

Indian Womens Pocahontas Club

Executive Director / CEO

EIN 800455477

OK · NTEE B82

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Debra West, Executive Director / CEO** (\$3,500) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Debra West — reported title “Administrator”, 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 (B82).

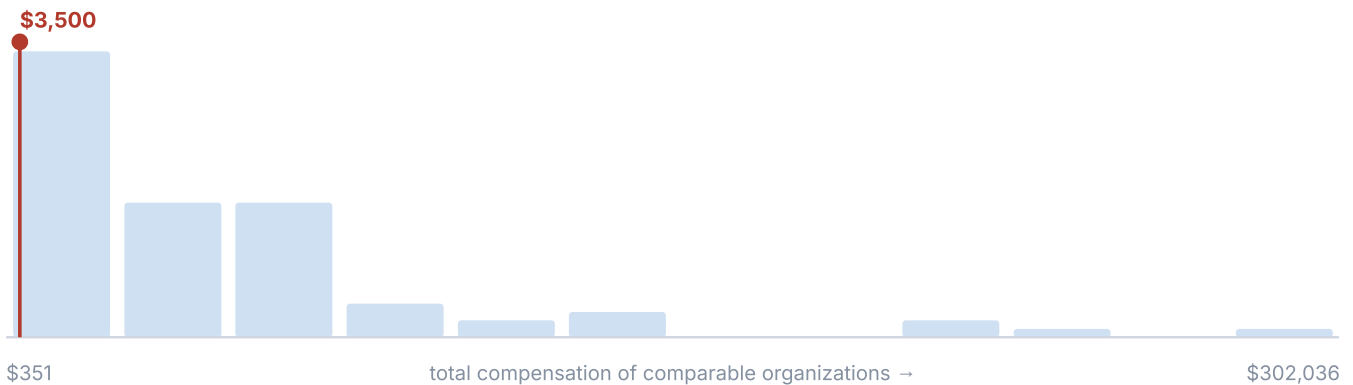
BUDGET Total revenue between \$62,356 and \$139,603 — 0.67x to 1.50x the subject's \$93,069 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,953

\$12,131

\$31,808

\$59,776

\$108,191

\$3,500



■ 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 OK 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
Local 137 Nicholas Signorelli Sr	NY	\$92,525	Director	\$137,476	\$112,817	2024
Georgia Apartment Association	GA	\$93,766	President	\$38,614	\$35,260	2024
American Holistic Veterinary Medical	MD	\$91,652	Contract Executive Directo	\$63,000	\$52,111	2025
Kateri Tekakwitha Fund	CA	\$91,348	Cfo	\$5,640	\$4,309	2025
Nevada Hospitality Foundation	NV	\$91,113	President, Ceo	\$35,000	\$31,861	2024
The Chelco Foundation Inc	FL	\$95,633	Comp Is Not Paid By The Foundation	\$354,029	\$302,036	2024
Paul Collins Jr Scholarship Fund	NY	\$96,573	Fund Administrator	\$67,253	\$55,190	2024
Matthew J Deluca-dominic Olivo	OH	\$89,306	Co-chairman	\$210,111	\$208,070	2023
Polish National Alliance	IL	\$96,855	Treasurer	\$32,455	\$28,977	2024
Building And Construction Laborers Local	OH	\$97,052	Trustee	\$111,278	\$107,035	2024
The Ad Club Foundation Inc	MA	\$88,872	President & Director	\$7,941	\$6,672	2023
Linda Lorelle Scholarship Fund	TX	\$87,813	Ceo	\$60,000	\$53,101	2025
Chris Kolenda Saber Six Foundation	WI	\$87,451	Executive Director	\$68,908	\$67,285	2023
Local Union 45 Ubc&ja	NY	\$99,355	Chairman	\$10,850	\$8,674	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arema Educational Foundation	MD	\$99,385	Executive Di	\$73,040	\$62,014	2024
Sartell-st Stephen Education Foundation	MN	\$86,602	Exec Consultant/pres (Beg 2/2024)	\$10,800	\$9,691	2024
United Association Scholarship Trust	MD	\$86,082	Trustee	\$154,691	\$131,339	2024
Stephen E Poczowski Memorial	IL	\$100,658	President	\$73,095	\$65,261	2024
The Buck Scholars Association Inc	CA	\$85,060	Executive Director	\$42,500	\$34,312	2023
Blackstone Valley Education Foundation Inc	MA	\$84,170	Executive Director	\$52,400	\$41,660	2025
Acmpe Scholarship Fund Inc	CO	\$102,021	President/ceo	\$66,074	\$57,538	2024
Coptic Educational Foundation	CA	\$102,200	Secretary	\$2,670	\$2,094	2024
Air Traffic Control Scholarship Fund	VA	\$82,848	President And Ceo (Former)	\$42,750	\$37,486	2024
Schroeder Scholarship Fund	PA	\$81,407	Trustee	\$12,300	\$11,139	2024
Michael Sadler Foundation	MI	\$80,801	President	\$24,000	\$23,161	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	79 organizations. Compensation range \$351–\$302,036; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$93,069); for reference, expenses \$106,141 and assets \$127,717.
ROLE MATCH	Debra West, reported title " <i>Administrator</i> ", 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	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	4 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 (Debra West) 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 79 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,500 is reasonable (approximately the 4th 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.