

The Waterford Project

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Beth Wenning, Executive Director / CEO** (\$66,000) against **every comparable organization** that fit the selection criteria — **10** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Beth Wenning — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (J30).

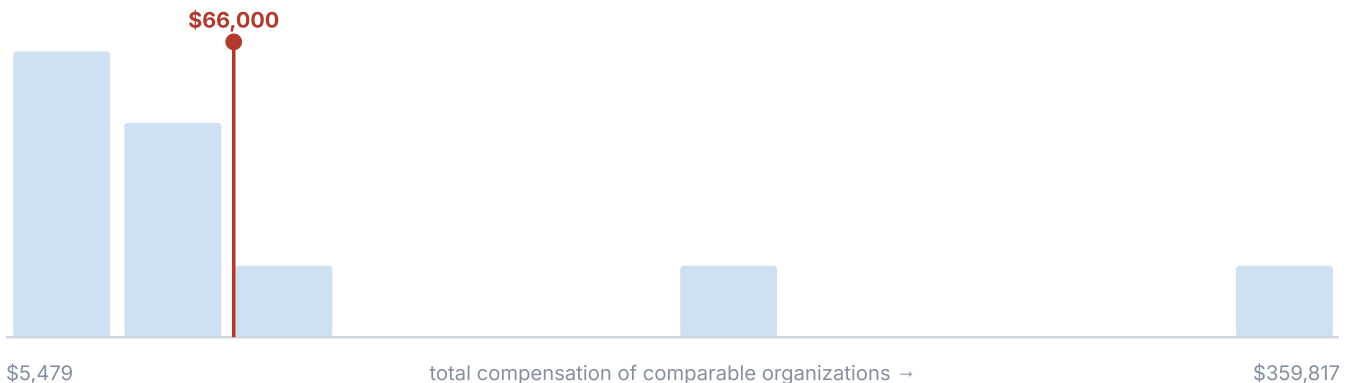
BUDGET Total revenue between \$17,274 and \$38,674 — 0.67x to 1.50x the subject's \$25,783 (the band tightens as size grows).

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

10 organizations qualified on sector, size, and geography

→ **10** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,735	\$9,983	\$59,099	\$64,460	\$206,476	\$66,000
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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 OH 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
The Gear Foundation Inc	TN	\$24,497	Program Director	\$62,000	\$61,531	2024
Lenli Group Inc	FL	\$24,384	President	\$6,000	\$5,479	2023
Milwaukee Area Workforce Funding	WI	\$28,310	Executive Director	\$66,040	\$65,118	2024
Life And Work Connections Inc	MO	\$28,626	Executive Director	\$18,646	\$18,646	2024
Goodwill Solutions Inc	IA	\$30,917	Ceo	\$348,058	\$359,817	2024
Federation Employment And Guidance Service Inc	NY	\$17,452	Chief Wind-down Officer, Plan Administrator	\$222,043	\$189,438	2024
Nebraska Bankers Association Foundation	NE	\$36,109	President	\$63,162	\$62,487	2025
Northeastern Lumber Manufacturers	ME	\$36,808	Executive Director	\$6,096	\$5,763	2024
Center For Economic Justice	TX	\$37,431	Director	\$60,000	\$56,667	2024
Svrc Industries Inc Foundation	MI	\$38,589	Ceo	\$7,280	\$7,095	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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

OH 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	10 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$5,479–\$359,817; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$25,783); for reference, expenses \$141,079 and assets \$915,517. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Beth Wenning, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	80 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	40 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 (Beth Wenning) 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 10, 2026, comparing compensation against 10 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,000 is reasonable (approximately the 80th 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 10, 2026.