

Village On The Isle Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Douglas Feller, Executive Director / CEO** (\$11,687) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

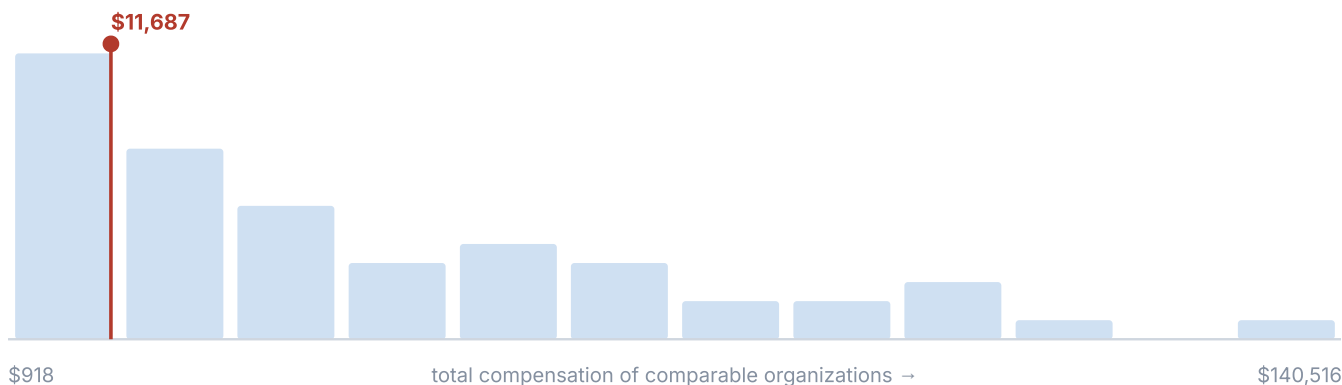
Benchmarked executive: Douglas Feller — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P11).
BUDGET	Total revenue between \$140,376 and \$314,275 — 0.67x to 1.50x the subject's \$209,517 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,577	\$12,261	\$27,510	\$57,226	\$89,330	\$11,687
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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 FL 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
Vicar's Landing Foundation Inc	FL	\$206,417	Chief Executive Officer	\$42,670	\$41,446	2024
Hope Ventures Inc	CA	\$216,685	President & Ceo	\$75,000	\$66,961	2024
Mary Graham Children's Foundation	CA	\$201,194	Executive Director	\$93,567	\$86,005	2023
Sitrin Foundation Inc	NY	\$200,153	Ceo	\$18,000	\$16,818	2024
The Black Feather Foundation	VA	\$200,023	President & Ceo	\$21,667	\$22,269	2023
Silver Key Senior Services Foundation	CO	\$219,159	Ceo And President	\$12,143	\$12,394	2023
Freedom To Captives	FL	\$195,547	President	\$69,000	\$67,020	2024
Feeding The Need	TN	\$191,818	Chief Executive Officer	\$1,198	\$1,340	2023
Desc Hobson Clinic Qalich	WA	\$188,920	President/desc Executive Director	\$28,556	\$26,434	2024
Clayton Youth Enrichment Foundation	TX	\$188,564	President	\$17,482	\$18,081	2024
Alzheimer's Community Care	FL	\$186,562	Former Ceo (7/1/23-3/7/24)	\$4,651	\$4,518	2024
Caf Property Inc	CA	\$232,532	Secretary & Treasurer	\$2,214	\$1,926	2025
Goodwill Properties Inc	IA	\$185,640	President/ce	\$6,991	\$7,914	2024
Hdpi Inc	VA	\$185,226	Director	\$14,347	\$14,746	2023
The Arc Gateway Foundation Inc	FL	\$184,048	Chief Executive Officer	\$14,562	\$14,144	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Vincent De Paul Of Baltimore	MD	\$182,540	President & Ceo	\$81,563	\$81,171	2023
The Ida And Asset Building Collaborative	NC	\$181,131	Executive Director	\$102,018	\$112,209	2023
Chris 180 Support Organization Inc	GA	\$179,787	Board Chair (Chris 180 Ceo)	\$18,340	\$19,630	2023
Tomorrow's Children Of Wisconsin Inc	WI	\$179,512	President	\$11,756	\$12,695	2024
First Growth Children & Family Charities	OR	\$240,347	Acting Executive Director	\$106,933	\$100,028	2025
Family Counseling Center Foundation Inc	NY	\$176,619	Executive Director	\$16,118	\$15,059	2024
Providence State Street Housing	NY	\$242,726	President	\$2,810	\$2,703	2023
Hamilton Center Foundation Inc	IN	\$175,796	President / Ceo	\$44,532	\$49,990	2023
Heart Gallery Of New Mexico	NM	\$244,874	Executive Di	\$60,000	\$68,695	2023
A Second Chance Charitable Foundation	PA	\$244,959	President & Chairperson	\$6,886	\$7,100	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2023 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 FL 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 **54** organizations. Compensation range \$918–\$140,516; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$209,517); for reference, expenses \$109,542 and assets \$1,269,115. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Douglas Feller, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	24 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	83 rd

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 (Douglas Feller) 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 54 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,687 is reasonable (approximately the 24th 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.