

# West Virginians For Affordable

Executive Director / CEO

EIN 203919052  
 WV · NTEE B99  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Ellen Allen, Executive Director / CEO** (\$103,300) against **every comparable organization** that fit the selection criteria — **428** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

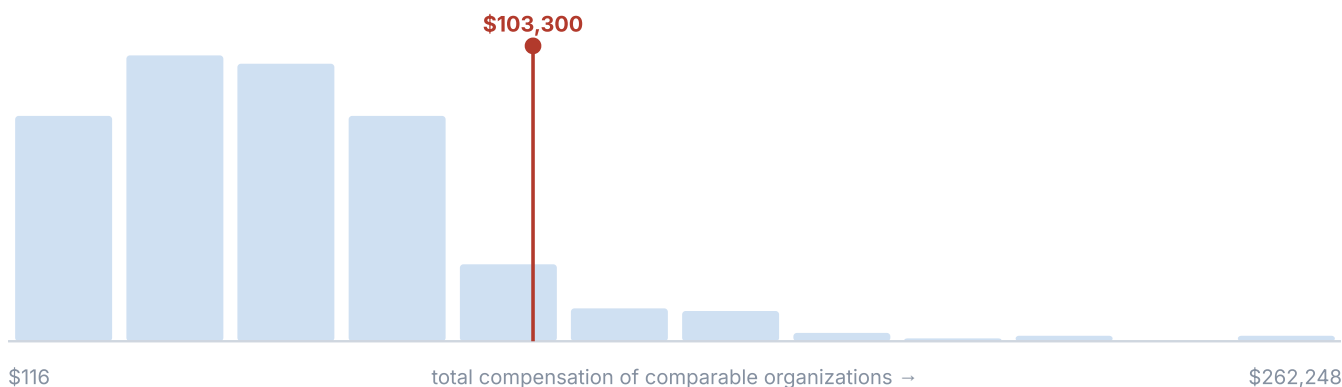
**Benchmarked executive:** Ellen Allen — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$203,338 and \$455,235 — 0.67x to 1.50x the subject's \$303,490 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

**428** organizations qualified on sector, size, and geography → **428** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,773	\$29,402	\$48,961	\$71,116	\$96,678	<b>\$103,300</b>
----------	----------	----------	----------	----------	------------------



## ● 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 WV 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="#">Being Built Together</a>	CA	\$302,850	President	\$65,695	<b>\$52,393</b>	2024
<a href="#">Cincinnati Interfaith Workers Cente</a>	OH	\$302,833	Executive Di	\$75,561	<b>\$73,915</b>	2024
<a href="#">Community Enhancement Foundation Of Plains</a>	KS	\$304,277	Member	\$6,507	<b>\$6,684</b>	2023
<a href="#">College For Kids</a>	MO	\$305,159	Director	\$22,000	<b>\$21,521</b>	2024
<a href="#">Pegasus Media Project</a>	TX	\$301,363	Co-founder Exec Dir	\$55,978	<b>\$50,383</b>	2025
<a href="#">Eastern Educational Resource</a>	OR	\$301,148	President	\$52,500	<b>\$46,359</b>	2023
<a href="#">C2e Incorporated</a>	GA	\$300,619	Finance Dir	\$6,572	<b>\$6,103</b>	2024
<a href="#">262 Foundation Inc</a>	MA	\$300,469	President	\$42,000	<b>\$34,858</b>	2024
<a href="#">Marshallese American Network For Interacting Together</a>	OR	\$300,457	Executive Director/secretary	\$67,800	<b>\$58,151</b>	2024
<a href="#">Project Diva</a>	MN	\$300,416	Executive Director	\$80,495	<b>\$71,566</b>	2025
<a href="#">Equalai Charitable Foundation</a>	DC	\$300,000	Director, President	\$16,788	<b>\$13,606</b>	2024
<a href="#">Association Of Independent Schools</a>	FL	\$307,514	Executive Director	\$52,091	<b>\$45,196</b>	2024
<a href="#">Lowcountry Maritime School</a>	SC	\$299,340	Executive Director	\$64,414	<b>\$60,465</b>	2025
<a href="#">Central Ms Down Syndrome Society Inc</a>	MS	\$307,826	Executive Dir.	\$50,000	<b>\$52,951</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Harbaugh Coaching Academy Inc</a>	MD	\$298,889	Secretary	\$25,717	<b>\$22,206</b>	2024
<a href="#">Collierville Education Foundation</a>	TN	\$308,176	Managing Director	\$21,500	<b>\$20,872</b>	2024
<a href="#">Craftsmen Recreation Club Inc</a>	OH	\$308,238	Manager	\$55,680	<b>\$56,076</b>	2023
<a href="#">New Life With Education</a>	KS	\$308,343	Member At Large	\$39,600	<b>\$40,679</b>	2023
<a href="#">Justice And Soul Foundation</a>	WA	\$298,489	Executive Director	\$35,000	<b>\$29,796</b>	2023
<a href="#">Capacity Catalyst</a>	TX	\$298,161	Executive Director	\$40,625	<b>\$38,641</b>	2023
<a href="#">Westminster Afc Inc</a>	CO	\$297,458	Executive Director	\$15,231	<b>\$13,887</b>	2023
<a href="#">The Georgetown School</a>	SC	\$309,543	Head Of School	\$39,000	<b>\$36,609</b>	2025
<a href="#">Memphis-area Home Education Association Inc</a>	TN	\$309,622	Office Manager	\$9,472	<b>\$9,196</b>	2024
<a href="#">Gods' Warriors Inc</a>	GA	\$297,298	President	\$72,000	<b>\$66,862</b>	2024
<a href="#">Educare Central Maine</a>	ME	\$296,987	Secretary/treasurer	\$29,486	<b>\$27,269</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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** 428 organizations. Compensation range \$116–\$262,248; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$303,490); for reference, expenses \$304,767 and assets \$501,533.

ROLE MATCH	Ellen Allen, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	86 <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 (Ellen Allen) 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 428 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$103,300 is reasonable (approximately the 91<sup>st</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.