

Transitional Services

Executive Director / CEO

EIN 222325835
 NY · NTEE P73Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Collette Graham, Executive Director / CEO** (\$36,232) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: Collette Graham — reported title "SECRETARY", 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 (P73Z).
BUDGET	Total revenue between \$8,503 and \$19,038 — 0.67x to 1.50x the subject's \$12,692 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,959	\$7,748	\$27,913	\$40,398	\$67,236	\$36,232
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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 NY 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
Thaimex Mission Project Inc	CA	\$13,024	President	\$133,900	\$127,954	2024
Vladas Seeds Of Life	CA	\$13,683	Ceo	\$3,500	\$3,345	2024
League Of United Latin American Citizens	TX	\$14,024	Treasurer	\$2,045	\$2,264	2024
Life Choice Solutions Inc	MI	\$11,237	Chief Executive Officer	\$30,500	\$35,868	2023
New Roots Inc	KY	\$14,229	Executive Director	\$36,629	\$43,550	2024
Abode Community Housing	CA	\$14,271	President	\$29,689	\$28,371	2024
Distinct Abilities Childrens Center Inc	TX	\$11,069	President	\$26,000	\$28,782	2024
Quinn Community Outreach Corporation	CA	\$14,375	Executive Director	\$1	\$1	2023
The Hope Project Live Love Serve Inc	NC	\$10,648	Director	\$55,040	\$62,936	2024
Crudup-ward Activity Center	MS	\$10,615	Ceo	\$3,950	\$4,868	2024
Ray Of Hope Foundation Inc	GA	\$14,800	Exe Director	\$13,000	\$14,465	2024
Word Of Faith Community Development Corp	FL	\$15,076	Executive Dir.	\$7,700	\$8,005	2024
Mary Immaculate Guild Inc	MA	\$15,174	Chairperson/president & Ceo	\$29,137	\$29,832	2023
Fitzmaurice Community Services	PA	\$9,975	Chair, Eff. 01-01-2024	\$25,163	\$27,770	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Woodcock Housing Foundation	CA	\$9,871	Ceo	\$61,000	\$60,013	2023
Odd Fellows Healthcare Inc	CT	\$15,600	Ceo	\$9,546	\$9,905	2024
Mccurdy Senior Housing Corporation	FL	\$15,656	President	\$210,000	\$224,768	2023
Generations Restored Youth And Community Center Inc	PA	\$9,650	Field Liaison	\$7,018	\$7,745	2024
Doxa Foundation Int'l Inc	FL	\$15,769	President	\$9,000	\$9,633	2023
Hope For Tomorrow Foundation	NY	\$9,595	Cfo	\$10,739	\$11,056	2023
Abundance Ministries	TX	\$15,800	President/treasurer	\$6,800	\$7,750	2023
Cooperative Resources Inc	MN	\$9,391	Executive Director	\$49,980	\$54,653	2024
Charles W Hoppy Adams Jr Foundation Inc	MD	\$9,248	Chair/ceo	\$36,000	\$37,246	2024
Helping Hands Development Corporation	OH	\$16,186	Executive Director	\$3,340	\$4,031	2023
Guyanese Diaspora Charity	PA	\$8,732	President	\$16,000	\$17,657	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **39** organizations. Compensation range \$1–\$224,768; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$12,692); for reference, expenses \$29,316 and assets \$47,327. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Collette Graham, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	72 nd
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	69 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 (Collette Graham) 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 39 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$36,232 is reasonable (approximately the 72nd 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.