

This analysis benchmarks the total compensation of **Kimberly Haley-coleman, Executive Director / CEO** (\$65,200) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

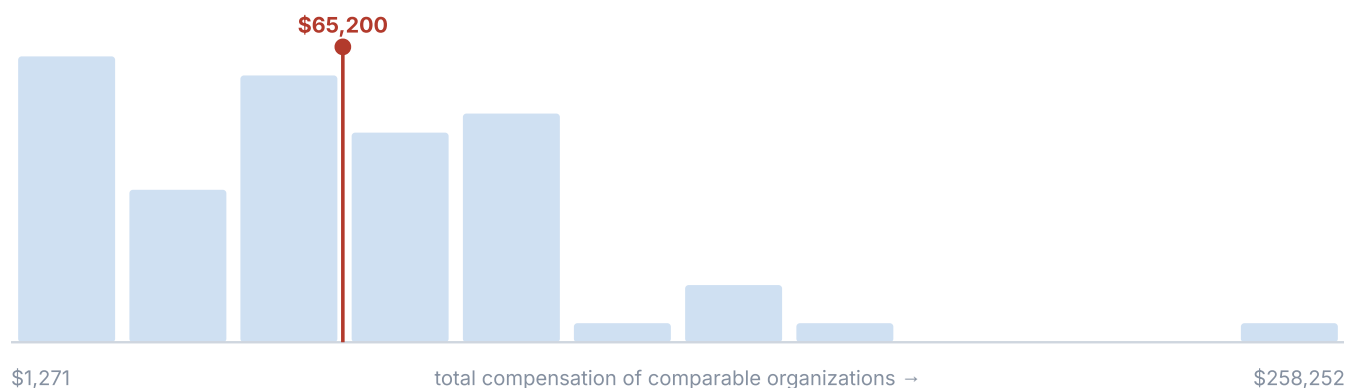
**Benchmarked executive:** Kimberly Haley-coleman — reported title “Chairman/Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

### How comparable organizations were selected

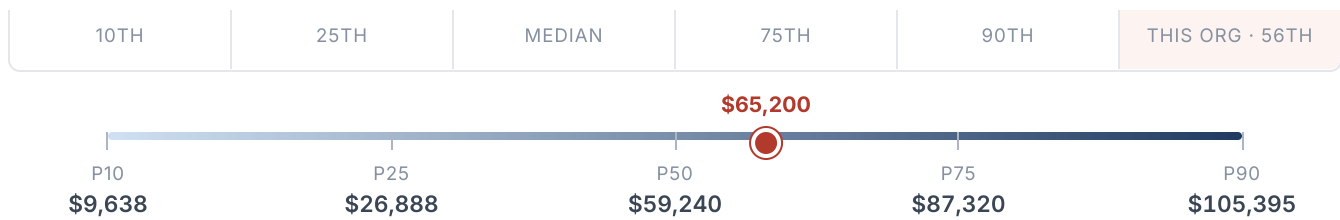
SECTOR	Organizations sharing the subject's NTEE classification (S99).
BUDGET	Total revenue between \$257,755 and \$577,065 — 0.67x to 1.50x the subject's \$384,710 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

**66** organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

### Distribution of comparable compensation



\$9,638	\$26,888	\$59,240	\$87,320	\$105,395	\$65,200
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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 TX 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="#">Amherst Community Connections</a>	MA	\$385,047	Founder/exec. Dir., Ex-officio	\$111,534	<b>\$100,195</b>	2024
<a href="#">Community Council</a>	WA	\$384,254	Executive Di	\$110,978	<b>\$102,262</b>	2023
<a href="#">Ten At The Top</a>	SC	\$389,789	Executive Director	\$70,300	<b>\$73,317</b>	2024
<a href="#">The Bodgery Inc</a>	WI	\$377,838	Director At Large	\$1,443	<b>\$1,551</b>	2023
<a href="#">Spring Branch Human Resources Partnership Inc</a>	TX	\$395,476	Executive Director	\$139,200	<b>\$143,312</b>	2023
<a href="#">Child Advocacy Services Sega Inc</a>	GA	\$397,195	Executive Director	\$53,302	<b>\$55,160</b>	2023
<a href="#">Laramie Main Street Alliance</a>	WY	\$371,188	Executive Di	\$51,637	<b>\$55,277</b>	2024
<a href="#">Armi Housing Corporation</a>	NY	\$363,810	Executive Vp & Ceo	\$114,621	<b>\$106,601</b>	2023
<a href="#">Jwc Foundation</a>	VA	\$408,956	Executive Dir.	\$94,364	<b>\$91,084</b>	2024
<a href="#">Dream Innovations Incorporated</a>	MS	\$358,479	Finance Manager	\$45,000	<b>\$50,103</b>	2024
<a href="#">Long Island Business Development Council Inc</a>	NY	\$357,225	Executive Board	\$11,800	<b>\$10,659</b>	2024
<a href="#">West Yellowstone Foundation</a>	MT	\$356,140	Executive Dir.	\$62,661	<b>\$69,518</b>	2023
<a href="#">Everett Community Growers Inc</a>	MA	\$353,797	Director	\$1,893	<b>\$1,751</b>	2023
<a href="#">Akahiao Nature Institute</a>	HI	\$417,126	Vice Preside	\$25,600	<b>\$23,589</b>	2023
<a href="#">Fraternal Order Of Police Maricopa Lodge Corp 5</a>	AZ	\$417,353	Secretary	\$2,400	<b>\$2,376</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Shaylo Inc Socially Helping Adults Youth With Liveable Opportunities</a>	MD	\$346,941	Ceo	\$63,141	<b>\$60,756</b>	2023
<a href="#">Outlaw Square Inc</a>	SD	\$424,561	Director	\$68,498	<b>\$77,805</b>	2023
<a href="#">Mid-atlantic Off-road Enthusiasts Inc</a>	VA	\$425,679	Executive Director	\$90,483	<b>\$87,338</b>	2024
<a href="#">Osb Holdings Inc</a>	IN	\$428,952	President/secretary	\$20,168	<b>\$21,890</b>	2023
<a href="#">Wlam Property Association li</a>	WA	\$336,953	Executive Di	\$10,016	<b>\$8,965</b>	2024
<a href="#">National Talent Collaborative</a>	CA	\$434,295	Ceo	\$130,000	<b>\$112,220</b>	2024
<a href="#">Friends Of Southern Ohio</a>	OH	\$333,117	Executive Director	\$80,052	<b>\$87,265</b>	2023
<a href="#">Creative Class Collective</a>	CA	\$440,344	Secretary	\$62,576	<b>\$54,018</b>	2024
<a href="#">Queen City Bicycle Collective</a>	NH	\$326,591	Executive Di	\$64,620	<b>\$58,111</b>	2025
<a href="#">Electric Lit Inc</a>	NY	\$445,570	Executive Director	\$61,777	<b>\$55,806</b>	2024

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

## ■ Sample, role match & sensitivity

**PEER COUNT** 66 organizations. Compensation range \$1,271–\$258,252; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$384,710); for reference, expenses \$530,624 and assets \$24,560.

ROLE MATCH	Kimberly Haley-coleman, reported title " <i>Chairman/Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	7 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	48 <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 (Kimberly Haley-coleman) 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 66 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,200 is reasonable (approximately the 56<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.