

Indian Country Grassroots Support

Executive Director / CEO

EIN 811906385

NM · NTEE S50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Josephine Foo, Executive Director / CEO** (\$104,264) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Josephine Foo — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S50).

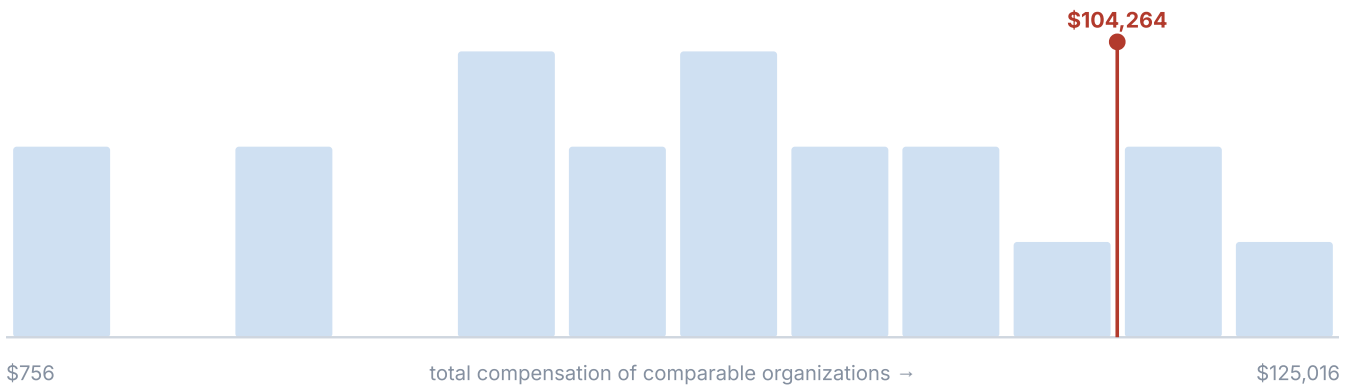
BUDGET Total revenue between \$264,974 and \$593,226 — 0.67x to 1.50x the subject's \$395,484 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S50), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,524	\$47,934	\$65,212	\$88,782	\$107,773	\$104,264
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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 NM 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
District 742 Local Education Activities	MN	\$404,292	Executive Director	\$33,186	\$31,388	2023
Peoplecare Center For Nonprofits Inc	NJ	\$383,668	Executive Director	\$65,838	\$54,653	2024
Advancing The Seed Inc	CA	\$418,755	President/ceo	\$60,738	\$48,763	2024
Maureens Haven Inc	NY	\$429,857	Executive Dir.	\$78,036	\$65,562	2024
Fairness & Accuracy In Reporting Inc	NY	\$441,885	Member	\$900	\$756	2024
Community Conscience	CA	\$337,609	Executive Di	\$56,608	\$45,447	2024
Mediation Center Of Dutchess	NY	\$457,656	Executive Di	\$84,460	\$70,959	2024
Wls Building Company	MN	\$315,484	School Director	\$10,128	\$9,579	2023
Leadership Council For Nonprofits	OH	\$313,975	Executive Director	\$100,000	\$101,384	2023
Ozaukee Nonprofit Center Inc	WI	\$483,037	Executive Director	\$76,000	\$73,796	2024
Sdc Services Corp	CO	\$307,574	President Secretary	\$102,957	\$91,788	2024
Natural High	CA	\$300,687	Executive Director	\$155,717	\$125,016	2024
Next Step Storm Inc	IN	\$300,151	Construction Sp	\$52,200	\$51,181	2024
Meliora Partners Inc	IA	\$296,891	Executive Director	\$24,000	\$26,185	2022
Riverwise Inc	PA	\$495,150	Executive Director	\$58,923	\$56,245	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
latse General Office Building Corp	NY	\$500,000	Director	\$132,051	\$110,942	2024
Central Florida Realty Investors	FL	\$289,984	Executive Director	\$122,988	\$107,421	2024
Community Resource Connections Inc	MN	\$513,960	Exec Directo	\$70,601	\$64,861	2024
Global Ecolabelling Network Inc	MD	\$275,670	Gen Secretariat	\$98,089	\$87,780	2023
Northern Illinois Center For Nonprofit Excellence	IL	\$544,659	Ceo	\$90,015	\$80,158	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 20 organizations. Compensation range \$756–\$125,016; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$395,484); for reference, expenses \$301,680 and assets \$584,594.

ROLE MATCH Josephine Foo, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	85 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	85 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 (Josephine Foo) 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 20 similarly situated organizations (Same NTEE sector (S50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,264 is reasonable (approximately the 85th 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.