

Other Internet Research Institute

Executive Director / CEO

EIN 921315033

NY · NTEE U05

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Toby Shorin, Executive Director / CEO** (\$25,346) against **every comparable organization** that fit the selection criteria — **110** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

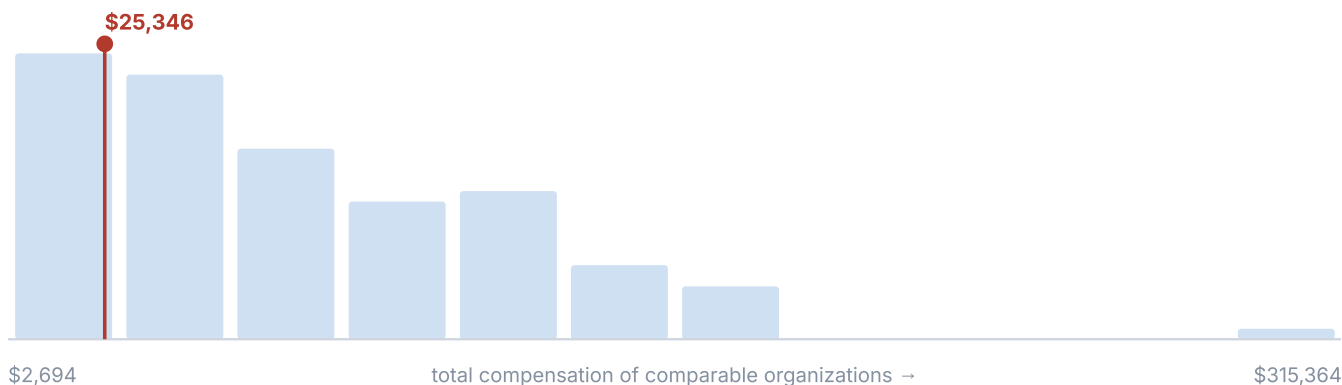
Benchmarked executive: Toby Shorin — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (U05).
BUDGET	Total revenue between \$175,416 and \$392,724 — 0.67x to 1.50x the subject's \$261,816 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

110 organizations qualified on sector, size, and geography → **110** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,707	\$29,009	\$56,246	\$105,446	\$136,902	\$25,346
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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 NY 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
Us Technology Leadership Council	VA	\$261,639	Director And Vp Of Operati	\$143,000	\$148,414	2024
Collaborative Earth Institute	CA	\$261,533	Executive Dir.	\$23,500	\$22,456	2023
Campersand Co	NM	\$260,814	Executive Director	\$10,000	\$11,561	2024
Institute For Workforce Advancement	NY	\$260,315	Director Of Finance	\$140,724	\$136,687	2024
Bible Archeology Search And Exploration Foundation	CO	\$263,551	President	\$20,183	\$20,803	2024
White Dwarf Research Corporation	CO	\$258,403	Executive Director	\$157,711	\$162,552	2024
Climate Law And Policy Project Inc	MD	\$266,745	President/chairman	\$182,273	\$183,172	2024
Mining And Minerals Education Foundation	AZ	\$267,071	Exec Director	\$40,000	\$40,285	2025
Black Girls Do Engineer Corporation	TX	\$267,106	Ceo	\$54,904	\$59,035	2024
Institute For Leadership In Capital Projects	TX	\$267,428	Executive Director	\$56,905	\$61,186	2024
California Ocean Alliance	CA	\$267,850	Rotating Member Finance Director	\$17,280	\$16,039	2024
Bluechip Ratings Inc	DE	\$255,635	Director, Secretary And Treasurer	\$25,000	\$27,090	2023
Rocks Build America Foundation	VA	\$254,249	Int. Pres. & Ceo (From 10/2024)	\$59,384	\$61,632	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Owner-operator Independent Drivers	MO	\$254,002	Director Of Op.	\$103,395	\$121,191	2023
Assoc Of Computer Science Leagues Inc	RI	\$253,725	Prezident	\$56,000	\$56,231	2025
Nebraska Coalition For Life Saving Cures	NE	\$272,121	Executive Director	\$99,000	\$114,456	2024
The Soul Phone Foundation	OH	\$251,286	President, Director	\$48,000	\$56,261	2023
Engineering Change Lab - Usa	NE	\$251,213	President Executive Director	\$62,400	\$74,273	2023
Boston Groundwater Trust	MA	\$273,315	Executive Director	\$126,120	\$118,682	2025
Transparency Coalition Action Fund	WA	\$250,168	Chair	\$30,000	\$29,724	2023
Cyberdrone Challenge	MD	\$250,002	Treasurer	\$10,000	\$10,049	2024
Kacyra Family Foundation	CA	\$273,688	Director	\$26,407	\$24,510	2024
Cultural Heritage Imaging	CA	\$249,370	President	\$48,750	\$45,248	2024
The Micropaleontology Press	NY	\$247,984	Exe. Editor	\$52,000	\$50,508	2024
Acpa Foundation	IL	\$277,234	President/chair	\$35,164	\$37,160	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	110 organizations. Compensation range \$2,694–\$315,364; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$261,816); for reference, expenses \$178,898 and assets \$103,690.
ROLE MATCH	Toby Shorin, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 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	22 nd
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	15 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 (Toby Shorin) 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 110 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,346 is reasonable (approximately the 22nd 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.