

Washington Dental Service Fund

Executive Director / CEO

EIN 911281990

WA · NTEE E34Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Abdellatif Vanetta, Executive Director / CEO** (\$83,503) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Abdellatif Vanetta — reported title “PRESIDENT/CEO ARCORA FOUNDATION”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E34Z).

BUDGET Total revenue between \$15,697 and \$35,143 — 0.67x to 1.50x the subject's \$23,429 (the band tightens as size grows).

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

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,632

total compensation of comparable organizations →

\$994,287

\$4,719

\$15,958

\$26,227

\$59,406

\$118,798

\$83,503



■ 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 WA 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
Northern Michigan Medical Management	MI	\$23,333	Chairman & President/ceo	\$33,953	\$38,020	2024
The Perryridge Corporation	CT	\$23,544	Director, President & Sec	\$370,755	\$377,134	2024
Climate Health And Research Network	ME	\$23,561	President	\$22,776	\$24,743	2024
Mission Hospital Foundation	TX	\$24,119	Ceo (Regional)/ Board Secretary	\$19,767	\$22,085	2023
Northland Foundation Inc	WI	\$24,262	Ceo	\$23,333	\$26,437	2024
Marillac Qalicb Inc	CO	\$24,471	President	\$31,323	\$32,584	2024
Chad Colley River Valley Hospice House	AR	\$22,372	Vice-president	\$2,000	\$2,439	2024
Mcmillan Hospital Health Care	AL	\$22,257	Treasurer-le	\$26,204	\$30,712	2024
Anvk Inc	WI	\$24,792	Interim Ceo	\$28,094	\$31,831	2024
Assabet Valley Ipa Inc	MA	\$24,911	President/treasurer/clerk	\$4,950	\$4,968	2023
Center For Nursing And Rehabilitation	NY	\$25,000	President/ceo	\$47,155	\$47,593	2023
Rmlhp Corporation	IL	\$21,479	President/ceo	\$54,170	\$56,288	2025
Hancock County Medical Society	OH	\$21,375	Secretary/treasurer	\$3,600	\$4,137	2024
Illinois Amvets Healthcare Facility	IL	\$21,372	Secretary	\$24,095	\$26,458	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Connecticut Hospital Association Trust	CT	\$21,315	Trustee	\$79,135	\$82,874	2023
Third Circle	MI	\$21,080	Medical Director	\$10,000	\$11,529	2023
Tb12 Foundation Inc	MA	\$20,220	Executive Director/clerk	\$131,250	\$127,955	2024
Amberwell Atchison Support	KS	\$20,026	Ceo	\$16,004	\$19,311	2023
Kentucky Pediatric Society Foundation	KY	\$19,997	Executive Director	\$14,261	\$16,622	2024
Southwest Cares Foundation	TX	\$19,092	Ceo	\$6,000	\$6,512	2024
Operation Walk Of Virginia Inc	VA	\$27,823	Treasurer	\$12,000	\$12,570	2024
Pediatric Research Of Los Angeles	CA	\$28,432	Secretary	\$3,500	\$3,279	2024
Butte Valley Ambulance Services Inc	CA	\$18,386	Acting Board Chair	\$1,788	\$1,632	2025
Ultimate Gift Of Life Foundation	TX	\$28,572	Executive Di	\$22,420	\$24,331	2024
Washington State Pharmacy Foundation	WA	\$28,936	Executive Director	\$185,504	\$180,182	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	48 organizations. Compensation range \$1,632–\$994,287; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$23,429); for reference, expenses \$21,838 and assets \$212,025.
ROLE MATCH	Abdellatif Vanetta, reported title "PRESIDENT/CEO ARCORA FOUNDATION", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	67 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 (Abdellatif Vanetta) 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 48 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,503 is reasonable (approximately the 88th 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.