

# Getting Back To Basics

Executive Director / CEO

EIN 331197792

NC · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Spencer Hardaway Spencer Hardaway S, Executive Director / CEO** (\$16,913) against **every comparable organization** that fit the selection criteria — **438** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

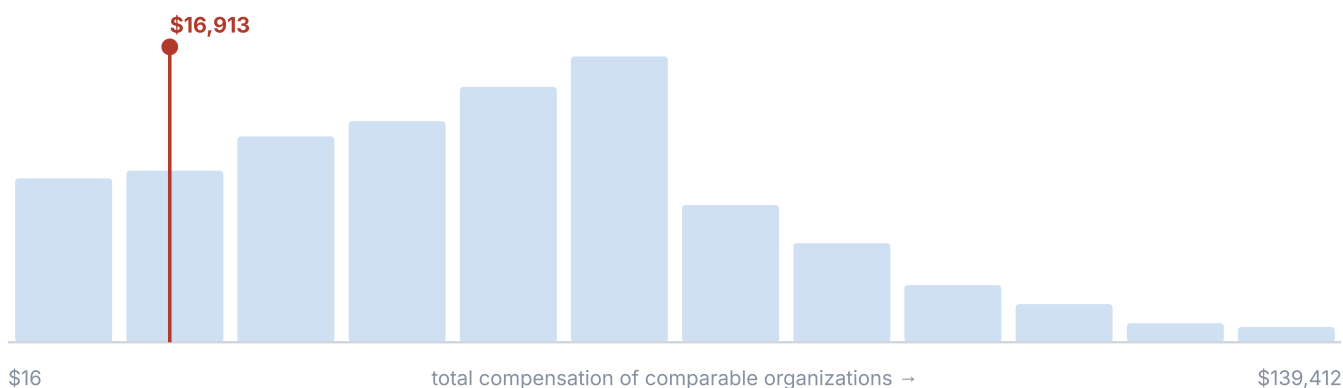
**Benchmarked executive:** Spencer Hardaway Spencer Hardaway S — reported title “Chairman”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

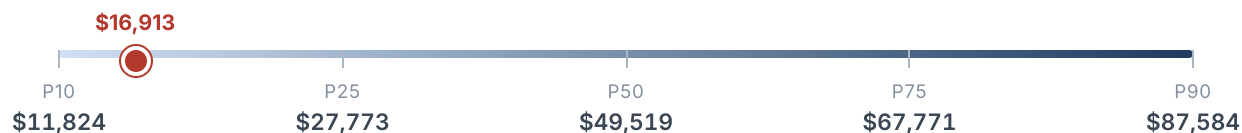
SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$159,961 and \$358,123 — 0.67x to 1.50x the subject's \$238,749 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**438** organizations qualified on sector, size, and geography → **438** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$11,824</b> 10TH	<b>\$27,773</b> 25TH	<b>\$49,519</b> MEDIAN	<b>\$67,771</b> 75TH	<b>\$87,584</b> 90TH	<b>\$16,913</b> THIS ORG · 14TH
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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 NC 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
<a href="#">Everybody Wins Vermont Inc</a>	VT	\$238,657	Executive Director	\$56,684	<b>\$55,217</b>	2023
<a href="#">Community Builders</a>	WA	\$238,580	Treasurer	\$5,094	<b>\$4,414</b>	2023
<a href="#">Mother Oliver S Place Inc</a>	FL	\$238,473	Director	\$110,000	<b>\$97,140</b>	2024
<a href="#">Planet Hope Land And Sea</a>	MD	\$238,166	Executive Director	\$68,500	<b>\$60,201</b>	2024
<a href="#">Accelerate Education Group</a>	CA	\$239,395	President	\$27,600	<b>\$22,403</b>	2024
<a href="#">Revillage</a>	OR	\$239,459	Johnson	\$36,458	<b>\$34,111</b>	2022
<a href="#">Supergirls Shine Foundation</a>	TX	\$237,931	Ceo	\$70,600	<b>\$68,348</b>	2023
<a href="#">Rosati Leadership Academy</a>	ME	\$240,012	Executive Director	\$78,833	<b>\$74,205</b>	2024
<a href="#">Sebastopol Sea Serpents</a>	CA	\$240,202	Head Coach	\$143,552	<b>\$116,525</b>	2024
<a href="#">Triumph Futbol Club Inc</a>	TX	\$240,283	Director Of Soccer Operations; Coach	\$116,613	<b>\$112,894</b>	2023
<a href="#">Saturday Place</a>	IL	\$237,199	Program Director	\$50,750	<b>\$48,287</b>	2023
<a href="#">Halt Violence</a>	OH	\$240,534	Founder/ceo	\$99,364	<b>\$98,931</b>	2024
<a href="#">Lanai Academy Of Performing Arts In</a>	HI	\$241,109	Exec & Music	\$76,125	<b>\$64,069</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Soccer Club Of Saint Cloud Inc</a>	FL	\$236,238	President	\$28,527	<b>\$25,192</b>	2024
<a href="#">Apex Youth Connection</a>	ME	\$241,409	Executive Director	\$66,911	<b>\$62,983</b>	2024
<a href="#">Presencia Inc</a>	GA	\$236,056	Executive Director	\$70,217	<b>\$66,368</b>	2024
<a href="#">Gold Coast Junior Golf Foundation Inc</a>	FL	\$235,824	Dir & President	\$2,500	<b>\$2,207</b>	2024
<a href="#">The Dallas Friendship Circle Inc</a>	TX	\$241,828	Director	\$48,750	<b>\$45,841</b>	2024
<a href="#">Circle Camps For Grieving Children Inc</a>	WI	\$235,090	Executive Director	\$60,000	<b>\$58,905</b>	2024
<a href="#">Be The Voice Inc</a>	GA	\$242,700	Executive Director	\$46,000	<b>\$42,359</b>	2025
<a href="#">Colorado Young Leaders</a>	CO	\$234,792	Executive Di	\$33,008	<b>\$29,753</b>	2024
<a href="#">Chinese Youth Camp</a>	TX	\$234,593	Camp Director, Finance Director, Facilities	\$1,750	<b>\$1,646</b>	2024
<a href="#">Bent On Learning Inc</a>	NY	\$242,934	Executive Dir.	\$147,300	<b>\$128,819</b>	2023
<a href="#">Girls Build Kalamazoo Inc</a>	MI	\$234,480	Executive Director	\$20,000	<b>\$19,405</b>	2024
<a href="#">San Antonio Future Basketball Inc</a>	TX	\$234,444	President	\$6,000	<b>\$5,642</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	438 organizations. Compensation range \$16–\$139,412; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$238,749); for reference, expenses \$85,772 and assets \$163,759. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Spencer Hardaway Spencer Hardaway S, reported title "Chairman", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	15 <sup>th</sup>
All sources (D + E + F), adjusted	14 <sup>th</sup>

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 (Spencer Hardaway Spencer Hardaway S) 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 438 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,913 is reasonable (approximately the 14<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.