

Isthmus Project Inc

Executive Director / CEO

EIN 832278676

WI · NTEE H99

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Hagerman Phd, Executive Director / CEO** (\$34,380) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Elizabeth Hagerman Phd — reported title “President/Chief Innovation Officer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (H99).

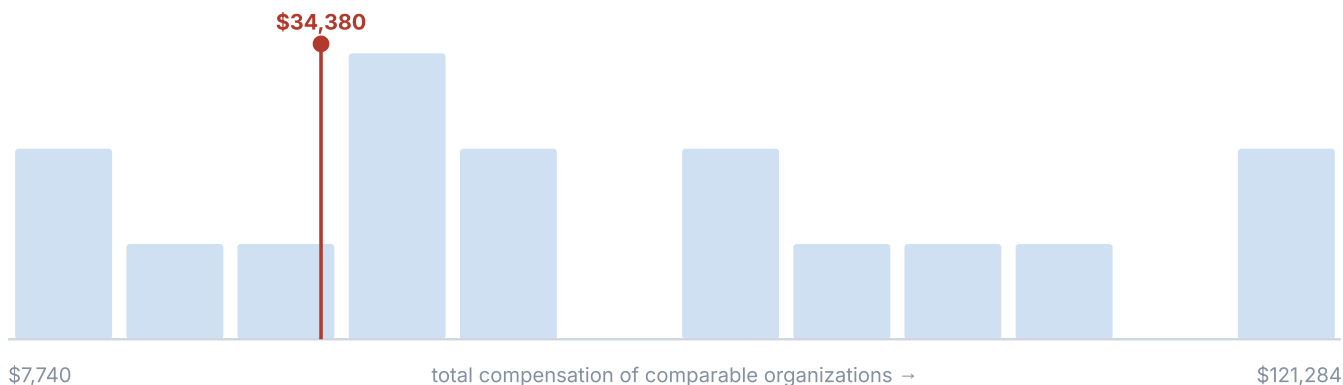
BUDGET Total revenue between \$260,504 and \$583,219 — 0.67x to 1.50x the subject's \$388,813 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (H99), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,161

\$34,171

\$50,955

\$80,034

\$106,903

\$34,380



■ 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 WI 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
Salisbury Foundation For Research And Education Inc	NC	\$380,895	Executive Director	\$47,394	\$45,545	2024
Jacksonville Health & Educational Resource Ctr Inc	FL	\$398,930	Director	\$41,890	\$36,600	2024
Duke Medicine Global Support Corporation	NC	\$399,475	Director/president	\$37,764	\$37,363	2023
Mircore	MI	\$376,476	President And Director	\$27,200	\$26,882	2023
John Paul Ii Medical Research Institute	IA	\$347,088	President	\$69,392	\$72,752	2023
Alaska Cardiovascular Research	AK	\$336,332	Executive Director	\$53,862	\$49,307	2023
Hawaii Cellular Therapy And Transplant	HI	\$323,338	Pres/ceo	\$83,933	\$68,088	2025
Dorn Research Institute Inc	SC	\$460,393	Executive Di	\$125,000	\$121,284	2024
The Myocarditis Foundation	TX	\$468,356	Executive Director	\$107,000	\$99,546	2024
International Biomedical Research	DC	\$292,601	President	\$140,000	\$114,260	2024
The Ros1ders Inc	CA	\$286,612	Executive Dir.	\$9,361	\$7,740	2023
Veterans Research & Education	OK	\$493,862	Executive Di	\$51,364	\$52,602	2024
La Jolla Infectious Disease Institute	CA	\$516,793	President, Ceo	\$28,033	\$23,178	2023
Sleep Research Society Foundation (Srsf)	IL	\$528,992	President	\$10,000	\$9,143	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Sleep Apnea Association Inc	DC	\$551,803	Executive Director	\$100,000	\$84,025	2023
Np2	CA	\$570,351	Exec Director	\$97,999	\$78,703	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	16 organizations. Compensation range \$7,740–\$121,284; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$388,813); for reference, expenses \$816,376 and assets \$2,325,504. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Elizabeth Hagerman Phd, reported title <i>"President/Chief Innovation Officer"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	25 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (Elizabeth Hagerman Phd) 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 16 similarly situated organizations (Same NTEE sector (H99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,380 is reasonable (approximately the 25th 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.