

Population We

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Joe West, Executive Director / CEO** (\$95,478) against **every comparable organization** that fit the selection criteria — **437** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

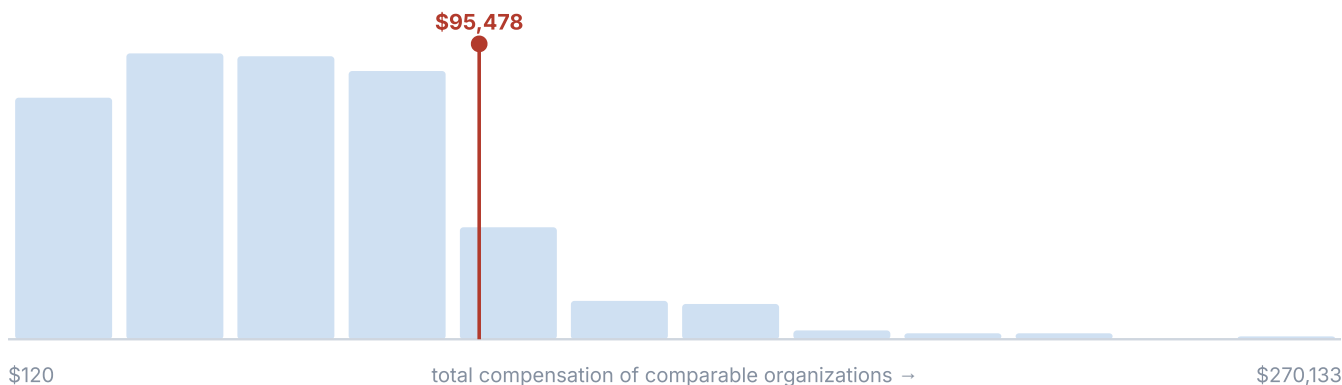
Benchmarked executive: Joe West — reported title "EXECUTIVE DIR.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$234,492 and \$524,983 — 0.67x to 1.50x the subject's \$349,989 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

437 organizations qualified on sector, size, and geography → **437** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,147	\$31,057	\$53,968	\$77,537	\$104,990	\$95,478
----------	----------	----------	----------	-----------	----------



● 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 TN 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
Si Se Puede Schools	TX	\$350,000	Exec Directo	\$146,775	\$143,803	2023
California Council On Teacher Education	CA	\$349,259	Secretarytreasurer	\$37,805	\$31,057	2024
The Knitting Guild Association	TX	\$349,095	Pres & Exec Dir	\$39,933	\$38,002	2024
Louisiana Charter School Alliance	LA	\$351,754	Executive Director	\$71,480	\$74,880	2024
C & C Kids After School Enrichment	WA	\$352,044	Ceo	\$38,500	\$33,761	2023
Classical Scholars Inc	NC	\$347,341	Executive Director, Teacher	\$46,105	\$45,321	2024
The Texas Diversity Council	TX	\$354,062	Ceo	\$91,279	\$86,865	2024
South Carolina Foundation For	SC	\$354,508	Executive Di	\$34,000	\$32,875	2025
Ebenezer Community Outreach	IL	\$345,180	President	\$131,418	\$119,746	2025
Rome Institute Of Liberal Arts Inc	CA	\$354,988	President	\$127,532	\$104,767	2024
Life College	CA	\$344,960	Program Director	\$112,800	\$92,664	2024
Denver Biennial Of The Americas	CO	\$344,954	Executive Di	\$167,959	\$153,217	2024
Natural Stone Foundation	OH	\$355,833	Executive Director	\$35,233	\$36,551	2023
Lyric Performing Arts Company Inc	TX	\$356,051	Director	\$56,250	\$55,111	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Aspire P16 Collaborative	OH	\$343,845	Executive Di	\$47,250	\$49,017	2023
Quality Care Community Service Inc	VA	\$356,347	Supervisor	\$99,085	\$91,017	2024
The Bella Abzug Leadership Institute Inc	NY	\$343,203	Founder And Ceo	\$102,898	\$88,458	2024
The Global Air Drone Academy	MD	\$342,623	President	\$2,900	\$2,764	2022
Academy Of Legal Studies In Business	NC	\$342,452	Executive Secretary	\$22,914	\$23,190	2023
Manners Of The Heart Inc	LA	\$357,842	Chief Visionary Opfficer	\$60,000	\$62,854	2024
Radiance Sutras Institute	CA	\$341,866	President	\$63,000	\$51,754	2024
Ifees Inc	MD	\$358,493	Secretary	\$195,256	\$178,794	2023
Asianetwork Inc	IL	\$341,405	Executive Director	\$23,500	\$21,979	2024
Wild Horses Building Champions Inc	SD	\$358,584	Director	\$18,000	\$19,458	2023
Academy For International School Heads	CO	\$341,123	Ceo	\$158,055	\$144,182	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 **437** organizations. Compensation range \$120–\$270,133; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$349,989); for reference, expenses \$353,484 and assets \$76,951.
ROLE MATCH	Joe West, reported title " <i>EXECUTIVE DIR.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	86 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	81 st

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 (Joe West) 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 437 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,478 is reasonable (approximately the 86th 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.