

Pax Learning Center

Executive Director / CEO

EIN 825043697
 WA · NTEE P80
 FY ending 2024-07-31
 June 9, 2026

This analysis benchmarks the total compensation of **Alex Herrboldt, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **242** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Alex Herrboldt — 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 (P80).
BUDGET	Total revenue between \$175,690 and \$393,337 — 0.67x to 1.50x the subject's \$262,225 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

242 organizations qualified on sector, size, and geography → **242** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,349	\$33,534	\$58,135	\$78,195	\$92,568	\$30,000
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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
Women's Initiatives That Strengthen And	CA	\$261,621	Director	\$36,000	\$34,721	2024
Camp Patriot Corp	MT	\$263,273	President	\$56,000	\$67,424	2024
Lynne Cohen Foundation	CA	\$260,469	President And Executive Di	\$76,665	\$76,125	2023
Bridging Relationships In Diverse Groups	CA	\$260,330	Former President	\$24,411	\$24,239	2023
The Human-animal Bond Inc	WV	\$264,174	Manager	\$12,000	\$14,512	2024
Lifeforce In Later Years Inc	NY	\$264,919	Executive Director	\$67,960	\$70,617	2023
Coastal Therapeutic Riding Program	NC	\$259,005	Executive Director	\$9,150	\$10,872	2023
Esther Single Mother Outreach	FL	\$265,496	President	\$32,300	\$33,892	2024
Asd Solutions Inc	NJ	\$258,704	President	\$52,000	\$50,520	2025
Acts 4 Ministry Inc	CT	\$258,603	Executive Director	\$95,000	\$99,489	2024
Bridges Training Foundation	TX	\$258,583	President	\$52,000	\$59,815	2023
K9's 4 Mobility Inc	WY	\$257,874	Executive Director	\$55,958	\$68,905	2023
The Camp Koinonia Foundation Inc	TN	\$266,596	Past Executive Director	\$87,125	\$102,289	2024
Educate Ya Inc	OR	\$267,011	Executive Dir.	\$61,944	\$64,251	2024
Ladies In Power	CA	\$267,435	Ceo/director	\$13,333	\$13,239	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beyond Survival	WA	\$268,091	Executive Di	\$46,304	\$45,110	2025
Community Counts	AZ	\$269,205	Executive Director	\$34,380	\$38,021	2023
Family Promise Of Greater New Braunfels	TX	\$254,832	Executive Director	\$12,000	\$13,062	2025
Front Step Inc	PA	\$254,541	Executive Director	\$42,000	\$46,782	2024
Matsu Council On Aging	AK	\$253,496	Executive Director	\$92,963	\$99,270	2024
Crossroads Hospice Charitable Foundation	OK	\$253,446	Executive Director	\$65,604	\$83,070	2023
At Home In Darieninc	CT	\$271,208	Executive Di	\$96,827	\$101,402	2024
Deafinitely Dogs	IA	\$252,979	Director	\$68,694	\$86,492	2023
Edtogether Inc	MA	\$252,762	Pres/treas/clerk/dir/exec	\$82,565	\$85,318	2023
Learning 4 Life Farm	OH	\$272,001	Co-director	\$6,010	\$7,320	2023

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	242 organizations. Compensation range \$677–\$423,275; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$262,225); for reference, expenses \$319,642 and assets \$40,982.
ROLE MATCH	Alex Herrboldt, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	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	22 nd
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	17 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 (Alex Herrboldt) 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 242 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 22nd 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.