

International Consortium On Governmental

Executive Director / CEO

EIN 521349403
 VA · NTEE Q23Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joanne E Dunne, Executive Director / CEO** (\$89,625) against **every comparable organization** that fit the selection criteria — **518** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

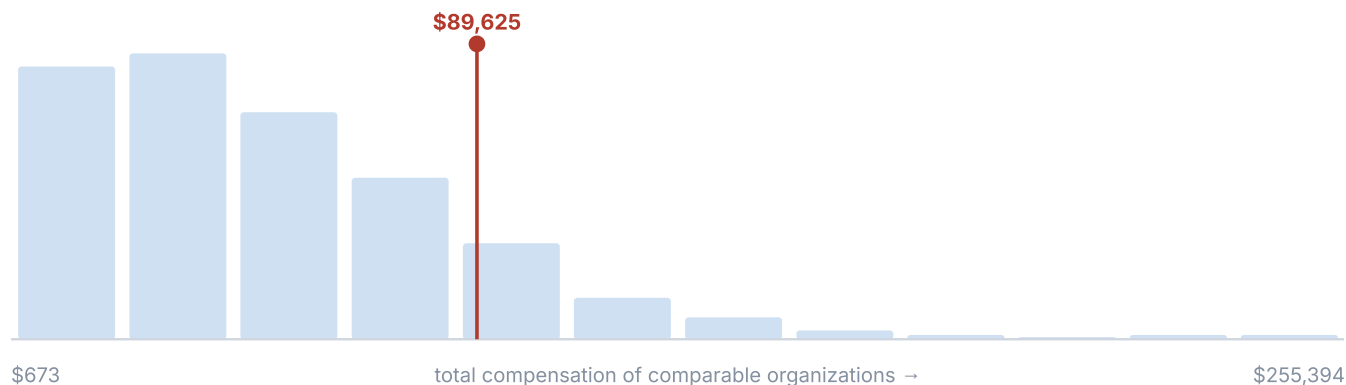
Benchmarked executive: Joanne E Dunne — reported title “MANAGING DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q23Z).
BUDGET	Total revenue between \$164,209 and \$367,633 — 0.67x to 1.50x the subject's \$245,089 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

518 organizations qualified on sector, size, and geography → **518** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,717	\$22,592	\$43,727	\$68,991	\$96,418	\$89,625
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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 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
Whatcom Peace & Justice Center	WA	\$244,805	Executive Director	\$71,190	\$64,118	2024
A Touch Of Love Foundation	CA	\$244,733	President	\$74,868	\$65,035	2024
Benedictine Sister Of St Agnes Of	MN	\$244,669	Treasurer, Dir.	\$6,000	\$6,392	2022
Haiti Reforestation Partnership	VA	\$245,911	Executive Dir.	\$44,000	\$42,738	2024
Equip Mozambique	MO	\$245,928	Executive Director	\$47,000	\$51,557	2023
Life Essentials Foundation	TX	\$244,239	President	\$68,602	\$69,033	2024
Hope 4 Women International	IA	\$245,988	President Ceo	\$14,256	\$16,166	2023
Street Child Us	DC	\$244,041	Ceo & Chair	\$17,928	\$16,294	2023
Ret Americas Inc	DC	\$243,914	V.p. & Managing Director	\$22,916	\$20,230	2024
Aurora Sister Cities International	CO	\$243,672	Ceo	\$85,524	\$82,497	2024
Cuirim Outreach Inc	VA	\$243,560	Director	\$66,669	\$66,669	2023
Powering Potential Inc	NY	\$243,386	President	\$43,956	\$39,957	2024
Ibec Ventures	PA	\$243,259	Managing Director	\$116,100	\$119,910	2023
Here For Kids International	CA	\$242,854	Exec Director	\$98,291	\$87,903	2023
Unatti Foundation	CA	\$247,939	President	\$38,000	\$33,009	2024
Issaquah Cultural Circle	WA	\$241,931	Executive Director	\$30,000	\$27,019	2024
Seek The Lamb Inc	HI	\$241,529	President	\$46,520	\$41,898	2024
Children In Harmony	CA	\$241,435	Executive Director	\$173,700	\$150,886	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Andes-amazon Conservancy	AZ	\$241,355	President	\$31,250	\$30,233	2024
Osgood Center For International Studies	DC	\$241,075	President	\$75,000	\$68,163	2023
Foundation For International Education In	WI	\$240,911	Assistant To The Treasurer	\$6,000	\$6,304	2024
South Florida Haiti Project Inc	FL	\$240,768	Executive Di	\$22,917	\$22,297	2023
The Senegal Health Institute	CA	\$240,744	Exec Director	\$58,240	\$50,591	2024
Beyond Capital Fund	TX	\$249,507	Treasurer/se	\$80,000	\$80,503	2024
Mesoamerican Development Institute Corporation	MA	\$240,666	Clerk, Treasurer	\$2,982	\$2,775	2023

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	518 organizations. Compensation range \$673–\$255,394; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$245,089); for reference, expenses \$280,091 and assets \$25,507.
ROLE MATCH	Joanne E Dunne, reported title <i>"MANAGING DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	87 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	85 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 (Joanne E Dunne) 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 518 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,625 is reasonable (approximately the 87th 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.