

Envision Greater Fond Du Lac

Executive Director / CEO

EIN 391777015

WI · NTEE B82

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Vander Velde Saide, Executive Director / CEO** (\$6,319) against **every comparable organization** that fit the selection criteria — **215** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **7th** percentile of comparable organizations

below the typical range for comparable organizations

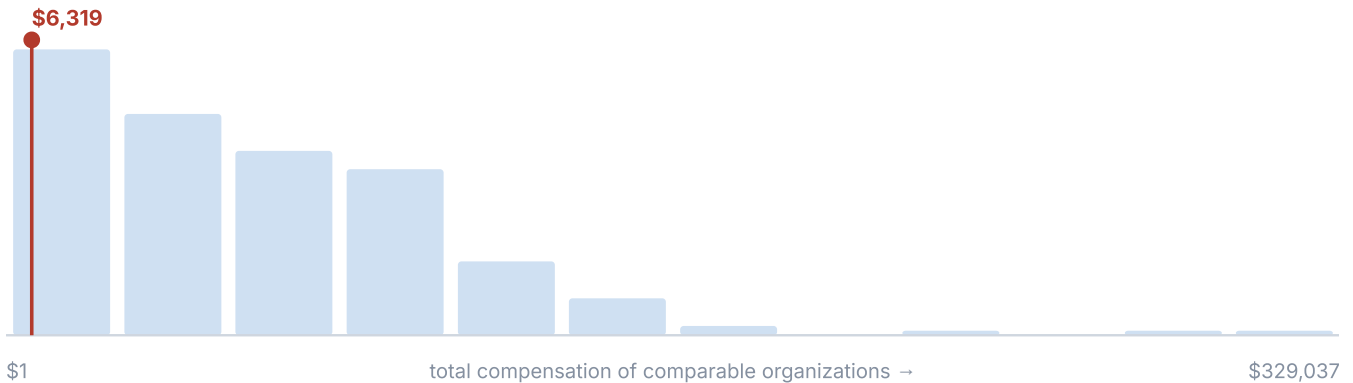
Benchmarked executive: Vander Velde Saide — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$299,307 and \$670,092 — 0.67x to 1.50x the subject's \$446,728 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

215 organizations qualified on sector, size, and geography → **215** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,026	\$24,128	\$53,269	\$89,274	\$122,310	\$6,319
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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
Cement And Concrete Workers Scholarship	NY	\$446,459	Interim Fund Admin-thru 7/2024	\$50,894	\$44,036	2024
Growth Through Learning Inc	MA	\$445,932	Executive Director	\$91,210	\$76,458	2025
Community Catholic Center Inc	KY	\$449,351	Executive Director	\$53,560	\$55,099	2024
Brian Laviolette Scholarship Fund	WI	\$443,316	Executive Director	\$43,000	\$43,000	2024
Privateschoolscholarships Org	AZ	\$442,109	Executive Director	\$29,192	\$26,190	2025
Atlas Fellows Inc	IL	\$452,000	Secretary	\$127,093	\$123,173	2023
Explore Mars Inc	MA	\$441,446	Ceo	\$120,250	\$103,468	2024
Appalachian Leadership And	WV	\$439,740	Chairman	\$9,540	\$10,183	2023
518 Elevated Inc	NY	\$454,437	Executive Di	\$64,858	\$56,118	2024
Cowboy Artists Of America Joe Beeler Foundation	TX	\$438,461	President	\$250	\$246	2023
Worcester Educational Development Founda	MA	\$438,392	Executive Director And Vp	\$18,575	\$16,455	2023
Wex Foundation	TX	\$455,757	Executive Directorsecretary	\$24,000	\$22,988	2024
Wausau School Foundation Inc	WI	\$456,005	Executive Di	\$18,750	\$19,304	2023
The Heal Los Angeles Foundation	CA	\$456,566	President & Director	\$110,000	\$90,950	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
I Have A Dream Foundation - Milwaukee	WI	\$436,455	Executive Director	\$30,692	\$31,599	2023
Carthage R-9 School Foundation	MO	\$435,794	Executive Di	\$22,500	\$22,230	2025
Advertising Club Of New York Foundation	NY	\$435,382	President & Ceo	\$17,278	\$15,391	2023
Bel-aire Community Partners	SC	\$434,822	Executive Director	\$28,500	\$28,469	2024
Global Citizen Adventure Corps	TN	\$433,898	Co-president/ Ceo	\$39,400	\$39,656	2024
Michigan Association Of Broadcasters	MI	\$460,934	President/ceo (Ended 4/24)	\$10,779	\$10,653	2024
Ndoto	TX	\$461,884	Executive Director	\$69,290	\$66,367	2024
Scholarship Fund For Rainier Scholars	WA	\$462,794	Director Of Finance And Operations	\$132,403	\$113,506	2024
Nevada Broadcasters Foundation	NV	\$465,663	Executive Di	\$22,815	\$21,898	2024
The Thillen Education Fdn Inc	GA	\$425,869	Secretary	\$27,600	\$27,357	2023
Squashbridge Inc	CT	\$424,350	Executive Director	\$46,154	\$41,436	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.

● Sample, role match & sensitivity

PEER COUNT **215** organizations. Compensation range \$1–\$329,037; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$446,728); for reference, expenses \$408,090 and assets \$769,977.
ROLE MATCH	Vander Velde Saide, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	74 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 (Vander Velde Saide) 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 215 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,319 is reasonable (approximately the 7th 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.