

# Gendernexus Inc

Executive Director / CEO

EIN 462587958

IN · NTEE P99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Emma Vosicky, Executive Director / CEO** (\$67,100) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Emma Vosicky — 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 (P99).
BUDGET	Total revenue between \$252,770 and \$565,905 — 0.67x to 1.50x the subject's \$377,270 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**184** organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,171	\$32,847	\$58,454	\$79,700	\$103,549	\$67,100
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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 IN 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="#">Spirit Of A Hero Foundation</a>	TX	\$376,309	Secretary	\$21,828	<b>\$20,705</b>	2024
<a href="#">Hampton Transitional Academy Inc</a>	SC	\$379,061	President	\$120,538	<b>\$119,245</b>	2024
<a href="#">St Francis Food Pantry Inc</a>	WI	\$380,101	Executive Di	\$63,618	<b>\$63,003</b>	2024
<a href="#">United Citizens Coalition Inc</a>	FL	\$380,105	President	\$53,995	<b>\$48,100</b>	2024
<a href="#">Lifenet Foundation</a>	VA	\$374,374	Board Member	\$572,453	<b>\$524,133</b>	2024
<a href="#">Twu Local 100 Widows &amp; Orphans Fund</a>	NY	\$380,217	President	\$5,715	<b>\$5,042</b>	2023
<a href="#">Love Beyond Walls Inc</a>	GA	\$381,216	Executive Director	\$60,000	<b>\$58,897</b>	2023
<a href="#">Community Kitchen Of Torrington Inc</a>	CT	\$371,968	Executive Dir.	\$69,500	<b>\$63,618</b>	2023
<a href="#">The Hope Shot Inc</a>	FL	\$371,933	Executive Director	\$21,892	<b>\$19,502</b>	2024
<a href="#">In Step With Horsesinc</a>	OH	\$369,696	President	\$16,500	<b>\$16,572</b>	2024
<a href="#">Paraklesis Inc</a>	MI	\$386,137	Executive Director	\$57,444	<b>\$56,224</b>	2024
<a href="#">Integrated Renewal</a>	WA	\$388,472	Director	\$140,519	<b>\$119,299</b>	2024
<a href="#">Lifenet Inc</a>	NJ	\$388,499	Executive Director	\$128,709	<b>\$112,190</b>	2023
<a href="#">Inner City Youth Opportunities</a>	OH	\$365,922	Pres	\$27,800	<b>\$27,921</b>	2024
<a href="#">Hope Impacts</a>	TX	\$365,397	Executive Di	\$61,066	<b>\$57,925</b>	2024
<a href="#">Womens Society Of Cyberjutsu</a>	VA	\$390,038	Ceo, Founding Board Member, Security	\$18,000	<b>\$16,481</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Amani Project Inc</a>	GA	\$364,340	Ceo	\$10,000	<b>\$9,816</b>	2023
<a href="#">Kitka Inc</a>	CA	\$390,469	Ex Dir Trustee Kitka Member	\$82,741	<b>\$67,751</b>	2024
<a href="#">Love Inc Of The Cedar Valley</a>	IA	\$392,779	Executive Director	\$54,000	<b>\$56,068</b>	2024
<a href="#">The Kindness Project</a>	PA	\$361,734	Executive Director	\$62,810	<b>\$61,150</b>	2023
<a href="#">St Vincent Depaul Society Of Kiel Inc</a>	WI	\$393,111	Store Manager	\$45,454	<b>\$45,015</b>	2024
<a href="#">Upstate Carolina Adaptive Golf</a>	SC	\$360,613	Executive Director	\$68,497	<b>\$67,762</b>	2024
<a href="#">Fiel Houston Inc</a>	TX	\$360,472	President	\$23,400	<b>\$22,196</b>	2024
<a href="#">Central Urban Development Inc</a>	OK	\$394,390	Executive Di	\$60,545	<b>\$63,219</b>	2024
<a href="#">Hale County Meals On Wheels</a>	TX	\$360,074	Executive Di	\$62,813	<b>\$58,046</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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** 184 organizations. Compensation range \$1,891–\$524,133; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$377,270); for reference, expenses \$279,098 and assets \$352,589.

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

**RELATED-ORG PAY** 9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	56 <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 (Emma Vosicky) 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 184 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,100 is reasonable (approximately the 60<sup>th</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.