

Institute For Sustainable Diversity

Executive Director / CEO

EIN 810768260

WA · NTEE J01

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Effenus Henderson Henderworks Inc, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Effenus Henderson Henderworks Inc — 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 (J01).

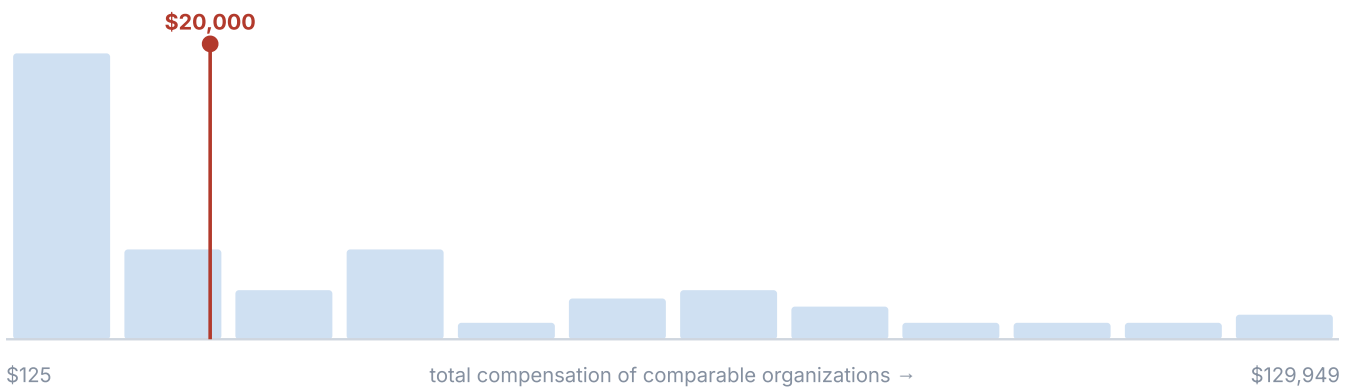
BUDGET Total revenue between \$76,752 and \$171,834 — 0.67x to 1.50x the subject's \$114,556 (the band tightens as size grows).

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

89 organizations qualified on sector, size, and geography

→ **89** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,122	\$6,563	\$18,714	\$57,383	\$83,225	\$20,000
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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 WA 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
Fair Trade Store-souderton	PA	\$114,647	Store Manage	\$29,400	\$33,714	2023
Massachusetts Afl-cio Building	MA	\$113,996	President	\$79,037	\$79,329	2024
United Union Of Roofers Local 106 Jatc	IN	\$113,717	Steward/trustee	\$13,667	\$16,574	2023
Northern Kentucky Chamber Of Commerce	KY	\$112,182	Chamber President	\$19,288	\$23,146	2024
North Castle Police Benevolent Assoc Inc	NY	\$117,223	President	\$4,800	\$5,608	2021
Philadelphia Area Jobs With Justice	PA	\$118,137	Treasurer	\$20,809	\$23,178	2024
Asbestos Workers Local No 42 Apprenticeship Training & Education Fund	NJ	\$118,480	Union Trustee	\$7,800	\$8,008	2023
United Construction Trade	NY	\$107,799	President	\$40,000	\$41,564	2023
Utah Association Of Nurse Anesthetists	WY	\$121,399	Executive Dir.	\$6,000	\$7,176	2024
Des Moines Police Bargaining Unit Assn	IA	\$122,040	President	\$5,400	\$6,604	2024
Cr Works Inc	IN	\$122,171	Director	\$28,800	\$34,925	2023
County Plumbers Inc	NY	\$122,200	President	\$93,270	\$94,137	2024
Center For Advocacy Research &	CT	\$122,357	Secty, Treasurer, Vp, Ed	\$96,000	\$100,536	2024
Compassion Coffee Llc	MN	\$123,631	President	\$17,572	\$19,393	2024
Morgenstern Workshop	IN	\$123,852	Driver	\$33,400	\$39,341	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Liberty Link Foundation 360 Non-	FL	\$124,128	President	\$34,000	\$35,675	2024
1up Coaching	PA	\$125,000	Executive Di	\$115,000	\$128,092	2024
Zee Computer & Information Center Inc	MI	\$125,740	Ceo	\$31,200	\$35,043	2025
Rhode Island Brewers Guild	RI	\$126,673	Executive Director	\$75,160	\$80,497	2024
Ability Inc	NM	\$101,702	Executive Director	\$411	\$508	2023
Edmondson Community Organization Inc	MD	\$127,500	Executive Director	\$66,346	\$69,281	2024
Dyersville Progress Inc	IA	\$101,258	Director	\$8,796	\$10,480	2025
Ohio Workforce Association	OH	\$127,947	Executive Director	\$90,000	\$103,726	2025
Dallas Christian Women's Job Corps	TX	\$98,664	Executive Di	\$10,800	\$12,067	2024
Hudson Valley Community College Faculty Association Inc	NY	\$130,500	President	\$10,000	\$10,093	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	89 organizations. Compensation range \$125–\$129,949; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$114,556); for reference, expenses \$158,011 and assets \$48,154.
ROLE MATCH	Effenus Henderson Henderworks Inc, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	52 nd
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	44 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 (Effenus Henderson Henderworks Inc) 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 10, 2026, comparing compensation against 89 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 52nd 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 10, 2026.