

Pathway Financial Education

Executive Director / CEO

EIN 852703953

MO · NTEE B60

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Shelia Albers, Executive Director / CEO** (\$35,045) against **every comparable organization** that fit the selection criteria — **150** 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: Shelia Albers — 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 (B60).

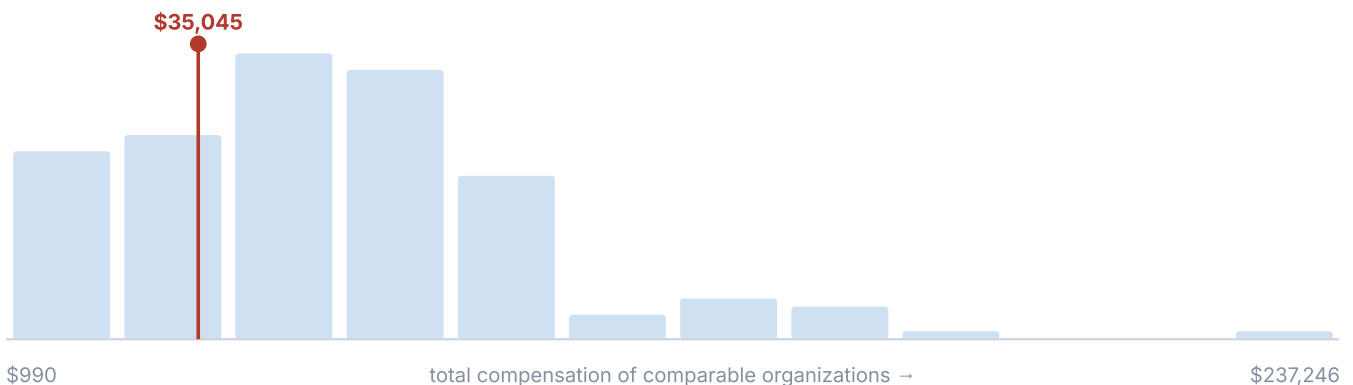
BUDGET Total revenue between \$230,494 and \$516,033 — 0.67x to 1.50x the subject's \$344,022 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography

→ **150** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,730	\$35,173	\$54,783	\$78,340	\$97,629	\$35,045
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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 MO 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
Happier Valley Comedy Inc	MA	\$343,687	President	\$65,127	\$53,671	2024
W House Inc	TN	\$344,755	Executive Di	\$51,833	\$49,965	2024
Oncology Association Of Naturopathic Physicians	AK	\$344,997	Executive Director	\$60,892	\$53,388	2024
2nd Chance Ms	MS	\$345,669	Program Director	\$55,000	\$56,176	2024
Edwins Second Chance Life Skills Center	OH	\$342,059	Pre., Secretary & Treasure	\$19,654	\$19,090	2024
Louise H Batz Patient Safety Foundation	TX	\$341,013	Executive Director	\$52,500	\$49,583	2023
Association Of Computer Technology Educa	ME	\$339,711	Executive Director	\$87,112	\$82,357	2023
Plaza Comunitaria Sinaloa	CA	\$348,476	Chief Executive Officer	\$69,807	\$56,912	2023
Knox Regional Development Alliance	KY	\$349,328	President/ce	\$150,000	\$152,155	2023
Literacy Volunteers Of America Essex &	NJ	\$350,582	Trustee	\$18,798	\$15,846	2023
Titusville Regional Literacy Council	PA	\$350,618	Executive Director	\$42,466	\$39,983	2023
Faith Community Nurse Network	MN	\$336,612	Executive Di	\$3,333	\$3,020	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Institute Of Classical	CA	\$336,507	Chapter Dire	\$101,823	\$83,014	2023
Carley Cunniff-peter S Dixon Md	CT	\$335,019	Executive Dir.	\$165,000	\$141,875	2024
Minnesota Logger Education Program	MN	\$354,004	Executive Di	\$94,500	\$85,632	2024
American Institute Of Healthcare Compliance	OH	\$332,828	Lpn, Bs, Cca, Cifha, Cha, Chcm, Chbs, Chco, Ohcc, Cmdp, Icdct-cm/pccs	\$54,223	\$54,223	2023
Alaska Policy Forum Inc	AK	\$355,370	Ceo/non-voting Secretary	\$86,923	\$78,461	2023
Cleveland Empowerment Foundation	MS	\$332,100	Director, Ch	\$27,217	\$28,620	2023
Clifford Antone Foundation	TX	\$329,181	Executive Director	\$68,500	\$62,839	2024
Starting Now Corporation	FL	\$328,951	Director	\$72,664	\$64,450	2023
Ct League Of Conservation Voters	CT	\$327,117	President	\$64,739	\$55,666	2024
Institute For Inclusion In The Legal	IL	\$361,253	Ceo	\$92,591	\$83,479	2024
California State Society For Opticians	CA	\$326,005	Executive Officer	\$42,600	\$33,734	2024
Mindful Birthing And Parenting	CA	\$323,526	Vice President	\$28,550	\$22,608	2024
Monadnock Art X Tech	NH	\$365,852	Executive Director	\$49,962	\$43,557	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	150 organizations. Compensation range \$990–\$237,246; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$344,022); for reference, expenses \$251,506 and assets \$765,111.
ROLE MATCH	Shelia Albers, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	25 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	19 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 (Shelia Albers) 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 10, 2026,

comparing compensation against 150 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$35,045 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 10, 2026.