

# Solar Village Project Inc

Executive Director / CEO

EIN 471884355  
 MD · NTEE Q30  
 FY ending 2025-01-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Joe Kselman, Executive Director / CEO** (\$36,928) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Joe Kselman — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (Q30).

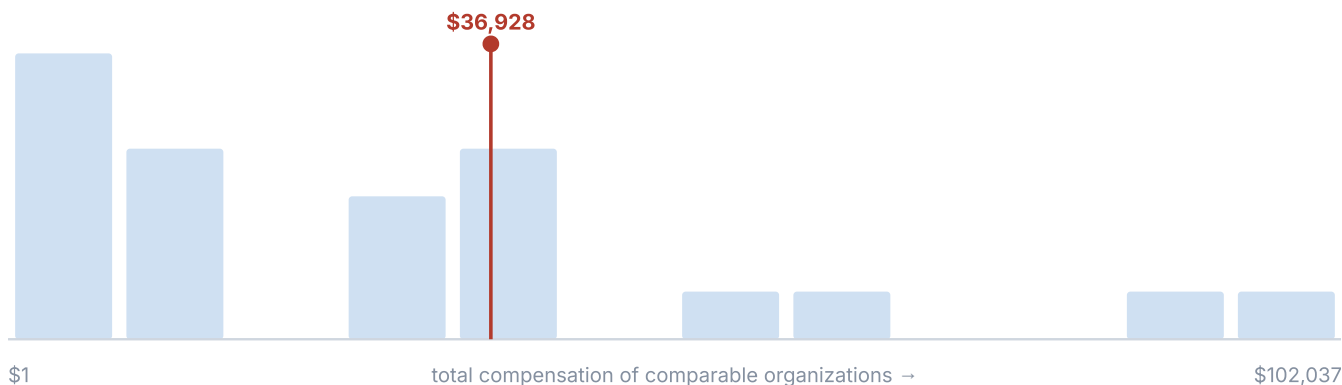
**BUDGET** Total revenue between \$76,109 and \$170,394 — 0.67x to 1.50x the subject's \$113,596 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,416	\$7,762	\$29,841	\$37,978	\$60,337	\$36,928
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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 MD 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="#">Institute For International</a>	MI	\$113,629	Exec. Direct	\$8,000	<b>\$9,066</b>	2024
<a href="#">Foundation For Restoring Womens</a>	TN	\$114,273	Medical Dir.	\$43,814	<b>\$52,058</b>	2023
<a href="#">Vision For Missions Inc</a>	AR	\$117,432	Missionary	\$12,000	<b>\$14,810</b>	2024
<a href="#">Friends Of Hue</a>	CA	\$109,563	Program Manager	\$3,500	<b>\$3,416</b>	2023
<a href="#">A Bridge For Africa Foundation</a>	CO	\$107,359	Co-exec Dir.	\$32,254	<b>\$33,081</b>	2025
<a href="#">Intermed International Inc</a>	NY	\$121,592	President & Program Direct	\$35,000	<b>\$34,724</b>	2024
<a href="#">U S All Blessings Corporation</a>	TN	\$121,841	President	\$26,000	<b>\$30,892</b>	2023
<a href="#">International Assistance Ministries</a>	TX	\$105,175	Director	\$37,500	<b>\$42,401</b>	2023
<a href="#">Partners In Compassionate Care Inc</a>	MI	\$124,335	Exec Dir Thr	\$53,242	<b>\$60,337</b>	2024
<a href="#">Afrika Tikkun Usa Inc</a>	OH	\$124,739	Exec Directo	\$75,000	<b>\$87,215</b>	2024
<a href="#">Mercy Partners</a>	NC	\$125,056	Executive Director	\$27,000	<b>\$29,841</b>	2025
<a href="#">Friends Of Basha</a>	OR	\$128,694	Executive Director	\$12,000	<b>\$12,236</b>	2024
<a href="#">Inmed Partnerships For Children Inc</a>	WA	\$93,678	President	\$4,500	<b>\$4,423</b>	2024
<a href="#">M&amp;g Etomi Foundation</a>	NC	\$138,000	President	\$1	<b>\$1</b>	2023
<a href="#">Nanubhai Education Foundation Inc</a>	GA	\$140,204	Executive Director	\$8,400	<b>\$9,273</b>	2024
<a href="#">Mapendo Inc</a>	FL	\$86,420	Treasurer/secr	\$1,200	<b>\$1,238</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">World Dental Relief Inc</a>	OK	\$140,901	President	\$84,400	<b>\$102,037</b>	2024
<a href="#">His Heart For Africa Inc</a>	TN	\$155,057	President	\$4,900	<b>\$5,822</b>	2023
<a href="#">Cdi International Inc</a>	NY	\$165,000	President	\$36,000	<b>\$35,717</b>	2024
<a href="#">Himalayan Healthcare Inc</a>	NY	\$167,365	Director	\$38,280	<b>\$37,978</b>	2024
<a href="#">The Coffee Trust</a>	NM	\$170,317	Secretary/tr	\$6,573	<b>\$7,762</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2025 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 MD 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	21 organizations. Compensation range \$1–\$102,037; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$113,596); for reference, expenses \$156,990 and assets \$19,636.
ROLE MATCH	Joe Kselman, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	<b>71<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>71<sup>st</sup></b>
Reportable pay only (column D), adjusted	<b>81<sup>st</sup></b>

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All sources (D + E + F), adjusted

71<sup>st</sup>

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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

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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 (Joe Kselman) 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 21 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,928 is reasonable (approximately the 71<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.