

This analysis benchmarks the total compensation of **Thomas Anderson, Executive Director / CEO** (\$157,793) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Thomas Anderson — reported title “Chair”, 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 (B03).

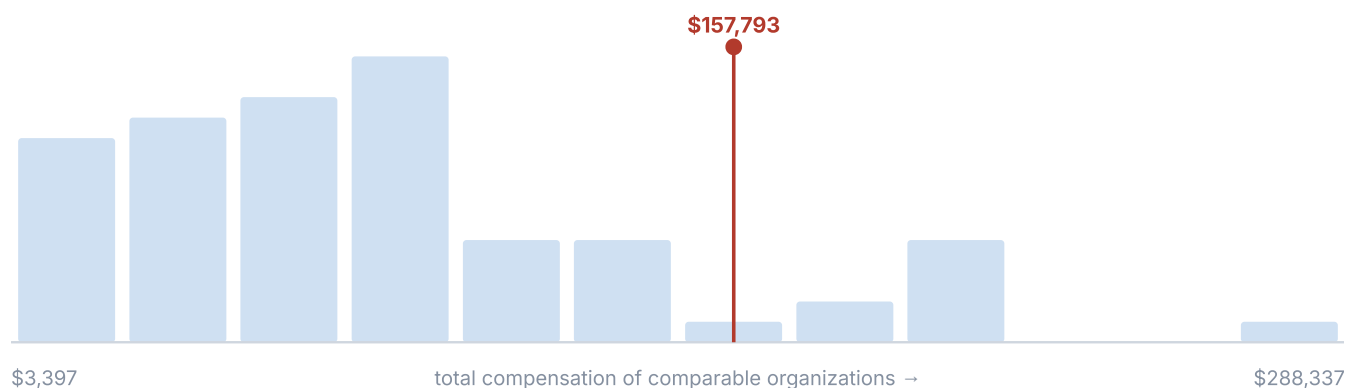
BUDGET Total revenue between \$310,542 and \$695,244 — 0.67x to 1.50x the subject's \$463,496 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography

→ **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,122

\$42,734

\$74,362

\$107,809

\$184,523

\$157,793



● 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 VA 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
Achieve Hartford Inc	CT	\$460,828	Executive Di	\$173,538	\$168,518	2023
The Sarah Stitt Hope Foundation Inc	OK	\$457,121	Executive Director	\$4,200	\$4,790	2023
Illinois Reading Council Inc	IL	\$471,368	Executive Dir.	\$82,000	\$79,006	2025
Ischools Inc	MA	\$473,028	Exec Dir (Fr	\$89,279	\$80,707	2024
The Paradigm Project	IL	\$448,500	President	\$9,507	\$9,680	2023
National Association Of Corporate Directors	TX	\$446,614	Executive Director	\$180,700	\$181,836	2024
Practice Transformation Institute	MI	\$480,890	Vice-preside	\$73,669	\$76,492	2024
Apga Security And Integrity Foundation	DC	\$482,269	Ceo	\$48,104	\$42,465	2024
Abundant Life Ministries Hope	FL	\$485,074	Ceo	\$65,000	\$61,427	2024
Tennessee Music Education Association	TN	\$441,617	Treasurer / Executive Director	\$20,960	\$22,164	2024
Utah Coalition For Educational	UT	\$441,579	Treasurer	\$3,300	\$3,397	2024
Wingsforgrowth Inc	NJ	\$435,310	Founder And Ceo	\$81,250	\$72,977	2024
Harvard Alumni Entrepreneurs Inc	MA	\$492,379	President	\$120,000	\$105,682	2025
Small World Yoga Inc	TN	\$494,491	Executive Dir.	\$75,000	\$81,649	2023
Center For Mindful Relationships	CA	\$429,861	Clinical Directr	\$75,400	\$65,497	2024
Athenia Veterans Post Inc	NJ	\$500,431	1st Vice Commander	\$12,000	\$10,500	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Virginia Council For Private Education	VA	\$505,724	Executive Director	\$115,885	\$112,560	2024
Sogal Foundation	FL	\$421,062	Operations & Partnerships Mana	\$63,236	\$64,048	2022
Association Of Specialized &	IL	\$517,459	Former Executive Director/sec.	\$299,261	\$288,337	2025
Whitaker Small Farm Group Inc	NC	\$403,763	Presidentceo	\$63,500	\$66,004	2024
The Heads Network Inc	IL	\$540,489	Executive Dir.	\$142,500	\$140,931	2024
Talas - Texas Association Of Latinoadministrators And Superintendents	TX	\$385,738	Executive Director	\$27,500	\$27,673	2024
Missouri Association Of Treatment	MO	\$385,113	Executive Di	\$59,792	\$63,708	2024
Connectable Inc	IN	\$543,727	Director	\$45,720	\$48,502	2024
Paris Church Of The Holy Cross Parish	TX	\$377,944	Ececutive Director	\$25,703	\$25,865	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 66 organizations. Compensation range \$3,397–\$288,337; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$463,496); for reference, expenses \$461,514 and assets \$48,990.

ROLE MATCH Thomas Anderson, reported title "*Chair*", 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 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	86 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	82 nd

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 (Thomas Anderson) 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 66 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$157,793 is reasonable (approximately the 86th 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.