PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Chatham County Safety Net Planning

Executive Director / CEO

EIN **261119132**
GA · NTEE E70
FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Reginald C Lee, Executive Director / CEO** ($64,537) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 33rd percentile of comparable organizations

within the typical range

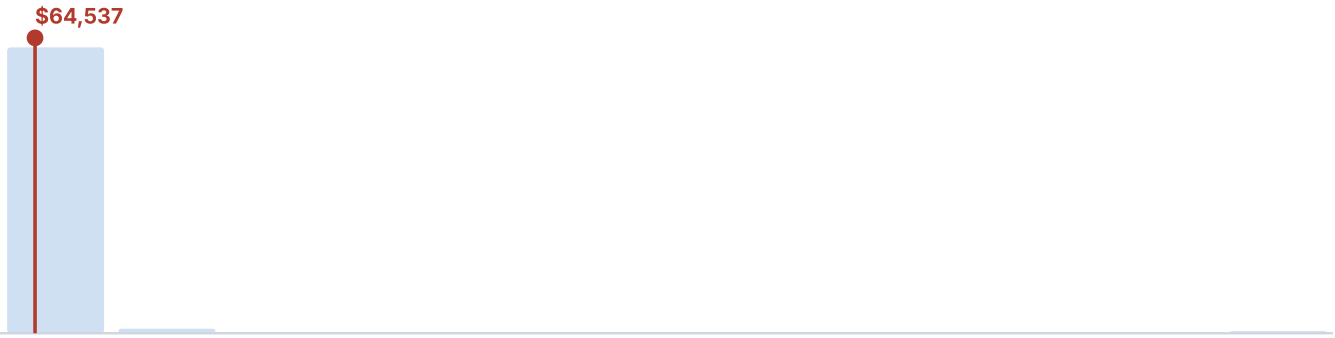
> **Benchmarked executive:** Reginald C Lee — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between $329,851 and $738,472 — 0.67× to 1.50× the subject's $492,315 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue.

131 organizations qualified on sector, size, and geography → **131** within the band form the benchmarked peer set.

Distribution of comparable compensation



$100 — total compensation of comparable organizations → — $2,448,510

$25,802	$55,313	$79,691	$110,419	$149,792	$64,537

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 GA 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
Breathedeep Inc	NY	$492,991	Director	$40,000	**$35,948**	2023
Eve's Hope	FL	$491,099	Executive Director	$59,358	**$55,458**	2023
Bcauseican Inc	MD	$490,070	Ceo	$90,563	**$84,206**	2023
Triple H Equitherapy Center	TX	$489,615	Executive Director	$60,090	**$59,781**	2023
Southside Coalition Of Community	CA	$499,181	Executive Dir.	$175,088	**$142,286**	2025
Kentuckiana Health Collaborative	KY	$485,421	President And Ceo	$137,000	**$146,386**	2023
Center For Health And Hope	CO	$502,619	Executive Director	$15,633	**$14,480**	2024
Living For Zachary	TX	$502,837	Executive Dir.	$85,738	**$80,715**	2025
At Ease Usa	NE	$503,643	Executive Director	$99,243	**$103,114**	2024
To Life Inc	NY	$505,574	Exec. Direct	$90,502	**$79,001**	2024
Universal Health Care Action	OH	$505,595	Executive Di	$82,641	**$84,555**	2024
Foundation For Healthy Generations	WA	$507,681	Executive Dir.	$176,939	**$153,031**	2024
Black Hills Health And Education Center	SD	$509,903	President	$23,078	**$24,604**	2024
Tucson Interfaith Hivaids Network	AZ	$472,633	Executive Director	$98,575	**$94,285**	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gyedi Project	CO	$472,144	Executive Director	$181,438	**$163,732**	2025
Washington Restaurant Association	WA	$514,416	President And Ceo	$40,102	**$34,683**	2024
American Muslim Health Professionals	IL	$469,756	Executive Dir.	$80,000	**$75,976**	2024
Do Care Doula Foundation Inc	DE	$469,474	Executive Director	$2,225	**$2,104**	2024
Sarah Mclean Foundation	OK	$468,860	Executive Director	$75,101	**$82,245**	2023
Mission Regan Inc	TX	$517,007	Executive Director	$55,453	**$55,168**	2023
Henry Ford Macomb Medical Staff	MI	$520,445	President	$115,500	**$115,163**	2024
Public Health Council Of The Upper Valley	NH	$523,914	Executive Director	$81,088	**$74,465**	2023
Brain Support Network	CA	$458,964	President/ceo	$103,667	**$86,474**	2024
Lets Smile	MN	$457,806	Executive Director	$74,250	**$70,874**	2024
Minnesota Community Health Worker	MN	$528,116	Associate Ex	$122,540	**$120,423**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	**131** organizations. Compensation range $100–$2,448,510; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($492,315); for reference, expenses $542,131 and assets $284,930.
ROLE MATCH	Reginald C Lee, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	**33rd**
Total compensation (D + F), as reported (no adjustments)	**33rd**
Reportable pay only (column D), adjusted	**34th**
All sources (D + E + F), adjusted	**29th**

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 (Reginald C Lee) 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 131 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $64,537 is reasonable (approximately the 33rd 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.