

# Community Help Center Of Ne Tn

Executive Director / CEO

EIN 203108748  
 TN · NTEE P28  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Bo Wheelock, Executive Director / CEO** (\$8,790) against **every comparable organization** that fit the selection criteria — **395** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

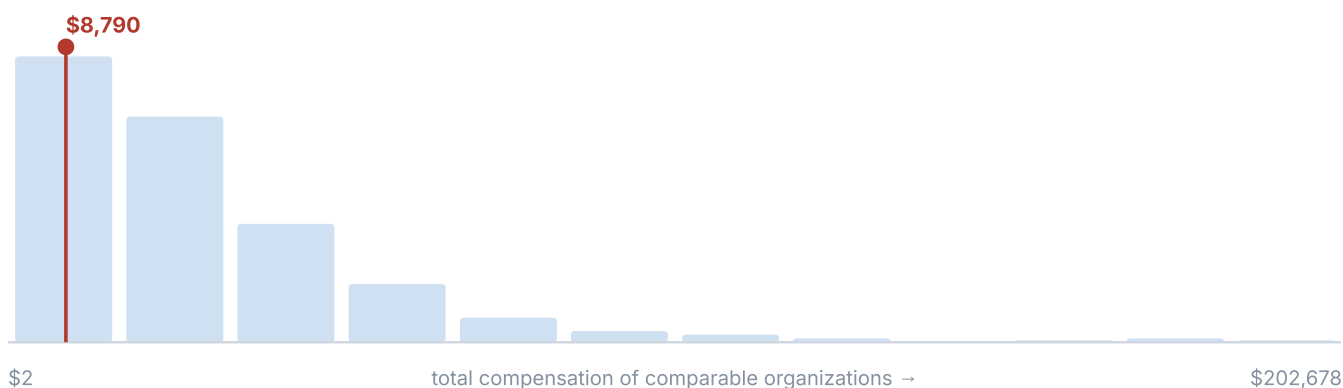
**Benchmarked executive:** Bo Wheelock — reported title “Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P28).
- BUDGET** Total revenue between \$45,963 and \$102,903 — 0.67x to 1.50x the subject's \$68,602 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**395** organizations qualified on sector, size, and geography → **395** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,938	\$11,398	\$21,753	\$38,030	\$57,542	\$8,790
---------	----------	----------	----------	----------	---------



## ■ 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 TN 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="#">Nami Athens Ohio</a>	OH	\$68,490	Exec Director	\$38,730	<b>\$37,906</b>	2024
<a href="#">Family Reaching Out Connecting And Supporting Inc</a>	CO	\$68,721	President	\$37,373	<b>\$34,093</b>	2023
<a href="#">Bridging Lives Inc</a>	FL	\$68,750	President	\$22,500	<b>\$19,531</b>	2024
<a href="#">Jng Inc</a>	NY	\$68,380	Chief Executive Officer	\$24,419	<b>\$20,390</b>	2024
<a href="#">Just Partners Inc</a>	GA	\$68,923	President	\$125,000	<b>\$116,141</b>	2024
<a href="#">West Street Corporation</a>	MA	\$68,223	President And Ceo	\$63,709	<b>\$54,465</b>	2023
<a href="#">Friends Of Gwinnett County Seniors Services Inc</a>	GA	\$69,043	Director	\$2	<b>\$2</b>	2023
<a href="#">Life Services Network Foundation</a>	IL	\$69,222	President And Ceo	\$31,373	<b>\$28,501</b>	2024
<a href="#">Creative Housing I Bretton Woods</a>	OH	\$69,250	President	\$8,713	<b>\$8,779</b>	2023
<a href="#">Alterra Mountain Company</a>	CO	\$69,315	Foundation Director (Thru 6/24)	\$181,460	<b>\$160,784</b>	2024
<a href="#">Wildcat Ultimate Frisbee</a>	IL	\$69,396	President	\$7,590	<b>\$7,099</b>	2023
<a href="#">Anchorage Foundation Inc</a>	FL	\$67,794	Executive Director	\$6,609	<b>\$5,907</b>	2023
<a href="#">La Crosse Area Veterans Mentor Program</a>	WI	\$69,466	Operations Manager	\$16,790	<b>\$16,203</b>	2024
<a href="#">Quiet Storm Outreach Group Inc</a>	AL	\$67,713	President	\$2,500	<b>\$2,495</b>	2024
<a href="#">Elizabeth Foundation</a>	GA	\$69,744	Founder	\$12,000	<b>\$11,479</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Just Keep Smiling Inc</a>	AL	\$69,842	Founder/dire	\$2,400	<b>\$2,467</b>	2023
<a href="#">Casa De Mariposa</a>	NM	\$67,355	Executive Director	\$6,000	<b>\$5,963</b>	2024
<a href="#">Malayaka House Inc</a>	VT	\$67,288	President	\$35,000	<b>\$32,553</b>	2024
<a href="#">Schuyler Ministerial Association</a>	NE	\$67,286	Director	\$20,200	<b>\$20,076</b>	2024
<a href="#">Creative Housing.li Beechwood Inc</a>	OH	\$70,035	President	\$9,011	<b>\$8,819</b>	2024
<a href="#">The 565 Mayfield Foundation</a>	CA	\$70,154	Assistant Treasurer	\$20,190	<b>\$16,110</b>	2024
<a href="#">Connecting Paths Pr Inc</a>	PR	\$66,966	Employer	\$23,300	<b>\$24,255</b>	2022
<a href="#">Peaceful Knights Inc</a>	PA	\$66,941	Executive Director	\$6,000	<b>\$5,692</b>	2023
<a href="#">Handi-crafters' Foundation Inc</a>	PA	\$70,265	Executive Di	\$18,342	<b>\$16,902</b>	2024
<a href="#">Gateway Apartments Inc</a>	AR	\$66,915	Executive Director	\$21,642	<b>\$23,143</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	<b>395</b> organizations. Compensation range \$2–\$202,678; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$68,602); for reference, expenses \$69,986 and assets \$151,236.
ROLE MATCH	Bo Wheelock, reported title " <i>Manager</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	134 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <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 (Bo Wheelock) 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 395 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,790 is reasonable (approximately the 19<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.