

International Women's Democracy Center

Executive Director / CEO

EIN 521867900
 DC · NTEE Q300
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Barbara Ferris, Executive Director / CEO** (\$22,500) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Barbara Ferris — 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 (Q300).

BUDGET Total revenue between \$34,866 and \$78,058 — 0.67x to 1.50x the subject's \$52,039 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,414	\$14,788	\$28,082	\$45,919	\$75,426	\$22,500
---------	----------	----------	----------	----------	-----------------



● 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 DC 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
Hope In The Night	MN	\$52,078	President	\$12,000	\$13,512	2024
Foundation Rwanda Inc	NY	\$49,573	Executive Director & Vice-president	\$36,400	\$38,589	2023
Worldlink Associates	MN	\$54,758	President	\$39,500	\$44,478	2024
International Aid For Korean Animals	CA	\$55,223	President	\$25,000	\$24,600	2024
Utah Refugee Goats	UT	\$55,258	President	\$28,385	\$34,083	2023
The Global Assistance Foundation Inc	FL	\$47,168	President	\$1	\$1	2023
Code For India Inc	CA	\$57,350	Ceo	\$30,000	\$30,392	2023
Friends Of The Amazon	CA	\$45,241	President	\$82,443	\$81,125	2024
The Raoul Wallenberg Committee Of The	NY	\$59,068	President	\$69,558	\$71,627	2024
Kopernik Solutions	NY	\$59,988	President	\$8,505	\$8,758	2024
Ghanaian Mother's Hope Inc	FL	\$60,932	President/treasurer	\$2,600	\$2,783	2024
Project Nadiya Incorporated	MA	\$42,996	President	\$10,000	\$10,240	2024
Compassion Corps	PA	\$62,343	Executive Director	\$16,500	\$18,751	2024
Physicians For Social Responsibility - San Francisco Bay Area Chapter	CA	\$63,872	Executive Director	\$17,309	\$17,032	2024
Edens Song Ministry Inc	ID	\$65,239	President	\$22,500	\$28,082	2023
Friends Of Iiasa	DC	\$38,446	Executive Director And Secretary	\$46,000	\$47,359	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mission Harvest America Inc	TX	\$38,405	President	\$7,864	\$8,964	2024
Global & Theological Trends Inc	TX	\$37,777	Board Member	\$120,000	\$136,790	2024
Foundation Ministries Inc	OH	\$66,635	Treasurer/secretary	\$2,400	\$2,897	2024
The Grace Children's Foundation	NY	\$67,416	President & Ceo	\$40,000	\$41,190	2024
Cambodian Outreach Project	CO	\$67,818	Director	\$14,700	\$16,063	2024
Blumont Inc	VA	\$36,190	President & Ceo	\$476,965	\$524,804	2024
Los Medicos Voladores	CA	\$68,270	Treasurer	\$19,774	\$18,956	2025
Global Solidarity Fund	DC	\$68,907	President & Director	\$49,959	\$49,959	2024
Caribbean Resource Ministries	MS	\$72,845	Exe Director	\$23,004	\$30,058	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	27 organizations. Compensation range \$1–\$524,804; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$52,039); for reference, expenses \$72,831 and assets \$72,536.
ROLE MATCH	Barbara Ferris, 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	41 st
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	41 st

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 (Barbara Ferris) 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 27 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,500 is reasonable (approximately the 41st 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.