

International Society For Molecular

Executive Director / CEO

EIN 862907045

FL · NTEE G99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Henrietta Nielsen Phd, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **245** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Henrietta Nielsen Phd — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (G99).

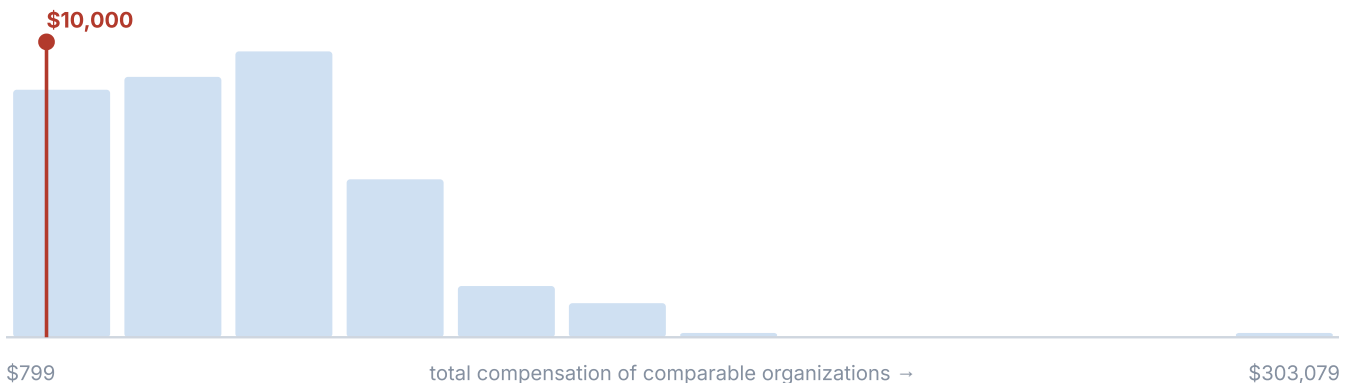
BUDGET Total revenue between \$132,126 and \$295,806 — 0.67x to 1.50x the subject's \$197,204 (the band tightens as size grows).

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

245 organizations qualified on sector, size, and geography

→ **245** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,297	\$26,968	\$52,577	\$75,420	\$96,997	\$10,000
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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 FL 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
Asociacion Para La Superacion Del Nino Con Sindrome Down	PR	\$197,004	Director	\$42,700	\$42,700	2024
Ataxia Connection Inc	NE	\$197,420	Executive Director	\$78,718	\$90,125	2024
Childrens Developmental Center Of Lima	OH	\$196,823	Executive Director	\$41,233	\$46,488	2024
Metco Directors Association Inc	MA	\$196,766	President	\$1,500	\$1,435	2024
Taking Aim At Cancer In Louisiana	LA	\$197,837	Executive Director	\$119,000	\$139,485	2024
Garretts Place Life Skills Center For Autism	MI	\$196,480	Executive Director	\$13,594	\$14,936	2024
Committe On Better Racial Assurance	SC	\$198,039	Executive Director	\$76,949	\$83,251	2025
Camp Can Do 2014 Inc	PA	\$198,089	Vice Preside	\$12,500	\$13,661	2023
Q Foundation	CA	\$198,250	Executive Director	\$320,267	\$303,079	2023
Together Enhancing Autism Awareness In	MS	\$195,740	Ceo	\$29,203	\$35,645	2023
Coles Horse Autism Therapy Station	VA	\$199,361	Sec/treasurer	\$11,109	\$11,755	2023
Badger Childhood Cancer Network Inc	WI	\$199,618	Executive Director	\$60,991	\$72,669	2022
Post-polio Health International Inc	MO	\$194,777	Executive Director	\$71,465	\$80,573	2024
Patellofemoral Foundation Inc	CT	\$200,076	Executive Dir.	\$14,438	\$14,410	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ovations For The Cure Inc	MA	\$194,308	Executive Di	\$84,180	\$82,901	2023
Sensational Fun Inc	NY	\$193,991	Executive Director	\$26,750	\$26,491	2023
Middle East Cystic Fibrosis Associa	MA	\$201,333	President Executive Director	\$69,200	\$66,194	2024
Down Syndrome Assn Of Ne Indiana	IN	\$201,394	Executive Di	\$72,600	\$83,905	2023
State Of West Virginia	WV	\$201,741	President	\$12,000	\$13,831	2024
Vein Of Galen Malformation Support	ME	\$201,925	President	\$18,846	\$20,088	2024
Hair Peace Charities	PA	\$202,418	Founder, Executive Directo	\$42,350	\$44,956	2024
Grin2b Foundation	IL	\$202,773	Contractor - Consultant	\$7,000	\$7,542	2023
Capital Tea Inc	FL	\$203,241	Executive Di	\$50,000	\$50,000	2024
Multicultural Autism Action Network	MN	\$203,519	Executive Director	\$39,495	\$41,542	2024
Carolina Children's Charity Inc	SC	\$190,165	Executive Director	\$91,455	\$101,562	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **245** organizations. Compensation range \$799–\$303,079; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$197,204); for reference, expenses \$218,216 and assets \$361,949.
ROLE MATCH	Henrietta Nielsen Phd, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	6 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 (Henrietta Nielsen Phd) 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 245 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 6th 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.