

# Talkstem

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Koshi Dhingra, Executive Director / CEO** (\$53,505) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

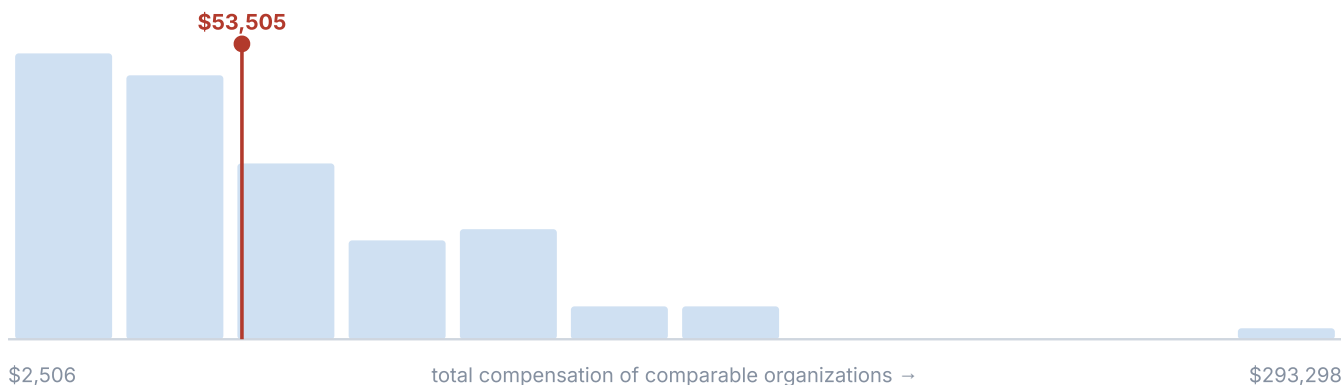
**Benchmarked executive:** Koshi Dhingra — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U03).
BUDGET	Total revenue between \$142,929 and \$319,992 — 0.67x to 1.50x the subject's \$213,328 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

**92** organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,767	\$23,379	\$46,094	\$88,196	\$113,507	\$53,505
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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 TX 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="#">Native Skywatchers Incorporated</a>	MN	\$212,233	Director	\$101,409	<b>\$103,131</b>	2023
<a href="#">Council Of Professional Associations On</a>	DC	\$211,529	Executive Director	\$190,928	<b>\$167,493</b>	2024
<a href="#">Octo</a>	WA	\$215,773	Director And President	\$110,000	<b>\$98,453</b>	2024
<a href="#">Biosphere Foundation</a>	CA	\$208,578	President	\$20,000	<b>\$17,265</b>	2024
<a href="#">Washington State Academy Of Sciences</a>	WA	\$218,480	Executive Director	\$9,962	<b>\$8,916</b>	2024
<a href="#">Texas Marine Mammal Stranding Network</a>	TX	\$207,480	Executive Director	\$88,500	<b>\$88,500</b>	2024
<a href="#">International Microwave Power Institute</a>	VA	\$206,535	Executive Director	\$47,754	<b>\$47,456</b>	2023
<a href="#">Metaverse Standards Forum Inc</a>	OR	\$220,420	Executive Director	\$54,360	<b>\$51,957</b>	2023
<a href="#">Tek Collaborative Inc</a>	MA	\$221,205	President	\$95,250	<b>\$88,094</b>	2023
<a href="#">Median Foundation</a>	CA	\$221,309	Director, Secretary	\$31,950	<b>\$28,395</b>	2023
<a href="#">Rocky Mtn Mathematics Consortium I</a>	AZ	\$222,354	President	\$105,194	<b>\$101,136</b>	2024
<a href="#">The Lawn Institute Foundation</a>	IL	\$223,122	Executive Director	\$10,775	<b>\$10,902</b>	2023
<a href="#">Institute For Broadening Participation</a>	ME	\$203,434	Executive Director	\$69,739	<b>\$71,873</b>	2023
<a href="#">At The Epicenter</a>	CO	\$223,582	Diretor	\$4,500	<b>\$4,441</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">University Consortium For Geographic Info Science</a>	VA	\$202,880	Executive Director	\$44,363	<b>\$42,821</b>	2024
<a href="#">American Technical Education Association</a>	MN	\$224,689	Executive Dir.	\$98,108	<b>\$96,912</b>	2024
<a href="#">P3 Exhibits Corporation</a>	CA	\$201,421	Director	\$25,501	<b>\$22,013</b>	2024
<a href="#">Sarah Mack Scicomm Inc</a>	PA	\$227,239	Executive Director	\$118,065	<b>\$117,702</b>	2024
<a href="#">The Marine Research Hub</a>	FL	\$199,048	Executive Director	\$47,349	<b>\$44,467</b>	2024
<a href="#">Klamath Outdoor Science School</a>	OR	\$230,487	Assistant Executive Director	\$56,293	<b>\$53,804</b>	2023
<a href="#">Riseup Labs</a>	WA	\$231,709	Treasurer	\$13,202	<b>\$12,165</b>	2023
<a href="#">Fresh Pond Research Institute Inc</a>	MA	\$234,990	President	\$57,000	<b>\$51,205</b>	2024
<a href="#">Advanced Heliophysics</a>	CA	\$235,524	President Ceo	\$122,018	<b>\$108,441</b>	2023
<a href="#">Mississippi Engineering Society</a>	MS	\$237,479	Executive Director	\$48,126	<b>\$53,584</b>	2024
<a href="#">Csrn Foundation Inc</a>	MD	\$189,087	Vice President	\$27,808	<b>\$26,757</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 92 organizations. Compensation range \$2,506–\$293,298; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$213,328); for reference, expenses \$190,287 and assets \$107,954.

<b>ROLE MATCH</b>	Koshi Dhingra, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	1 peer 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	50 <sup>th</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 (Koshi Dhingra) 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 92 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,505 is reasonable (approximately the 60<sup>th</sup> 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.