

# Harrisburg Cultural & Social Servic

Executive Director / CEO

EIN 010558961

MS · NTEE P80

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Melanie Deas, Executive Director / CEO** (\$21,000) against **every comparable organization** that fit the selection criteria — **260** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Melanie Deas — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$189,055 and \$423,259 — 0.67x to 1.50x the subject's \$282,173 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**260** organizations qualified on sector, size, and geography → **260** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,165	\$27,898	\$47,401	\$64,481	\$76,396	\$21,000
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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 MS 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
<a href="#">City Of Refuge Pulaski Inc</a>	VA	\$282,653	President	\$18,000	<b>\$15,605</b>	2024
<a href="#">Homeless Veterans Services Of Dallas Inc</a>	TX	\$281,631	President	\$17,000	<b>\$15,719</b>	2023
<a href="#">The Next Stop Foundation Inc</a>	GA	\$281,534	President	\$39,900	<b>\$36,021</b>	2024
<a href="#">Stirrups N Strides Therapeutic Riding</a>	FL	\$281,514	Officer, Executive Directo	\$29,867	<b>\$25,192</b>	2024
<a href="#">St Croix Mission Outreach Inc</a>	VI	\$281,266	Executive Director	\$65,000	<b>\$65,000</b>	2024
<a href="#">Muslim Family Services Of Colorado</a>	CO	\$283,497	Executive Director	\$37,550	<b>\$33,283</b>	2023
<a href="#">Prosumers International</a>	TX	\$280,057	Executive Director	\$51,000	<b>\$45,806</b>	2024
<a href="#">Love Inc Of Greater Cushing</a>	OK	\$279,938	Executive Dir.	\$33,296	<b>\$32,919</b>	2024
<a href="#">Inspire Continuing Care</a>	IL	\$284,691	Executive Director	\$39,600	<b>\$35,988</b>	2023
<a href="#">Association For Texas Advocates Inc</a>	TX	\$285,334	Executive Director	\$63,333	<b>\$56,882</b>	2024
<a href="#">Veterans In Transition Inc</a>	OH	\$277,585	President	\$21,240	<b>\$20,199</b>	2024
<a href="#">Knife Chief Buffalo Nation Society</a>	SD	\$276,827	President	\$1,500	<b>\$1,486</b>	2024
<a href="#">The Age Friendly Foundation Inc</a>	MA	\$287,753	Treasurer/clerk	\$675	<b>\$545</b>	2024
<a href="#">Us Vet Corps Resources</a>	SC	\$287,767	President	\$30,375	<b>\$29,292</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pikes Peak Elder Justice Center</a>	CO	\$275,074	Executive Director	\$74,870	<b>\$64,459</b>	2024
<a href="#">Willow Womens Center</a>	PA	\$274,523	Executive Director	\$2,946	<b>\$2,638</b>	2024
<a href="#">Caring Voices</a>	CO	\$289,998	Program Coornator/ Direct Care Staff	\$21,888	<b>\$18,844</b>	2024
<a href="#">Soulumination</a>	WA	\$273,712	Executive Director	\$92,084	<b>\$76,210</b>	2023
<a href="#">Circle Haven Inc</a>	NJ	\$290,832	Executive Dir.	\$97,500	<b>\$78,161</b>	2024
<a href="#">Self Advocates Of Indiana Inc</a>	IN	\$290,959	President	\$1,835	<b>\$1,737</b>	2024
<a href="#">Learning 4 Life Farm</a>	OH	\$272,001	Co-director	\$6,010	<b>\$5,885</b>	2023
<a href="#">Good News For Life Inc</a>	FL	\$293,009	President Ce	\$72,000	<b>\$60,730</b>	2024
<a href="#">At Home In Darieninc</a>	CT	\$271,208	Executive Di	\$96,827	<b>\$81,514</b>	2024
<a href="#">Georgetown Village Inc</a>	DC	\$293,297	Executive Di	\$98,627	<b>\$80,004</b>	2023
<a href="#">Cambridge Neighbors Inc</a>	MA	\$294,299	Executive Director	\$80,000	<b>\$64,547</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 260 organizations. Compensation range \$545–\$340,257; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$282,173); for reference, expenses \$307,200 and assets \$1,169,921.

<b>ROLE MATCH</b>	Melanie Deas, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	15 <sup>th</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	14 <sup>th</sup>

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 Deas) 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 260 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,000 is reasonable (approximately the 17<sup>th</sup> 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.