

# Odd Fellows Faith Hope And Charity

Executive Director / CEO

EIN 262507307

CT · NTEE P11

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **William Nelson, Executive Director / CEO** (\$9,546) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

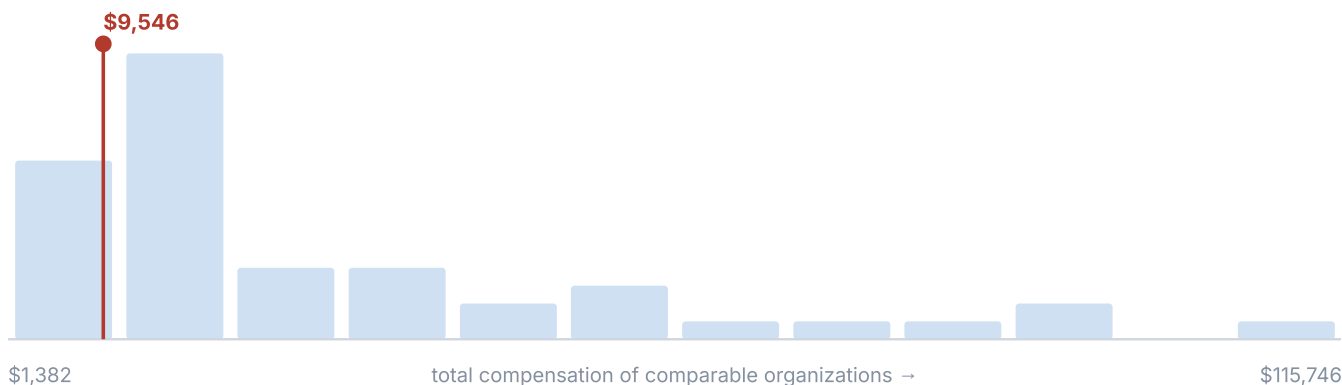
**Benchmarked executive:** William Nelson — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P11).
BUDGET	Total revenue between \$91,344 and \$204,502 — 0.67x to 1.50x the subject's \$136,335 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

**45** organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,001	\$12,601	\$17,348	\$37,495	\$66,577	<b>\$9,546</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 CT 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="#">Safe Alliance Foundation</a>	TX	\$136,896	Chief Executive Officer	\$9,108	<b>\$9,717</b>	2024
<a href="#">Harc Foundationinc</a>	CT	\$133,954	President/ce	\$37,368	<b>\$37,368</b>	2024
<a href="#">The Office For Aging Foundation Of</a>	NY	\$133,728	Executive Di	\$13,341	<b>\$12,526</b>	2025
<a href="#">Friends Of The Hocking Hills State Park</a>	OH	\$131,891	Program Director, Astronomy Park	\$15,000	<b>\$16,944</b>	2024
<a href="#">Florence Fuller Child Development</a>	FL	\$140,875	Chief Executive Officer	\$10,498	<b>\$10,829</b>	2023
<a href="#">Bixby Knolls Towers Inc</a>	CA	\$143,906	President/ceo	\$68,128	<b>\$62,743</b>	2024
<a href="#">Tanager Place Endowment Foundation</a>	IA	\$145,595	Assistant Treasurer	\$33,888	<b>\$40,743</b>	2023
<a href="#">Funds For Friends</a>	TX	\$147,336	Executive Director	\$12,900	<b>\$13,763</b>	2024
<a href="#">Arcadia Improvement Association</a>	CA	\$147,732	Executive Director	\$101,650	<b>\$93,615</b>	2024
<a href="#">Seniors First Foundation Inc</a>	FL	\$122,983	President/ceo	\$21,126	<b>\$21,792</b>	2023
<a href="#">lhs Ministries Inc</a>	AZ	\$122,194	Ex Officio - Non-voting	\$3,801	<b>\$3,899</b>	2024
<a href="#">Fcs New Market Landlord Inc</a>	TN	\$120,019	Ceo	\$13,308	<b>\$14,919</b>	2024
<a href="#">Mother Of Mercy Foundation</a>	MN	\$153,964	Foundation Executive Director	\$35,509	<b>\$37,422</b>	2024
<a href="#">Northeastern Association Of The Blind</a>	NY	\$155,593	Ceo	\$3,296	<b>\$3,270</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">River Deep Foundation</a>	CO	\$114,481	Executive Di	\$36,663	<b>\$37,495</b>	2024
<a href="#">Memphis Union Mission Support Corporati</a>	TN	\$160,200	President	\$11,240	<b>\$12,601</b>	2024
<a href="#">Missouri Bar Foundation</a>	MO	\$160,256	Secretary	\$45,963	<b>\$53,455</b>	2023
<a href="#">Community Hope Foundation Inc</a>	NJ	\$160,894	Executive Director	\$10,249	<b>\$9,760</b>	2024
<a href="#">Community Action Trust Inc</a>	MA	\$110,500	Executive Director	\$22,999	<b>\$22,042</b>	2024
<a href="#">Crossroads Foundation Inc</a>	IA	\$109,437	Executive Director	\$8,379	<b>\$10,073</b>	2023
<a href="#">Lutheran Child And Family Services</a>	IL	\$106,035	Ceo	\$12,380	<b>\$13,365</b>	2023
<a href="#">Children &amp; Families First Endowment Inc</a>	DE	\$105,984	Chief Executive Officer	\$15,963	<b>\$16,670</b>	2024
<a href="#">Wheeler East Street Holdings Inc</a>	IN	\$103,650	Board Member	\$13,814	<b>\$15,537</b>	2024
<a href="#">Wellroot Family Services Foundation Inc</a>	GA	\$101,804	Treasurer	\$47,684	<b>\$52,646</b>	2023
<a href="#">Beaver County Ymca Endowment Foundation</a>	PA	\$99,966	Director	\$31,015	<b>\$33,961</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **45** organizations. Compensation range \$1,382–\$115,746; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$136,335); for reference, expenses \$35,682 and assets \$3,776,404. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	William Nelson, reported title "CEO", 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	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	13 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (William Nelson) 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 45 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,546 is reasonable (approximately the 13<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.