

Young Mens Christian Association Of Jackson Area

Executive Director / CEO

EIN 310886549
OH · NTEE P27Z
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Timothy Harvey, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

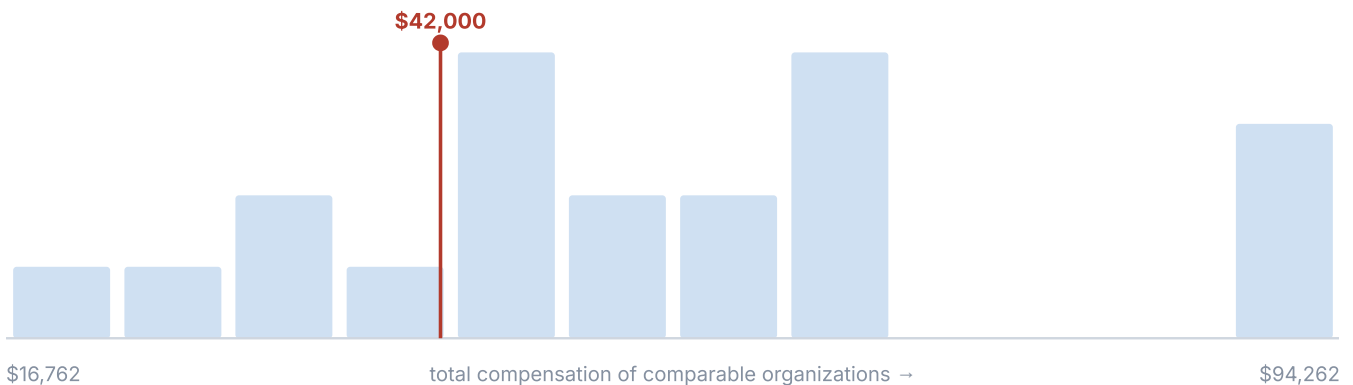
Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Timothy Harvey — 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 (P27Z).
BUDGET	Total revenue between \$292,310 and \$654,427 — 0.67x to 1.50x the subject's \$436,285 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P27), nationwide + budget 0.67–1.5x revenue.
20	organizations qualified on sector, size, and geography
→ 20	within the band form the benchmarked peer set.

Distribution of comparable compensation



\$33,550 10TH	\$44,399 25TH	\$53,052 MEDIAN	\$66,269 75TH	\$89,113 90TH	\$42,000 THIS ORG · 20TH
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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 OH 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
Camp Sunshine	MI	\$430,570	Executive Dir	\$68,025	\$64,390	2024
Atlanta Ymca Westside Qalich Inc	GA	\$450,871	Chief Executive Officer	\$36,068	\$34,240	2023
Rathbun Lake Area Young Mens Christ	IA	\$453,841	Ceo	\$44,245	\$45,740	2023
Ywca Of Darien Norwalk Inc	CT	\$410,083	Chair	\$81,154	\$67,982	2025
The Young Men's Christian	AL	\$463,386	Executive Di	\$52,000	\$51,518	2024
Young Mens Christian Association Of The Coosa Valley Inc	AL	\$396,829	Executive Director	\$53,516	\$54,586	2023
Duluth Area Family Ymca Heritage	MN	\$488,740	Ceo/president	\$45,235	\$42,201	2023
Safe Children Coalition Foundation Inc	FL	\$366,926	Ceo	\$31,740	\$27,344	2024
Ywca Of San Francisco & Marin	CA	\$507,005	Chief Financial Officer	\$43,056	\$35,102	2023
White County United Way Inc	IN	\$350,430	Executive Di	\$45,400	\$45,203	2023
Ywca Of Lincoln	NE	\$339,689	Executive Director	\$95,566	\$94,262	2024
Ymca Endowment Foundation	AL	\$312,277	Secretary/ce	\$44,246	\$45,131	2023
Ywca Allentown	PA	\$569,120	Executive Director	\$98,789	\$90,345	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Santa Monica Ymca Endowment Fund	CA	\$578,670	Chief Executive Officer	\$21,167	\$16,762	2024
Long Branch Area Young Men's Christian Association	MO	\$578,679	Chief Executive Officer	\$68,905	\$66,928	2024
Young Womens Christian Association	IN	\$605,938	Executive Director	\$47,500	\$45,937	2024
Bertie County Ymca	NC	\$616,088	Ceo	\$96,383	\$88,976	2025
Union County Ymca	SC	\$620,297	Ceo	\$69,037	\$66,049	2024
Schuylkill Ymca	PA	\$626,867	Executive Di	\$62,027	\$56,725	2024
Switzerland County Young Men's	IN	\$630,259	Ceo	\$63,750	\$61,652	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	20 organizations. Compensation range \$16,762–\$94,262; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$436,285); for reference, expenses \$521,514 and assets \$865,741.
ROLE MATCH	Timothy Harvey, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	20 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	0 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 (Timothy Harvey) 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 20 similarly situated organizations (Same NTEE sector (P27), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 20th 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.