

# Six Sigma Racial Equity Institute Inc

Executive Director / CEO

EIN 874480144

IN · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joy E Mason, Executive Director / CEO** (\$17,500) against **every comparable organization** that fit the selection criteria — **354** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

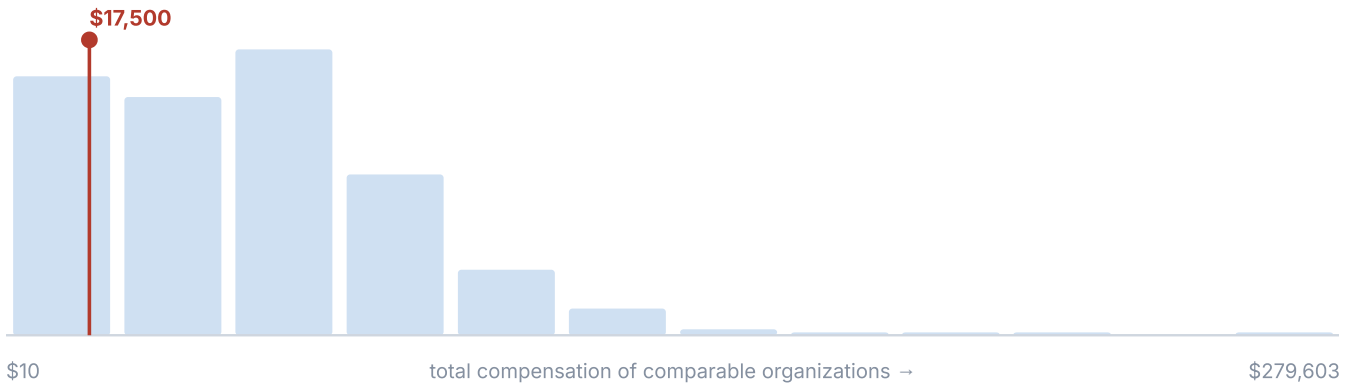
**Benchmarked executive:** Joy E Mason — reported title “Chief Executive”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$153,111 and \$342,787 — 0.67x to 1.50x the subject's \$228,525 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**354** organizations qualified on sector, size, and geography → **354** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,277	\$24,995	\$49,291	\$70,565	\$96,043	<b>\$17,500</b>
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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 IN 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
<a href="#">Ahalearning Inc</a>	NY	\$228,977	President	\$36,000	<b>\$31,758</b>	2023
<a href="#">The Sife Equity Project Inc</a>	NY	\$228,060	Secretary	\$13,940	<b>\$11,945</b>	2024
<a href="#">Economic Club Of Nashville</a>	TN	\$227,921	Executive Dir.	\$41,000	<b>\$39,813</b>	2025
<a href="#">Klee Ministry</a>	CA	\$229,215	Chief Executive Officer	\$108,000	<b>\$86,154</b>	2025
<a href="#">The Well Summit Co</a>	AR	\$229,511	Manager	\$23,958	<b>\$25,537</b>	2024
<a href="#">Livingston County Education Alliance In</a>	NY	\$227,485	Preaident/ Ceo	\$10,868	<b>\$9,313</b>	2024
<a href="#">Sherman Apartments Association</a>	IL	\$227,426	Secretary/treasurer	\$12,317	<b>\$11,822</b>	2023
<a href="#">Pomona Hope</a>	CA	\$230,104	Executive Dir.	\$60,973	<b>\$49,926</b>	2024
<a href="#">Global Youth Leadership Center</a>	CA	\$230,262	Founder	\$125,000	<b>\$102,353</b>	2024
<a href="#">Empowered Tutoring Inc</a>	WI	\$231,317	President	\$45,321	<b>\$43,726</b>	2025
<a href="#">Mastermindz Afterschool Enrichment Program</a>	PA	\$231,851	President	\$18,602	<b>\$17,591</b>	2024
<a href="#">Dream It Do It Western New York Inc</a>	NY	\$232,010	President	\$58,263	<b>\$49,924</b>	2024
<a href="#">Yamei Academy Of Excellence</a>	CA	\$232,111	Ceo And Director	\$36,000	<b>\$29,478</b>	2024
<a href="#">Tyler Junior Golf Foundation</a>	TX	\$232,209	Executive Dir.	\$60,600	<b>\$57,483</b>	2024
<a href="#">Students With A Goal</a>	OH	\$232,969	Executive Director	\$48,654	<b>\$50,309</b>	2023
<a href="#">Pasadena Education Network</a>	CA	\$223,742	Executive Director	\$77,899	<b>\$63,786</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Acton Academy Amarillo</a>	TX	\$223,681	Board Member	\$7,530	<b>\$7,143</b>	2024
<a href="#">Cine Las Americas</a>	TX	\$223,628	Executive Director	\$52,126	<b>\$49,445</b>	2024
<a href="#">Summer Work Experience In Law Inc</a>	OH	\$223,422	Executive Director	\$22,975	<b>\$23,075</b>	2024
<a href="#">Northwest Education Alliance</a>	NC	\$223,335	Secretary	\$43,200	<b>\$42,328</b>	2024
<a href="#">Americans For The Competitive Enterprise</a>	PA	\$223,171	Secretary & Exec Director	\$71,924	<b>\$68,014</b>	2024
<a href="#">Your Own Greatness Affirmed Inc</a>	CA	\$223,129	Executive Director	\$70,500	<b>\$57,727</b>	2024
<a href="#">Empower Humanity Inc</a>	ID	\$234,407	Board Member	\$25,669	<b>\$25,894</b>	2024
<a href="#">Vision Tutoring Educational Foundation Inc</a>	GA	\$222,378	Executive Director	\$64,418	<b>\$63,235</b>	2023
<a href="#">Stem Leadership Center Inc</a>	CT	\$222,300	Director	\$37,688	<b>\$33,509</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 354 organizations. Compensation range \$10–\$279,603; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$228,525); for reference, expenses \$148,812 and assets \$224,458.

**ROLE MATCH** Joy E Mason, reported title "*Chief Executive*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 7 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	19 <sup>th</sup>
All sources (D + E + F), adjusted	14 <sup>th</sup>

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 (Joy E Mason) 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 354 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,500 is reasonable (approximately the 16<sup>th</sup> 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.