

Social Program Evaluators

Executive Director / CEO

This analysis benchmarks the total compensation of **Melanie Hwalek, Executive Director / CEO** (\$89,416) against **every comparable organization** that fit the selection criteria — **62** 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

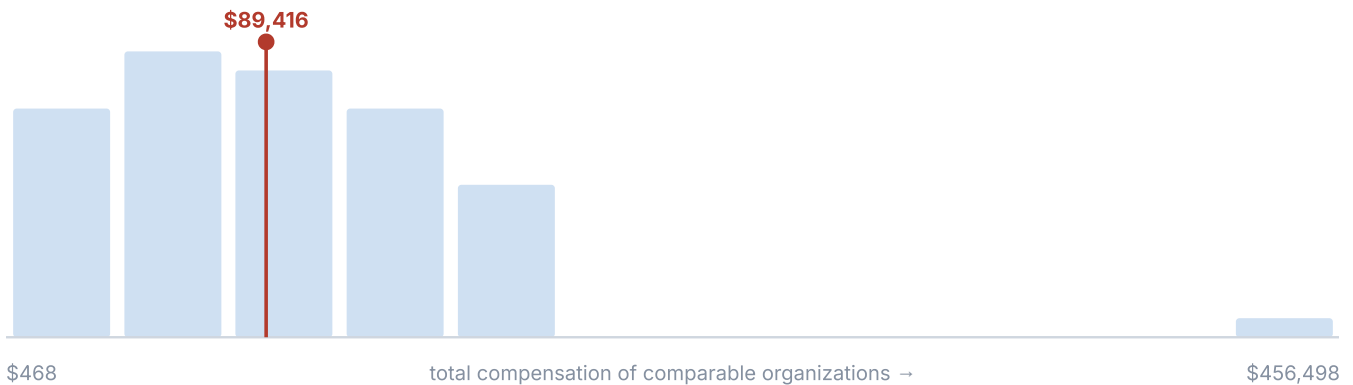
Benchmarked executive: Melanie Hwalek — reported title “CHIEF EXEC O”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (V99).
BUDGET	Total revenue between \$316,431 and \$708,429 — 0.67x to 1.50x the subject's \$472,286 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (V), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,520	\$47,283	\$85,448	\$126,709	\$158,897	\$89,416
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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
Institute For Ecumenical & Cultural	MN	\$463,152	Acting Executive Director	\$67,490	\$64,609	2024
Jewish Orthodox Feminist Alliance Inc	NY	\$482,537	Executive Director	\$152,400	\$133,421	2024
Human Engineering Laboratory Inc	MA	\$459,399	Director Of Finance	\$120,189	\$104,638	2024
Global Game Jam Inc	CA	\$455,813	Executive Dir.	\$31,529	\$25,697	2025
National Center For Health Research Inc	DC	\$489,483	President	\$139,107	\$121,759	2023
Prosecutors' Center For Excellence	NY	\$452,575	Executive Di	\$100,000	\$87,546	2024
Hollins Communications Research Institute	VA	\$495,516	President	\$75,583	\$70,704	2024
Center For Supportive Communities Inc	KS	\$448,990	Executive Director	\$80,000	\$83,733	2024
Methods Innovation Inc	WY	\$445,252	President	\$86,988	\$90,245	2024
Colonial Flag Foundation	UT	\$509,379	Executive Director	\$19,877	\$19,710	2024
Louisiana Family Forum Inc	LA	\$433,568	President	\$117,494	\$129,047	2023
The Seasteading Institute	CA	\$512,352	President	\$108,486	\$90,758	2024
Montana Photonics Industry Alliance	MT	\$514,142	Executive Director	\$152,366	\$159,123	2024
Institute For Holotropics Inc	CA	\$430,350	President	\$100,894	\$84,407	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Enneagram Association	OH	\$514,319	Executive Director	\$97,233	\$102,722	2023
The Institute For New Economic Thinking	NY	\$429,626	President	\$521,435	\$456,498	2024
Un Mundo Sin Mordaza	DC	\$427,380	President	\$48,000	\$42,014	2023
California Women Lead	CA	\$421,172	Executive Director	\$62,792	\$52,531	2024
Southwestern Social Science	OK	\$539,449	Editor, Ssq	\$82,000	\$87,479	2024
Crosswinds Foundation For	AL	\$403,964	President	\$48,000	\$50,240	2024
Democratic Socialists Of America Fund	NY	\$399,886	Director	\$57,048	\$49,944	2024
New Netherland Institute	NY	\$399,797	Director	\$65,000	\$56,905	2024
Institute For Economics And Peace	NY	\$395,562	Executive Director	\$179,179	\$156,865	2024
Nebraska Council On Economic Education	NE	\$394,922	President, Ncee	\$55,499	\$56,341	2025
Society For Psychophysiological	WI	\$550,531	President	\$6,000	\$6,250	2023

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 62 organizations. Compensation range \$468–\$456,498; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$472,286); for reference, expenses \$425,884 and assets \$556,482.
ROLE MATCH	Melanie Hwalek, reported title " <i>CHIEF EXEC O</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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)	48 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	53 rd

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 (Melanie Hwalek) 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 62 similarly situated organizations (Same NTEE major group (V), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,416 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.