

Strategic Workforce Solutions

Executive Director / CEO

This analysis benchmarks the total compensation of **Jacob Maas, Executive Director / CEO** (\$55,175) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Jacob Maas — 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 (J20).
BUDGET	Total revenue between \$287,261 and \$643,123 — 0.67x to 1.50x the subject's \$428,749 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,687	\$45,345	\$66,408	\$79,992	\$98,278	\$55,175
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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 MI 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
Midlands Education & Business	SC	\$431,427	Regional Car	\$78,610	\$77,174	2024
Hopeful Opportunities Presented To	FL	\$433,601	President	\$74,000	\$65,418	2024
Alabama Trucking Assn Foundation	AL	\$422,418	Secretary	\$38,343	\$38,981	2024
Tampa Bay Community & Family Development Corp	FL	\$422,244	Chair	\$69,577	\$59,923	2025
Carteret County Domestic Violence Program Inc	NC	\$437,802	Executive Director	\$68,744	\$66,843	2024
Dress For Success Cleveland	OH	\$417,983	Ceo	\$75,417	\$75,168	2024
Massachusetts Regional Employment	MA	\$441,223	Executive Director Until 3/23	\$178,570	\$155,465	2023
Genesis At Work Foundation	OH	\$413,827	Chief Executive Officer	\$24,000	\$24,627	2023
Chaverim Israel Family Services Inc	NJ	\$445,755	President	\$26,631	\$22,375	2024
The Fountain Of Youth Program	IA	\$447,294	Executive Dir.	\$68,575	\$70,658	2024
Logosworks	PA	\$448,075	Ceo	\$106,648	\$103,038	2023
Medtech & Biotech Veterans Program Inc	MA	\$407,344	President And Executive Director	\$102,307	\$86,514	2024
Dress For Success Charity New Orleans	LA	\$453,371	Executive Director	\$64,901	\$69,238	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance 98	IL	\$403,906	Chief Executive Office	\$60,000	\$57,149	2023
Aurora Economic Opportunity Coalition	CO	\$455,269	Executive Dir.	\$72,000	\$69,630	2022
Ur Chicago Alliance	IL	\$458,467	Executive Director	\$74,293	\$70,762	2023
Mass Afl-cio Workforce Development	MA	\$458,934	President	\$79,037	\$66,836	2024
Youth Employment Program Inc	ID	\$398,435	Executive Director	\$28,000	\$28,858	2023
Transitional Supported Employ Of Mn	MN	\$459,164	Coordinator	\$60,960	\$58,358	2023
International Narcotics	TN	\$396,252	Executive Di	\$28,975	\$29,508	2023
Career Transitions Center Of	IL	\$392,628	Executive Di	\$93,163	\$83,968	2025
Life Work Planning Center Board Inc	MN	\$387,897	Executive Director	\$112,724	\$102,115	2025
Worker Justice Wisconsin	WI	\$475,866	Executive Director	\$70,200	\$68,992	2024
Rural Engagement And Vitality Center	OR	\$378,542	Executive Director	\$92,900	\$81,186	2024
Racine Education Uniserv Council Inc	WI	\$479,535	Rea President	\$111,944	\$110,017	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	84 organizations. Compensation range \$598–\$525,063; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$428,749); for reference, expenses \$189,292 and assets \$373,008. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jacob Maas, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	36 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Jacob Maas) 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 84 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$55,175 is reasonable (approximately the 36th 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.