

# Fathers And Sons Together

Executive Director / CEO

EIN 264836770

WA · NTEE A23

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Cathie Wilmore, Executive Director / CEO** (\$80,600) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

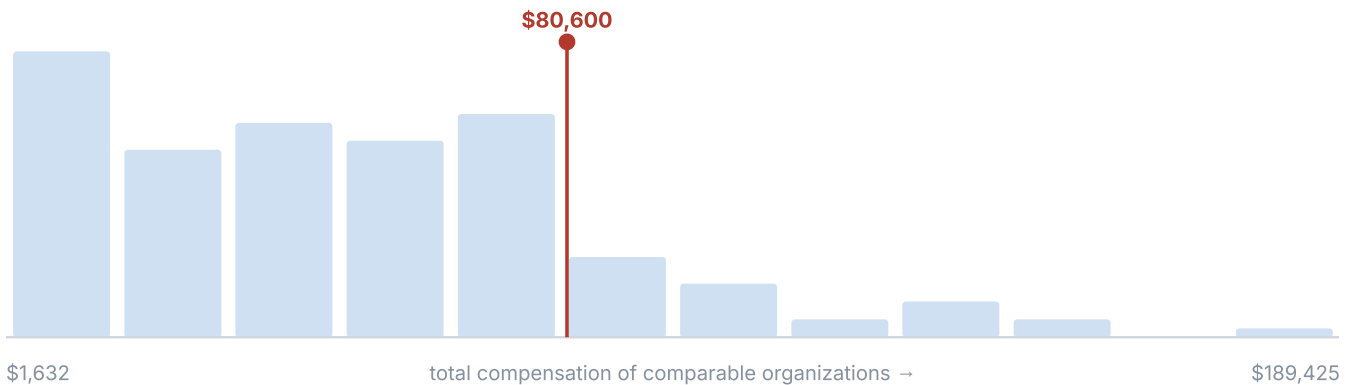
**Benchmarked executive:** Cathie Wilmore — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$175,408 and \$392,704 — 0.67x to 1.50x the subject's \$261,803 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**148** organizations qualified on sector, size, and geography → **148** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,262	\$22,253	\$46,172	\$71,085	\$94,169	\$80,600
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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 WA 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="#">American Foundation For Tibetan Cultural</a>	CA	\$261,527	Ceo	\$12,500	<b>\$12,056</b>	2024
<a href="#">Liberty Place Inc</a>	VI	\$264,018	Executive Director	\$52,664	<b>\$52,664</b>	2024
<a href="#">Relentless Academy</a>	MN	\$259,244	Excutive Director	\$57,120	<b>\$64,903</b>	2023
<a href="#">Finnish Center Association</a>	MI	\$258,337	Treasurer	\$9,479	<b>\$10,928</b>	2024
<a href="#">The Progressive Forum</a>	TX	\$257,151	Director	\$33,000	<b>\$36,870</b>	2024
<a href="#">Race Matters Slo County</a>	CA	\$256,465	Executive Director	\$30,067	<b>\$29,855</b>	2023
<a href="#">Halau Kekuaokalaaualailiahi Inc</a>	HI	\$256,455	President	\$14,996	<b>\$14,996</b>	2024
<a href="#">Sri Poojalaya Cultural And Community Cen</a>	CA	\$256,325	Ceo	\$48,000	<b>\$46,295</b>	2024
<a href="#">Korean American Association And</a>	TX	\$269,225	Board Member	\$9,000	<b>\$10,056</b>	2024
<a href="#">Agritech Institute For Small</a>	VT	\$253,817	Secretary, T	\$168,494	<b>\$189,425</b>	2024
<a href="#">Lincoln Crossroads Festival</a>	NE	\$253,480	Board President	\$2,200	<b>\$2,721</b>	2023
<a href="#">Red Earth Inc</a>	OK	\$270,989	Executive Di	\$43,306	<b>\$53,262</b>	2024
<a href="#">Irish Heritage Center</a>	OH	\$271,167	Director	\$4,700	<b>\$5,725</b>	2023
<a href="#">Burning Cedar Sovereign Kitchen Inc</a>	OK	\$252,133	Executive Director	\$63,183	<b>\$77,709</b>	2024
<a href="#">Shep-ty</a>	CA	\$272,124	Executive Dir.	\$115,189	<b>\$111,097</b>	2024
<a href="#">Center For Latino-jewish Relations</a>	TX	\$250,928	Secretary And Treasurer	\$10,500	<b>\$12,078</b>	2023
<a href="#">Maine Irish Heritage Center</a>	ME	\$273,177	Executive Director	\$80,000	<b>\$89,475</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Harambee Kingston Ny</a>	NY	\$249,748	Ceo/executive Director	\$75,824	<b>\$76,529</b>	2024
<a href="#">Torch Literary Arts</a>	TX	\$247,648	Executive Director	\$74,750	<b>\$85,984</b>	2023
<a href="#">Menddigap Inc</a>	NY	\$247,501	President & Director	\$5,230	<b>\$5,434</b>	2023
<a href="#">Bit Community Center Inc</a>	MD	\$276,110	Executive Director & Ceo	\$65,360	<b>\$68,251</b>	2024
<a href="#">Italingua Institute</a>	CA	\$246,445	President	\$78,452	<b>\$77,900</b>	2023
<a href="#">Mexican Cultural Center</a>	PA	\$277,294	Director Of Programs	\$20,068	<b>\$22,353</b>	2024
<a href="#">Ri Slave History Medallions</a>	RI	\$245,607	Executive Director	\$51,756	<b>\$55,431</b>	2024
<a href="#">La Conexion</a>	OH	\$278,029	Executive Director	\$12,001	<b>\$14,197</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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** 148 organizations. Compensation range \$1,632–\$189,425; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$261,803); for reference, expenses \$279,360 and assets \$272,204.

**ROLE MATCH** Cathie Wilmore, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS**      3 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	82 <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 (Cathie Wilmore) 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 148 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,600 is reasonable (approximately the 84<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 9, 2026.