

Queen Village Neighbors Association

Executive Director / CEO

EIN 232025152
 PA · NTEE S22Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Katherine Micklow Harwan, Executive Director / CEO** (\$31,792) against **every comparable organization** that fit the selection criteria — **1167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

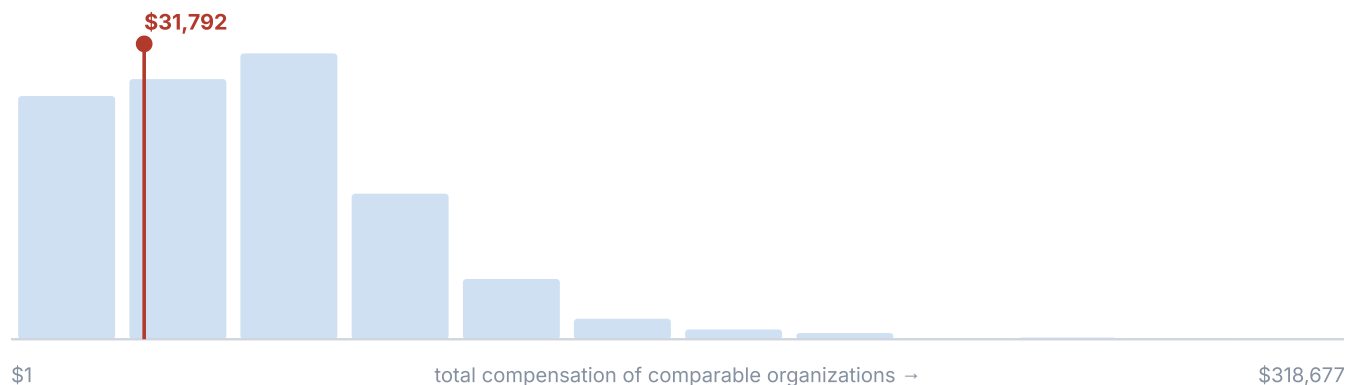
Benchmarked executive: Katherine Micklow Harwan — reported title “EXECUTIVE DIRECTOR-2/23- 8/23”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S22Z).
BUDGET	Total revenue between \$130,915 and \$293,095 — 0.67x to 1.50x the subject's \$195,397 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,167 organizations qualified on sector, size, and geography → **1,167** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,622	\$28,876	\$54,445	\$78,236	\$105,081	\$31,792
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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
Foodworks Alliance Llc	OH	\$195,468	Executive Di	\$34,678	\$36,831	2023
Chicago Housing Consulting Services Inc	IL	\$195,510	Director	\$45,067	\$43,154	2024
Centro Nazareno De Compasion Agape Inc	MN	\$195,549	Principal	\$37,837	\$35,477	2025
Catalyst Community Capital Inc	FL	\$195,564	Ceo / Board Member	\$11,002	\$10,364	2023
Visit Fort Wayne Foundation Inc	IN	\$195,656	Executive Di	\$21,697	\$22,286	2024
Rebuilding Together Central Alabama	AL	\$195,730	Executive Director	\$65,000	\$68,396	2024
Site Readiness For Good Jobs Fund	OH	\$195,812	Ceo	\$36,068	\$38,308	2023
Huntingburg Event & Community Center Inc	IN	\$194,942	Executive Director	\$23,716	\$24,360	2024
Leadmo	MO	\$194,877	Executive Director	\$39,229	\$40,470	2024
Pomerado Hospital Medical Staff	CA	\$194,837	Past Chief Of Staff	\$62,000	\$53,686	2023
Excelsior Springs Area Chamber	MO	\$196,002	President	\$47,525	\$49,028	2024
Fort Davis Chamber Of Commerce	TX	\$194,789	Executive Director	\$13,770	\$13,813	2023
Creston Neighborhood Association	MI	\$196,134	Executive Director	\$58,769	\$59,083	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Greater Okc Asian Chamber Of Commerce	OK	\$196,154	Executive Director	\$25,927	\$27,090	2025
Grant County Economic Development Corporation	KS	\$194,562	Executive Director	\$81,007	\$87,758	2023
Enterprise Development & Management Corp	IN	\$194,491	Board Member	\$3,600	\$3,807	2023
Sheboygan Falls Chamber Main Street	WI	\$194,417	Executive Director	\$53,563	\$54,485	2024
Jeffersonville Main Street Inc	IN	\$196,383	Executive Director	\$76,135	\$78,202	2024
Trussville Chamber Of Commerce	AL	\$196,388	Interim Director	\$46,789	\$50,688	2023
Dyslexia Resource Center	SC	\$196,445	Executive Director	\$44,600	\$46,658	2023
Faith Coalition For The Common	IL	\$196,683	Executive Di	\$87,917	\$84,186	2024
Vision Together 2025 Inc	PA	\$196,962	Executive Director	\$124,431	\$120,861	2024
Oakland Transportation Management Associ	PA	\$193,830	Executive Director	\$103,089	\$100,131	2024
Jacksonville Main Street	IL	\$193,806	Executive Director	\$36,984	\$36,460	2023
Lithuanian Center	IL	\$193,802	President/director	\$7,200	\$6,717	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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	1167 organizations. Compensation range \$1–\$318,677; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$195,397); for reference, expenses \$224,105 and assets \$201,020.
ROLE MATCH	Katherine Micklow Harwan, reported title "EXECUTIVE DIRECTOR-2/23- 8/23", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	160 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	31 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	27 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	21 st

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 (Katherine Micklow Harwan) 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 1167 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,792 is reasonable (approximately the 27th 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.