

Igg4ward Foundation

Executive Director / CEO

EIN 933280323

MA · NTEE B01

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Arezou Khosroshahi, Executive Director / CEO** (\$500) against **every comparable organization** that fit the selection criteria — **86** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

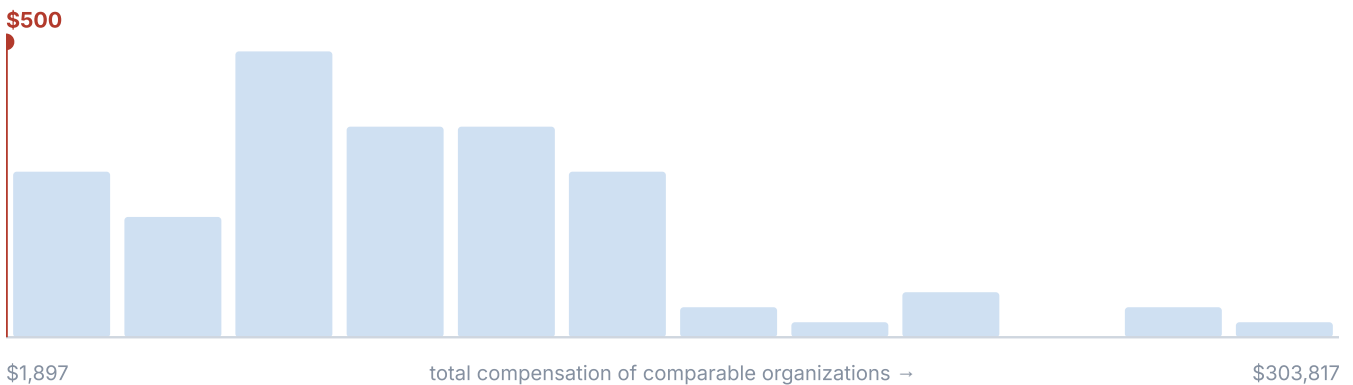
Benchmarked executive: Arezou Khosroshahi — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (B01). |
| BUDGET | Total revenue between \$325,690 and \$729,157 — 0.67x to 1.50x the subject's \$486,105 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue. |

86 organizations qualified on sector, size, and geography → **86** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|-----------|-----------|-------|
| \$18,010 | \$58,122 | \$84,125 | \$125,438 | \$156,526 | \$500 |
|----------|----------|----------|-----------|-----------|-------|



■ 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 MA 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 |
|---|-------|-----------|----------------------------|-----------------|------------------|------|
| Indigenous Peoples Power Project Inc | OR | \$486,668 | Executive Dir. | \$78,023 | \$80,631 | 2023 |
| Alabama Families For Great Schools | AL | \$483,980 | Director | \$141,320 | \$165,024 | 2024 |
| Frontline Policy Council Inc | GA | \$482,966 | President | \$62,790 | \$70,257 | 2023 |
| Special Books By Special Kids Inc | FL | \$490,493 | Director | \$299,204 | \$303,817 | 2024 |
| South Carolina First Steps To | SC | \$481,526 | Executive Di | \$65,640 | \$76,204 | 2023 |
| Smart Start Of Pender County | NC | \$492,217 | Executive Director | \$93,192 | \$107,156 | 2023 |
| First Gen Scholars | CA | \$479,860 | President/executive Direct | \$79,063 | \$73,794 | 2024 |
| Houghton Main Street Foundation | DC | \$477,847 | Director | \$2,000 | \$1,897 | 2024 |
| Love Is Stronger Gy | OR | \$494,996 | Executive Director | \$38,966 | \$39,113 | 2024 |
| Glep Education Fund | MI | \$503,191 | Treasurer | \$16,790 | \$19,285 | 2023 |
| Greater Cincinnati Native American | OH | \$503,460 | Executive Di | \$70,769 | \$81,019 | 2024 |
| Chowan Perquimans Smart Start Partnership | NC | \$463,807 | Executive Director | \$83,873 | \$93,674 | 2024 |
| Ri Women In The Trades | RI | \$508,775 | President | \$11,499 | \$11,918 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|---|-----------------|------------------|------|
| Smart Start Of Yadkin County Inc | NC | \$509,390 | Executive Director | \$82,691 | \$89,973 | 2025 |
| Mclain Association For Children | CA | \$462,202 | Ceo | \$91,000 | \$84,935 | 2024 |
| Ne Steam Coalition | OR | \$459,582 | Executive Di | \$265,556 | \$266,560 | 2024 |
| One Aim Illinois | IL | \$517,792 | Exective Director | \$91,750 | \$97,498 | 2024 |
| The Kroussaw Foundation | DC | \$449,643 | President & Ceo | \$66,349 | \$61,311 | 2025 |
| Collective Action For Education | RI | \$525,131 | Director & Chief Executive Officer | \$20,000 | \$20,729 | 2024 |
| National Latino Farmers And Ranchers | DC | \$446,919 | Chairman Of The Board | \$16,000 | \$15,176 | 2024 |
| For This Time Ministries | MI | \$525,752 | Executive Director | \$118,329 | \$132,015 | 2024 |
| Ammud The Joc Torah Academy Inc | NY | \$525,911 | Executive Director | \$131,105 | \$128,054 | 2024 |
| Choose Aerospace Inc | OK | \$443,443 | Executive Director | \$110,344 | \$131,332 | 2024 |
| Bladen Smart Start-a Partnership For Children Inc | NC | \$529,947 | Interim Executive Director (Feb 2024 To Jun 2025) | \$64,950 | \$70,669 | 2025 |
| Hs Connect | WA | \$530,157 | Executive Di | \$131,385 | \$127,146 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 | 86 organizations. Compensation range \$1,897–\$303,817; filing years 2023–2025. |
| SIZE BASIS | Matched on total revenue (\$486,105); for reference, expenses \$338,400 and assets \$321,855. |
| ROLE MATCH | Arezou Khosroshahi, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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 | 3 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 | 0 th |
| Total compensation (D + F), as reported (no adjustments) | 0 th |
| Reportable pay only (column D), adjusted | 1 st |
| All sources (D + E + F), adjusted | 0 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 (Arezou Khosroshahi) 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 86 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$500 is reasonable (approximately the 0th 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.