

Impact-u Foundation Inc

Executive Director / CEO

EIN **844954490**

MA · NTEE B82

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Estefani Roldan, Executive Director / CEO** (\$16,609) against **every comparable organization** that fit the selection criteria — **206** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 18th percentile of comparable organizations below the typical range for comparable organizations

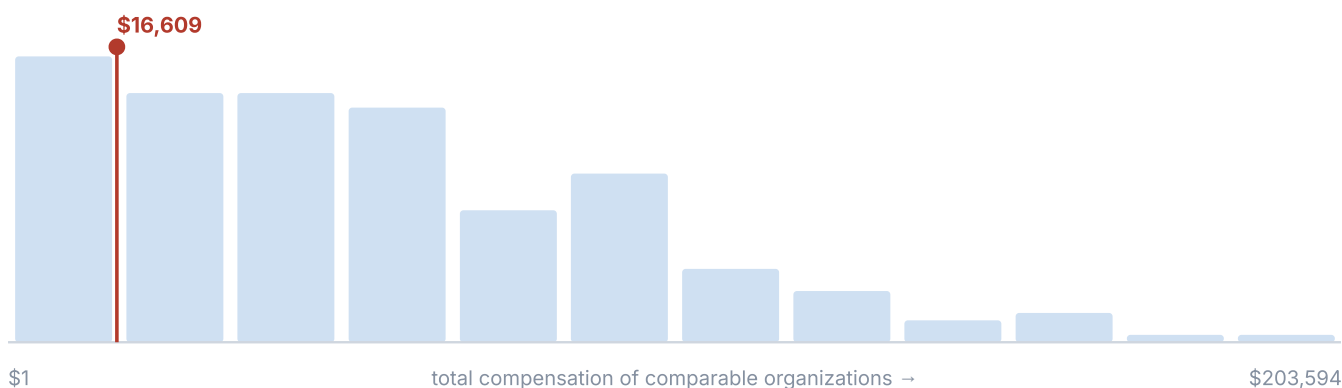
Benchmarked executive: Estefani Roldan — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$192,253 and \$430,417 — 0.67x to 1.50x the subject's \$286,945 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

206 organizations qualified on sector, size, and geography → **206** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,730	\$23,484	\$49,677	\$81,086	\$112,426	\$16,609
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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 MA 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
Society Of Explosives Engineers	OH	\$287,106	Executve Director	\$23,936	\$27,402	2024
Hba Of Durham Orange & Chatham	NC	\$286,753	Executive Director	\$14,925	\$16,669	2024
The Hannon Cup Association	TX	\$286,071	Executive Director	\$28,500	\$31,725	2023
Women's Education Project	NY	\$288,300	Exe.director	\$83,000	\$81,069	2024
Always Giving Back Foundation	IL	\$288,776	Director	\$2,550	\$2,790	2023
Blessing Hands Inc	KY	\$288,863	Key Employee	\$16,029	\$18,135	2025
Laradon Foundation Inc	CO	\$288,976	Ceo Thru 4/2	\$9,096	\$9,184	2025
Spanish Scholarship Fund	PA	\$290,289	Treasurer/director	\$36,000	\$37,805	2025
Chicago Association Of Realtors Educational Foundation Inc	IL	\$283,593	Top Mgmt Offical & Car Ceo	\$40,393	\$42,923	2024
Navy League Foundation	VA	\$290,370	Nlus Ceo	\$30,248	\$31,568	2024
Eagle Foundation	PA	\$290,481	Executive Di	\$53,988	\$59,913	2023
St Helena Preschool For All Inc	CA	\$283,013	Executive Dir.	\$77,400	\$74,375	2023
Joseph L Wolcott Scholarship Fund	OH	\$292,973	Treasurer	\$6,563	\$7,319	2025
The Jet Award Foundation & Trust	NE	\$280,216	Executive Di	\$146,514	\$170,332	2024
La Crosse Promise Inc	WI	\$278,523	Executive Di	\$72,000	\$79,182	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nevada Hands & Voices	NV	\$278,168	Executive Dir.	\$62,634	\$67,861	2024
Barnes-jewish St Peters & Progress	MO	\$295,910	Director/president	\$69,196	\$81,558	2023
Dartmouth Dragon Foundation Inc	NH	\$297,223	Exec Directo	\$96,000	\$98,644	2023
Central Insurance Companies Educational	OH	\$276,455	Director	\$13,287	\$15,661	2023
American Public Transportation	DC	\$298,069	President And Ceo, Apta	\$68,023	\$66,427	2023
Kids Unlimited Inc	FL	\$298,632	President	\$70,000	\$71,080	2024
Foundation Of Central Christian College	KS	\$275,099	Ccck President	\$36,985	\$44,464	2023
Supreme Council Education & Charity Fund	MA	\$274,597	President/sovereign Grand	\$7,895	\$7,668	2024
Wisconsin Credit Union Foundation Inc	WI	\$299,368	Director	\$44,784	\$50,554	2024
Matanya's Hope	IL	\$274,020	President	\$46,833	\$49,767	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **206** organizations. Compensation range \$1–\$203,594; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$286,945); for reference, expenses \$235,694 and assets \$118,599.

ROLE MATCH	Estefani Roldan, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	63 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	18 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	12 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 (Estefani Roldan) 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 206 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,609 is reasonable (approximately the 18th 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.