

Wa-id Volunteer Center Inc

Executive Director / CEO

EIN 300088691

ID · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cathy Robinson, Executive Director / CEO** (\$79,435) against **every comparable organization** that fit the selection criteria — **279** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Cathy Robinson — 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 (P80). |
| BUDGET | Total revenue between \$208,069 and \$465,828 — 0.67x to 1.50x the subject's \$310,552 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue. |

279 organizations qualified on sector, size, and geography → **279** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------|
| \$14,472 | \$31,127 | \$51,897 | \$68,290 | \$83,585 | \$79,435 |
|----------|----------|----------|----------|----------|----------|



● 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 ID 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 |
|---|-------|-----------|--------------------|-----------------|-----------------|------|
| Volunteer Interfaith Caregivers Sw | TX | \$311,191 | Executive Director | \$77,800 | \$73,158 | 2024 |
| Guardian Advocates Inc | IN | \$309,153 | Ceo | \$13,012 | \$12,899 | 2024 |
| Dress For Success Lackawanna | PA | \$312,631 | Executive Director | \$56,648 | \$53,104 | 2024 |
| Abled | CA | \$308,176 | Executive Director | \$9,000 | \$7,306 | 2024 |
| Humanitarian Services For Children Of Vietnam | MN | \$313,243 | Executive Director | \$34,500 | \$32,992 | 2023 |
| Growing Veterans | WA | \$307,655 | Executive Director | \$60,769 | \$52,655 | 2023 |
| Umpqua Valley Disabilities Network | OR | \$313,570 | Executive Di | \$79,912 | \$69,761 | 2024 |
| Lutheran Housing Services 9 Inc | OH | \$307,104 | President/ce | \$54,426 | \$54,189 | 2024 |
| Coordinated Care Alliance | IL | \$314,064 | Executive Director | \$61,096 | \$56,463 | 2024 |
| Rideability Therapeutic Riding Center Inc | SC | \$314,689 | Executive Director | \$26,829 | \$27,088 | 2023 |
| Pines Of Peace Inc | NY | \$306,024 | Executive Dir. | \$57,859 | \$49,148 | 2024 |
| Monroe Gospel Womens Mission | WA | \$316,019 | Executive Director | \$49,365 | \$41,547 | 2024 |
| Mercy And Truth Christian Ministries Inc | NC | \$304,428 | President | \$90,789 | \$88,184 | 2024 |
| Unlimited Potential Inc | TX | \$304,008 | Executive Director | \$75,600 | \$71,089 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|--------------------|-----------------|-----------------|------|
| Restoration Of Hope Inc | AR | \$317,696 | Director | \$48,760 | \$53,044 | 2023 |
| Island Connections | ME | \$302,749 | Executive Di | \$63,622 | \$59,887 | 2024 |
| Southeastern Ohio Center For | OH | \$319,232 | Exec Dir/pre | \$37,489 | \$37,326 | 2024 |
| Northrop Loving Care Inc | MI | \$319,280 | Vice President | \$95,140 | \$92,312 | 2024 |
| Mujeres Extraordinaries Inc | CA | \$320,180 | President | \$41,250 | \$34,472 | 2023 |
| Erins Hope For Friends Inc | GA | \$300,546 | Executive Dir. | \$70,785 | \$66,905 | 2024 |
| Next Step Clubhouse | NC | \$322,694 | Executive Dir. | \$40,210 | \$39,056 | 2024 |
| Association Of Community Services Of Howard County | MD | \$298,064 | Executive Director | \$75,500 | \$68,313 | 2023 |
| Justice Health Initiative Inc | MA | \$323,991 | Founder & Director | \$92,249 | \$77,926 | 2024 |
| Innovative Partnerships Nfp | IL | \$297,027 | Ceo/cfo | \$17,001 | \$16,176 | 2023 |
| A New Beginning For You Inc | AL | \$296,564 | President | \$72,800 | \$76,116 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 | 279 organizations. Compensation range \$570–\$356,237; filing years 2022–2025. |
| SIZE BASIS | Matched on total revenue (\$310,552); for reference, expenses \$296,385 and assets \$213,677. |
| ROLE MATCH | Cathy Robinson, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |

RELATED-ORG PAY 27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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 | 87 th |
| Total compensation (D + F), as reported (no adjustments) | 81 st |
| Reportable pay only (column D), adjusted | 85 th |
| All sources (D + E + F), adjusted | 78 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 (Cathy Robinson) 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 279 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,435 is reasonable (approximately the 87th 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.