

# Core Skills Institute

Executive Director / CEO

EIN 853804188

KS · NTEE B99

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Angela Consani, Executive Director / CEO** (\$66,062) against **every comparable organization** that fit the selection criteria — **307** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

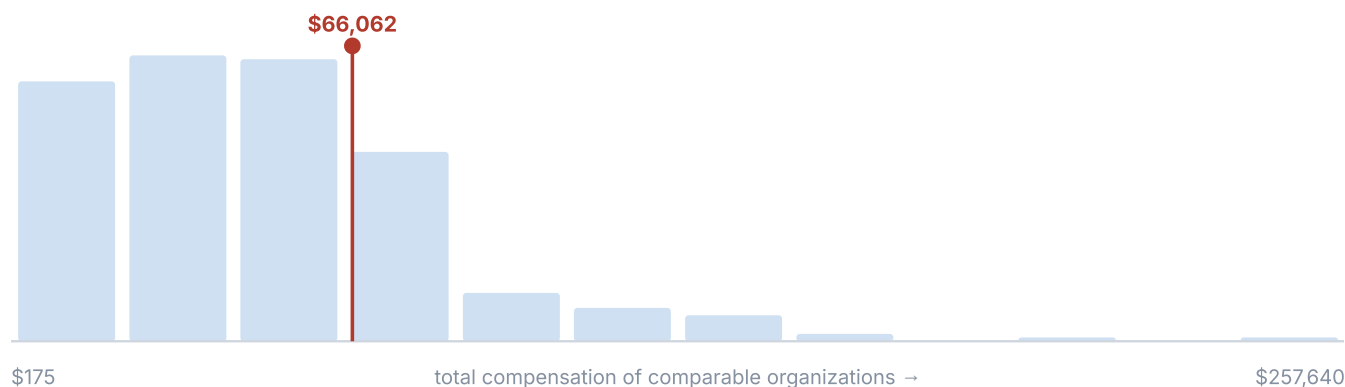
**Benchmarked executive:** Angela Consani — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (B99).  |
| BUDGET    | Total revenue between \$144,313 and \$323,091 — 0.67x to 1.50x the subject's \$215,394 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.  |

**307** organizations qualified on sector, size, and geography → **307** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |          |          |
|----------|----------|----------|----------|----------|----------|
| \$10,059 | \$25,402 | \$44,664 | \$66,735 | \$90,750 | \$66,062 |
|----------|----------|----------|----------|----------|----------|



## ● 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 KS 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="#">You Decide Kentucky Inc</a>  | KY    | \$215,128 | Executive Director | \$73,846        | <b>\$75,607</b> | 2023 |
| <a href="#">Alabama Afl-cio Labor Institute For</a>                            | AL    | \$214,965 | President          | \$40,744        | <b>\$40,744</b> | 2024 |
| <a href="#">Unitarian Universalist Legislative Ministry Of New Jersey Inc</a>  | NJ    | \$216,140 | Executive Director | \$70,000        | <b>\$57,851</b> | 2024 |
| <a href="#">Coalition For Physician Well-being Inc</a>                         | FL    | \$216,395 | Executive Director | \$37,496        | <b>\$33,569</b> | 2023 |
| <a href="#">Earth &amp; Space Expedition Center</a>                            | AZ    | \$216,532 | Executive Dir.     | \$55,000        | <b>\$48,961</b> | 2024 |
| <a href="#">Faa Child Development Center</a>                                   | DC    | \$214,087 | Board              | \$27,461        | <b>\$22,965</b> | 2023 |
| <a href="#">Wind &amp; Oar Boat School</a>                                     | OR    | \$216,987 | Executive Dir.     | \$42,439        | <b>\$36,481</b> | 2024 |
| <a href="#">Seniors On A Mission Inc</a>                                       | FL    | \$217,177 | Executive Director | \$79,159        | <b>\$68,834</b> | 2024 |
| <a href="#">Wholly Informed Sex Ed</a>   | TX    | \$217,462 | Executive Director | \$75,018        | <b>\$69,461</b> | 2024 |
| <a href="#">Firm Foundation Early Learning Academy</a>                         | GA    | \$217,969 | School Director    | \$15,950        | <b>\$14,845</b> | 2024 |
| <a href="#">Peace Action Fund Of New York</a>                                  | NY    | \$218,425 | Executive Director | \$79,486        | <b>\$66,485</b> | 2024 |
| <a href="#">Corsicana Artist And Writer</a>                                    | TX    | \$218,446 | Executive Di       | \$33,800        | <b>\$32,220</b> | 2023 |
| <a href="#">Literacy New York-fulton Montgomery And Schoharie Counties Inc</a> | NY    | \$218,644 | Executive Director | \$50,000        | <b>\$40,743</b> | 2025 |
| <a href="#">The Learning Center Of Key West Inc</a>                            | FL    | \$211,729 | Ceo                | \$60,000        | <b>\$53,715</b> | 2023 |

| ORGANIZATION   | STATE | REVENUE   | MATCHED TITLE           | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|--|-------|-----------|-------------------------|-----------------|------------------|------|
| <a href="#">Carefirst Community Health Services</a>      | MI    | \$211,704 | Chief Executive Officer | \$78,928        | <b>\$80,819</b>  | 2022 |
| <a href="#">Human Systems Dynamics Institute</a>         | MN    | \$219,090 | Executive Di            | \$71,250        | <b>\$67,093</b>  | 2023 |
| <a href="#">Groundworks New Mexico</a>                   | NM    | \$211,520 | Executive Di            | \$115,786       | <b>\$118,679</b> | 2023 |
| <a href="#">Central Pennsylvania July 4th Inc</a>        | PA    | \$211,052 | Executive Director      | \$39,000        | <b>\$36,000</b>  | 2024 |
| <a href="#">Franklin-simpson Educational</a>             | KY    | \$221,006 | Chairman                | \$6,600         | <b>\$6,564</b>   | 2024 |
| <a href="#">Whittier Friends School</a>                  | CA    | \$209,474 | Financial Manager       | \$16,926        | <b>\$13,529</b>  | 2024 |
| <a href="#">Ascension 33 Inc</a>                         | FL    | \$208,942 | Director                | \$53,480        | <b>\$46,504</b>  | 2024 |
| <a href="#">Linking Community Now Inc</a>                | FL    | \$221,985 | Executive Director      | \$56,834        | <b>\$49,421</b>  | 2024 |
| <a href="#">Media Network Of Waterford Covert Center</a> | MI    | \$222,333 | Executive Director      | \$52,894        | <b>\$52,028</b>  | 2023 |
| <a href="#">Off-grid Retreats</a>                        | CA    | \$208,253 | Executive Director      | \$28,646        | <b>\$22,896</b>  | 2024 |
| <a href="#">Impact Players</a>                           | WA    | \$208,109 | Executive               | \$237,818       | <b>\$202,908</b> | 2023 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 **307** organizations. Compensation range \$175–\$257,640; filing years 2021–2025.

|                 |   |
|-----------------|---|
| SIZE BASIS      | Matched on total revenue (\$215,394); for reference, expenses \$247,781 and assets \$138,058.   |
| ROLE MATCH      | Angela Consani, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.                    |
| RELATED-ORG PAY | 24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.  |
| OUTLIERS        | 11 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 | 74 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 69 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 78 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 68 <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 (Angela Consani) 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 307 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,062 is reasonable (approximately the 74<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.