

Northeast Community Center

Executive Director / CEO

EIN 232339841
 PA · NTEE P200
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Paula Johnson, Executive Director / CEO** (\$84,723) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

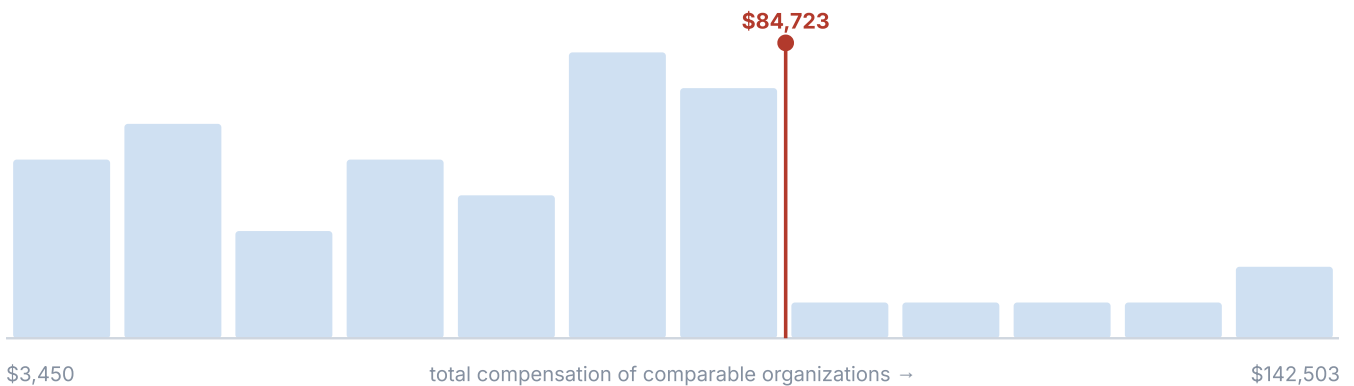
Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (P200).
- BUDGET Total revenue between \$198,883 and \$445,261 — 0.67x to 1.50x the subject's \$296,841 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (P20) + PA + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,440 10TH	\$29,685 25TH	\$56,416 MEDIAN	\$77,084 75TH	\$95,860 90TH	\$84,723 THIS ORG · 86TH
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■ **Comparable organizations**

P15
P50
P75
P90

\$13,440
\$29,685
\$56,416
\$77,084
\$95,860

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Hope Inspire Love Inc	PA	\$292,395	\$57,139	990
Sunday Love Project	PA	\$292,020	\$68,961	990
Sweet Grace Ministries	PA	\$289,134	\$47,254	990
P Michael Boone Foundation Inc	PA	\$313,011	\$3,450	990
A Broader View Volunteers Corp	PA	\$275,743	\$16,800	990
Candy's Place	PA	\$273,900	\$81,730	990
Pediatric Palliative Care Coalition	PA	\$273,629	\$53,900	990
Pottstown Beacon Of Hope	PA	\$270,745	\$112,899	990
Laughing At My Nightmare Inc	PA	\$266,898	\$66,096	990
Blue Mountain Escape Inc	PA	\$326,936	\$20,560	990
Don Mills Achievement Center	PA	\$266,361	\$70,507	990
Father Bill Atkinson Center	PA	\$329,726	\$5,970	990
Strawberry Mansion Neighborhood Action Center	PA	\$263,930	\$79,368	990
Thompson Social Services Inc	PA	\$261,381	\$74,700	990
Bridge Of Hope Harrisburg Area	PA	\$259,996	\$79,636	990
Philadelphia Grace Project Inc	PA	\$335,113	\$25,738	990
African Missions Project Inc	PA	\$336,934	\$9,850	990
Central Outreach Resource And Refer	PA	\$339,015	\$142,503	990
The Simple Way	PA	\$253,264	\$20,818	990
Westlanco Love Inc	PA	\$251,542	\$65,040	990
Refuge For The Poor	PA	\$342,807	\$3,600	990
Caitlin's Smiles Inc	PA	\$242,835	\$35,519	990
Fiorenza's Food For Friends	PA	\$242,342	\$81,250	990
Healthy Steps Diaper Bank	PA	\$240,826	\$32,740	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Jada House International Inc	PA	\$235,879	\$62,356	990

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 44 organizations. Compensation range \$3,450–\$142,503; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$296,841); for reference, expenses \$478,779 and assets \$719,382. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Paula Johnson, reported title "*EXECUTIVE DI*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	86th
Total compensation (D + F), as reported (no adjustments)	86th
Reportable pay only (column D), adjusted	86th
All sources (D + E + F), adjusted	86th

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 (Paula Johnson) 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 44 similarly situated organizations (Same NTEE sector (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,723 is reasonable (approximately the 86th 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). 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.