

E-town Area Youth Alliance

Executive Director / CEO

EIN 232024967

PA · NTEE O50

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Gail Viscome, Executive Director / CEO** (\$74,880) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

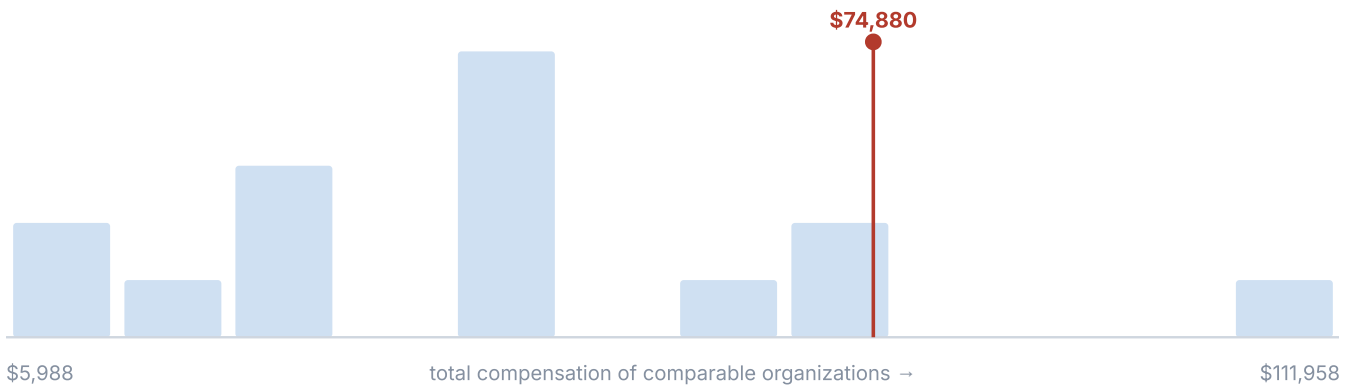
Benchmarked executive: Gail Viscome — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$135,561 and \$303,496 — 0.67x to 1.50x the subject's \$202,331 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + PA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,554	\$27,216	\$47,908	\$56,743	\$71,642	\$74,880
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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 PA 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
Slater Family Network Foundation Inc	PA	\$205,903	Executive Director	\$46,673	\$47,908	2024
Rebel Ventures	PA	\$194,097	Executive Director	\$41,981	\$49,881	2021
Girls On The Run Of Berks County	PA	\$177,869	Executive Director	\$66,388	\$68,145	2024
Chester Upland Youth Soccer	PA	\$230,783	Executive Director	\$48,125	\$49,398	2024
Brookline Teen Outreach	PA	\$168,881	Executive Dir.	\$25,000	\$25,661	2024
Child Evangelism Fellowship Of Dauphin County Inc	PA	\$164,829	Ministry Director	\$48,787	\$50,078	2024
Kings Academy Tyrone	PA	\$246,239	Secretary	\$7,000	\$7,185	2024
Open Door Abuse Awareness Prevention	PA	\$248,263	Executive Director	\$109,072	\$111,958	2024
Laurel Highlands	PA	\$153,517	President/tr	\$5,834	\$5,988	2024
Advantage Lancaster	PA	\$256,885	Executive Director	\$29,080	\$30,731	2023
Allegheny Youth Development	PA	\$262,279	Executive Director	\$40,687	\$41,764	2024
Camp Compass Inc	PA	\$141,552	President	\$19,500	\$20,607	2023
Girls Rock Philly	PA	\$138,977	Program Director	\$70,000	\$73,974	2023
Nica Nadadores Inc	PA	\$269,883	President	\$27,225	\$28,771	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Hills Wrestling Academy Outreach	PA	\$302,819	President	\$60,000	\$63,407	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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	15 organizations. Compensation range \$5,988–\$111,958; filing years 2021–2024.
SIZE BASIS	Matched on total revenue (\$202,331); for reference, expenses \$187,828 and assets \$293,045.
ROLE MATCH	Gail Viscome, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	93rd
Total compensation (D + F), as reported (no adjustments)	93rd
Reportable pay only (column D), adjusted	93rd
All sources (D + E + F), adjusted	93rd

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 (Gail Viscome) 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 15 similarly situated organizations (Same NTEE sector (O50) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,880 is reasonable (approximately the 93rd 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.