

# Freedom's Way Heritage Association Inc

Executive Director / CEO

EIN 043219394

MA · NTEE C50

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Patrice Todisco, Executive Director / CEO** (\$124,378) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Patrice Todisco — 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 (C50).

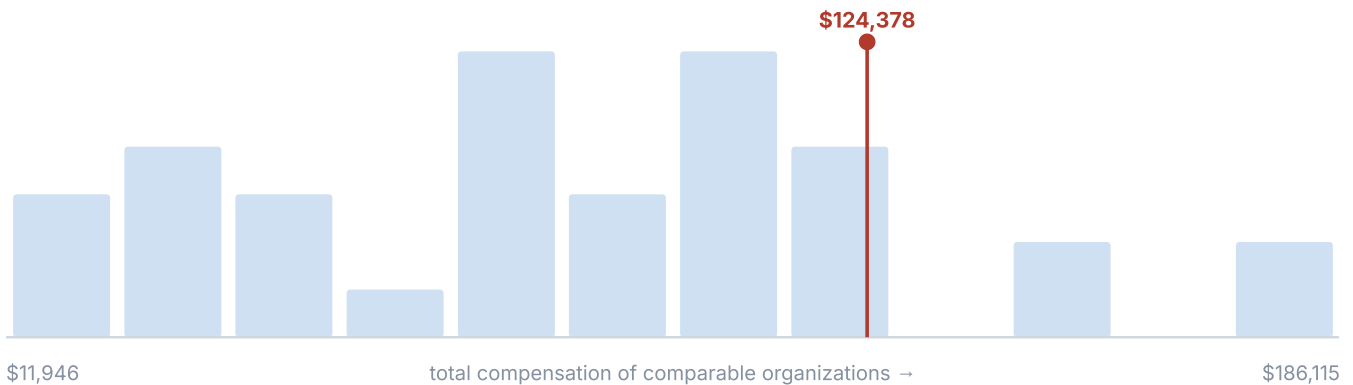
**BUDGET** Total revenue between \$324,255 and \$725,944 — 0.67x to 1.50x the subject's \$483,963 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C50), nationwide + budget 0.67–1.5x revenue.

**34** organizations qualified on sector, size, and geography

→ **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$32,699	\$50,373	\$84,455	\$108,517	\$138,051	<b>\$124,378</b>
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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 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
<a href="#">Hub404 Conservancy Inc</a>	GA	\$466,925	Executive Dir.	\$139,067	<b>\$155,605</b>	2024
<a href="#">Neighborhood Forest Inc</a>	MN	\$509,462	Executive Director	\$75,000	<b>\$82,470</b>	2024
<a href="#">Keep Northern Illinois Beautiful</a>	IL	\$456,498	Executive Di	\$65,343	<b>\$71,487</b>	2024
<a href="#">Growsmart Maine</a>	ME	\$513,715	Executive Di	\$103,114	<b>\$114,901</b>	2024
<a href="#">Friends Of Bunker Hill</a>	MO	\$447,263	Executive Director	\$44,615	<b>\$54,139</b>	2023
<a href="#">Alaskans For Litter Prevention And</a>	AK	\$439,561	Executive Dir.	\$113,397	<b>\$120,645</b>	2024
<a href="#">Camp Rd Inc</a>	MI	\$536,765	Executive Director	\$48,673	<b>\$57,558</b>	2023
<a href="#">Foothills Rails-to-trails Coalition</a>	WA	\$536,942	Executive Director	\$74,100	<b>\$76,008</b>	2023
<a href="#">Downtown Association Of Fairbanks</a>	AK	\$425,634	Executive Director	\$66,548	<b>\$72,893</b>	2023
<a href="#">Green Cities Accord</a>	MN	\$425,247	Director Of Programs And Operations	\$114,105	<b>\$125,469</b>	2024
<a href="#">Friends Of The Welty Environmental Center Inc</a>	WI	\$424,763	Executive Director	\$41,050	<b>\$49,118</b>	2023
<a href="#">Small Town Project</a>	CO	\$415,800	Development Director	\$14,400	<b>\$15,819</b>	2023
<a href="#">Mini Mart City Park</a>	WA	\$414,865	President	\$20,000	<b>\$19,926</b>	2024
<a href="#">Palos Verdes Estates Foundation</a>	CA	\$414,730	Executive Director	\$50,000	<b>\$48,046</b>	2024
<a href="#">Keep Knoxville Beautiful Inc</a>	TN	\$412,096	Executive Dir.	\$70,600	<b>\$80,454</b>	2025
<a href="#">Natural Restorations</a>	AZ	\$400,227	Executive Director	\$98,807	<b>\$105,746</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Clean Fairfax Council</a>	VA	\$399,566	Executive Director	\$104,213	<b>\$109,089</b>	2025
<a href="#">Plant It Again</a>	CA	\$391,678	Ceo	\$82,309	<b>\$79,093</b>	2024
<a href="#">Capital Trees</a>	VA	\$583,064	Executive Di	\$82,577	<b>\$86,440</b>	2025
<a href="#">Halprin Landscape Conservancy</a>	OR	\$590,564	Executive Dir.	\$168,000	<b>\$173,616</b>	2024
<a href="#">Next Level Productions And Promotions</a>	FL	\$376,467	President	\$11,099	<b>\$11,946</b>	2023
<a href="#">Cuenca Los Ojos</a>	AZ	\$375,552	Executive Director	\$35,337	<b>\$37,819</b>	2024
<a href="#">Keep North Fulton Beautiful Inc</a>	GA	\$360,232	Former Executive Director	\$85,800	<b>\$102,892</b>	2022
<a href="#">Philadelphia Parks Alliance Inc</a>	PA	\$609,343	Executive Di	\$93,479	<b>\$106,802</b>	2023
<a href="#">Keep Midland Beautiful Inc</a>	TX	\$351,019	Executive Dir.	\$28,413	<b>\$31,628</b>	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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 34 organizations. Compensation range \$11,946–\$186,115; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$483,963); for reference, expenses \$473,674 and assets \$477,007.

**ROLE MATCH** Patrice Todisco, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	76 <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 (Patrice Todisco) 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 34 similarly situated organizations (Same NTEE sector (C50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$124,378 is reasonable (approximately the 85<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 9, 2026.