

Atlas Fellows Inc

Executive Director / CEO

EIN 872848964

IL · NTEE B82

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Phoebe Anderson, Executive Director / CEO** (\$127,093) against **every comparable organization** that fit the selection criteria — **211** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

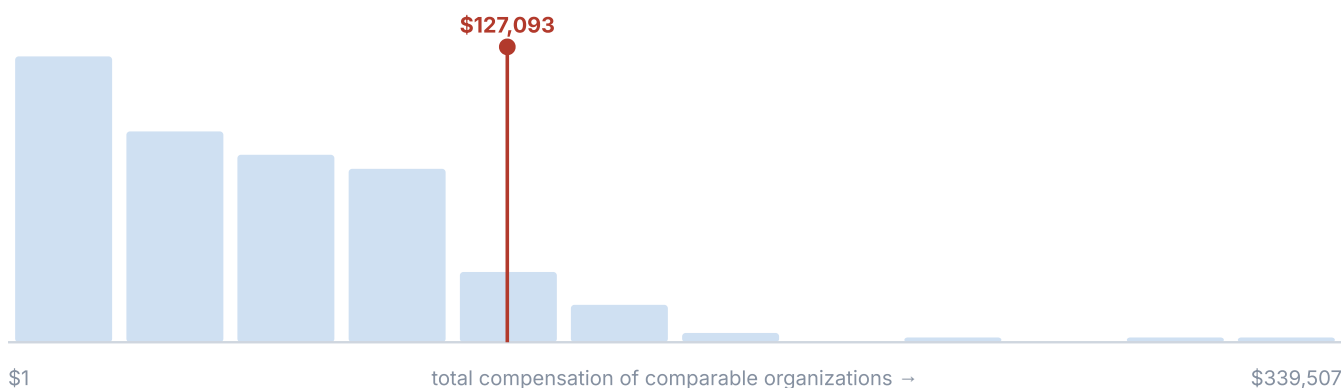
SECTOR Organizations sharing the subject's NTEE classification (B82).

BUDGET Total revenue between \$302,840 and \$678,000 — 0.67x to 1.50x the subject's \$452,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

211 organizations qualified on sector, size, and geography → **211** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$10,507

\$24,896

\$56,160

\$92,995

\$124,867

\$127,093



■ 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 IL 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
518 Elevated Inc	NY	\$454,437	Executive Di	\$64,858	\$57,903	2024
Community Catholic Center Inc	KY	\$449,351	Executive Director	\$53,560	\$56,852	2024
Wex Foundation	TX	\$455,757	Executive Directorsecretary	\$24,000	\$23,719	2024
Wausau School Foundation Inc	WI	\$456,005	Executive Di	\$18,750	\$19,918	2023
The Heal Los Angeles Foundation	CA	\$456,566	President & Director	\$110,000	\$93,844	2024
Envision Greater Fond Du Lac	WI	\$446,728	President/ceo	\$6,319	\$6,520	2024
Cement And Concrete Workers Scholarship	NY	\$446,459	Interim Fund Admin-thru 7/2024	\$50,894	\$45,437	2024
Growth Through Learning Inc	MA	\$445,932	Executive Director	\$91,210	\$78,891	2025
Brian Laviolette Scholarship Fund	WI	\$443,316	Executive Director	\$43,000	\$44,368	2024
Michigan Association Of Broadcasters	MI	\$460,934	President/ceo (Ended 4/24)	\$10,779	\$10,992	2024
Ndoto	TX	\$461,884	Executive Director	\$69,290	\$68,479	2024
Privateschoolscholarships Org	AZ	\$442,109	Executive Director	\$29,192	\$27,023	2025
Explore Mars Inc	MA	\$441,446	Ceo	\$120,250	\$106,761	2024
Scholarship Fund For Rainier Scholars	WA	\$462,794	Director Of Finance And Operations	\$132,403	\$117,117	2024
Appalachian Leadership And	WV	\$439,740	Chairman	\$9,540	\$10,507	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cowboy Artists Of America Joe Beeler Foundation	TX	\$438,461	President	\$250	\$254	2023
Worcester Educational Development Founda	MA	\$438,392	Executive Director And Vp	\$18,575	\$16,978	2023
Nevada Broadcasters Foundation	NV	\$465,663	Executive Di	\$22,815	\$22,594	2024
I Have A Dream Foundation - Milwaukee	WI	\$436,455	Executive Director	\$30,692	\$32,604	2023
Carthage R-9 School Foundation	MO	\$435,794	Executive Di	\$22,500	\$22,938	2025
Advertising Club Of New York Foundation	NY	\$435,382	President & Ceo	\$17,278	\$15,881	2023
Bel-aire Community Partners	SC	\$434,822	Executive Director	\$28,500	\$29,375	2024
Global Citizen Adventure Corps	TN	\$433,898	Co-president/ Ceo	\$39,400	\$40,918	2024
Gccs Educational Foundation	IN	\$470,769	Executive Director	\$83,612	\$84,870	2025
Secu Md Foundation Inc	MD	\$471,662	Executive Director	\$98,996	\$91,441	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 211 organizations. Compensation range \$1–\$339,507; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$452,000); for reference, expenses \$373,710 and assets \$393,472.

ROLE MATCH	Phoebe Anderson, reported title " <i>SECRETARY</i> ", 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	53 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	90 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	70 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 (Phoebe Anderson) 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 211 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$127,093 is reasonable (approximately the 90th 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.