

Nalls Foundation

Executive Director / CEO

EIN 010795543
 CA · NTEE P70
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Fossetina Dollison, Executive Director / CEO** (\$1,600) against **every comparable organization** that fit the selection criteria — **27** 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

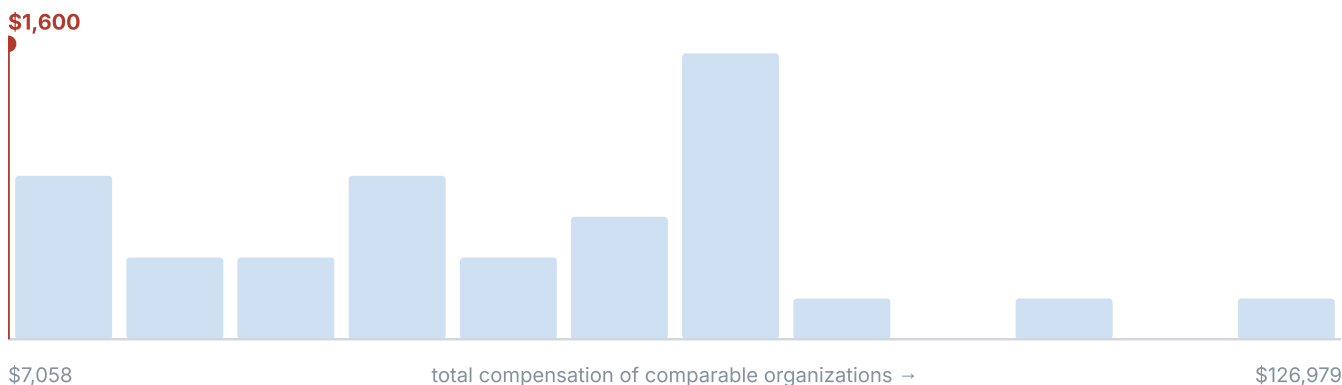
Benchmarked executive: Fossetina Dollison — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P70).
BUDGET	Total revenue between \$123,617 and \$276,754 — 0.67x to 1.50x the subject's \$184,503 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,205	\$34,449	\$55,973	\$74,794	\$76,334	\$1,600
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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 CA 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
Youth Catalytics Inc	VT	\$183,572	Executive Di	\$95,156	\$104,958	2025
Asi Minot Inc	MN	\$186,195	President/tr	\$65,715	\$75,198	2023
Network Housing '94 Sixth St Inc	OH	\$187,692	Ceo (Exited 3.24.25)	\$30,598	\$36,454	2024
Jeremiah's Hope Inc	TX	\$180,139	Executive Di	\$60,870	\$66,726	2025
Childcare Services Systems Inc	CA	\$192,000	Ceo	\$9,000	\$8,742	2024
Centro Para Ninos El Nuevo Hogar Inc	PR	\$193,988	Executive Director	\$14,513	\$14,513	2023
Guilford Adult Care Inc	NC	\$171,665	Board Member	\$35,735	\$42,760	2023
Reseda Horizons	CA	\$169,970	President & Ceo Of New Horizons	\$8,068	\$8,068	2023
Heritage Day Health Centers	OH	\$199,151	President	\$45,633	\$55,973	2023
Asi Marshall Inc	MN	\$199,612	President/tr	\$65,715	\$75,198	2023
Asi Clark County Inc	MN	\$166,562	President/tr	\$65,715	\$73,041	2024
I Belong Inc	NE	\$206,305	Exec Director	\$48,000	\$58,072	2024
Asi Willmar Inc	MN	\$161,341	President/tr	\$65,715	\$75,198	2023
Providence World Ministries Inc	TN	\$153,864	Ceo	\$104,312	\$126,979	2023
Abilities At Briar Cliff Inc	FL	\$139,428	President/ceo	\$38,173	\$41,529	2023
A New Leaf Cottages Inc	AZ	\$232,474	Ceo	\$6,337	\$7,058	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Farson Eden Senior Services	WY	\$234,422	Executive Dir.	\$39,000	\$45,765	2025
Fswp-gl lv Inc	PA	\$134,190	Ceo	\$28,093	\$32,444	2023
Edith Rudolph Residence For The Blind	PA	\$235,469	President	\$61,339	\$67,032	2025
Ada Senior Care Center Inc	OK	\$237,810	Director	\$62,651	\$75,600	2025
East Bay Housing Options Inc	RI	\$128,443	Executive Director	\$16,653	\$18,492	2023
Ltr Housing Corporation	NY	\$125,017	President & Coo	\$23,348	\$24,433	2023
Northern Tier Children's Home	PA	\$253,757	Executive Director	\$69,033	\$77,436	2024
Central Community Services Inc	CA	\$257,763	Ceo	\$57,500	\$55,850	2024
Aurora Adult Day Care Center Inc	NY	\$270,543	Executive Director	\$61,118	\$62,124	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	27 organizations. Compensation range \$7,058–\$126,979; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$184,503); for reference, expenses \$214,540 and assets \$22,138.
ROLE MATCH	Fossetina Dollison, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	44 th
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 (Fossetina Dollison) 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 27 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,600 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.