

Minority Accounting Career Resource Society

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ashley Johnson, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

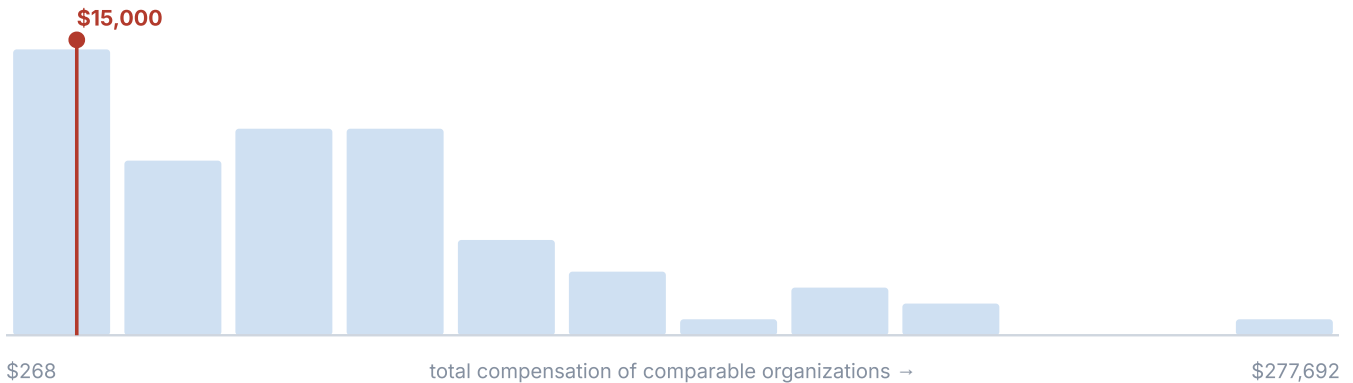
Benchmarked executive: Ashley Johnson — reported title “President and CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B03).
BUDGET	Total revenue between \$245,951 and \$550,638 — 0.67x to 1.50x the subject's \$367,092 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B03), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,528	\$24,318	\$59,525	\$84,463	\$135,075	\$15,000
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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 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
Women's Field Association Of	CA	\$366,364	Executive Director	\$243,029	\$203,316	2024
Society For American Music	WA	\$367,955	Executive Di	\$34,269	\$29,725	2024
Oklahoma Society For Technology In	OK	\$372,429	Executive Di	\$57,625	\$59,891	2025
Israel-texas Science And Education Foundation Inc	TX	\$375,000	Hellerstein	\$197,080	\$196,639	2023
The Corporation For Community And Economic Dev Uni	FL	\$375,500	Executive Director	\$111,450	\$104,432	2023
Judaism Alive DbA Jewish Rock Radio	MO	\$375,866	Executive Dir.	\$78,000	\$82,403	2023
Paris Church Of The Holy Cross Parish	TX	\$377,944	Ececutive Director	\$25,703	\$24,910	2024
American Autonomic Society	CA	\$355,775	Executive Director	\$36,538	\$31,470	2023
American Academy Of International Culture And Educ	NY	\$351,526	Executive Director	\$94,640	\$82,854	2024
Texas Association Of Mid-size Schools	TX	\$350,715	Executive Director	\$80,833	\$80,652	2023
Missouri Association Of Treatment	MO	\$385,113	Executive Di	\$59,792	\$61,355	2024
Talas - Texas Association Of Latinoadministrators And Superintendents	TX	\$385,738	Executive Director	\$27,500	\$26,651	2024
Indiana Arborist Association	IN	\$348,335	Executive Director	\$48,850	\$49,910	2024
Angel Investor Foundation	KS	\$337,561	Ceo & President	\$15,743	\$16,053	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Entrepreneurs Organization	KS	\$333,775	Chapter Manager (Executive Director)	\$25,961	\$26,472	2025
Aba Next Steps Inc	TN	\$331,942	Executive Director	\$41,175	\$41,932	2024
Whitaker Small Farm Group Inc	NC	\$403,763	Presidentceo	\$63,500	\$63,567	2024
World Is Our Classroom Inc	MA	\$329,905	Exec Directo	\$96,692	\$84,181	2024
The Association For International	IL	\$329,422	Executive Director	\$77,400	\$73,722	2024
Michigan Afterschool Association	MI	\$318,901	President	\$63,260	\$65,129	2023
Navigator Labs	CA	\$314,793	Ceo And Founder	\$89,269	\$74,682	2024
Us Dairy Education And Training Consortium	TX	\$314,277	Director	\$40,000	\$37,766	2025
Sogal Foundation	FL	\$421,062	Operations & Partnerships Mana	\$63,236	\$61,683	2022
Hawaii Interscholastic Athletic	HI	\$311,541	Executive Director	\$4,000	\$3,572	2023
Center For Mindful Relationships	CA	\$429,861	Clinical Directr	\$75,400	\$63,079	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 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 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 72 organizations. Compensation range \$268–\$277,692; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$367,092); for reference, expenses \$83,687 and assets \$492,798. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Ashley Johnson, reported title " <i>President and CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	17 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	13 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 (Ashley Johnson) 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 72 similarly situated organizations (Same NTEE sector (B03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 17th 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.