

Tanzania Wesley Education Foundation

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Eric Soard, Executive Director / CEO** (\$92,107) against **every comparable organization** that fit the selection criteria — **682** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

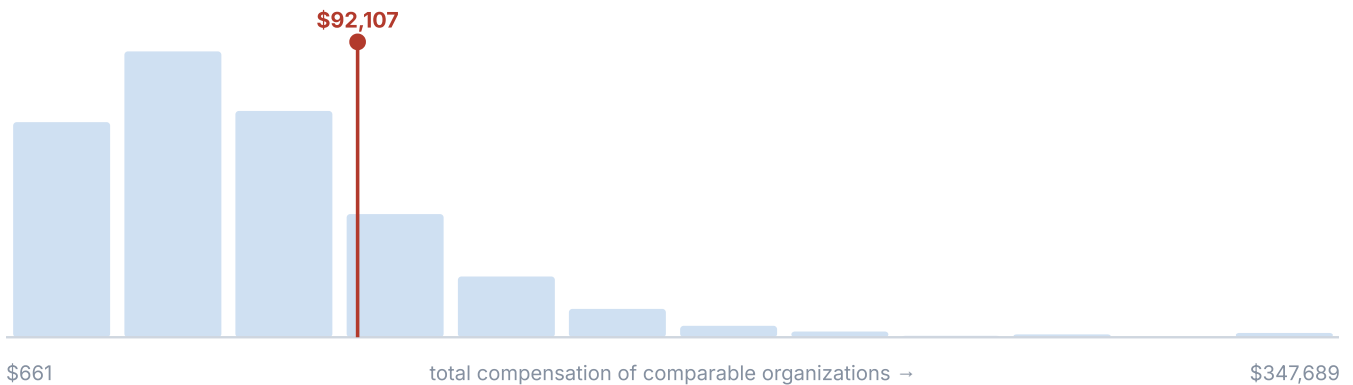
Benchmarked executive: Eric Soard — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q23).
BUDGET	Total revenue between \$330,476 and \$739,872 — 0.67x to 1.50x the subject's \$493,248 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

682 organizations qualified on sector, size, and geography → **682** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,478	\$32,134	\$56,657	\$87,182	\$121,143	\$92,107
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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 TN 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
War Child Usa Inc	NY	\$492,916	Board Member/president	\$30,000	\$25,790	2024
Concentric Development Inc	NC	\$492,816	President/secretary	\$260,969	\$256,532	2024
Kingdom Home	WA	\$492,692	Director	\$40,583	\$34,567	2024
Project Connect Inc	TN	\$491,983	President (Thru 10/2024)	\$77,366	\$77,366	2024
Beehive Global Inc	NC	\$491,957	Executive Director	\$32,500	\$32,891	2023
Tanzania Health Partnership	MN	\$494,943	Executive Director	\$94,629	\$88,955	2024
American Friends Of Thorat Chajm Inc	NY	\$495,174	President	\$14,025	\$12,057	2024
Little Samaritan Mission	FL	\$491,116	President	\$53,000	\$47,367	2024
The City College Auxiliary Enterprises	NY	\$490,918	Treasurer	\$111,908	\$99,045	2023
Andando Foundation	OR	\$490,653	Executive Director	\$59,325	\$51,061	2025
Children Of Uganda	WV	\$495,995	Executive Di	\$83,479	\$88,529	2023
Japan America Society Of Oregon	OR	\$490,048	Executive Director	\$103,108	\$91,094	2024
Consortium For Global Education Inc	GA	\$496,584	President, Ex-officio	\$134,073	\$132,038	2023
Habibi International	CA	\$489,405	Ceo	\$21,121	\$17,351	2024
Kids Play International Inc	UT	\$497,148	Former Cftreasurerdirector	\$9,000	\$8,763	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Give Us Wings	MN	\$489,219	Executive Director	\$62,000	\$58,283	2024
Door Of Hope	MI	\$489,108	Ceo	\$19,150	\$18,804	2024
Women Cross Dmz	CA	\$497,565	Executive Director To 12/31	\$118,043	\$94,472	2025
Action Kivu Inc	CA	\$497,688	Exec Dir & Secr	\$2,800	\$2,300	2024
Project Pearls Usa Inc	CA	\$497,737	Executive Director	\$67,340	\$55,319	2024
Gather1	TX	\$488,457	President	\$36,000	\$34,259	2024
Equipping Farmers International	TN	\$488,396	Executive Director	\$34,050	\$34,050	2024
Kids For Peace	CA	\$488,348	Executive Dir.	\$78,652	\$62,947	2025
127 Worldwide Incorporated	NC	\$487,620	Executive Dir.	\$67,194	\$66,051	2024
Japan-america Society Of Indiana Inc	IN	\$487,309	Ex-officio, Exec Director	\$141,023	\$145,660	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 682 organizations. Compensation range \$661–\$347,689; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$493,248); for reference, expenses \$483,833 and assets \$46,033.

ROLE MATCH Eric Soard, reported title "EXECUTIVE DIRECTOR", 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.
OUTLIERS	19 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	78 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	76 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 (Eric Soard) 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 13, 2026, comparing compensation against 682 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,107 is reasonable (approximately the 78th 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 13, 2026.