

Genius 100 Foundation Us

Executive Director / CEO

EIN 853186425
 NY · NTEE W99
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Hilarie S Viener, Executive Director / CEO** (\$48,600) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Hilarie S Viener — reported title “CEO Secretary and Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W99).

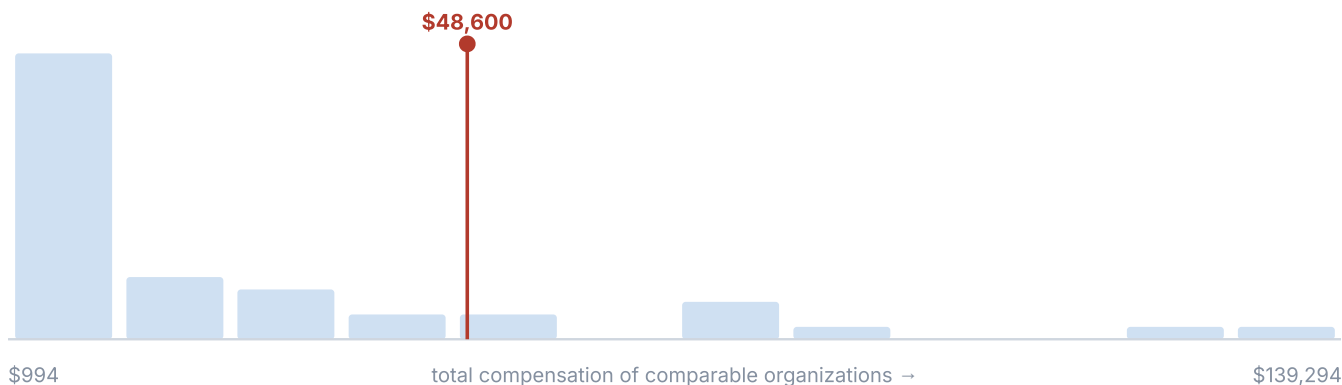
BUDGET Total revenue between \$35,912 and \$80,400 — 0.67x to 1.50x the subject's \$53,600 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography

→ **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,319

\$3,972

\$10,955

\$29,483

\$74,857

\$48,600



● 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 NY 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
Partners Making A Difference	MI	\$54,116	President	\$104,094	\$118,901	2024
Valley Water Company	CO	\$52,473	Director	\$7,800	\$8,064	2025
Brave New Films Action Fund 501(c)4	CA	\$51,523	Cfo	\$4,390	\$4,195	2024
Institute For International	MA	\$55,760	President	\$1,000	\$994	2024
Beyond Housingnhs Community Lending	MO	\$55,886	President	\$8,454	\$9,909	2024
New Jersey Utility Shareholders	NJ	\$51,280	President	\$28,000	\$27,666	2024
Michigan Forest Association	MI	\$51,107	Executive Director	\$10,500	\$11,994	2024
Kck 501 Minnesota All Inc	KS	\$49,987	Vice President	\$61,208	\$73,178	2024
Stamford Veterans Park Partnership Inc	CT	\$57,293	Executive Director	\$82,500	\$83,396	2025
National Executive Forum Inc	MD	\$57,500	President	\$28,000	\$28,969	2024
Innsure Corporation	MA	\$49,677	President	\$49,492	\$56,972	2021
National Association Of Consumer	DC	\$49,419	Executive Dir.	\$5,990	\$5,989	2023
Nebraska Association Of Former State Legislators	NE	\$58,432	Executive Director	\$1,000	\$1,190	2024
Veterans Of Foreign Wars Department Of	CA	\$58,540	Quarter Master	\$12,000	\$11,467	2024
Miriam Foundation	SC	\$48,535	Executive Di	\$65,000	\$75,043	2024
Verified Votingorg Inc	PA	\$58,775	Managing Director	\$7,678	\$8,724	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eden Streets Inc	UT	\$59,562	Executive Director	\$1,000	\$1,103	2025
Distribution And Assistance Inc	MO	\$46,255	President	\$12,000	\$14,065	2024
Janet Johnston Housenick And	PA	\$61,111	Vp & Treas	\$4,500	\$5,113	2023
Caribou Acres Water	ID	\$62,182	Secretary/treasurer	\$4,000	\$4,709	2024
Council On Aviation Accreditation	AL	\$62,412	President	\$13,750	\$16,439	2024
Governor's Mansion Foundation	MS	\$62,500	Vice President	\$2,825	\$3,392	2025
Groww Education Inc	WI	\$42,628	Executive Director	\$15,364	\$18,282	2023
The Howard K Finch Memorial Fund	NY	\$40,452	Trustee	\$1,493	\$1,537	2023
State Services Organization Inc	DC	\$40,315	Interim Executive Director	\$143,437	\$139,294	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	42 organizations. Compensation range \$994–\$139,294; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$53,600); for reference, expenses \$68,803 and assets \$42,688.
ROLE MATCH	Hilarie S Viener, reported title <i>"CEO Secretary and Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	81 st
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	69 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 (Hilarie S Viener) 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 42 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,600 is reasonable (approximately the 81st 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.