

# Philadelphia Area Project On

Executive Director / CEO

EIN 237454934  
 PA · NTEE O73Z  
 FY ending 2023-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Nicole Fuller, Executive Director / CEO** (\$77,970) against **every comparable organization** that fit the selection criteria — **918** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

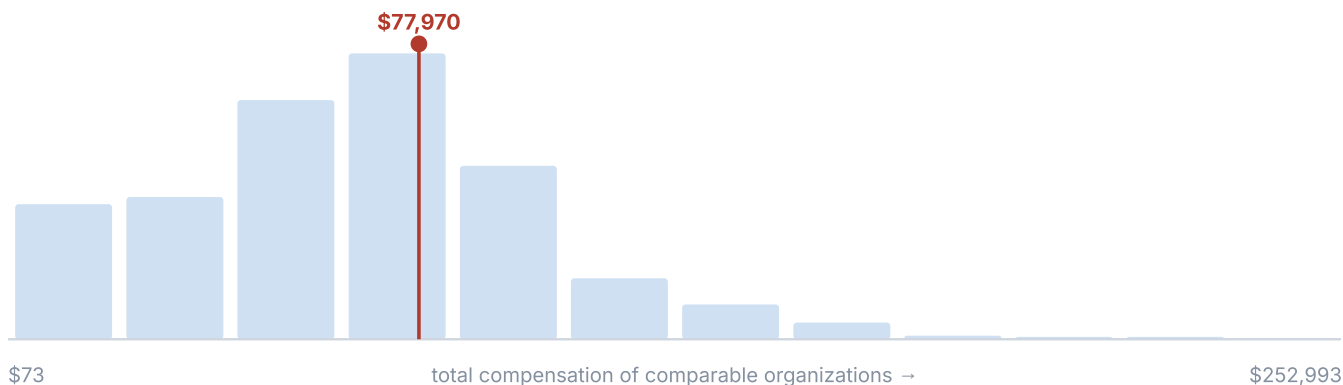
**Benchmarked executive:** Nicole Fuller — reported title “EXEC DIRECTO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O73Z).
BUDGET	Total revenue between \$318,133 and \$712,239 — 0.67x to 1.50x the subject's \$474,826 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

**918** organizations qualified on sector, size, and geography → **918** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,599	\$41,296	\$65,504	\$86,191	\$107,936	<b>\$77,970</b>
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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
<a href="#">Team New England Youth Academy Inc</a>	MA	\$474,704	President	\$42,500	<b>\$38,297</b>	2023
<a href="#">Education Francaise Greater Houston</a>	TX	\$475,249	Executive Director	\$65,500	<b>\$62,172</b>	2025
<a href="#">World Press Institute</a>	MN	\$475,610	Executive Director	\$33,333	<b>\$32,081</b>	2024
<a href="#">Soul Food Project Inc</a>	IN	\$473,934	Executive Director	\$54,308	<b>\$55,782</b>	2024
<a href="#">Hillside Connection</a>	CO	\$473,882	Founder	\$64,581	<b>\$60,315</b>	2024
<a href="#">Second Life Bikes Inc</a>	NJ	\$473,493	Vice Preside	\$60,000	<b>\$53,719</b>	2023
<a href="#">Girl Scouts Of Southern Arizona</a>	AZ	\$473,322	Ceo	\$16,995	<b>\$15,919</b>	2024
<a href="#">North Pacific Fishing Vessel Owners Asso</a>	WA	\$472,540	Exec Director	\$136,242	<b>\$118,807</b>	2024
<a href="#">Deep South Little Britches Rodeo Associa</a>	LA	\$477,537	Treasurer	\$5,452	<b>\$5,848</b>	2024
<a href="#">Variety Of Eastern Tennessee</a>	TN	\$472,114	Executive Director	\$50,000	<b>\$51,191</b>	2024
<a href="#">Mount Baker Scout Foundation</a>	WA	\$471,320	Secretary/scout Executive	\$23,990	<b>\$20,920</b>	2024
<a href="#">The Orange Duffel Bag Initiative Inc</a>	GA	\$470,780	President	\$68,251	<b>\$68,816</b>	2023
<a href="#">Cherry Creek Youth Sports</a>	CO	\$470,553	President	\$28,750	<b>\$27,644</b>	2023
<a href="#">Big Brothers Big Sisters Of The</a>	SC	\$479,321	Ceo (Former)	\$105,622	<b>\$104,558</b>	2025
<a href="#">Teen Lifeline Inc</a>	TX	\$470,297	Officer	\$108,087	<b>\$108,421</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Foundation For The Child Victims Of The Family Court Llc</a>	SC	\$479,508	President	\$56,000	<b>\$58,584</b>	2023
<a href="#">Artpreneurs Inc</a>	MD	\$469,928	Executive Director	\$72,800	<b>\$66,292</b>	2024
<a href="#">Keaukaha One Youth Development</a>	HI	\$469,757	President/ed	\$100,008	<b>\$89,786</b>	2023
<a href="#">True North Youth Program</a>	CO	\$480,090	Executive Director	\$90,815	<b>\$84,817</b>	2024
<a href="#">Nycsalt Inc</a>	NY	\$469,111	Founder & Chief Executive Officer	\$162,758	<b>\$147,481</b>	2023
<a href="#">First Priority Of Tampa Bay Inc</a>	FL	\$469,071	President	\$86,250	<b>\$78,919</b>	2024
<a href="#">Lightning Boy Foundation Inc</a>	NM	\$480,724	Administrator Bookkeeper	\$31,500	<b>\$32,999</b>	2024
<a href="#">Big Brothers Big Sisters Of Greater</a>	OH	\$468,912	President & Ceo	\$89,769	<b>\$95,343</b>	2023
<a href="#">Opportunity Scholars</a>	VA	\$480,827	Director	\$37,477	<b>\$36,286</b>	2023
<a href="#">Chattanooga Youth Network</a>	TN	\$481,009	Executive Director	\$152,915	<b>\$156,557</b>	2024

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 918 organizations. Compensation range \$73–\$252,993; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$474,826); for reference, expenses \$441,196 and assets \$205,415.

ROLE MATCH	Nicole Fuller, reported title "EXEC DIRECTO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Nicole Fuller) 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 13, 2026, comparing compensation against 918 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,970 is reasonable (approximately the 66<sup>th</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 13, 2026.