

Community Vision Inc

Executive Director / CEO

EIN 113683516

DC · NTEE T50

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Brian Harris, Executive Director / CEO** (\$21,263) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Brian Harris — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T50).

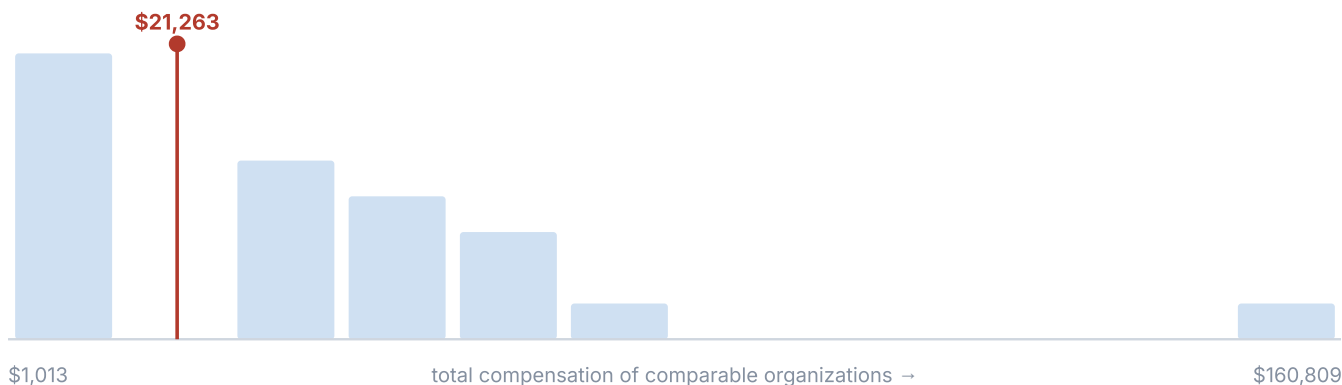
BUDGET Total revenue between \$6,176 and \$13,827 — 0.67x to 1.50x the subject's \$9,218 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,648	\$5,603	\$34,019	\$53,066	\$65,360	\$21,263
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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 DC 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
Howe Family Foundation	KS	\$9,293	President, Ceo, & Secretary	\$6,270	\$7,719	2024
Otis Wilson Charitable Association	IL	\$9,311	President	\$4,767	\$5,499	2023
Allen A Bailey Endowment	NC	\$9,405	Exec Dir - N	\$1,688	\$2,046	2023
De Nosotros Foundation Inc	MA	\$8,745	President	\$5,610	\$5,915	2023
Wings Over Memphis Inc	TN	\$8,684	President	\$4,155	\$5,124	2023
Huhlein Memorial Trust	MI	\$9,758	Co-trustee	\$4,401	\$5,177	2024
Community Foundation Real Estate	NC	\$9,804	Vp & Secretary	\$29,355	\$35,586	2023
Dan River Non-profit Network	VA	\$8,575	Executive Director	\$62,965	\$71,327	2023
Scholnick Family Foundation	OH	\$10,098	Treasurer	\$40,331	\$50,116	2023
Model Transitions Foundation	CA	\$8,273	President/ceo (Started 11/14/22)	\$3,439	\$3,484	2023
The Howard Fund	TN	\$8,089	President - Comm. Fndn. Gr. Chatt.	\$32,548	\$38,987	2024
Goodman Supporting Foundation	IL	\$10,653	Vice President & Treasurer	\$143,538	\$160,809	2024
The Judith And Michael Berman Foundation	MN	\$10,747	Director	\$38,377	\$44,490	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kay Andrews Educational Foundation	FL	\$7,340	Officer	\$55,000	\$63,104	2022
Afc Public Foundation	AZ	\$7,056	President	\$924	\$1,013	2024
Ccf Real Estate Holdings 2	CA	\$7,022	President	\$66,677	\$65,611	2024
Faulkner University Foundation	AL	\$6,900	President	\$48,780	\$61,828	2023
Linda And G Arnold Kaufman	MD	\$6,819	President & Public Dir. Until 07/24	\$30,197	\$32,171	2024
The Molly Lawson Foundation Inc	AZ	\$6,768	Secretary & Treasurer (Thru 12/23) (Non-voting)	\$29,610	\$32,451	2024
Joel H & Lorraine Shapiro Family	MI	\$12,426	Treasurer	\$26,189	\$30,804	2024
Linder Pine Supporting Org	GA	\$12,936	Trustee	\$43,022	\$50,751	2023
Prairie Minerals Foundation	IL	\$13,570	Asst. Treasurer & Asst. Secretary	\$48,056	\$53,838	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 22 organizations. Compensation range \$1,013–\$160,809; filing years 2022–2024.

SIZE BASIS	Matched on total revenue (\$9,218); for reference, expenses \$50,346 and assets \$416,551. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Brian Harris, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 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	36 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	36 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 (Brian Harris) 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 22 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,263 is reasonable (approximately the 36th 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.