

# Ensemble Innovation Ventures

Executive Director / CEO

EIN 834432148

CO · NTEE Y20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Helen W Drexler, Executive Director / CEO** (\$279,529) against **every comparable organization** that fit the selection criteria — **112** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

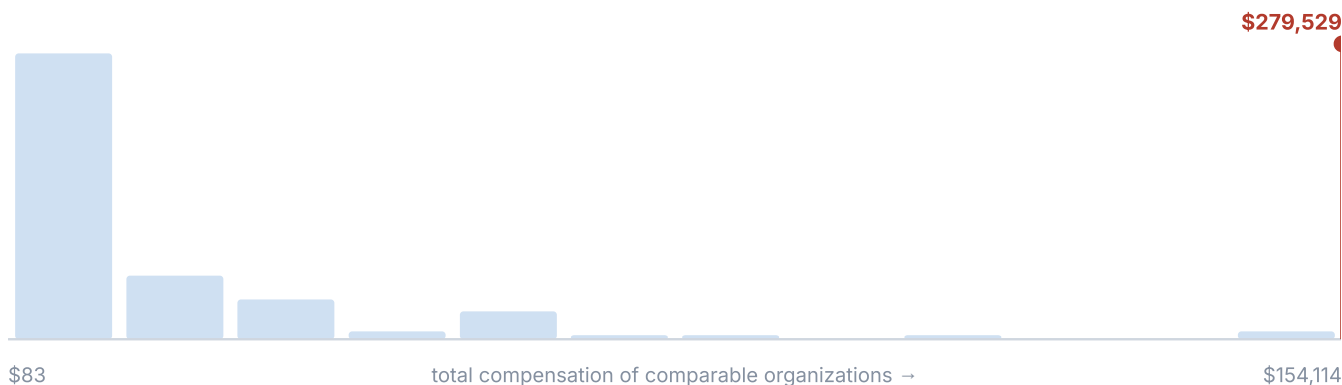
**Benchmarked executive:** Helen W Drexler — reported title “President and Chief Executive Officer”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Y20).
BUDGET	Total revenue between \$87,750 and \$196,456 — 0.67x to 1.50x the subject's \$130,971 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

**112** organizations qualified on sector, size, and geography → **112** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$536	\$1,825	\$8,099	\$16,916	\$51,528	\$279,529
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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 CO 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="#">Clark Shores Water Corporation</a>	MA	\$130,712	President	\$3,160	<b>\$3,049</b>	2023
<a href="#">Benevolent And Protective Order Of Elks 2641 Decatur</a>	TN	\$131,406	Treasurer	\$2,700	<b>\$2,883</b>	2025
<a href="#">Knights Of Columbus Council 7612</a>	MD	\$130,470	Financial Secretary	\$512	<b>\$487</b>	2025
<a href="#">Hogan Water Corp</a>	IN	\$130,135	President	\$200	<b>\$227</b>	2023
<a href="#">Louisiana Scottish Rite Foundation</a>	LA	\$129,490	Executive Dir.	\$10,435	<b>\$11,674</b>	2025
<a href="#">Henderson Fire Department</a>	MN	\$132,462	President	\$400	<b>\$425</b>	2023
<a href="#">Valley Water Supply Corp</a>	TX	\$128,209	Sec/treasurer	\$12,000	<b>\$12,888</b>	2023
<a href="#">Uniao Portuguesa Beneficente Inc</a>	RI	\$133,796	President	\$1,000	<b>\$1,000</b>	2024
<a href="#">Benevolent &amp; Protective Order Of Elks</a>	WV	\$134,349	Treasurer	\$2,400	<b>\$2,710</b>	2024
<a href="#">Penasco Mutual Domestic Water Consumers Association</a>	NM	\$127,309	Director	\$26,719	<b>\$29,970</b>	2024
<a href="#">Pleasant Hill Volunteer Fire Department Inc</a>	NC	\$134,969	President	\$905	<b>\$975</b>	2024
<a href="#">Fulton Elks Lodge</a>	NY	\$126,033	Treasurer	\$2,500	<b>\$2,296</b>	2025
<a href="#">Kasson Fire Department</a>	MN	\$125,681	President	\$300	<b>\$309</b>	2024
<a href="#">Bpoe Elks Palmetto Lodge 2449</a>	FL	\$137,282	Secretary	\$3,218	<b>\$3,153</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Atlanta Water Association Inc</a>	MS	\$137,303	President	\$360	<b>\$408</b>	2025
<a href="#">Starr Burying Ground Association</a>	CT	\$124,457	Superintendent	\$12,000	<b>\$11,734</b>	2024
<a href="#">Indpt Order Of Odd Fellows Columbian Encampment #1</a>	DC	\$124,410	Secretary	\$600	<b>\$535</b>	2025
<a href="#">Martinsburg Fairview Cemetery Assoc</a>	PA	\$123,949	Sectreasurer	\$7,800	<b>\$8,112</b>	2024
<a href="#">Advanced Providers Insurance Risk</a>	AZ	\$123,494	President, Treasurer, Dire	\$51,600	<b>\$51,753</b>	2024
<a href="#">Fraternal Order Of Eagles</a>	MO	\$121,924	Bartender	\$14,603	<b>\$15,715</b>	2025
<a href="#">Southern Research Institute Veba</a>	AL	\$140,383	Trustee/duly Authorized Official	\$32,634	<b>\$36,768</b>	2024
<a href="#">Sons Of Italy</a>	PA	\$141,177	President	\$1,800	<b>\$1,872</b>	2024
<a href="#">Horse Country Inc</a>	KY	\$120,372	Executive Director	\$128,919	<b>\$144,446</b>	2024
<a href="#">Sierra Vista Lodge No 2065</a>	AZ	\$141,677	Secretary	\$6,000	<b>\$5,862</b>	2025
<a href="#">Ohio League For Nursing</a>	OH	\$119,853	Managing Dir	\$54,600	<b>\$60,310</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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** 112 organizations. Compensation range \$83–\$154,114; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$130,971); for reference, expenses \$3,485,148 and assets \$28,131,414. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Helen W Drexler, reported title " <i>President and Chief Executive Officer</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	100 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Helen W Drexler) 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 112 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$279,529 is reasonable (approximately the 100<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.