

# Indian Council Of The Elderly Inc

Executive Director / CEO

EIN 391362980  
 WI · NTEE P80Z  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Terri Piszczor, Executive Director / CEO** (\$36,320) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 41<sup>st</sup> percentile of comparable organizations**

within the typical range

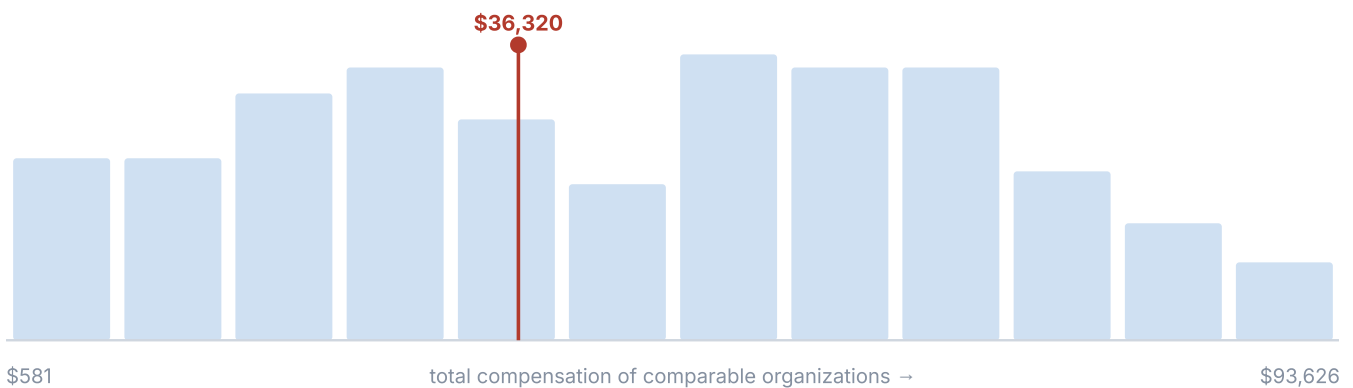
**Benchmarked executive:** Terri Piszczor — reported title “PROG COORDINATOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80Z).
BUDGET	Total revenue between \$136,063 and \$304,620 — 0.67x to 1.50x the subject's \$203,080 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**189** organizations qualified on sector, size, and geography → **189** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,700	\$24,268	\$36,320	\$45,836	\$62,684	\$73,612	\$93,626
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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 WI 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
<a href="#">Unbridled Change</a>	VA	\$203,658	Exec Dir/pre	\$40,000	<b>\$38,073</b>	2023
<a href="#">North Carolina Statewide Independent</a>	NC	\$202,255	Executive Director	\$71,308	<b>\$70,550</b>	2024
<a href="#">Yanam2m</a>	CO	\$204,439	Ceo	\$54,680	<b>\$51,687</b>	2023
<a href="#">Surpassing Grace</a>	TX	\$201,340	Executive Director Board Chair	\$28,000	<b>\$26,819</b>	2024
<a href="#">Esperanza Immigration Legal Services</a>	PA	\$206,309	Executive Director	\$85,696	<b>\$84,245</b>	2023
<a href="#">Surayya Anne Foundation Inc</a>	OK	\$199,279	Executive Director	\$49,000	<b>\$53,189</b>	2023
<a href="#">Dentists Who Care Inc</a>	TX	\$198,497	Executive Director	\$65,000	<b>\$62,258</b>	2024
<a href="#">Texas Burn Survivor Society Inc</a>	TX	\$208,307	Executive Dir.	\$48,000	<b>\$47,333</b>	2023
<a href="#">Lighthouse Recovery Services Inc</a>	KY	\$197,001	Director	\$34,113	<b>\$36,130</b>	2023
<a href="#">Metro Apartments Inc</a>	MN	\$209,839	Executive Vice President	\$18,918	<b>\$18,428</b>	2023
<a href="#">Mend On The Move</a>	MI	\$210,320	Executive Di	\$45,047	<b>\$45,836</b>	2023
<a href="#">Professional Student Government</a>	MN	\$195,627	Secretary Of Grants, President	\$5,200	<b>\$4,920</b>	2024
<a href="#">Deaf Ability Resource Inc</a>	CA	\$210,740	Ceo / President	\$84,100	<b>\$69,536</b>	2024
<a href="#">Promoting Responsible Independence In Daily Endeavors Inc</a>	CA	\$195,145	President	\$30,000	<b>\$24,805</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Helping Our Riders Succeed In Education</a>	TX	\$211,029	Executive Director	\$37,822	<b>\$36,227</b>	2024
<a href="#">Fathers Building Futures</a>	NM	\$211,109	Ceo	\$6,373	<b>\$6,757</b>	2023
<a href="#">Rice Foundation Inc</a>	PA	\$211,200	Exc. Director	\$91,367	<b>\$89,821</b>	2023
<a href="#">Lowell Terrace Corp</a>	CO	\$194,511	Board President & Ceo Of Mhcd	\$24,467	<b>\$23,128</b>	2023
<a href="#">Hope Reins In Texas Inc</a>	TX	\$194,211	Director	\$20,300	<b>\$19,444</b>	2024
<a href="#">Helping Hands Of Yuma</a>	AZ	\$193,285	Executive Director	\$65,322	<b>\$61,929</b>	2023
<a href="#">Teen Talking Circles</a>	WA	\$213,038	Executive Director	\$92,367	<b>\$79,184</b>	2024
<a href="#">Coleman Road Supportive Housing Inc</a>	MN	\$192,374	President/tr	\$65,715	<b>\$64,012</b>	2023
<a href="#">Erikas Closet</a>	NC	\$213,804	President	\$47,021	<b>\$46,521</b>	2024
<a href="#">K9 Care Montana Inc</a>	MT	\$214,069	President	\$72,000	<b>\$74,315</b>	2024
<a href="#">Community Access Naperville Inc</a>	IL	\$190,504	President	\$1,305	<b>\$1,228</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **189** organizations. Compensation range \$581–\$93,626; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$203,080); for reference, expenses \$198,855 and assets \$170,764.

**ROLE MATCH** Terri Piszczor, reported title "*PROG COORDINATOR*", 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** 28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	30 <sup>th</sup>

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 (Terri Piszczor) 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 189 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,320 is reasonable (approximately the 41<sup>st</sup> 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.