

Ever Scouts Education Foundation

Executive Director / CEO

EIN 873929344

DE · NTEE B01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Suzanne Wasiolek, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Suzanne Wasiolek — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B01).

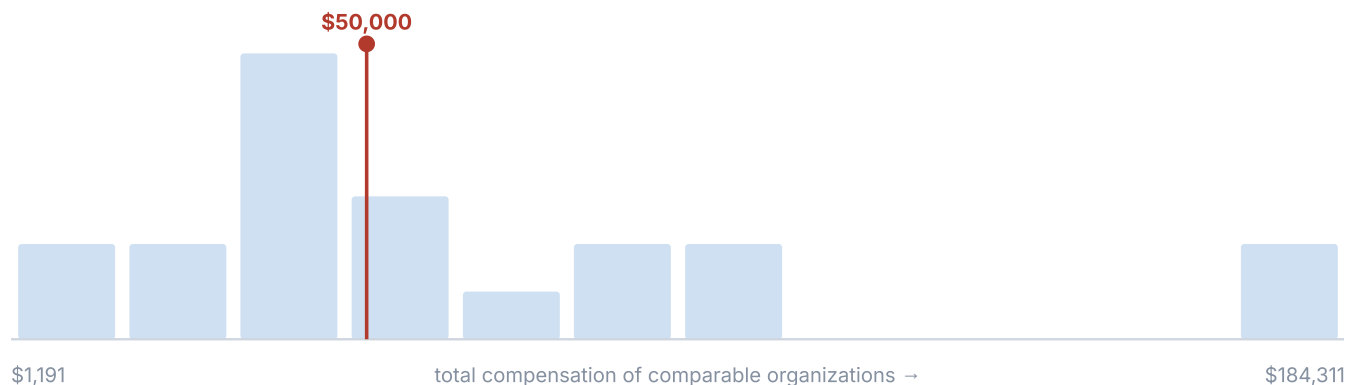
BUDGET Total revenue between \$3,711 and \$8,308 — 0.67x to 1.50x the subject's \$5,539 (the band tightens as size grows).

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

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,547

\$35,423

\$47,211

\$86,460

\$108,088

\$50,000



● 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 DE 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
Simonds Music And Technology Founda	CA	\$5,532	Treasurer	\$10,375	\$8,658	2025
Ib Fund Us Inc	DC	\$5,800	Board Member	\$24,400	\$21,868	2023
Frankie Casseb Youth Literacy Club	TX	\$5,235	Director	\$24,000	\$24,519	2023
Blue Line Foundation	TX	\$6,000	Officer	\$48,000	\$47,630	2024
String Theory Corporation	PA	\$6,220	Ceo	\$44,482	\$45,303	2023
Whitworth Foundation	WA	\$6,377	University President	\$43,858	\$38,952	2024
The Corporation For Penn State	PA	\$6,380	President	\$56,351	\$55,744	2024
Graduate Center Foundation Housing	NY	\$6,406	Secretary	\$50,703	\$46,792	2023
The Webb Schools Real Estate Fund	CA	\$4,514	Trustee	\$201,754	\$177,923	2023
Little Lambs Children's Center	OH	\$4,408	Administrator	\$84,000	\$85,981	2025
Regional Division Inc	WI	\$4,336	President/ceo	\$172,803	\$184,311	2023
Iiaa Educational Foundation	VA	\$4,179	Ceo	\$58,522	\$56,053	2024
Sage Future Inc	DE	\$3,975	Acting Director	\$87,895	\$87,895	2023
Midtown Youth Academy	DC	\$3,937	President/executive Direct	\$43,900	\$38,215	2024
Academy Global Learning	TX	\$3,869	Trustee	\$1,200	\$1,191	2024
Kipp Metro Atlanta Opportunity Fund Inc	GA	\$3,860	Ceo	\$33,706	\$34,612	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Knowledge Standards Foundation	OH	\$3,775	President	\$86,283	\$93,332	2023
South Carolina Cattlemens Foundation Inc	SC	\$7,859	Exec Director	\$33,500	\$35,693	2023
International Cultural Exchange Inc	AR	\$8,000	Chairman Of The Board	\$89,977	\$100,329	2024
Pitzer College Costa Rica	CA	\$8,145	President	\$88,447	\$75,762	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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	20 organizations. Compensation range \$1,191–\$184,311; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$5,539); for reference, expenses \$508,384 and assets \$389,684. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Suzanne Wasiolek, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	55 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	30 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 (Suzanne Wasiolek) 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 20 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 55th 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.