

Mrva Inc

Executive Director / CEO

EIN 862319116

HI · NTEE B60

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Wade Koglin, Executive Director / CEO** (\$33,842) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

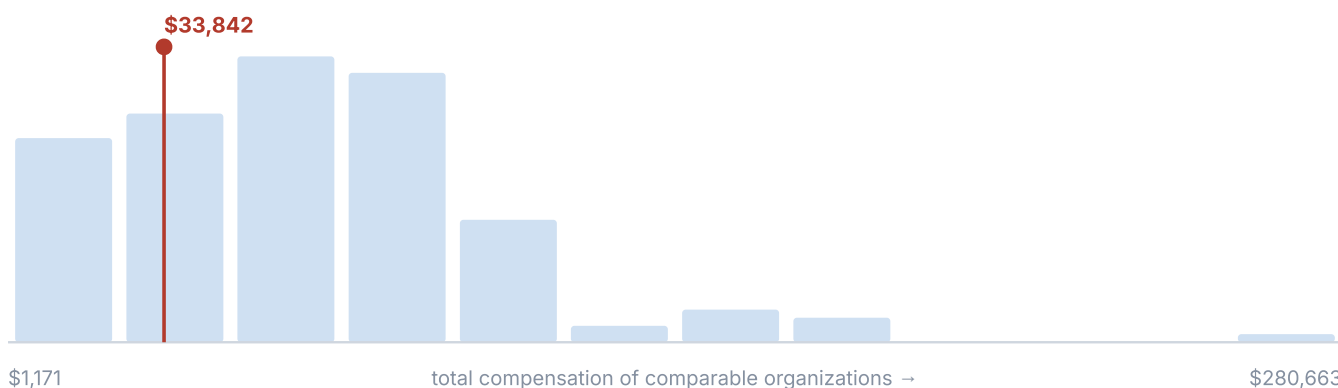
Benchmarked executive: Wade Koglin — reported title “VICE PRESIDE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (B60). |
| BUDGET | Total revenue between \$181,235 and \$405,750 — 0.67x to 1.50x the subject's \$270,500 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue. |

146 organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$16,726 | \$34,514 | \$62,447 | \$84,372 | \$102,000 | \$33,842 |
|----------|----------|----------|----------|-----------|----------|



■ 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 HI 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 |
|---|-------|-----------|---------------------|-----------------|------------------|------|
| Wordplay Cincy | OH | \$271,462 | Director | \$89,000 | \$102,267 | 2024 |
| Dcro Institute | OH | \$268,519 | President And Ceo | \$52,646 | \$62,281 | 2023 |
| Emergency Medicine Educational | IN | \$273,000 | Chair | \$1,200 | \$1,413 | 2023 |
| Encore Learning Inc | VA | \$273,925 | Executive Director | \$53,100 | \$54,189 | 2025 |
| Berean Bible Institute Inc | WI | \$266,885 | President | \$61,248 | \$71,445 | 2023 |
| Annie's Project-education For Farm Women | IL | \$274,246 | Co-ceo | \$68,084 | \$74,762 | 2023 |
| Connecticut Trial Lawyers Foundation | CT | \$275,560 | Director | \$32,451 | \$33,984 | 2023 |
| Bee Happy Day Hab Foundation I | TX | \$275,857 | Exec Director | \$47,831 | \$51,908 | 2024 |
| The Most Excellent Way Learning Life Center Inc | NJ | \$264,783 | Exec. Director | \$26,740 | \$26,666 | 2023 |
| Books To Prisoners | WA | \$277,093 | Program Coordinator | \$10,917 | \$10,917 | 2023 |
| International Society Of | TX | \$277,473 | Executive Di | \$39,860 | \$43,257 | 2024 |
| Sil Lead Inc | TX | \$278,791 | Executive Director | \$10,789 | \$11,708 | 2024 |
| You Can Make It Home Ownership Ctr | TN | \$261,432 | Executive Director | \$65,052 | \$74,184 | 2024 |
| Life Enrichment Center Of Norfolk | VA | \$260,932 | President | \$110,084 | \$115,314 | 2024 |
| Tiafrica Inc | CA | \$281,740 | President Ceo | \$25,280 | \$24,382 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|--------------------|-----------------|------------------|------|
| Masoc Inc | MA | \$282,232 | Executive Director | \$107,113 | \$101,733 | 2025 |
| Day 7 Inc | TN | \$283,094 | Executive Director | \$49,067 | \$55,954 | 2024 |
| Michigan Association Of Community | MI | \$283,400 | Former Exec | \$69,698 | \$78,047 | 2024 |
| Echo Collective | NE | \$257,406 | Executive Director | \$38,780 | \$45,250 | 2024 |
| First Place 4 Health | TX | \$257,264 | Former Ceo | \$62,847 | \$68,203 | 2024 |
| International Mentoring Foundation For | MA | \$256,372 | President | \$20,750 | \$20,230 | 2024 |
| New Mexico Adult Education Associat | NM | \$285,508 | Executive Di | \$975 | \$1,171 | 2023 |
| Vitalhearts | CO | \$285,686 | President | \$87,500 | \$91,025 | 2024 |
| Simulation Interoperability Standards | FL | \$286,737 | Executive Director | \$95,004 | \$99,685 | 2023 |
| Literacy Volunteers Of Morris County | NJ | \$287,427 | Executive Director | \$74,160 | \$71,834 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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 **146** organizations. Compensation range \$1,171–\$280,663; filing years 2023–2025.

| | |
|-----------------|---|
| SIZE BASIS | Matched on total revenue (\$270,500); for reference, expenses \$596,389 and assets \$244,596. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view. |
| ROLE MATCH | Wade Koglin, reported title "VICE PRESIDE", 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 | 14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 4 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 | 24 th |
| Total compensation (D + F), as reported (no adjustments) | 26 th |
| 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 (Wade Koglin) 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 146 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$33,842 is reasonable (approximately the 24th 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.