

# Imani Works Inc

Executive Director / CEO

EIN 810686083

IL · NTEE S31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kevin Tyson, Executive Director / CEO** (\$20,004) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kevin Tyson — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

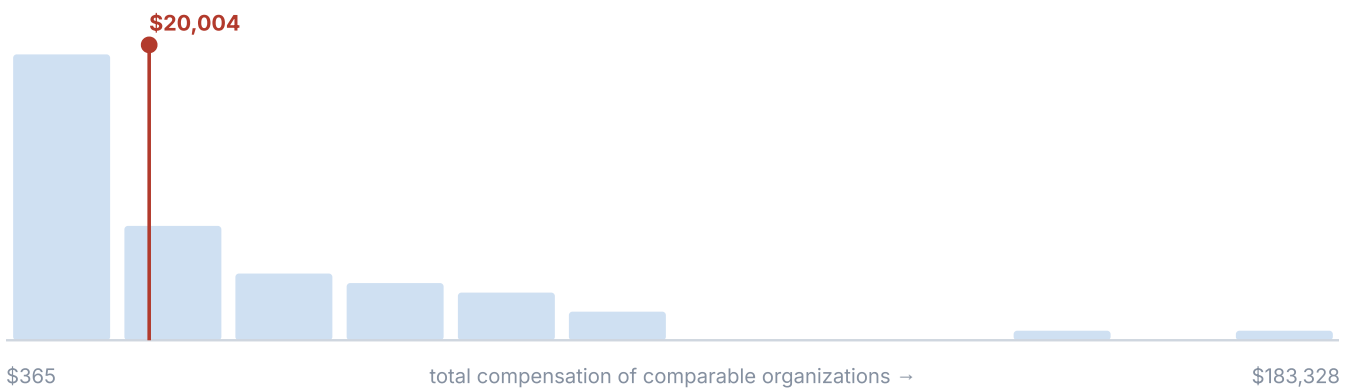
**SECTOR** Organizations sharing the subject's NTEE classification (S31).

**BUDGET** Total revenue between \$18,420 and \$41,239 — 0.67x to 1.50x the subject's \$27,493 (the band tightens as size grows).

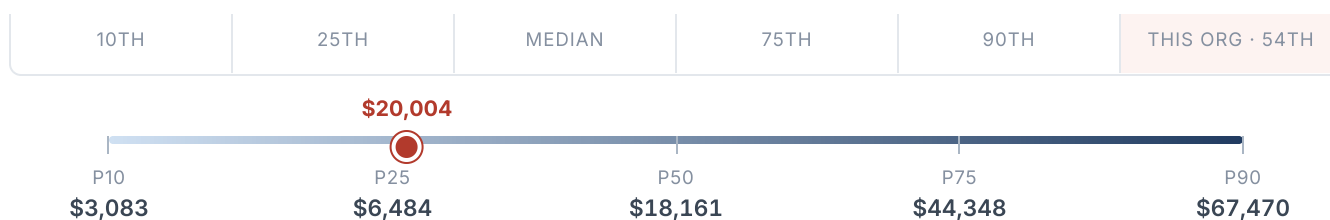
**GEOGRAPHY** Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**65** organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,083	\$6,484	\$18,161	\$44,348	\$67,470	\$20,004
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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 IL 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="#">We Invest In You Inc</a>	MN	\$27,339	Director And President	\$1,000	<b>\$1,035</b>	2023
<a href="#">Long Island Small Business Assistance</a>	NY	\$27,206	Ceo/president	\$69,000	<b>\$65,294</b>	2023
<a href="#">The University Of Toledo Foundation</a>	OH	\$27,982	President And Ceo	\$28,119	<b>\$31,189</b>	2023
<a href="#">Ecotech Vision Foundation</a>	FL	\$27,000	Executive Director	\$6,250	<b>\$5,972</b>	2024
<a href="#">The Building Corporation Of Seiu</a>	OR	\$26,555	Executive Di	\$57,042	<b>\$53,882</b>	2024
<a href="#">Public Dialogue Consortium</a>	CA	\$26,375	President	\$20,677	<b>\$18,161</b>	2024
<a href="#">Rcc Property Holdings Inc</a>	FL	\$26,121	Excutive Dir	\$8,337	<b>\$7,966</b>	2024
<a href="#">San Diego Region Small Business</a>	CA	\$26,032	Chief Financial Officer	\$67,112	<b>\$58,947</b>	2024
<a href="#">Minnesota Milk Producers Association</a>	WI	\$25,845	President	\$3,900	<b>\$4,143</b>	2024
<a href="#">347 West 41st Street Inc</a>	NY	\$29,960	President	\$11,400	<b>\$10,478</b>	2024
<a href="#">Tag Community Ventures</a>	PA	\$25,000	Executive Di	\$83,489	<b>\$87,189</b>	2023
<a href="#">Boma Foundation</a>	DC	\$24,937	President And Coo	\$90,099	<b>\$82,798</b>	2023
<a href="#">Friends Of T-rex</a>	MO	\$30,078	Executive Director	\$4,456	<b>\$4,801</b>	2024
<a href="#">Deer Creek Holdings Inc</a>	OK	\$30,100	President	\$12,000	<b>\$13,837</b>	2023
<a href="#">Three Crowns Foundation</a>	IL	\$24,879	Former Interim Finance Lead/treas.	\$34,904	<b>\$34,904</b>	2024
<a href="#">Metropool Inc</a>	NY	\$30,164	Chairman Of Board	\$3,300	<b>\$3,033</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mhep Properties Inc</a>	PA	\$24,820	Secretary	\$1,579	<b>\$1,602</b>	2024
<a href="#">Main Development Group</a>	PA	\$30,272	President/ceo	\$11,512	<b>\$12,022</b>	2023
<a href="#">Plaza Central Development Group Inc</a>	NC	\$30,525	Board Member	\$13,410	<b>\$14,094</b>	2024
<a href="#">Hampton Roads Chamber Foundation</a>	VA	\$24,388	President	\$21,931	<b>\$22,175</b>	2023
<a href="#">The North Little Rock Chamber</a>	AR	\$24,336	President/ce	\$569	<b>\$670</b>	2023
<a href="#">Pioneer Georgia Inc</a>	GA	\$24,236	Board Member	\$3,000	<b>\$3,159</b>	2023
<a href="#">Local 96 Ibew Building Corporation</a>	MA	\$31,852	Business Manager	\$51,209	<b>\$46,807</b>	2024
<a href="#">Monclova Historical Foundation</a>	OH	\$22,924	Executive Di	\$41,138	<b>\$44,320</b>	2024
<a href="#">Oakland Development Fund</a>	PA	\$22,503	Executive Director	\$4,900	<b>\$4,970</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 65 organizations. Compensation range \$365–\$183,328; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$27,493); for reference, expenses \$169,348 and assets \$88,983. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Kevin Tyson, reported title "*Vice President*", 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** 36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	52 <sup>nd</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</sup>

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 (Kevin Tyson) 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 65 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,004 is reasonable (approximately the 54<sup>th</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.