PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

The Middle Project Inc

Executive Director / CEO

EIN **311689641**
NY · NTEE P99
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Genesis Briggs, Executive Director / CEO** ($42,411) against **every comparable organization** that fit the selection criteria — **198** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 30th percentile of comparable organizations

within the typical range

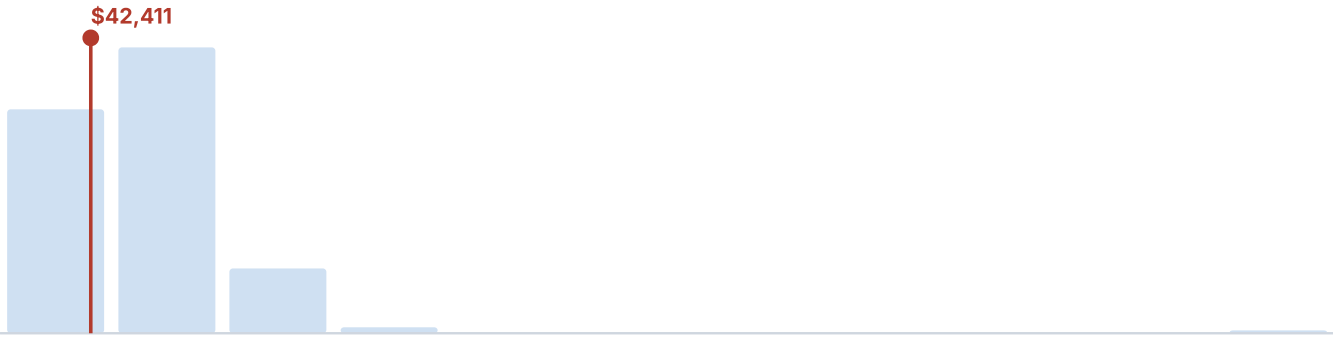
> **Benchmarked executive:** Genesis Briggs — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between $221,450 and $495,784 — 0.67× to 1.50× the subject's $330,523 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue.

198 organizations qualified on sector, size, and geography → **198** within the band form the benchmarked peer set.

Distribution of comparable compensation



$875 total compensation of comparable organizations → $611,678

$18,639	$37,288	$66,561	$88,536	$110,674	$42,411

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 NY 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
One Heart Warriors	MT	$329,576	President	$62,499	**$74,555**	2024
Angels Of Las Vegas	NV	$331,487	President	$36,961	**$42,211**	2023
Hackettstown Business Improvement	NJ	$328,862	Executive Di	$83,538	**$82,541**	2024
National Association Of Black Women Entrepreneurs	MI	$328,482	Ceo	$78,000	**$89,096**	2024
Establish	HI	$333,478	Executive Director	$109,286	**$108,280**	2024
Northwest Sarcoma Foundation	WA	$334,731	Executive Director	$101,440	**$100,506**	2024
Open Door Recovery House	TX	$325,511	Executive Director	$157,492	**$174,343**	2024
Casa For Lancaster County	NE	$335,549	Executive Di	$80,622	**$95,962**	2024
Guardianship & Protective Services	OH	$324,533	Executive Di	$62,378	**$73,114**	2024
Flourish Homes Incorporated	OK	$324,273	Ceo/founder	$36,000	**$45,164**	2023
Peopleworks - Nm	NM	$321,450	Executive Di	$64,693	**$79,276**	2023
Workable Career Trends	CA	$341,514	Ceo	$98,750	**$97,152**	2023
Ministry Against The Death Penalty	LA	$343,734	Director	$42,406	**$51,675**	2024
Foundations For Franklin County Inc	MO	$317,178	Executive Di	$25,625	**$30,923**	2023
Horsin' Around Camp Inc	KY	$316,030	Executive Director	$82,169	**$100,580**	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Supportive Healthy Initiatives For Tulsa	OK	$347,950	Ceo	$20,300	**$25,468**	2023
3hopeful Hearts	CO	$347,957	Executive Director	$40,704	**$43,193**	2024
Evergreen Life Services Of Florida Inc	LA	$312,332	President/ceo	$21,418	**$26,099**	2024
Oregon Representative Payee Program	OR	$349,233	Executive Director	$85,589	**$87,960**	2024
Girls Helping Girls Period	NJ	$311,382	Executive Director	$75,000	**$76,293**	2023
His Hands Auto Repair Ministry Inc	PA	$350,054	Member / Emp	$59,644	**$65,823**	2024
Neighbors Helping Neighbors Inc	KY	$310,813	Nhn Director	$54,573	**$66,801**	2023
Carleton-willard At Home Inc	MA	$310,206	President & Ceo	$60,724	**$60,387**	2024
Sisters Of Grace Inc	GA	$308,824	President	$61,250	**$68,154**	2024
Femergy	OH	$308,518	Director	$43,542	**$51,036**	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	**198** organizations. Compensation range $875–$611,678; filing years 2023–2025.
SIZE BASIS	Matched on total revenue ($330,523); for reference, expenses $377,174 and assets $194,557.

ROLE MATCH	Genesis Briggs, reported title *"DIRECTOR"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**
RELATED-ORG PAY	9 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	**30th**
Total compensation (D + F), as reported (no adjustments)	**35th**
Reportable pay only (column D), adjusted	**33rd**
All sources (D + E + F), adjusted	**27th**

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 (Genesis Briggs) 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 198 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $42,411 is reasonable (approximately the 30th 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.