

# Higher Works Collaborative

Executive Director / CEO

EIN 830930283

MN · NTEE A99

FY ending 2023-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Natoyia Alberts, Executive Director / CEO** (\$37,671) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

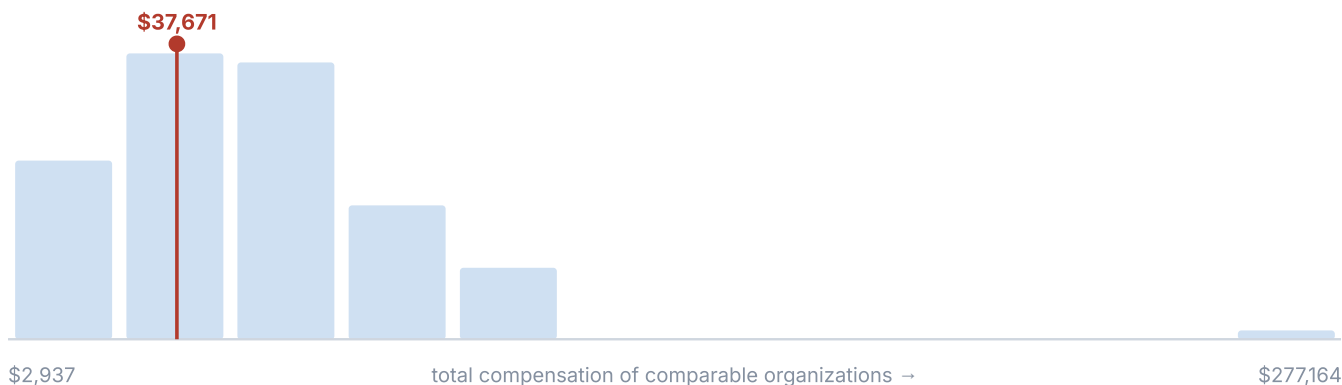
**Benchmarked executive:** Natoyia Alberts — reported title “EXEC ADMINIS”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99).
BUDGET	Total revenue between \$249,495 and \$558,571 — 0.67x to 1.50x the subject's \$372,381 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

**107** organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,842	\$33,742	\$52,346	\$71,064	\$89,667	<b>\$37,671</b>
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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 MN 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="#">Forward Progress Arts &amp; Entertainment Centers Inc</a>	TX	\$372,833	Executive Director	\$23,050	<b>\$22,665</b>	2024
<a href="#">Spaceflight Mission</a>	TX	\$371,544	Founding Board Member	\$41,250	<b>\$40,562</b>	2024
<a href="#">Open Tone Music</a>	OH	\$371,437	Program Director	\$45,928	<b>\$47,817</b>	2024
<a href="#">National Association Of Women</a>	NY	\$371,048	Executive Di	\$42,940	<b>\$38,142</b>	2024
<a href="#">Mnff Inc</a>	VT	\$377,160	Executive Di	\$18,846	<b>\$18,646</b>	2024
<a href="#">National Association Of Presidential</a>	TX	\$362,974	Executive Director	\$72,500	<b>\$69,452</b>	2025
<a href="#">D2is Foundation</a>	CA	\$382,720	President	\$40,327	<b>\$35,241</b>	2023
<a href="#">Native Peoples Action Community Fund</a>	AK	\$355,456	Executive Dir.	\$3,126	<b>\$2,937</b>	2024
<a href="#">Henderson Chamber Of Commerce</a>	NV	\$390,603	Ed Of Founda	\$9,089	<b>\$8,955</b>	2024
<a href="#">Demolay International 73000 Northern California</a>	CA	\$390,765	Executive Director	\$81,946	<b>\$71,612</b>	2023
<a href="#">Colorado Springs Community Ventures Inc</a>	CO	\$391,700	Chief Executive Officer	\$21,010	<b>\$19,803</b>	2024
<a href="#">Landmark Events Inc</a>	FL	\$392,181	President	\$91,000	<b>\$81,868</b>	2025
<a href="#">Oregon Walks</a>	OR	\$392,591	Executive Di	\$80,519	<b>\$75,674</b>	2023
<a href="#">De Colores Arts</a>	CA	\$393,608	Executive Director	\$132,613	<b>\$112,564</b>	2024
<a href="#">Drag Story Hour</a>	CA	\$349,890	E.d. To 12/23	\$66,058	<b>\$56,071</b>	2024
<a href="#">Carlton Landing Charitable Foundation</a>	OK	\$397,725	Executive Dir. (Thru May)	\$9,000	<b>\$10,029</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sol Treasures Inc</a>	CA	\$343,778	Executive Dir.	\$83,334	<b>\$70,735</b>	2024
<a href="#">Women &amp; Family Life Center Inc</a>	CT	\$408,164	Executive Director	\$105,925	<b>\$100,511</b>	2023
<a href="#">Creativeone Productions Inc</a>	FL	\$408,596	President	\$66,000	<b>\$62,748</b>	2023
<a href="#">Los Angeles Indigenous Peoples' Alliance</a>	CA	\$336,000	Director	\$6,000	<b>\$5,093</b>	2024
<a href="#">Splashes Of Hope Inc</a>	NY	\$409,705	Founder/ceo	\$80,000	<b>\$71,061</b>	2024
<a href="#">Connectfaith Inc</a>	NY	\$330,383	Executive Director	\$48,000	<b>\$42,637</b>	2024
<a href="#">West Hartford Art League Inc</a>	CT	\$419,447	Executive Di	\$70,079	<b>\$62,925</b>	2025
<a href="#">Hopewell Music Cooperative-north</a>	MN	\$323,455	Executive Director	\$40,778	<b>\$39,608</b>	2024
<a href="#">Mizna</a>	MN	\$322,960	Executive Director	\$83,270	<b>\$80,881</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2023 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 MN 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	<b>107</b> organizations. Compensation range \$2,937–\$277,164; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$372,381); for reference, expenses \$387,888 and assets \$363,877.
ROLE MATCH	Natoyia Alberts, reported title <i>"EXEC ADMINIS"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	27 <sup>th</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	27 <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 (Natoyia Alberts) 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 107 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,671 is reasonable (approximately the 31<sup>st</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.