

Neighbors United

Executive Director / CEO

EIN 352611345

MI · NTEE W12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Warne, Executive Director / CEO** (\$13,500) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Joseph Warne — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W12).

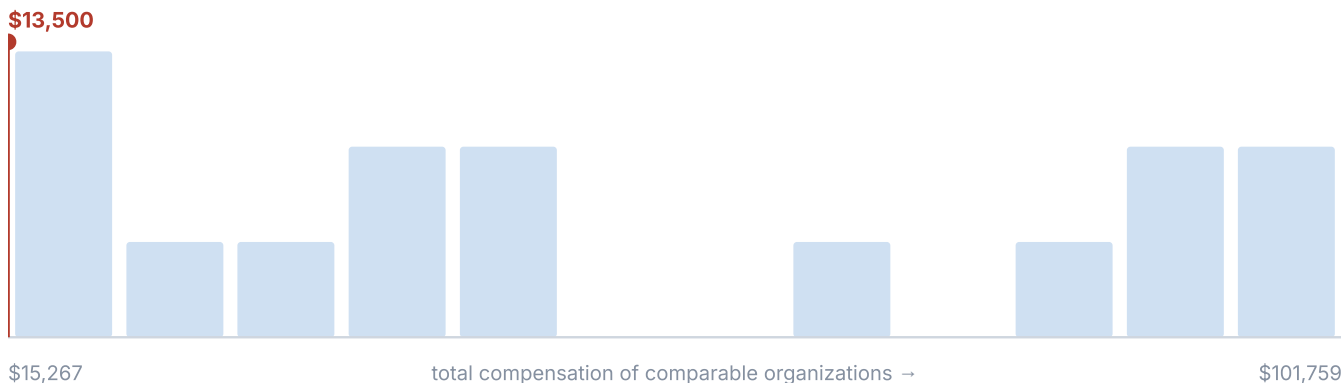
BUDGET Total revenue between \$299,248 and \$669,958 — 0.67x to 1.50x the subject's \$446,639 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W12), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,402	\$31,726	\$46,316	\$84,726	\$97,875	\$13,500
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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 MI 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
The Out Foundation	NY	\$459,094	Executive Di	\$115,297	\$100,938	2024
The Finest & Bravest Foundation Of Sugar Land	TX	\$482,164	Director Of Development	\$43,500	\$42,157	2024
Merrimack Valley Immigrant &	MA	\$406,189	Executive Di	\$18,000	\$15,267	2025
Patriotic Hearts Inc	CA	\$405,941	Member Represe	\$58,000	\$48,522	2024
Milford Community Media Center Inc	MA	\$490,870	Executive Director	\$74,519	\$66,793	2023
Bendable Therapy	OR	\$492,687	Executive Dir.	\$17,800	\$16,015	2024
Landon's Light Foundation	ND	\$494,603	Executive Di	\$87,735	\$93,280	2024
Good Street Inc	TX	\$393,544	Director Of Csr	\$105,000	\$101,759	2024
Your Child's Friendly Home Inc	NY	\$536,991	President	\$32,500	\$28,453	2024
Advocates For Homeless And	PA	\$355,960	Executive Di	\$35,185	\$34,998	2023
Mishor Inc	NJ	\$538,998	Executive Dir.	\$93,800	\$81,138	2024
Iha Hospital Assistance Foundation Inc	IN	\$343,851	President (End 6/2024)	\$45,333	\$46,316	2024
Grassroot Projects	WA	\$573,841	Board Member / Part-time Exec. Dir. (Wa)	\$50,681	\$43,961	2024
N-star Events Inc	GA	\$593,876	Officer	\$20,000	\$19,483	2024
Warrior Reunion Foundation	MD	\$597,943	Executive Dir.	\$97,500	\$88,313	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	15 organizations. Compensation range \$15,267–\$101,759; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$446,639); for reference, expenses \$462,962 and assets \$139,897.
ROLE MATCH	Joseph Warne, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	13 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 (Joseph Warne) 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 15 similarly situated organizations (Same NTEE sector (W12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,500 is reasonable (approximately the 0th 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.