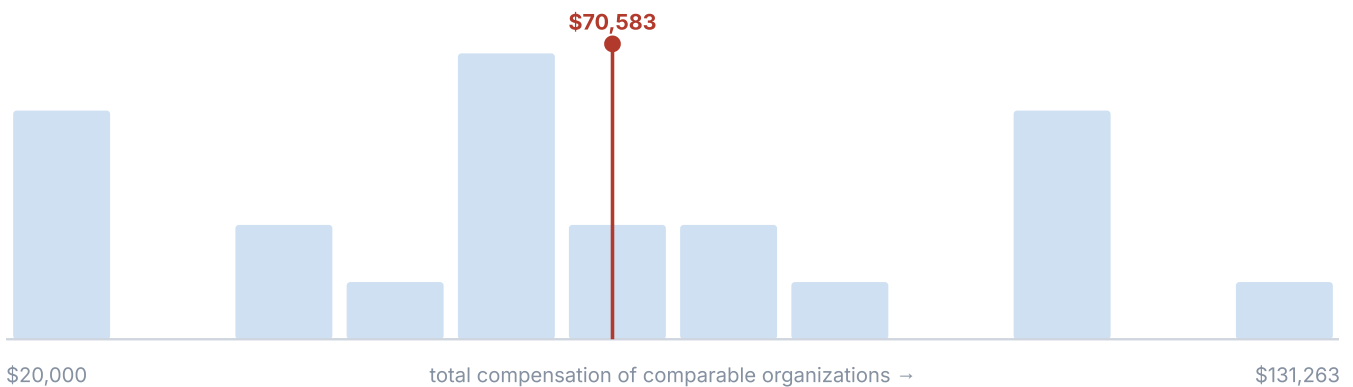
Benchmarked executive: Susan Alvarez — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$276,550 and \$619,143 — 0.67x to 1.50x the subject's \$412,762 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + GA + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,772	\$47,313	\$64,967	\$88,427	\$107,054	\$70,583
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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 GA 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
DeKalb Aquatics Swim Inc	GA	\$427,684	President	\$131,263	\$131,263	2024
Teen Advisors Inc	GA	\$429,723	Executive Director	\$66,000	\$66,000	2024
Rejoice Project Inc	GA	\$394,763	President	\$20,000	\$20,000	2024
Compass Dance Academy Inc	GA	\$387,423	President	\$28,256	\$28,256	2024
Richmond Hill Soccer Club	GA	\$381,026	Executive Director	\$76,348	\$76,348	2024
Square Peg Ministries	GA	\$373,100	Atlarge	\$82,466	\$84,902	2023
Black Child Development Institute - Atlanta Inc	GA	\$362,176	President	\$42,000	\$42,000	2024
Savannah Youth Development Foundation	GA	\$357,762	Executive Dir.	\$62,099	\$63,933	2023
The Orange Duffel Bag Initiative Inc	GA	\$470,780	President	\$68,251	\$70,267	2023
Blueprint 58 Inc	GA	\$347,869	President & Ceo	\$69,750	\$69,750	2024
Alma Domestic Violence Foundation Inc	GA	\$331,859	Founder Ceo	\$100,000	\$107,175	2022
Cherokee Focus Inc	GA	\$327,594	Ceo And Ex D	\$102,921	\$105,961	2023
Girls On The Run South Georgia	GA	\$319,672	Executive Director	\$55,750	\$55,750	2024
Summerhill Community Ministries Inc	GA	\$508,095	Executive Director	\$58,347	\$60,070	2023
All For One Inc	GA	\$315,806	Executive Di	\$44,500	\$44,500	2024
Songs For Kids Foundation Inc	GA	\$514,814	Board Member	\$110,000	\$110,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Goal Line Ministries Inc	GA	\$294,395	Director	\$26,923	\$27,718	2023
Overcomers House Incorporated	GA	\$531,912	Director	\$59,400	\$61,155	2023
Mothers Raising Sons Inc Tm	GA	\$545,551	Chairman	\$57,000	\$58,684	2023
Atlanta Growing Leadership Of Women Inc	GA	\$578,009	Executive Director	\$102,392	\$105,416	2023
Association Of Village Pride Inc	GA	\$583,170	Ceo	\$87,031	\$89,602	2023
Reconstructing Youth Foundation Inc	GA	\$617,366	Executive Dir.	\$23,040	\$23,040	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 22 organizations. Compensation range \$20,000–\$131,263; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$412,762); for reference, expenses \$404,848 and assets \$196,981.

ROLE MATCH Susan Alvarez, reported title *"EXECUTIVE DIRECTOR"*, 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	64th
Total compensation (D + F), as reported (no adjustments)	64th

Reportable pay only (column D), adjusted

68th

All sources (D + E + F), adjusted

64th

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 (Susan Alvarez) 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 22 similarly situated organizations (Same NTEE sector (O50) + GA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,583 is reasonable (approximately the 64th 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.