

People Helping People

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **William Harris, Executive Director / CEO** (\$32,000) against **every comparable organization** that fit the selection criteria — **661** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

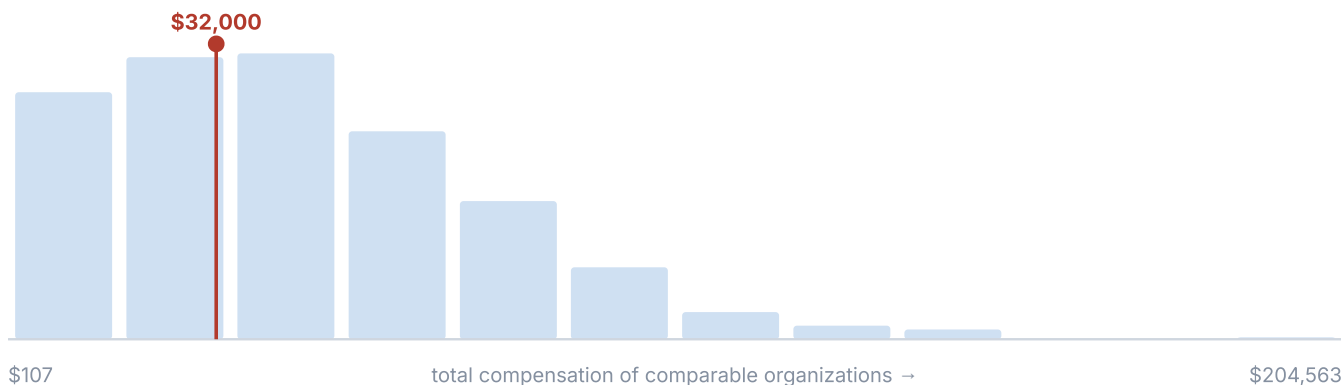
Benchmarked executive: William Harris — reported title “CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$127,086 and \$284,521 — 0.67x to 1.50x the subject's \$189,681 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

661 organizations qualified on sector, size, and geography → **661** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,289	\$23,207	\$40,987	\$63,691	\$84,106	\$32,000
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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 WI 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
Operation Healing Heros	WI	\$189,569	President	\$93,849	\$93,849	2024
Cancer Resource Center Of The	NY	\$189,878	President/ce	\$84,017	\$72,695	2024
Vision Of Restoration Inc	IL	\$189,063	Ceo	\$17,813	\$16,768	2024
The House Cafe Inc	KS	\$190,529	Board Member	\$16,455	\$17,022	2024
Valle Del Sol Foundation	AZ	\$190,580	Ceo (Through January 2023)	\$6,178	\$5,857	2023
Intrepid Care	TX	\$191,302	Barker	\$48,071	\$46,043	2024
Freedom Fighters Of Georgia Inc	GA	\$188,009	President	\$42,800	\$41,207	2024
Greenville's Gift	SC	\$191,535	President	\$13,104	\$13,090	2024
Az Heroes To Hometowns Foundation	AZ	\$191,559	President	\$42,000	\$39,819	2023
Child Restoration Outreach Support Organization	IL	\$191,731	Executive Director	\$59,613	\$57,775	2023
Good Life Community Development	NE	\$187,349	Executive Di	\$57,557	\$59,276	2024
Nest Mission	WA	\$187,316	Director	\$20,000	\$17,145	2024
Friends Of The East River Esplanade	NY	\$192,057	Executive Director, As Of May 2024	\$41,487	\$35,896	2024
The Way Counseling Network Inc	FL	\$192,470	President	\$27,500	\$25,467	2023
Cuyama Valley Family Resource Center	CA	\$186,476	Executive Director	\$45,630	\$38,842	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beyond Fistula	CA	\$192,936	Co-director	\$7,392	\$6,112	2024
Independence 2nd Owner Corp	NY	\$193,146	Chief Executive Officer	\$81,429	\$70,456	2024
Veteran Womens Enterprise Center	TX	\$185,752	Ceo/founder	\$30,000	\$29,583	2023
United Way Next	VA	\$185,689	President And Ceo	\$119,703	\$113,938	2023
The Trauma Healing Project Inc	OR	\$193,713	Executive Di	\$50,248	\$44,681	2024
Ahead Inc	OH	\$185,500	Executive Director	\$61,478	\$62,349	2024
Opelousas Pregnancy Center Inc	LA	\$194,110	Executive Dirtr	\$8,333	\$9,045	2023
Somali Parents Advocacy Center For Education Inc	MA	\$194,219	Executive Director	\$89,740	\$77,216	2024
Fusion You Inc	AZ	\$185,139	President/di	\$18,338	\$17,386	2023
Black Impact Collaborative	MI	\$194,556	1st Vice Chair	\$24,500	\$24,929	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2024 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 WI 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 661 organizations. Compensation range \$107–\$204,563; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$189,681); for reference, expenses \$196,309 and assets \$426,863.

ROLE MATCH	William Harris, reported title " <i>CHAIR</i> ", 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.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	39 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	36 th

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 (William Harris) 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 661 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,000 is reasonable (approximately the 39th 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.