

Ilpa Scholarships Forever Inc

Executive Director / CEO

EIN 421485153

IA · NTEE B82

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Randy Olson, Executive Director / CEO** (\$5,764) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Randy Olson — reported title “EXECUTIVE DI”, 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 \$33,789 and \$75,648 — 0.67x to 1.50x the subject's \$50,432 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,010	\$5,009	\$15,840	\$37,621	\$54,467	\$5,764
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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 IA 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
C J Francis Iii Foundation	OH	\$49,811	Director; Treasurer	\$1,950	\$1,832	2024
Airmen Memorial Foundation Inc	MD	\$51,291	Treasurer	\$8,743	\$7,251	2024
Nbs Classical Music Institute Inc	PA	\$49,539	Consultant	\$5,500	\$5,009	2023
Yau High School Sciences Awards	MA	\$51,477	Treasurer/director	\$9,416	\$7,728	2023
Kil Memorial Scholarship Foundation	KS	\$49,336	Treasurer	\$1,025	\$983	2024
Project Zawadi Inc	MN	\$49,152	Executive Direc	\$5,417	\$4,749	2024
Ohio Contractors Association Advancement	OH	\$51,788	Treasurer/secretary	\$49,422	\$46,435	2024
The John R Mott Scholarship	VA	\$49,049	Director	\$2,000	\$1,713	2024
Harrison County Educational Foundat	KY	\$48,958	Secretary/tr	\$6,000	\$5,719	2024
Otho Davis Scholarship Foundat	NJ	\$52,243	Exec Director	\$20,000	\$15,840	2024
Hepburn Bootstrap Foundation Inc	WI	\$52,463	Assistant Secretary	\$57,748	\$55,081	2023
Annie J Maccoll Charitable Trust	FL	\$47,878	Trustee	\$22,519	\$19,321	2023
Fsa Scholarship Foundation	TX	\$53,115	Executive Director	\$17,400	\$15,896	2023
Illinois Retail Merchants Association	IL	\$47,132	Treasurer	\$43,138	\$37,621	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wireless Infrastructure Association	VA	\$53,833	President	\$42,749	\$36,616	2024
Ibew Local 8 Scholarship Fund	OH	\$46,880	Trustee	\$55,355	\$53,546	2023
Cahp Foundation Trust	CA	\$46,539	Trustee	\$41,152	\$31,522	2024
Clean Slate E3 Inc	PA	\$46,304	President	\$45,261	\$40,039	2024
Printing Industry Assoc Of Ga	GA	\$45,988	Ex-officio	\$6,933	\$6,367	2023
Pine Cone Foundation	CA	\$45,312	President/cfo	\$50,000	\$38,301	2024
Independent Sports Club Of Central	IL	\$55,835	Treasurer	\$3,200	\$2,719	2025
California Association Of Winegrape	CA	\$43,379	Executive Di	\$18,609	\$14,255	2024
Wisconsin State Telecommunications	WI	\$43,175	Treasurer, S	\$20,190	\$19,257	2023
Bricklayers And Allied Craft Workers	NY	\$58,095	Director/presid	\$144,276	\$115,652	2024
The John Tramontano Jr Educational	PA	\$42,298	President/tr	\$14,222	\$12,581	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 **45** organizations. Compensation range \$983–\$225,559; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$50,432); for reference, expenses \$24,236 and assets \$539,060. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Randy Olson, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	29 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	56 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 (Randy Olson) 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 45 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,764 is reasonable (approximately the 29th 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.